

Lehigh Area School District

Lehigh, Pennsylvania

School Board Meeting
Monday, January 25, 2021 at 7:00 PM

****Executive Session @ 6:15 PM for Contract Negotiations and Personnel.**

Minutes



I. Pledge of Allegiance

II. Call to Order

The January 25, 2021 Board Meeting was called to order at 7:02 PM by President Larry Stern.

III. Roll Call

	Present	Absent
Ms. Joy Beers, Member	X	☐
Mr. Richard R. Beltz, Member	☐	X
Mr. David F. Bradley, Sr., Member	X	☐
Mr. Nathan Foeller, Vice President	X	☐
Mr. Stephen Holland, Member	X	☐
Mrs. Gail Maholick, Member	☐	X
Mrs. Rita Spinelli, Treasurer	X	☐
Mr. Wayne Wentz, Member	X	☐
Mr. Larry Stern, President	X	☐
Mr. Edward Rarick, Business Administrator	X	☐
Mr. Jonathan Cleaver, Superintendent	X	☐
Attorney Eric Filer, Solicitor	X	☐
Ms. Janine Partenio, Recording Secretary	X	☐

Also Present:

Barbara Bowes, Gloria Bowman, Susan Salerno, Fred Kemmerer

*** Notice of Executive Session*

IV. Presentations/Recognition

J. Cleaver explained how January was School Director Appreciation Month. He publicly thanked the men and women who have served on the Board, both past and present. He said many of the District achievements could not have been done without them. He stated how the School Board is a strong advocate for public schools and how they spend countless hours volunteering to make hundreds of decisions based upon the interest of children and families in the District. He also commended their commitment to the District.

V. Public Comment on Agenda

B. Bowes questioned the payment of bills for December fees being paid for the Pennsylvania School Association of Retirees. She mentioned that seven of the people listed were current employees and two she could not find on the District website with an email. She asked why the District is paying retirement fees for current employees. J. Cleaver said if B. Bowes was going off of the District employees emails from the website, that was not a good indication of current employees as some of them have not been removed. She mentioned the names of employees and J. Cleaver explained how they have just recently retired. B. Bowes asked why these fees are being paid. J. Cleaver said the District is responsible to pay for the employees retirement fees.

B. Bowes asked what the dollar amount was that was paid to the cyber/charter schools for December and January, as well as the dollar amount paid to the CLIU for the same period. E. Rarick said he would need some time to get specific numbers but a rough estimate was over \$300,000. He said he would get more definitive information to her when he had the specifics. B. Bowes asked if the District had been billed by the CLIU. She said she believed we had about 180 students doing cyber school with the CLIU and the cost was about \$1,000 per student. J. Cleaver explained that the billing is based on a half year, since the school district High School has block scheduling. He believed the payment would be coming in the next month. He also mentioned that part of that cost was based on whether or not the student needed equipment. B. Bowes believed the rental fee for the equipment was \$75. J. Cleaver explained there was a router, internet costs and other items involved, not just a computer. He said he would get a break down on those numbers for her.

B. Bowes asked about the payment for PennTeleData (PTD) for January. She asked if it was because the District was doing a new contract with them. She mentioned that she reviewed the PTD contract and it looked like they were decreasing their price. J. Cleaver said it may have been that the bill did not arrive prior to the Board packet being released.

B. Bowes questioned the Reports. She said the Tax Assessment and Collection section was budgeted for \$39,000 but \$92,000 was expensed. She said there was \$67,000 in salaries but \$0 budgeted. She asked why these items are not budgeted for each year. J. Cleaver said he was not sure what she was referencing, but there were some items that were being moved around to make sure they are properly expended, now that they have E. Rarick as the new Business Administrator. She said it was the same last year.

B. Bowes mentioned there was still no Treasurer's Report and asked if they will begin to be added to the Board Packets. R. Spinelli explained that she did visit the District Administration office that day to review documentation with E. Rarick and the Business Office. She said she reviewed the bills, looked at every item on the check register and the accompanying documents. She said she asked for some clarifications and received the answers. She explained that the Agenda consists of two months of check runs. She mentioned how she reviewed the payroll run and confirmed that everyone on the list was an employee. She said she also reviewed insurance payments and verified that retiree copayments were being received. She explained that she had a discussion with E. Rarick and Mrs. Karpowicz on their continuing efforts to make the reports generated by the business office to match better on the Check Register dates. She stated that she has every reason to believe that the bills they are approving tonight are correct. She wanted everyone to know that she did physically go through everything today.

B. Bowes said the budget reports are over a million dollars higher in expenditures than the Board approved for payments. She asked E. Rarick for clarification on this because she believed it had started with the first Budget report for the year, and she realizes he was not there at that time.

B. Bowes questioned the Policies that were up for Second Reading and Final Approval. She mentioned that the links on the Agenda take you to the policies but there is no indication as to what the changes were. L. Stern explained that all of the addendums and changes to the policies are included during the first reading phase. He said since this is the Second Reading and Final Approval of the policy, the annotations had been removed prior to this meeting for acceptance by the Board. B. Bowes asked if she would be able to view the changes during the First Reading, because she had never seen it be done that way before. L. Stern said yes. R. Spinelli explained that this is a Meeting of the Lehigh Area School District Board of Directors and the Public has the right to attend and comment on the Agenda before the Meeting, as well as after the Meeting. She said they do welcome the participation; however, this is not a town hall where the public goes back and forth with each other or with Board Members. She stated that this is in our policy and is supported by the Sunshine Act. She said there is a three minute time slot for each speaker and while we can be lenient with that time, that will take place at the Board's discretion. She asked that everyone respect the attempt by this Board to continue taking steps to improve our financial position, pursue our educational goals and do it with the attention that the public education deserves. She thanked the public for their participation and cooperation with this.

G. Bowman commented on the retirements in the Agenda and wanted to congratulate both Ms. Cressley and Ms. Dillman for their dedicated service with their students. She explained that she had the opportunity to work with both of them and they were both team players working to better educate the students. She wished them well in their retirement.

D. Bradley stated that the Board had allowed the administration to be delinquent in providing the Board with information required for making informed decisions in a timely fashion. He said that seeing the documents on a Thursday before the meeting is not enough time as compared to the required 5 business days before the meeting, so people can review this information and be prepared coming to the meeting.

