

Lehigh Area School District

Lehigh, Pennsylvania

Board Meeting Minutes
Monday, April 26, 2021 at 7:00 PM

****Executive Session on April 12, 2021 @ 5:15 PM for Personnel and Legal Issues and Executive Session on April 26, 2021 @ 6:15 PM for Contract Negotiations and Personnel.**



I. Pledge of Allegiance

II. Call to Order

Board President L. Stern called the April 26, 2021 Board Meeting to order at 7:02 PM.

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:

Karli Kiesling, Brian Bradley, Barb Bowes, Brian Shaner, Kerry Sittler, Barrington Nixon, Dave Krause, and Autumn Abelovsky

*** Notice of Executive Session*

IV. Presentations/Recognition

A. [Follow up from PFM Financial Advisors](#)

J. Cleaver introduced Karly Keisling from PFM and Brian Bradley from RBC Capital Markets, to answer remaining questions from the presentation given at the last Finance Committee Meeting. K. Keisling explained that they were offering a presentation on a debt restructuring option for the District to provide some cash flow relief. She reviewed the interest rates and their downward trend. She reviewed the overview of the District's debt portfolio with a run rate of about \$4 million in annual debt service. She stated that they would be focusing on the 2014 TD Bank Note and G. O. Bonds Series A of 2015. She reviewed the following information:

1. The District has previously authorized its financing team (PFM Financial Advisors, RBC Capital Markets and King Spry, Herman, Freund & Faul) to explore a restructuring scenario that will provide short-term budgetary relief in FYE 2022 and 2023, allowing the District to build up general fund reserve levels.

2. This restructuring will identify certain maturities of each of the District's outstanding series of debt to be paid within the next 24 months and push some or all of those payments out further to create short term budget relief with the understanding it will have an overall long term cost.

a. It is our understanding from the Administration that the District will use the one (1) time savings in budget FYE 2022 and 2023 to build up general fund reserve levels.

b. This debt restructuring is meant to be one aspect of the District's multi-year recovery plan that includes future tax increases and rebuilding of reserve levels.

c. It is very important that the District does NOT lower its debt service budget going forward because of the debt restructuring. As mentioned above, this debt restructuring is only designed to provide one-time savings in the FYE 2022 and 2023 budget years, and after that the District's debt service budget will go back to its current level (approx. \$4.0 million).

d. The below table shows what maturities and interest payments will be restructured from the District's 2014 Note and 2015A Bonds.

Series	Maturity	Par Amount
Series of 2014 Note	11/15/2021	788,000
	11/15/2022	805,000
Series A of 2015 Bonds	11/15/2021	420,000
	11/15/2022	430,000

Series	Maturity	Interest Amount
Series A of 2015 Bonds	11/15/2021	749,000
	5/15/2022	744,800
	11/15/2022	744,800
TOTAL PAR PLUS INTEREST 4,681,600		

K. Keisling explained that the District's ability to build up general funds would assist in the increase of the rating of the District. B. Bradley stated that the note and bonds in those series were chosen for the refunding because they were callable and the District had the opportunity to refinance on a tax-exempt basis, which would provide a lower interest rate. He said they would be the most cost effective for the District.

D. Bradley asked what the total was for these bonds and why the District shouldn't just pay them off. He felt that was a more financially responsible path. B. Bradley felt that question was more so regarding policy. He explained that there was \$4 million left on the series. D. Bradley said the District is trying to save \$4 million because they have overspent and would need to save funds

instead of spending it. He felt that it was better to try to squeeze out money to pay off the series, instead of refinancing it and pushing the debt out further. B. Bradley explained that they were discussing two different issues and PFM/RBC were tasked with finding some cash flow assistance for the District by restructuring debt over the next two years in order to build up fund balance. He said it would be \$4.1 million dollars to pay off those bonds and that would only give the District relief of about \$400,000 per year. He explained they were asked to look into a way that the District could save more than that in order to increase fund balance, which is a large structural issue that Moody's points to with respect to multiple downgrades that the District has undertaken in the last three years.

