

**NORTHERN LEHIGH SCHOOL DISTRICT**  
**Regular Meeting**  
**Board Minutes**

**Slatington, PA**  
**November 14, 2011**

**PURPOSE** The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Edward E. Hartman, at 7:35 p.m. on Monday, November 14, 2011 in the Administration Office Board Room.

**ROLL CALL** Members present: Mr. Gary S. Fedorcha, Mr. Raymond J. Follweiler, Jr., Mrs. Lauren A. Ganser, Mrs. Lori H. Geronikos, Mr. Mathias J. Green, Jr., Mrs. Natalie Green, Mrs. Donna Kulp, Mr. Gregory S. Williams, Mr. Edward E. Hartman (9)

Members absent: (0)

Non-members present: Mr. Jeffrey Bachman, Mrs. Susan Bahnick, Mrs. Jill Chamberlain, Mr. Anthony Connell (Student Rep.), Mr. Greg Derr, Mrs. Rhonda Frantz, Ms. Heather Heiney (Student Rep.), Mr. John Hrizuk, Dr. Linda Marcincin, Mr. Eugene Marks, Mr. Michael Michaels, Mrs. Sherri Molitoris, Mrs. Karen Nicholas, Mr. Scott Pyne, Mr. Paul Rearden, Ms. Heather Rehrig, Attorney Charles Stopp (District Solicitor), and Mr. Robert Vlasaty.

**VISITORS** Approximately six 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. Williams that the minutes of the regular school board meeting held on October 10, 2011 be approved and ordered filed.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

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 and Board Briefs are at your seat.

Lehigh Career and Technical Institute – Mrs. Geronikos reported that she was unable to attend the LCTI meeting however, two Northern Lehigh students, Alexandra Abruzzi and Marc Beleno were named to the LCTI National Technical Honor Society. Mrs. Geronikos also reported that a special meeting will be held on November 22, 2011 to interview and vote on a new director for LCTI. Mrs. Geronikos stated that attending the LCTI meeting will be her last official act as a school board member. Mr. Hartman thanked her for doing an excellent job over the years.

Nomination  
JOC Rep  
G. Fedorcha Mrs. Geronikos nominated Mr. Gary S. Fedorcha, which was seconded by Mr. Williams for LCTI JOC Board of Director Representative for the term December 2011 through December 2013

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

Legislative Report – Mr. Gregory S. Williams reported that Governor Tom Corbett signed into law Senate bill 296, now Act 97 of 2011 which increases the minimum dollar amount of purchases that must be made via competitive bid, subject to certain conditions, from a threshold of \$10,000 to \$18,500. Written or telephone quotes would be required for all contracts in excess of \$10,000 (increased from \$4,000). The school board may direct certain work where the cost is less than \$10,000 (increased from \$5,000) to be completed by its maintenance personnel. This bill will not become effective until January, 2013.

Mr. Williams reported that the PA Department of Revenue issued its report on collections for October. According to the report, the state collected 3.6% below their estimate for this fiscal year.

**SPECIAL  
BOARD  
REPORTS  
(cont.)**

The Senate Education Committee held a hearing to discuss changes to Special Education funding and provisions for accountability as provided for under Senate Bill 1115 which is identical to House Bill 704. They are looking into implementing a new funding formula with increases in the special education appropriation distributed using weighting factors based on category of disability. In addition, it also creates new accountability, monitoring and planning requirements with regard to the use of state special education funds and allow PDE to withhold a portion of the district's annual state increase in special education funding above the index until a special education plan, update or revision is approved. Also, PDE may withhold up to 5% of federal and state special education funding for districts determined to be failing to adequately implement their special education plans, not making annual progress to meet student needs or inappropriately over-identifying students for special education services.

Mr. Williams shared that Senate Bill 1 was passed on October 26, 2011. PSBA is convinced at this point, that it is very unlikely the House is going to act on Senate Bill 1 and that they may take what the Governor is pushing for verbatim in a separate bill. PSBA is warning that the House may introduce a new bill or amend an existing bill with all or pieces of the governor's reform package quickly so they do not have time to hear the negative feedback. Research polls indicate that 2/3 of the state population is against this reform. Mr. Fedorcha asked if PSBA has a form letter that can be used to send to our representatives opposing this new legislation. Mr. Williams stated that PSBA does not have a standard letter, but to be cautious when speaking with or writing to representatives to not just say you are opposed to Senate Bill 1 since new legislation may be introduced. Include in your letters and discussions opposition to vouchers, charter schools and EITC expansion. Mr. Williams shared that there are only 12 voting days left in this year and this may be the time that the House would likely try to push through the new bill.

Lehigh Carbon Community College - Mr. Green reported that two years ago the state had cut funding for capital projects at the college level. At the time, they said don't worry we'll fund them as long as there is money. As it turned out, there was no money. If they were serious at the college level, they may do the same at the school district level.

Committee Reports and/or Minutes

Minutes of the Education/Policy Committee Meeting held on November 7, 2011 were distributed.

Minutes of the Technology/Buildings & Grounds Committee Meeting held on November 9, 2011 were distributed.

Minutes of the Finance Committee Meeting held on November 9, 2011 were distributed.

Student Representatives to the Board Report

Ms. Heather Heiney and Mr. Anthony Connell distributed their written student representative Report and verbally reported on its contents.

Solicitor's Report – Attorney Charles Stopp reported that the Commonwealth Court has confirmed that email communications on personal email accounts of an elected official are not a public record. Attorney Charles Stopp shared that there is a restriction in the Right to Know Law dealing with time and expense that can be charged. If a burdensome Right to Know request is received, this law should be referred to before charges are assessed. Attorney Charles Stopp reported that due to the lack of home sales, the revenue on realty transfer taxes is down. The Pennsylvania State Tax Equalization Board monitors the sales of real estate in all counties and establishes factors that are taken times the assessment of the various properties to come up with a fair market value to determine transfer taxes on less than arms length transactions. For the fiscal year ending June 30, 2010, the Lehigh County ratio was 3.5 and June 30, 2011 was 3.11 and for June 30, 2012 it dropped to 2.8. In Northampton County, for the same years, it started at 3.37, to 3.14 and is currently 2.98. This imposes a revenue challenge for the upcoming year.

**SPECIAL  
BOARD  
REPORTS  
(cont.)**

Federal and Other Programs Update – Mrs. Karen Nicholas thanked everyone who attended the Barnes and Noble event last Wednesday. Board members, parents, grandparents and students attended. The goal was to excite new readers and introduce them to new authors. Over \$1,000 was raised from purchases of books from the event. Mrs. Nicholas reported that she, Mr. Rearden and Dr. Marcincin have applied for the 21<sup>st</sup> Century Community Learning Grant. This is a federal grant that requires collaboration with another organization. The purpose of the grant is to fund an after school or summer program both of which are not offered this year due to the loss of two grants. Award winners for this grant will be selected in January. Mr. Williams remarked that he could not believe the number of people who attended the Barnes and Noble event. Mrs. Nicholas stated that parents have shared how much they enjoyed the time with their children and expressed interest in having the event again next year.

Business Manager's Report

Mrs. Molitoris introduced Mr. Vlasaty. Mr. Vlasaty announced that a couple from Slatington was a beneficiary of a Weis Market/Coca Cola grant for \$10,000 and they named the High School as the recipient. At this time, it is not earmarked for anything. Mr. Michaels also remarked that the bulldog pins at the table are courtesy of Mr. Vlasaty. Mr. Vlasaty presented an autographed poster of the All Pro Team to Mr. Michaels for display in the Administration Office. Mrs. Geronikos asked who the family was that won the grant. Mr. Vlasaty reported that Mr. and Mrs. Wasilkowski was the family.