D. Bradley commented on the lack of a Treasurer's Report. He felt it was a delinquency that needs to be corrected. He asked E. Rarick how long the review took and if he was there for the review. E. Rarick stated he was there for the entire review and it took approximately an hour to an hour and a half. D. Bradley asked if any additional safety precautions were provided so she could do this review. E. Rarick stated the normal protocol was followed as per CDC Guidelines with a mask and social distancing. D. Bradley asked if there was anything other than that. E. Rarick said no. D. Bradley stated he had attempted to make that same appointment and asked if there were special privileges made for R. Spinelli. R. Spinelli stated that she did it as the Treasurer for the Board, since the public had requested more oversight. D. Bradley said there were millions of dollars being consumed and R. Spinelli reviewed it as well as confirming each employee. He asked what list she reviewed to verify the employees and where the information was provided from. R. Spinelli said the list she used was the list that lists all of the teachers in the District. She said some were online, some were from Mr. Cleaver, some were from the payroll department. She said she reviewed the payroll to make sure that everyone was an actual employee of the District. D. Bradley asked if she checked it versus the hours they had or the salary content they had. R.

Spinelli said no, she verified the employees. She explained that their contracts are monitored by not only the employee but also by their Teachers Union or Support Union.

D. Bradley stated that the January Payroll was about 30% more than the December Payroll. He asked why that was the case. J. Cleaver said some months have three and some months have two pays. D. Bradley asked if R. Spinelli had checked between the November and December Payroll and the December and January Payroll. He asked if R. Spinelli checked this against hourly time cards. J. Cleaver explained that there are not many time cards. He said the majority of the employees are salary and there are some timesheets that are filled out, but not for the majority of the employees. D. Bradley asked if the salaried employees dates of work were verified. R. Spinelli stated that she did not go around to each employee and interrogate them. She explained that she would do the job that she was meant to do, as the Treasurer, not the job that D. Bradley felt she should do. D. Bradley asked if she submitted her bond to the Board or just to the subordinate Business Administrator. R. Spinelli said it was in the office, notarized and completed.

D. Bradley stated that this was not a Meeting of the Board but a Public Meeting and if anyone from the Public wished to speak, at any time, they are to raise their hand. He said every individual director has the right to receive information from the public at any time, during the month or during the meeting.

VI. Communications

A. Superintendent Report - *Mr. Cleaver*

J. Cleaver mentioned that the District had added an updated dashboard/tracker on the District website for positive COVID-19 cases being reported. He said that this will keep the community updated with the most recent case numbers per school building. He said there were three new positive cases at the High School and asked the Community to understand that the Board had implemented the Attestation form by the State. He stated that with the form, the District would need to move to an all virtual platform, if we get to numbers between four and six. He urged everyone to review the tracker and explained the numbers are added by the date the positive test was administered and updated on the dates the schools are notified of the positive test. He mentioned that the District continues to work with the CDC and the Department of Health and reach out to families that may have been close contacts. He expressed his appreciation to everyone in the Lehigh Educational Community that assisted the District with the battle of the pandemic and helped to keep the school buildings open for in-person education. He reminded the community that depending on case numbers, there may be an instance where the District may be required to move to an all virtual platform for a short period of time.

J. Cleaver mentioned that the District received a thank you from Trees for Troops for the District contribution of \$3,150. He said this went toward fresh-cut Christmas trees through the Christmas Spirit Foundation. He said this is a great program and the District will continue to support that initiative.

VII. Approval of Minutes

A. MOTION by W. Wentz, SECONDED by N. Foeller to approve the Minutes of the November 23, 2020, Board Meeting. (Enc. 1)

D. Bradley said he reviewed the documents and felt they did not verify themselves.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	0	X	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	0	X	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 6 NO - 2 ABSENT - 1 ABSTENTIONS - 0

B. MOTION by R. Spinelli, SECONDED by S. Holland to approve the Minutes of the December 2, 2020, Reorganization Meeting. (Enc. 2)

D. Bradley believed the information was not provided in a timely fashion for proper review.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	0	X	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	0	X	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 6 NO - 2 ABSENT - 1 ABSTENTIONS - 0

C. MOTION by S. Holland, SECONDED by W. Wentz to approve the Minutes of the December 21, 2020, Special Board Meeting. (Enc. 3)

D. Bradley said the information was not received in a timely fashion and the information was completely erroneous and the numbers do not “jive up” regardless of R. Spinelli’s testimony of her inspection of documentation.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	0	X	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0

Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	0	X	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 6 NO - 2 ABSENT - 1 ABSTENTIONS - 0

VIII. Financial Matters

- A. MOTION by N. Foeller, SECONDED by R. Spinelli to approve the Lehigh Area High School and Lehigh Area Middle School Activities Fund for November and December 2020. (Enc. 4)

D. Bradley again stated that the information was not provided in a timely fashion for proper review. He wished to table this until such time they can be reviewed by professional people that recognize the responsibility to test and verify the information prior to getting it at a Board Meeting.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	0	X	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 7 NO - 1 ABSENT - 1 ABSTENTIONS - 0

- B. MOTION by R. Spinelli, SECONDED by W. Wentz to approve the Act 1 resolution certifying that the 2021-2022 school year tax increase will be less than or equal to the 4.2% index calculated by the Pennsylvania Department of Education. (Enc. 5)

D. Bradley stated that the method by which this decision can be made is based upon expenditures of health benefits, standard operating process, a contract which is in negotiation, the income created by the community in several areas and Real Estate Taxes. He said since The District had not filed the AFR in October or provided the oversight Board with the government data needed to make a decision, he believed they were "gilding a lily." He felt it was premature to make this decision and irresponsible. He said there is an Auditor General's report and millions of dollars corruptively spent and wasted. He said R. Spinelli is completely naive to her responsibility of what she is supposed to be looking at and he could teach her. He said the District and students suffer from this. He mentioned that the hazers and hazing are both victims of the lack of government. He said that the fact

that they are not doing their job is a mess and asked members of the public to speak. L. Stern reminded D. Bradley that this is the Act 1 index to stay under the 4.2% tax increase. D. Bradley abstained due to lack of information.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mrs. Gail Maholick, Member	0	X	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	0	X	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	0	0	0	X
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 5 NO - 2 ABSENT - 1 ABSTENTIONS - 1

L. Stern commented that he was disappointed that the other members voted no to staying below the 4.2% Act 1 index for the community.

- C. MOTION by R. Spinelli, SECONDED by N. Foeller to approve the acceptance of the terms of payment for the open invoices for Palmerton School District. The payment scale will be the following (payment request made July of each year listed):

School Year	Amount
21-22	\$57,340
22-23	\$57,340
23-24	\$57,340
24-25	\$57,340
25-26	\$57,340
26-27	\$57,340
27-28	\$57,340
28-29	\$57,340
29-30	\$57,340
30-31	\$57,341.79
Total	\$573,401.79

D. Bradley commented that L. Stern and his tribe were bullies. L. Stern asked D. Bradley to keep his comments pertinent to the item. D. Bradley said not only did they give an interest-free loan to Palmerton for nearly a decade, but they are giving them another interest-free loan for a half of a million dollars payable over the next ten years. He said the Board of School Directors failed to oversee their subordinate administration in billing for services rendered. He said whoever is responsible for failing to do their duty is up to the Board to find out and see why the community is stuck with having services provided that were not billed for. He said the District will be held hostage for another ten years. He said it makes no sense. L. Stern said this item was for repayment of funds from Palmerton and he was grateful for that, even if it was with terms that D. Bradley did not agree. He explained that D. Bradley was involved with this. D. Bradley said he helped to solve the

problem. J. Cleaver mentioned that Ms. Denicola was the one that brought it to the Board's attention, and it was not until then that D. Bradley knew about it. He asked that D. Bradley would not act like he knew it was going on, when he did not. He said if D. Bradley was aware of it, then shame on him for not bringing it to everyone's attention sooner. D. Bradley said Jim Thorpe Area School District had this issue and he brought it up to them that Leighton had the same issue and it was brought up to the Auditor General. He said it is a problem and they should not be giving a free loan for a half of a million dollars for ten years.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

- D. MOTION by N. Foeller, SECONDED by R. Spinelli to approve the Payment of Bills for December 2020 (November 24 - December 31, 2020) and January 2021 (January 1-25, 2021):

December 2020

(Enc. 6A)

General Fund:

--Manual Checks	\$ 13,088.65
--Regular Checks	\$ 771,589.88
--Credit Card	\$ 0.00
Debit Card:	\$ 0.00
Payroll (November):	\$ 1,222,423.69
Food Service Fund:	\$ 0.00
	\$ 2,007,102.22

January 2021

(Enc. 6B)

General Fund:

--Manual Checks	\$ 7,347.44
--Regular Checks	\$ 2,131,582.06
--Credit Card	\$ 5,116.96
Debit Card:	\$ 0.00
Payroll (December):	\$ 1,811,830.20
Food Service Fund:	\$ 134,019.77
	\$ 4,089,896.43

Note: Members with questions or requesting a copy of any payment, please contact the Business Office prior to the scheduled meeting.

D. Bradley commented that he pulled up the documents that are being given to the District. He said the one is for the Payroll (November) for \$ 1,222,423.69 and Payroll (December) \$ 1,811,830.20. He said the November payroll had two pays and the December payroll had three pays. He said he divided it out to get a number per pay. He said there is a discrepancy of over \$7,000 difference per pay. He said the discrepancy should be figured out and as much as he hopes they are not underpaying employees, he also hopes they are not overpaying employees for work that may or may not have been done because the administration had "hornswaggled" the attention of the Board and wish to block information. R. Spinelli asked D. Bradley to explain exactly who he is accusing of what. D. Bradley said he is accusing R. Spinelli of not doing her job as the Board of Directors. R. Spinelli asked if it occurred to D. Bradley that different people work different hours and at different times. She asked if it occurred to him that the Tax Collectors get paid through the District account or that employees have their payroll set up differently that sometimes they have their payroll come up when other times they do not. She said there are many, many reasons why payrolls change. She said not everyone is dishonest, in fact most people are not. N. Foeller said D. Bradley is looking at a \$600,000 payroll and is looking at a difference of \$7,000. He said that was just over 1% and he would be shocked if there were many businesses out there that do not vary by over 1-2%, each payroll. He said D. Bradley is making a big deal out of something that is normal in the business world. D. Bradley felt that it was normal within business to review the payroll and ensure that every employee is paid properly. N. Foeller said he did not disagree with that; however, the discussion on the 1% difference was making a mountain out of a molehill. D. Bradley asked why the difference occurred. J. Cleaver attempted to give an answer when D. Bradley interrupted stating that he did not trust him and he is the administration that the Board is holding accountable. L. Stern mentioned how some employees may not be employed over the holiday period or that people may have hit their Social Security tax threshold. J. Cleaver added that it could also be additional duties with the cyber program the District had implemented. He said the timesheets are submitted. D. Bradley asked if these are checked. J. Cleaver said yes they are reviewed.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	0	X	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	0	X	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 6 NO - 2 ABSENT - 1 ABSTENTIONS - 0

E. MOTION by R. Spinelli , SECONDED by W. Wentz, to make the following transfers from the General Fund to the Food Service Fund as per the Reimbursements from the Commonwealth: \$86,281.43 for November 2020.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

- F. MOTION by R. Spinelli, SECONDED by W. Wentz to make the following transfers from the High School Multi-Handicapped Support Function Code (1270) , \$5,000.00 to the Psychological Services Function Code (2140), \$1,500.00 to the Elementary Center Life Skills Support Function Code (1211), \$5,000.00 to the Learning Support Function Code (1241).

D. Bradley asked why the budget transfers were being done in these amounts and if any justification was presented for these budget transfers. He asked if the budget was under-budgeted previously, or over-budgeted and where the money was coming from. J. Cleaver mentioned that they were originally budgeted under a High School account (1270) and would be moved to Districtwide accounts under the properly budgeted function codes. He said E. Rarick and Ms. Kistler met to discuss the proper budgeting of the funds and their respective function codes. D. Bradley said that no one discussed with the Board prior to this Board Meeting to change these numbers. He was concerned that the budget codes were being done but the AFR was still not completed. He believed it should be tabled until the Board could seek information from the stakeholders and have them decide if this is a good idea. D. Bradley abstained due to lack of information.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	0	0	0	X
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 7 NO - 0 ABSENT - 1 ABSTENTIONS - 1

L. Stern thanked the Business Office for taking care of the transfers, making sure the funds were coming from the correct function code.

G. MOTION by N. Foeller, SECONDED by R. Spinelli to approve the following reports:

1. Expenditure Report
2. Expenditure by Object Report
3. Revenue Summary
4. Expenditure Comparison Report
5. Revenue Comparison Report

(Enc. 7)

D. Bradley said the reports were provided on Thursday and he did not feel it was enough time for the public to review. He said some of the reports have zeros in the numbers and it did not make sense that that information is not provided. L. Stern said that the information was provided in a timely fashion. D. Bradley abstained due to lack of information.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mrs. Gail Maholick, Member	0	X	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	0	X	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	0	0	0	X
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 5 NO - 2 ABSENT - 1 ABSTENTIONS - 1

H. MOTION by N. Foeller, SECONDED by W. Wentz to approve exemptions from Per Capita and/or Occupational Tax per the attached lists. (Enc. 8)

Roll Call Vote:

	Yes	No	Absent	Abstention
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

I. MOTION by S. Holland, SECONDED by R. Spinelli, to refund the following:

1. Occupational Tax for year 2020 in the amount of \$122.50 to Susan Dietz;
2. Occupational Tax for year 2019 in the amount of \$122.50 to Mary Beth Goldberg;
3. Occupational Tax for year 2020 in the amount of \$125.00 to Alan Sienkiewicz;

4. Occupational Tax for year 2020 in the amount of \$125.00 to Cheryl Sienkiewicz.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

- J. MOTION by R. Spinelli, SECONDED by W. Wentz to approve the closure of the following accounts XXXXX6259 balance \$1.35 (ACE Grant), XXXXX1170 balance is \$0.00 (Athletic Project), XXXXX3429 balance \$5418.34 (Health Benefits), XXXXX0661 balance\$ 8001.67 (Security Deposit). Balances to be transferred to the General Fund Account.

D. Bradley asked about the closure for the stadium account. E. Rarick said that was the one labeled Athletic Projects in the amount of \$5,418.34. D. Bradley asked if the District was going to maintain the documents and records to find any discrepancies for that account. E. Rarick said yes.

Roll Call Vote:

	Yes	No	Absent	Abstention
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

- K. MOTION by S. Holland, SECONDED by W. Wentz, to approve and accept the Special Education COVID-19 Impact Mitigation Grant Agreement between the Commonwealth of Pennsylvania through the Pennsylvania Department of Education and the Lehigh Area School District for the 2020-2021 school year. Total Grant Award \$19,619.00. (Enc. 9)

D. Bradley asked where the money will be applied and under what budget they are being placed. J. Cleaver said this is part of the Department of Education award which is predetermined by the state. He said it would be for special education and include life skills curriculum, chromebooks for students, efforts to address student loss, recoupment of skills due to school closures, reading materials and a provision for extended school year. He said it would come in as a revenue and they would be able to see it in a bank statement, as well.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

- L. MOTION by N. Foeller, SECONDED by R. Spinelli to approve and accept the Continuity of Education For Additional Targeted Support and Improvement (A-TSI) Schools Grant Agreement between the Commonwealth of Pennsylvania through the Pennsylvania Department of Education and the Lehigh Area School District for the 2020-2021 school year. Total Grant Award \$55,050.00. (Enc. 10)

D. Bradley asked where this would be placed on the revenue and expenditure sides. J. Cleaver said it is shown in the enclosure packets starting on page 12-19 and is for the High School - instruction - salaries in the amount of \$7,000, High School - special programs - salaries for \$46,496, and High School - special programs - supplies for \$1,554. He said all the details were on the enclosure. D. Bradley questioned how it was being used for salaries and asked if teachers were being paid extra from this. J. Cleaver said it could be if it was being used for tutoring for extended school year, for the summer. D. Bradley asked who approves where the funds are spent. J. Cleaver stated by approving the grant the allocations must fall within the guidelines of the document. He explained that it all depends on the students' needs during extended school year. D. Bradley did not feel it was a proper allocation of funds. J. Cleaver explained that the allocation was required since that was how the grant was submitted and approved. D. Bradley believed the Board should review the information prior to the application for the grants. He abstained due to lack of information.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0

Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	0	X	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	0	0	0	X
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 6 NO - 1 ABSENT - 1 ABSTENTIONS - 1

M. MOTION by R. Spinelli, SECONDED by N. Foeller, to approve and accept the Continuity of Education Equity GEER Grant agreement between the Commonwealth of Pennsylvania through the Pennsylvania Department of Education and the Lehigh Area School District for the 2020-2021 school year. Total Grant Award \$39,000.00. (Enc. 11)

D. Bradley asked where this information was provided to the Board prior to Mr. Tkach applying for it. J. Cleaver explained that page 22 of 28 of the enclosure shows the expenditure towards supplies (Chromebooks in the amount of \$36,406.50) and salaries for the SWIVL program in grades K-5 (in the amount of \$2,572.50). He said this would pay for the physical computer but not for all of the software licenses required for the students. D. Bradley said that information was nice but that did not answer his question. He wanted to know when this grant information was provided to the Board in the past. J. Cleaver said the administration made the decision to allocate those funds. D. Bradley would like Board oversight on the grants to make sure all students' needs are included in the grant applications. R. Spinelli said D. Bradley was accusing the Board of doing things in the wrong places and he was giving incorrect information. D. Bradley said the Board needed to advocate for their own Lehigh Area students.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

N. MOTION by W. Wentz, SECONDED by S. Holland to accept the donation to the general funds of \$2,500.00 from the Bowmanstown Rod & Gun Club, Inc.