D. Bradley asked who on the Board requested PFM/RBC to look into those options. B. Bradley stated that Patti Denicola asked them to look into some options of restructuring debt with a maximum amount of savings, last year. He explained that this was a decision for the Board to make and was not pushing them one way or another. He also stated that this plan complies with all PDE and DCD regulations. D. Bradley agreed that it might be the right way to play those pieces; however, he felt there was some escalating interest rates coming up on other debt and believes the District will get cornered by kicking the can down the road. He was also concerned about what would happen if the District consumes more of the fund balance after the refunding. He asked if the bonds were chosen because they were the only ones that were callable. B. Bradley said they were chosen because they were the most cost efficient. He said the plan was to try to issue as many bonds on a tax-exempt basis as possible, because it is the most cost effective. He said the QZABs are at 0%, so those should never be refinanced and the other 2014 QZABs are at 1.5%, so those should not be refinanced either. He stated that the 2014 Note is at 2.16% and the 2015 A's have an average rate of 5%, so those could be refinanced at a lower rate. He also mentioned that the long-term plan was to increase the District's Moody's rating. He mentioned that the District's other debt would be able to be refinanced over the next 3 years, so it would be in the District's best interest to get the rating up as high as possible, in order to secure lower interest rates. He said this restructuring would be a part of that long-term plan.

D. Bradley believed the large bonds had an escalating rate coming in the 2022, 2023 and 2024 years, and was concerned about what rates they would hit. B. Bradley explained that those rates were fixed for the life of the issue and would not be fluctuating. D. Bradley explained that it would hit 5% and was not callable until 2023. K. Keilsing and B. Bradley agreed. D. Bradley did not agree with the restructuring of debt and incurring the \$2 million restructuring costs, he would rather have firm financial management and put those funds into the general fund. K. Keilsing explained that this was the path that would need to be taken to get the District's rating increased in order to refinance the future callable bonds with lower tax-exempt rates. She explained that this would then assist with a large portion of the District's debt. D. Bradley asked if there was any way to reduce the total sum of debt and total amount of interest that was dispersed to the taxpayers. He felt the best way to get a better credit rating was to be fiscally responsible. He wanted to know if there was another option that would reduce the total sum of payments and increase the District rating without having to buy it. J. Cleaver said part of the plan is for the District to be fiscally responsible and not spend more than we have, but also to increase fund balance and our credit rating. He said the plan is to increase fund balance so the funds can be there when the District is eligible to refinance in a few years and get out of the situation we are in. He said part of what D. Bradley discussed was correct; however, it is part of a bigger plan. D. Bradley said that is based on assumptions that the current administration and Board would not continue to spend the fund balance, but the most recent budget presentation shows a deficit of \$1.2 million already. He wanted to know if PFM/RBC was asked if there was another option that would reduce the total sum of payments and increase the District rating without having to buy it. K. Kiesling stated that P. Denicola had asked her to take a look at some of these restructuring options.

D. Bradley had more questions. J. Cleaver asked K. Kiesling and B. Bradley to continue with the presentation as it may answer the questions that D. Bradley may have. K. Kiesling explained the restructuring plan in 2022 and 2023. She reviewed the current local effort and the refunded local effort that would be available with the restructuring. She said it would ultimately be a little more than \$3 million in savings. She stated there would be costs involved. She reviewed the illustration of the debt portfolio. B. Bradley said that there are no current opportunities for the District to do a traditional high to low refunding for economic savings based on the existing debt in the interest rates and the call date on the existing debt, plus the three downgrades that the District received from 2018. D. Bradley asked if the District did nothing and paid off the debt, if the District would save \$2 million. B. Bradley said there would be costs involved and that this was a Board decision. He said he could not give answers based on the District's policies. He said the long-term goal of the plan was to get the credit rating up for the District.

K. Keisling shared the following timeline for the refinancing:

Monday, April 12, 2021 * ***Regularly Scheduled Finance Committee Meeting*** *
- Financing Team Discussion on Debt Restructuring

Monday, April 26, 2021 * ***Regularly Scheduled School Board Meeting*** *

Monday, May 10, 2021 * ***Regularly Scheduled Finance Committee Meeting*** *
- Authorization for Financing Team to Proceed

After May 10th Authorization PFM to Send Info Request to District
District to Return Info Request to PFM
Draft Preliminary Official Statement "POS"
Send Out Credit Rating and Bond Insurance Packets

Monday, May 24, 2021 * ***Regularly Scheduled School Board Meeting*** *
- Adoption of a Max Parameters Resolution to Accomplish a Debt Restructuring for FY 22 and FY 23 Budgetary Relief

Month of June - