

NORTHERN LEHIGH SCHOOL DISTRICT
Regular Meeting
Board Minutes

Slatington, PA
December 6, 2010

PURPOSE The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Edward E. Hartman, at 7:30 p.m. on Monday, December 6, 2010 in the Middle School Auditorium.

ROLL CALL Members present: Mr. Gary S. Fedorcha, Mr. Raymond J. Follweiler, Jr., Mrs. Lauren A. Ganser, Mr. Mathias J. Green, Jr., Mrs. Natalie J. Green, Mrs. Donna M. Kulp, Mr. Gregory S. Williams, Mr. Edward E. Hartman (8)

Members absent: Mrs. Lori H. Geronikos (1)

Non-members present: Mr. Donald Allen, Mr. Jeffrey Bachman, Mrs. Susan Bahnick, Mrs. Jill Chamberlain, Mr. Greg Derr, Ms. Heather Heiney (Student Rep.), Mr. John Hrizuk, Mr. Jeremy Melber, Mr. Michael Michaels, Mr. Eugene Marks, Mr. Justin Molitoris (Student Rep.), Mr. Paul Rearden, Ms. Heather Rehrig, Attorney Keith Strohl (Solicitor's Office), Mar Kay Williamson and Mrs. Sherri Molitoris.

VISITORS Approximately sixteen visitors attended the meeting, in addition to Terry Ahner, reporter for The Times News.

APPROVE MINUTES Mrs. Ganser made a motion, which was seconded by Mr. Fedorcha that the minutes of the regular school board meetings held on October 11, 2010 and November 8, 2010 be approved and ordered filed.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)

NAY: None (0)

SPECIAL BOARD REPORTS Carbon Lehigh Intermediate Unit – Mr. Gary S. Fedorcha reported the minutes from the meeting are attached to the agenda. The 2011-2012 budget was approved and will be out to the districts shortly. Northern Lehigh's portion of the budget, he believes, is lower than last year.

Lehigh Career and Technical Institute – Mr. Hartman asked for nominations for representatives to the LCTI JOC Board of Directors for a term of December 2010 through December 2013.

Nomination JOC Rep. Mr. Williams nominated Mrs. Lori H. Geronikos, which was seconded by Mrs. Ganser.

L. Geronikos YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)

NAY: None (0)

committee are strong 3307, Legislative Report – Mr. Gregory S. Williams reported Governor-elect Corbett announced members appointed to his education committee. There were 21 people named to the and only member was from a public school. All other members come from backgrounds associated with charter, cyber charter, private schools and higher education and many supporters of voucher programs. He further reported that the House passed Senate Bill the Child Nutrition reauthorization bill, and stated that NSBA is opposed to federal regulations beyond the subsidized school meal program the Department of Education is responsible for administering.

Lehigh Carbon Community College – Mr. Mathias J. Green, Jr. reported that LCTI held a Moon Dance where \$30,000 was raised for scholarships for the college. The college raised \$160,000 for scholarships through various fundraisers that were held throughout the year.

**SPECIAL
BOARD
REPORTS
(cont.)**

Committee Reports and/or Meetings

Committee Meeting Calendar 2011

Mr. Follweiler made a motion, which was seconded by Mr. Williams that the Board of Education approves the School Board Committee Meeting Calendar for 2011 as presented.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)

NAY: None (0)

Student Representatives to the Board Report

Mr. Justin Molitoris and Ms. Heather Heiney distributed their written student representative report and verbally reported on its contents.

cut

month school next budget because passes a preliminary January's Finance Plan for the board's Plan works it could going to have to face

Business Manager's Report – Mr. Jeremy G. Melber stated on the agenda for approval this evening is Portnoff Law Offices to collect delinquent real estate taxes. He further stated that our health insurance increase for this coming school year was originally predicted at 15% and he received notice last week that the increase will only be 8%. This is a savings of about \$190,000 in expenditures in next year's budget. He further stated that Governor-elect Corbett is saying the basic education funding is going to stay rolled back at the 2005-2006 level which is an \$825,000 to Northern Lehigh. He further stated that salary and benefit increases for next year equate to approximately \$450,000 and factoring that into our loss of state subsidy, the district is looking at a 1.2 million dollar deficit. Mr. Melber stated that the school board needs to decide by next month whether they want to stay under the Act I index or not, which is 1.9% or 1.22 mils. If the board elects to stay under the index he would advise the board to pass the Act I resolution next month. He stated that if the board does not want to pass the Act I resolution a preliminary budget must be approved at February's school board meeting. He cautioned the board on this the Governor's budget will not be out until the end of February. If the district budget in the beginning of February it will be with very rough numbers. At Committee Meeting administration will be rolling out a Retirement Incentive approval at January's school board meeting. If the Retirement Incentive potentially save the district a million dollars and if it doesn't, the board is tough cuts.