D. Bradley stated that the District has a policy with strict parameters with which they can receive funds. He questioned where the Rod and Gun Club received the money that they were donating to the District. J. Cleaver said they will allocate funds to the District through

different programs that they run. He explained sometimes it would be a general donation and sometimes it would have certain parameters set to the funds. D. Bradley asked if the funds were from a promotion of drugs and alcohol or other illicit things. L. Stern said D. Bradley was being ignorant to the organization as these people had worked very hard to get the funds together from kitchens, block shoots, raffles and other fundraisers and he was denigrating them. N. Foeller stated he appreciated their donation.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

- O. MOTION by S. Holland , SECONDED by D. Bradley, to accept the donation of \$1000.00 from the United Way of the Greater Lehigh Valley, Inc. To be used for the G2 (Girls Group) program.

S. Holland thanked all of the groups for their appreciative gifts and for their support of the Lehigh Area School District. D. Bradley thanked anyone who likes to donate to the District as long as they read the District policy on how they collect their funds that they are donating.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

- P. MOTION by N. Foeller, SECONDED by R. Spinelli, to approve the Agreement between PenTeleData Services and the Lehigh Area School District, for the eRate services and discounts for the school years 2021-2026. (Enc. 12)

D. Bradley asked about the dollar amount in the motion. He said they are normally provided and the Business Office should show the public who else applied for this agreement to show that we are being competitive. J. Cleaver explained that it is not that type of contract. He said this was an agreement to use their monthly billing fees as an erate and get a discounted rate, it is not a contract.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

Q. MOTION by R. Spinelli, SECONDED by W. Wentz to appoint the following delegates to the Carbon County Tax Collection Committee:

1. **Edward Rarick**, Delegate
2. **Melanie Windhorn**, Alternate Delegate

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

R. MOTION by W. Wentz, SECONDED by S. Holland, to approve the Lehigh Area High School to offer a Winter Credit Recovery program for students, at a cost not to exceed \$150 per class, using the ELearn 21 system. There will be no cost to the District.

D. Bradley asked how many anticipated students would be utilizing this. J. Cleaver said that number varies depending on how many students choose to take the credit recovery.

He said he is not sure at this time and could get back to the Board with that information. D. Bradley was concerned that the reason students are needing the recovery is because of the way that schools are providing their in classroom versus remote learning education at the moment.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

D. Bradley asked that the amount of the check be added into the next motion.
Mr. Cleaver said it was for \$662,552.

- S. MOTION by R. Spinelli, SECONDED by N. Foeller, to authorize the distribution of Surplus funds from the Public School Health Insurance Cooperative to be refunded by check to the Lehigh Area School District in the amount of \$662,552.

R. Spinelli stated that this money is being refunded due to the District participating in an insurance consortium with other districts. She said it is not technically a refund but funds that may have been required in order to keep the employees healthcare coverage in place if there may have been catastrophic illnesses, etc. She said it will not always be this large of an amount returned to the District. D. Bradley referred to R. Spinelli as honey. J. Cleaver asked D. Bradley to refrain from using those terms. D. Bradley stated it was a term of endearment. J. Cleaver asked D. Bradley to show some respect to his fellow Board Members. D. Bradley stated he would show respect where it is due. L. Stern asked E. Rarick to explain where the money comes from. D. Bradley said ultimately the money comes from the people who pay the insurance company. E. Rarick explained that the agreed upon payments in the system wound up being more than what was consumed by our constituents for that time period. He said the money could have been left in the account to roll over into the next time period or reimbursed. He said the Board chose to refund the money. D. Bradley reiterated what E. Rarick said and stated that the company is refunding the overpayment. D. Bradley asked how much the District paid the insurance company in total. E. Rarick said he did not have that figure at the moment. He mentioned that he could research the number and get back to the Board with it. D. Bradley asked about the budget for this insurance item. E. Rarick said he would have to get back to them with the budget amount, also. D. Bradley asked how much will be budgeted for this item for next year and if they are taking the \$662,552 into consideration for planning purposes. E. Rarick said the District would go off of what BSI gives as a predictor of costs. He explained that was based off of historical data and current trends in the healthcare industry. D. Bradley said the District had used them in the past and had cost millions of dollars. He said they left the company because of the cost. J. Cleaver explained that there was money

requested to be brought back to the District as discussed in the budget meeting so there was no loss. He said over two-years time there was over a million dollars sent back to the District. D. Bradley said it was an overpayment. He said for the company to hold onto that money without interest was not a good idea. J. Cleaver said in the past it had not been brought to the Board as an agenda item. He stated it was being brought to the Board by the Business Office as an opportunity for transparency of the options. D. Bradley agreed that this information should be brought to the public for transparency purposes. L. Stern stated this was a surplus and will be brought back to the District so we can put it in an interest bearing account. He said this did not happen in the past and D. Bradley should believe this is a good thing. D. Bradley said it was a good thing but felt the District did not have control of their spending. D. Bradley asked how many Districts were involved in the consortium and what they received back. L. Stern said it was private information for the other districts. D. Bradley believed it should have been included in the consortium information sent by the insurance company to our District.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

T. MOTION by R. Spinelli, SECONDED by W. Wentz, to approve the Tax Collector Compensation Resolution for the term January 1, 2022 - December 31, 2025

(Enc. 13)

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

- U. MOTION by R. Spinelli, SECONDED by S. Holland, to approve the "Cyber School" agreement and terms between the Lehigh Area School District and Vision Quest National, LTD. ("Vision Quest"). The cost of the program will be recovered by billing the appropriate school districts of participating students.

(Enc. 14)

Roll Call Vote:

	Yes	No	Absent	Abstention
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

- V. MOTION by R. Spinelli, SECONDED by W. Wentz, to approve a new affiliation agreement between the Lehigh Area School District and Lincoln Technical Institute (Name Change of the Program) for the purpose of providing experiential learning for Education students for the 2020-2021 School Year.

(Enc. 15)

D. Bradley abstained due to lack of information.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	0	0	0	X
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 7 NO - 0 ABSENT - 1 ABSTENTIONS - 1

IX. **Personnel**

- A. MOTION by S. Holland, SECONDED by W. Wentz, to approve the **Athletic** hires as recommended by the Athletic Committee and **Extra-Curricular** hires for the **2020-2021** school year.

(Enc. 16)

D. Bradley asked if these hires were already currently on the payroll and were employees of the District. J. Cleaver mentioned how the majority of them were already employed in that role of athletic hires. He explained that Mr. Schaeffer and Mr. Yob have been employed as coaches previously and Ms. Pagotto is currently employed as a teacher and head cross country coach, as well. D. Bradley asked if they applied for the jobs. J. Cleaver explained that the jobs are posted and interest is sent to the Athletic Director and reviewed with the administration prior to the recommendation. D. Bradley asked if they fill out an application if they are interested. J. Cleaver said yes, anyone can submit their interest to the District, since they are posted on the District website. D. Bradley asked if they completed a physical application. J. Cleaver said any applications would be submitted to Mr. Spotts and if they are re-applying for the position or are a current employee then they submit a letter of interest. D. Bradley was concerned that the Board was not seeing applications for the hires to make accurate decisions. He asked if S. Holland or W. Wentz saw all of the applications. D. Bradley abstained due to lack of information.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	0	X	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	0	X	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	0	0	0	X
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 5 NO - 2 ABSENT - 1 ABSTENTIONS - 1

B. MOTION by N. Foeller, SECONDED by R. Spinelli, to approve the following requests for pre-approval of courses/Programs of Study for continuing education:

1. **Employee # 1393** - February 2 - March 1, 2021/History of Pennsylvania (\$270.00)
2. **Employee # 1439** - February 2 - March 1, 2021/Classroom Instruction that Works/The Psychology of Learning (\$540.00)

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

C. MOTION by W. Wentz, SECONDED by S. Holland to acknowledge FMLA leaves for the following employees, not to exceed 12 weeks:

1. **Employee # 740** - effective November 25, 2020
2. **Employee # 413** - effective November 16, 2020
3. **Employee #1102** - effective January 18, 2021

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

D. MOTION by S. Holland, SECONDED by N. Foeller to accept the intent to retire for the following professional employees, effective the end of the 2020-2021 school year (unless otherwise noted) under terms of their respective contract with eligibility of all retirement benefits:

1. **Beth Cressley** - Elementary Teacher - Hired August 10, 1987 - 34 Years of Service
2. **Melanie Dillman** - Elementary Teacher - Hired February 6, 1985 - 35 Years of Service

S. Holland thanked both teachers for all of their years of service to the District. He stated that he hopes that they choose worthy replacements. D. Bradley said who is "they?" J. Cleaver also publicly thanked them for their years of service to the District and wished them the best in their retirement. D. Bradley kept interrupting. N. Foeller congratulated both teachers on their retirement and said they will be greatly missed. D. Bradley congratulated them on their collection of PSERs. He said it is a wonderful program funded by the District and the taxpayers. J. Cleaver asked D. Bradley to stop his comments. He said it was a shame that D. Bradley was doing this on the employees' retirements. He apologized to everyone for D. Bradley's behavior. D. Bradley said he hopes when the Board replaces them, they will review all of the applicants so they can find some of the best people to serve the students. L. Stern reiterated J. Cleaver's sentiments and said the retirees will be missed. He said he was ashamed by some of the comments that some Board Members had issued.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

- E. MOTION by W. Wentz , SECONDED by N. Foeller, to approve the recommendation to hire the following employees in accordance with the respective contracts:
1. **Amanda Citro**, as a 12-Month High School Secretary, **Step 2, at an annual salary of \$27,705.00**, prorated for the 2020-21 school year.
 2. **Rachel Atwood**, as a Full-Time Title I Paraprofessional, **Step 2, at an annual salary of \$16,589.00**, prorated for the 2020-21 school year.
 3. **Donald Steigerwalt**, as a Full-Time Utility Custodian, **Step 1, at an annual salary of \$28,555.00**, prorated for the 2020-21 school year.
 4. **Tina Klotz**, as a 12-Month District Secretary, pending receipt of clearances, **Step 1, at an annual salary of \$26,418.00** prorated for the 2020-21 school year.
 5. **Melissa Hunsicker** as a 10-Month Elementary Secretary, pending receipt of clearances, **Step 1, at an annual salary of \$17,527.00** prorated for the 2020-21 school year.

S. Holland asked if the two slots were going to be filled. J. Cleaver said Mr. Sports did discuss that with him and also about moving some of the part time employees back to have two individuals at the building at the same time during the second shift. D. Bradley asked if these individuals filed an application for employment and if they were given to the Board for review prior to this meeting. J. Cleaver said it has been standard practice to have the application process reviewed by committees, with them conducting interviews and recommendations brought to the Board for the Board Meeting. D. Bradley asked if the District has a Personnel Committee that meets in public according to the Sunshine act. J. Cleaver said there is no Personnel Committee Meeting. D. Bradley asked what Committee he was talking about. J. Cleaver said an interview committee that consists of employees of the District. D. Bradley believed that employees were lobbying for the new hires. J. Cleaver said a recommendation is brought to the Board and they can vote yes or no. D. Bradley felt that process would violate the sunshine act. He asked Atty. Filer for clarification. Atty. Filer said any discussion of Personnel would be handled in an executive session which would not need to be advertised or opened to the public. D. Bradley asked for clarification to make sure the Board is not violating the sunshine act. Atty. Filer said this was discussed numerous times and there is no need for an open meeting when discussing personnel matters, especially since it is not a meeting of the Board. D. Bradley stated it was a committee. Atty. Filer responded that it is not a Board Committee. L. Stern said the educators and administrators of this District do the vetting and recommendations of hiring the best candidates in the pool of applicants. D. Bradley felt this was being done

blind and hidden from the Board. J. Cleaver thanked D. Bradley for his comments and L. Stern asked for a roll call vote.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	0	X	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	0	X	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 6 NO - 2 ABSENT - 1 ABSTENTIONS - 0

F. MOTION by W. Wentz, SECONDED by S. Holland, to approve Ashley Lichtenwalner as the ELA Department Chair for the 2020-2021 School Year, effective December 1, 2020, with a stipend as per contractual rate.

D. Bradley continued discussing the definition of a committee. L. Stern apologized for the behavior during this action item.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

G. _____MOTION by S. Holland, SECONDED by W. Wentz, to accept the resignation of the following employees:

1. **Lisa Failla** - Spanish Teacher - effective March 19, 2021.
2. **Amielia Barhold** - Part-Time Paraprofessional- effective January 29, 2021.
3. **Brianna Pisauro** - Assistant Cheerleading Coach - effective December 3, 2020
4. **Rachel Atwood** - Part-Time Paraprofessional - upon approval of Full-Time Paraprofessional position (IX-E-2).

D. Bradley asked if exit interviews will be conducted for these employees. J. Cleaver stated they have an opportunity for an exit interview and R. Atwood was hired into a different position and hence submitted the resignation for the previous position. He explained each of the resignations.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

X. Miscellaneous

- A. MOTION by W. Wentz, SECONDED by R. Spinelli, to approve Edward Rarick to the appointment of Board Secretary effective January 26, 2021.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

- B. MOTION by N. Foeller, SECONDED by R. Spinelli, to approve the revised Committee Meeting Dates. (Enc. 17)

L. Stern explained they were for Buildings & Grounds, Academic Affairs, and Athletic Meeting dates.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0

Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

XI. Programs

- A. MOTION by S. Holland, SECONDED by W. Wentz, to approve Use of School Property for:

1. **LASD (Suzanne Howland)** - February 26, 2021 - 6:30 a.m.-1:00 p.m. - LAHS Auditorium - Senior Photo Make-ups
2. **LASD (Suzanne Howland)** - April 29, 2021 - 5:30 p.m.-8:00 p.m. - LAHS Auditorium - Awards Program
3. **LASD (Suzanne Howland)** - February 9, 2021 - 9:00 a.m.-11:00 a.m. - LAHS Auditorium - Senior Meeting
4. **LASD (Suzanne Howland)** - May 10, 2021 - 5:30 p.m.-8:30 p.m. - LAHS Auditorium & Cafeteria - Top 10% Banquet
5. **Lehighton Ambulance (Keith Heckman)** - January 30, 2021 - 1:00 p.m.-5:00 p.m. - LAMS South Parking Lot - EMS Driver Training

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

- B. MOTION by D. Bradley, SECONDED by G. Maholick to Table the Second Reading and Final Approval of the following Lehighton Area School District Policies:

1. [Policy #122 - Extracurricular Activities](#)
2. [Policy #123 - Interscholastic Athletics](#)
3. [Policy #805 - Emergency Preparedness and Response](#)
4. [Policy #805.1 - Relations with Law Enforcement Agencies](#)

D. Bradley felt the public did not have the proper opportunity given the environment to which the policies were being discussed. He said the Policy Committee Meetings were being silenced and he had issues with the relationships with law enforcements and how guns would be applied and carried, what arresting officers can do to our students. He said law enforcement was hired to protect the students from external threats, like security guards, and it was changed to law enforcement. He felt it was adding a police state into our District. He said the new policies should be vetted by the public prior to the public deciding whether or not they want to put the students under that regime. He also wanted in-person Policy Meetings with the public so they can be vetted and reviewed. L. Stern stated that these policies for approval had been public for four months and no input had been received by anyone in the public or Board Members on changing any of the wording. He said this would just be delaying the process from getting our policies into place. D. Bradley asked who wrote them and if it was from a lobbying group. L. Stern stated that the recommended changes were given by PSBA (Pennsylvania School Board Association), which is the foremost organization on school policy. D. Bradley said that was a lobbying group. L. Stern did not want to deliberate the issue and called for a roll call vote.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	0	X	0	0
Mr. Stephen Holland, Member	0	X	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	0	X	0	0
Mr. Wayne Wentz, Member	0	X	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Larry Stern, President	0	X	0	0

VOTE: YES - 3 NO - 5 ABSENT - 1 ABSTENTIONS - 0

C. MOTION by R. Spinelli, SECONDED by W. Wentz to approve the Second Reading and Final Approval of the following Lehigh Area School District Policies:

2. [Policy #122 - Extracurricular Activities](#)
2. [Policy #123 - Interscholastic Athletics](#)
3. [Policy #805 - Emergency Preparedness and Response](#)
4. [Policy #805.1 - Relations with Law Enforcement Agencies](#)

Roll Call Vote:

	Yes	No	Absent	Abstention
Ms. Joy Beers, Member	0	X	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	0	0	0	X
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	0	X	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 5 NO - 2 ABSENT - 1 ABSTENTIONS - 1

XIII. Old Business for Discussion

None at the time

XIV. New Business for Discussion

A. D. Bradley asked if J. Partenio had received the motions he sent via email. L. Stern asked when these motions were sent. D. Bradley said they were sent during the meeting. L. Stern felt these motions were unfair and in violation since the rest of the Board did not receive these in a timely fashion to be prepared for them. D. Bradley stated this is something they finally agree on. He said it is New Business and things happen during the Meetings that may need to be discussed under New Business. He said it could be tabled and moved to a future meeting. He asked again if J. Partenio had the motions he sent via email. J. Partenio said yes. He made the following motion:

MOTION by D. Bradley, SECONDED by G. Maholick, that the Board provides the agenda five days in advance of the customary Thursday release so the Board and community we serve the ability to formally ask the Board to acquire information needed to make an informed decision.

L. Stern asked for clarification of the word "days," if it was business or calendar days. D. Bradley said he was fine with calendar days. He felt this would give the Board and the Public extra time to make informed decisions. J. Cleaver commented that the policy dictated the amount of days prior to the Board meeting which Board Members should receive the agenda and supporting documentation. He said he did not want to go against any District Policies. He also mentioned that it could pose a problem with the payment of bills. He said there are a number of bills that are received up until the last minute and this may hinder that process. D. Bradley said it did not go against District policy. He stated he was on the Policy Committee and he checked the policy. J. Cleaver said the rest of the Board did not have enough time to research this information and vote on it at tonight's meeting. D. Bradley said they want to get on a better schedule to review the invoices so the District is not a half of a million dollars behind.