Mrs. Molitoris reported that at the last Finance Committee meeting, there was a presentation from Advantage 3. Board members received information in their packets. Advantage 3 is a marketing company that you hire to market the Northern Lehigh name. There is an upfront negotiable cost that is based on student enrollment and which areas would be marketed, (i.e.: entire district or just a portion of the district). Our goal is to market the whole district. Board members at the Finance meeting had asked if other school districts are using their services. There is one school district in the Jenkintown area utilizing their services. The district has approximately 560 total students with a \$13 million budget. They just signed a contract in August and at this time they had no return; however, most corporations utilize their marketing budget in the beginning of the year between January – March. Advantage 3 would then solicit sponsor advertisements from these corporations. Advantage 3 is new to the Pennsylvania area so now may be the time to pursue their services otherwise, there may be less money available at a later date. Mrs. Molitoris has contacted other districts in New Jersey and Colorado who are using their services and is awaiting their feedback. Mr. Michaels noted that the district needs to spend a lot more time to come up with the pros and cons to share with the Board for December. Mr. Williams suggested that over the next month, Board members should be talking to community members about their feelings and be ready to discuss in December. Mr. Williams noted that if this is something we want to do on a small scale, than we can probably handle it internally; however, if we want to attract the big money, than a marketing company would be the way to go. Mr. Green stated that years ago the community was not supportive of advertisements on the scoreboard that was sponsored by a major company. Mr. Fedorcha stated that he will not vote to spend \$10,000 on a wish when we haven't considered other marketing alternatives. Mr. Hartman suggested that as Board members, they discuss it with the public but to keep in mind that we need to get creative with funding so as not to burden the taxpayers.

Mrs. Frantz reported that due to a scheduling conflict, the state auditors will not be coming before Thanksgiving as reported at the Finance Committee Meeting but they will be here sometime after the first of the year. The local auditors are currently working on the schedule for the single audit. Board members will be notified of the date of this meeting, should they wish to attend.

Superintendent's Report

Mr. Michaels announced that November 13 – 19 is American Education Week. Mr. Michaels thanked the parents, the School Board, the teaching staff and the support staff for their dedication to the children of this district.

Mr. Michaels reminded board members that Monday, December 5, 2011 is the next School Board Meeting beginning with a Holiday dinner at 5:30 PM at the Middle School followed by the reorganization meeting in the Board Room at 7:00PM and the Regular School Board Meeting will follow at 7:30PM.

Mr. Michaels thanked and presented Mrs. Lori Geronikos with a certificate for twelve years of service on the Board of Directors for the Northern Lehigh School District. Mr. Jack Follweiler was also presented with a certificate and recognized for eight years of service.

**SPECIAL  
BOARD  
REPORTS  
(cont.)**

Mr. Michaels, stated that when speaking with local government representatives, tell them exactly what the voucher system is, an entitlement program. We need to continue to let local legislators know that according to polls that have been conducted, the citizens are against vouchers. The Northern Lehigh School District is doing a great job at providing quality education to our students as demonstrated by the students that are attending military academies, Ivy League schools and prestigious universities. Mr. Michaels went on to say that throughout his career, he is most proud of being at Northern Lehigh and we should do more to promote the quality of our teachers and students.

Lastly, Mr. Michaels reported that with regards to Advantage, 3, even though the local community is very generous with all the fundraising efforts in our district, we would like to tap into the national vendor markets. Mrs. Geronikos stated that in the past, Northern Lehigh School District had hundreds of thousands dollars donated through the Education Foundation. Through current laws, corporations that give donations will get a tax write off for money donated to private schools only, and that there is no tax write off for donations given to public schools.

Mr. Hartman reported that an executive session was held prior to tonight's meeting to discuss personnel and legal issues.

**PERSONNEL**

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

Resignation M. Williamson	Accept the resignation of Mary Kay Williamson from her position as Director of Special Education, effective October 28, 2011.	
Resignation D. Beltran	Accept the resignation of Diana Beltran from her position as after school Detention Monitor for the Senior High School and substitute Detention Monitor for the Middle School effective November 21, 2011.	
Appointments Administrative	Scot Engler Assignment:	Director of Special Education, replacing Mary Kay Williamson who has resigned
	Salary:	\$92,000 (prorated for the 2011-2012 school year)
	Effective:	Upon release from current employer
Appointment Instructional	Amber Kuntz Assignment:	Temporary Vacancy Replacement Slatington Elementary 4 <sup>th</sup> Grade Teacher replacing an employee on sick leave
	Salary:	Substitute Teacher Rate Days 1-30; Day 31 and beyond \$43,580 prorated (Step 1 Bachelors on the 2011-2012 CBA Salary Schedule)
	Effective:	November 14, 2011
	Termination Date:	On or about June 6, 2012
Appointment Non-Instructional	Theresa Hall Assignment:	High School Cook's Helper replacing Rebecca Croll who retired
	Salary:	\$8.50 Per Hour/5 ½ Hours Per Day/180 Student Days per year plus additional cleaning days as needed (2009-2013 Educational Support Personnel Association CBA)
	Effective Date:	November 15, 2011