Superintendent's Report – Mr. Michael W. Michaels

Mr. Michaels introduced Mrs. Renee Evans, High School Student Council advisor. She introduced the officers for student council and they gave a brief overview of events they have planned for the school year.

Mr. Michaels shared with the board that administration has been working diligently on next years budget and outlined what they have been doing to try to alleviate some budget expenditures for next school year.

Mr. Michaels introduced Mr. Derr who updated the school board on the renovation project at Slatington Elementary School.

PERSONNEL

Mr. Follweiler made a motion, which was seconded by Mr. Fedorcha, that the Board of Education approves the following personnel items:

Unpaid Leave Of Absence

Approve the request of employee #220 to take an Unpaid Leave of Absence beginning February 12, 2011 and continue until the end of the 2010-2011 school year. She was previously granted a Family Medical Leave which ends on February 11, 2011. She plans to return to her current teaching position at the beginning of the 2011-2012 school year.

Unpaid

Approve the following unpaid volunteer aides in the Peters and Slatington Elementary Schools

Volunteers for the 2010-2011 school year: Kristin Mikulski*.
*Pending Verification of Clearances

PERSONNEL
(cont.)

Substitute – Instructional Approve the following substitute teachers for the 2010-2011 school year at the 2010-2011 substitute teacher rates as approved on the Supplementary Personnel Salary Schedule:

Adam Busocker – CLIU Guest Teacher

Katie Fluke – CLIU Guest Teacher

*Pending Verification of Missing Documents

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)

NAY: None (0)

POLICY

Mrs. Ganser made a motion, which was seconded by Mr. Williams, that the Board of Education approves the following policy items:

Board Policy- Second Reading Approve changes to school board policy #324 – Administrative Employees – Personnel Files, as presented after second reading.

Approve changes to school board policy #424 – Professional Employees – Personnel Files, as presented after second reading.

Approve changes to school board policy #524 – Non-Professional Employees – Personnel Files, as presented after second reading.

Approve administrative regulation #216-AR – Maintenance and Dissemination of Student Records, as presented after second reading.

Approve administrative regulation #800-AR-1 – Records Retention Schedule, as presented after second reading.

Approve administrative regulation #200-AR – Enrollment of Students, as presented after second reading.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)

NAY: None (0)

**CURRIC-
ULUM AND
INSTRUC-
TION**

Mr. Williams made a motion, which was seconded by Mrs. Ganser, that the Board of Education approves the following curriculum and instruction item:

HS Program Of Studies Book Approve the High School Program of Studies Book for the 2011-2012 school year as presented and recommended by administration. **(Distributed to Board Members Only)**

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)

NAY: None (0)

FINANCIAL

Mr. Follweiler made a motion, which was seconded by Mrs. Kulp, that the Board of Education approves the following financial items:

Financial Reports Approve the Following Financial Reports:
General Fund July – October 2010
NLMS Student Activities Account month of July – November 2010
NLHS Student Activities and Scholarship Acct for the month of July – October 2010

FINANCIAL**(cont.)**

List Of Bills	Approve the Following List of Bills: General Fund month of November & December Cafeteria Fund month of November Athletic Fund month of November Refreshment Stand month of November Construction Fund month of November
Salary Schedule 2010-2011	Approve the 2010-2011 Northern Lehigh District Salary Schedule as presented. (Attachment) (Distributed to Board and Administration only)
Budgetary Transfers	Approve budgetary transfers for the 2010-2011 school year including any budgetary transfers for the end of year audit.
Delinquent Tax Collector Portnoff	RESOLVED, the Board of Education approves Portnoff Law Associates as delinquent real estate tax collectors for the Northern Lehigh School District for the 2010 tax year.
Resolution NC Tax Claim Bureau	Approve the resolution directing Northampton County Tax Claim Bureau not to collect delinquent taxes on behalf of Northern Lehigh School District as presented.
Resolution LC Tax Claim Bureau	Approve the resolution directing Lehigh County Tax Claim Bureau not to collect delinquent taxes on behalf of Northern Lehigh School District as presented. YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8) NAY: None (0)

**CORR-
ESPON-
DENCE**

Mr. Williams stated that the board received a thank you letter from the Slatington Public Library for their donation for the 2010 school year.

**INFOR-
MATION**

Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on October 7, 2010 were distributed.

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on October 18, 2010 were distributed.

Mr. Fedorcha stated that December 27th and 28th is the yearly Rotary Basketball Tournament at Northern Lehigh.

**PUBLIC
COMMENT**

David Harding – Washington Township – I am here on behalf of the Northern Lehigh Soccer Association parents and the concern over the head coach. Shortly it will be coming up to hire a head coach or rehire the coach we already have. I am sure you all received the e-mail I sent out to you and the administration. This is not our first time bringing up these concerns to the administration. It is the first time we are bringing them up to the entire school board. Being the school board is in charge of athletics and the well being of our students, our concerns are they are not being treated the way they should be as stated in our e-mail that was sent to you and numerous parents who also signed that reading as well. I would like to highlight some of those where our children are not receiving, shall we say, positive reinforcement. Everything is negative. In our own code, if you will, under the Athletic Honor Code, it says the purpose of Northern Lehigh's athletic program is to add to our student's mental, physical, social, emotional, and ethical well-being. It is a positive step in and enriching our athletes in becoming productive young adults. He is not doing that

and we

feel the assistant coach is definitely a better fit for our individuals. In Sundays paper the team from Penn Ridge in three seasons that went 5 and 13 they were voted Lehigh Valley Team of the Year going 13-6-2. The coach's quote is if you coach and motivate them right the players will win games. We have nothing but losing seasons. We probably had our best year, talent wise, this year. Someone I know personally said your team scares us with the individuals you have on the field. Unfortunately we do not have that person to pull them together. There was also a letter attached by Mrs. Dawn Mulcahy that you read as well. I am not here to beat a dead horse. I know you all have the information. We are asking that you please look at the information before you vote and approve John Sitaras as coach for Northern Lehigh next year. We feel Eric DiFulvio would be a much better fit for we as parents, but most importantly, for our children. Thank you.

PUBLIC COMMENT
(cont.)

Diane Seremula – Washington Township – My son is on the soccer team. For those of you who do not know I have two older children one that most recently graduated last year. Both have been very involved in sports here at Northern Lehigh. My son Joey, who graduated last year, was involved in Football, Baseball and Basketball all four years. So I am very involved in Northern Lehigh sports and I see what we have in all the other sports. Michael is involved in Soccer and Track. This is his third year and I was able to watch as this has progressed over these three years. I am not a parent, you know, we all as parents, we don't like something the coach did or whatever that is just part of being a parent and part of what you have to deal with as a coach. I looked at the overall program and the way things are being run by Coach Sitaras and as a matter of fact he obviously got a copy of this letter with all those signatures on it and he personally called me about a week and a half ago. I told him, as I am going to tell you, I will be perfectly honest with you. I have never seen a varsity sport so undisciplined as I have seen our soccer team. Yes some of it comes down to the kids but the main part is discipline comes from the top when it comes to sports. I have never seen such undiscipline. Kids are yelling at each other on the field during a game and nothing is being done about it by the coach. He doesn't say anything. Players are getting yellow and red cards, not necessarily, some for aggressive play that happens in sports, that's the way it is, but for talking back to an official. That is part of your honor code. Nothing is being handled at the coaching end of it. The team and some of the players were spoken to by administration twice this year. Once for an incident that happened on the bus coming home and another incident that happened in the team room. These are things that if the coach is there should be handling it and if you had a disciplined team they would know what the consequences are when you act in this manner. As you would expect a teacher to manage a classroom and you have students from all different walks of life they have to manage that classroom so should a coach who manages a team and we are not seeing this at the soccer level at all. I would like you to consider this when you look at rehiring Coach Sitaras. Thank you.

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Randy Bilger – Washington Township – I am also a parent of the Northern Lehigh Soccer Program. I just wanted to share a small personal story of my own. This goes back was a child. I played football for a team in Allentown. I was not really the best start, did played periodically. I did not have a strong athletic background or background. I was a vo-tech student. About a month before graduation my came to me and said what are your plans for graduation. I said at this point I was to find work after here and see what happens. He said well I know of a junior a football team and has your same vo-tech background that you are taking interest. He pulled me aside one on one and took the time to explain this to through school for the next two years. Graduated with an associates degree I am managing an engineering group in a pharmaceutical company. Small this coach took to make sure his players were involved. At this point, again looking Sitaras, and I have never berated any coach in any sport because I have coached life and coaches give time. They are there to do a job. This is a position that I feel is valuable and the kids have to be the beneficiary of it. I do not see the one on one time spent with the players. I do not see the motivation with the players and I do not see the upgrading for the next level of participation being generated from Coach Sitaras for this group. Again, this is just a small story I wanted to share of my own and again I am backing the rest of the parents and say think this out before you just renew this contract. I really feel there are other people that can help our children and help to motivate them a lot better than they are getting right now. Appreciate it. Thank you.

**ADJOURN-
MENT**

Mr. Fedorcha made a motion, which was seconded by Mr. Follweiler, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 8:24 p.m.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)

NAY: None (0)

Respectfully submitted,

Gregory S. Williams
Secretary

ATTEST: _____ President
Edward E. Hartman