L. Stern opened the floor for public comment on this item. B. Bowes said New Business is new business and is the correct place to bring new items to vote on from the Board at any time. She said if you would like to table it and discuss it further later, then someone should make the motion. She stated she would like to get the documentation sooner, to review it more thoroughly. She said she understood the issue with the bills and did not know how to address that issue. L. Stern said the Board Policy currently states three days prior to the meeting. S. Holland stated the Agenda item stated New Business for Discussion and did not expect to vote on any new items. J. Beers left the Board Meeting at this time.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Nathan Foeller, Vice President	0	X	0	0
Mr. Stephen Holland, Member	0	X	0	0

Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	0	X	0	0
Mr. Wayne Wentz, Member	0	X	0	0
Ms. Joy Beers, Member	0	0	X	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. Larry Stern, President	0	X	0	0

VOTE: YES - 2 NO - 5 ABSENT - 2 ABSTENTIONS - 0

- B. MOTION by D. Bradley, SECONDED by L. Stern, that the Board censure Larry Stern and Rita Spinelli for their failures to take corrective actions for items found and documented in the Auditor General's report related to the need for the Board to make fully informed decisions.

D. Bradley stated the Auditor General wrote a multi-page report based on the Board making informed decisions. He stated that they found that three million dollars went out the door and paying stipends for things and millions of dollars being spent for items that did not have a benefit. He believed PA School Code was neglected in ways that the budget was applied and students being injured. He said all sorts of things were going on within the District that revolved around the lack of government authority overseeing the administration. He said that he was glad that L. Stern seconded the motion because then that means he has to vote for it. Atty. Filer said no, he does not have to vote in favor of it. S. Holland stated again the Agenda item stated New Business for Discussion and did not expect to vote on any new items.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Nathan Foeller, Vice President	0	X	0	0
Mr. Stephen Holland, Member	0	X	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	0	X	0	0
Mr. Wayne Wentz, Member	0	X	0	0
Ms. Joy Beers, Member	0	0	X	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Larry Stern, President	0	X	0	0

VOTE: YES - 2 NO - 5 ABSENT - 2 ABSTENTIONS - 0

- B. A motion was made by D. Bradley that the Board assign monthly Personnel Committee Meetings, and assign Board Members to the committee. J. Cleaver stated the District already has personnel assigned to committees. L. Stern stated the motion failed due to lack of a second.

XV. Directors' Concerns

S. Holland thanked everyone for the fine job they are doing to keep students in the school buildings. He thanked the Nurses, all the Support Staff and Professional Staff.

XVI. Courtesy of the Floor / Public Comment

B. Bowes said to S. Holland that New Business for Discussion had historically brought forth motions that were voted on. She said there was an error on November's Minutes in the bills paid. She said the credit card was not included in the amount of about \$6,000. She also asked if the annual audit had been completed. J. Cleaver said the annual auditors had come to the District during the first and second week in January to collect information for the audit. He said the report will be completed as soon as the information is given back to the District from the auditors. B. Bowes asked why it was being done late and not prior to October. J. Cleaver explained that as part of the request, we asked for a continuance in order to have Mr. Rarick and Mr. Surridge as part of the auditing process. He said they did not just want to put down numbers just to complete it, we wanted to make sure it was completed and accurate. B. Bowes asked if they knew if there were any other issues found. J. Cleaver stated, at this point, there was not anything that was brought to their attention. D. Bradley stated he spoke to the auditors and they were restricted from coming to the District until January. He felt the administration should be held accountable. J. Cleaver said there was no restriction. He explained that they gave the dates that they were available. he said D. Bradley was completely inaccurate and out of line for giving false information. B. Bowes wanted to know when the Special Meeting will be for accepting the preliminary budget. J. Cleaver said there is no meeting for accepting a preliminary budget. B. Bowes believed the Board had to accept a preliminary budget. J. Cleaver explained that since the Board agreed to stay within the Act 1 index so the timeline changes for accepting a budget. B. Bowes did not know that to be true, so she asked Atty. Filer to comment on that. Atty. Filer was not sure and would have to get back to her

S. Salerno stated there was an issue with connecting to the meeting and asked the administration to look into why it was so hard to connect to the meeting. She asked if the Board is investigating the parents clubs and extracurricular activities for what they do with their funds, or if it was a particular person that was looking into this. J. Cleaver mentioned that it fell under the right-to-know and that was requested by an individual. He said information was sent out to all parties involved in the request. He said that was not requested by the School Board. S. Salerno explained that she had been a parent of students in the District for a very long time and she felt confident in the administration to take care of any issues within the school and if there is something that the school cannot handle it would be properly referred to the correct authorities. She said she had asked numerous times to not be added to emails issued by a Board Member and the email that came through recently specifically brought a teacher's name out into the public. She did not feel it was appropriate for a School Board Member to be conducting business in that manner by calling people out by name. She did not understand how that could be possible and felt the School District would be responsible for a School Board Member's conduct and a possible lawsuit for defamation of character. She stated that Board Members should not be calling people "Honey." She said, in this day and age, that is sexual harassment. She said everyone makes mistakes and by bringing it up constantly, years and years later, it was wrong. She mentioned how the hazing incident keeps being brought up, but she believed unless someone has a student that was directly involved with the incident, then no one should have anything to say or harass the District Attorney's office. She believes that the constant discussion incites the public to believe their children could be in danger and it needs to stop. She said she supports the teachers, the administration and the superintendent. She stated it is 2021 and everyone needs to be kind to each other and she did not want to see lawsuits of harassment, sexual harassment or defamation of character to costs the District more money.

F. Kemmerer stated he also had an issue with connecting to the meeting this evening. He said it was also requesting an additional authorization to get into the meeting. He said it took a long time to get into the meeting. J. Cleaver asked F. Kemmerer to send an email with the issues he was having with Zoom so they may be able to contact Zoom for a remedy. R. Spinelli said she also had a problem with getting into the executive session. She said

S. Salerno also mentioned that she had called in to attend the meeting via phone; however, the options are not the same for telephone attendees versus attendees on the internet. D. Bradley asked if S. Salerno wanted to ask him any specific questions regarding the right-to-know request. J. Cleaver clarified that Booster Clubs are not affiliated with the District. D. Bradley stated the request was meant for information received by the Board from the groups.

B. Bowes said S. Salerno was allowed to comment a second time after F. Kemmerer so she wanted to see if she would be allowed to speak. She said it is nice to have a second chance to comment after you hear something that someone else said. She said there were numerous people who were not able to get into the meeting.

XVII. Adjournment

Next regular scheduled meeting is on Monday, February 22, 2021, at 7:00 p.m.

- A. Upon a MOTION by R. Spinelli, SECONDED by W. Wentz, the meeting was adjourned at 9:46 PM.