**PERSONNEL**  
**(cont.)**

Jennifer Sheridan  
 Assignment: Part Time Cook's Helper replacing Bonita Haydt who retired.  
 Salary: \$8.50 Per Hour/3 Hours Per Day/5 Days Per Week/ up to 180 Student Days per year plus additional cleaning days as needed (2009-2013 Educational Support Personnel Association CBA)  
 Effective Date: November 15, 2011

Beth Elaine Gabovitz  
 Assignment: Part Time Cook's Helper replacing Betty Green who retired.  
 Salary: \$8.50 Per Hour/3 Hours Per Day/5 Days Per Week/ up to 180 Student Days per year plus additional cleaning days as needed (2009-2013 Educational Support Personnel Association CBA)  
 Effective Date: November 15, 2011

Unpaid Volunteers Approve the following unpaid volunteer aides in the Peters and/or Slatington Elementary Schools for the 2011-2012 school year: Margaret Blose, JoAnne Sipos, Suzanne Tobing, Charles Uhler, Sheila White, and Kathy Yelinek.

year: Approve the following unpaid volunteer aide in the Middle School for the 2011-2012 school year: Janice Altrichter.

Substitute Instructional Approve the following substitute teachers for the 2011-2012 school year at the 2011-2012 substitute teacher rates as approved on the Supplementary Personnel Salary Schedule:

Suzanne Baldo – CLIU Guest Teacher  
 Ian Robert Dollman – CLIU Guest Teacher  
 Nancy Fullenwider – CLIU Guest Teacher  
 Thomas Krulick – CLIU Guest Teacher  
 David McClellan – CLIU Guest Teacher  
 Stephanie Mohler – CLIU Guest Teacher

Substitute Non-instructional Approve the following individual as substitute custodian for the 2011-2012 school year at the 2011-2012 substitute rate as approved on the Supplementary Personnel Salary Schedule:

Richard Nichol

Substitute Teacher's Aide/Cook Approve the following individual as a substitute teacher's aide and cook for the 2011-2012 school year at the 2011-2012 substitute rates as approved on the Supplementary Personnel Salary Schedule:

Lorraine Muth

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

Mr. Hartman introduced and welcomed to the district Mr. Scot Engler, new Director of Special Education, who was in attendance. Mr. Engler thanked the Board and noted that he was thrilled to be a bulldog and eager to get started.

**CONFERENCE**

Mr. Fedorcha made a motion, which was seconded by Mr. Williams, that the Board of Education approves the following conferences:

Karen Nicholas – 2011 SAS Institute: Defining and Aligning for Student Achievement – December 4-7, 2011 – Hershey Lodge, Hershey, PA – Registration: \$99.00, Lodging: \$432.90, Meals: \$100.00 – Total Approximate Cost: \$631.90 – Funding: Curriculum and Instruction Budget

**CONFERENCE (cont.)**

Sherri Molitoris – 57<sup>th</sup> Annual PASBO Conference – March 7-9, 2012 – Hershey Lodge, Hershey, PA – Registration - \$309.05, Lodging: \$321.90, Travel: \$86.58, Meals: \$25.00 – Total Approximate Cost: \$742.53 – Funding: Business Office Budget

Robert Vlasaty – 2011 SAS Institute: Defining and Aligning for Student Achievement – December 4-7, 2011 – Hershey Lodge, Hershey, PA – Registration - \$99.00, Lodging: \$432.90, Travel: \$88.80, Meals: \$100.00 – Total Approximate Cost: \$720.70 – Funding: Curriculum and Instruction Budget

Rhonda Frantz - 57<sup>th</sup> Annual PASBO Conference – March 7-9, 2012 – Hershey Lodge, Hershey, PA – Registration - \$309.05, Meals: \$25.00 – Total Approximate Cost: \$334.05 – Funding: Business Office Budget

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

**POLICY**

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

Homebound Instruction It is recommended that the Board of Education grant homebound instruction for a 6<sup>th</sup> grade student, Student No. 1890153, for five hours per week, effective November 2, 2011 and continuing for the remainder of the 2011-2012 school year.

Board Policy First Reading Approve school board policy #103 plus attachments – Programs – Nondiscrimination in School and Classroom Practices, as presented after first reading.

Board Policy Second Reading Approve school board policy #620 – Finances – Fund Balance, as presented after second reading.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

**NEW BUSINESS**  
ERIP  
2011-2012

Mr. Williams made a motion, which was seconded by Mrs. Ganser, that the Board of Education approve to adopt an Early Retirement Incentive Plan for all eligible professional employees, on a voluntary basis, for the 2011-2012 school year.

YEA: None (0)

NAY: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

Motion defeated.

Emergency  
Education  
Operations  
Plan

Mrs. Ganser made a motion, which was seconded by Mr. Fedorcha, that the Board of Education approve the following new business item:

Approve changes to the Northern Lehigh School District Emergency Operations Plan as presented.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

**FINANCIAL**  
Education

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

Financial  
Reports

Approve the Following Financial Reports:  
General Fund June, July, and August  
NLMS Student Activities Account months of June, July and August  
NLHS Student Activities and Scholarship Acct months of June, July and August

**FINANCIAL**  
**(cont.)**

Approve the Following List of Bills:  
General Fund month of October & November  
Cafeteria Fund month of October  
Refreshment Stand month of October  
Construction Fund month of November

Per Capita  
Abatement/  
Exoneration

Approve abatement/exoneration requests of per capita taxes, for the residents that fall within the guidelines, as presented.

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 2011 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

Salary  
Schedule  
2011-2012

Approve the 2011-2012 Northern Lehigh District Salary Schedule as presented

NE Janitorial  
Supply  
Floor Scrubber

Authorize administration to purchase two (2) new Wrangler 2730 DB Wheel Drive Variable Speed Walk Behind Automatic Floor Scrubbers from Northeast Janitorial Supply, LLC in the amount of \$7,530/each, to be paid from the Equipment Replacement fund.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

**CORR-  
ESPON-  
DENCE**

Mr. Williams reported that thank you notes were received from three retirees for the gifts they were given.

Mr. Williams reported that three pieces of correspondence from Steckel and Stopp were received which were also received by Administration under separate cover.

Mr. Williams also reported that an official letter about the audit was received from the Department of the Auditor General.

Mr. Williams reported that PSBA travel accident program enrollment and beneficiary forms are available for anyone that is interested.

**INFOR-  
MATION**

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on September 28, 2011 were distributed.

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on

September 19, 2011.

Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on September 1, 2011 and October 6, 2011.

Mr. Hartman announced that on Saturday, November 19, 2011 the football team plays at Pen Argyl at 1:00 PM.

Mr. Hartman announced that the Senior High School play, Romeo and Juliet, will be performed November 18<sup>th</sup> and 19<sup>th</sup> at 7:00 PM and November 20<sup>th</sup> at 2:00 PM.

**INFORM-  
ATION  
(cont.)**

Mrs. Ganser questioned Ms. Heather Heiney who the band parent was that sells baked goods at the games. Ms. Heiney stated that it is Mrs. Beleno. Mrs. Ganser praised her efforts and dedication to our programs.

Mrs. Geronikos reminded everyone of the Breakfast with Santa on December 3, 2011 at Peters Elementary School.

Mr. Anthony Connell thanked Mrs. Geronikos and the Education Foundation for the Bigs and Littles Program.

**ADJOURN-  
MENT**

Mr. Follweiler made a motion, which was seconded by Mr. Fedorcha, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 8:27p.m.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

Respectfully submitted,

Gregory S. Williams  
Secretary

ATTEST: \_\_\_\_\_ President  
Edward E. Hartman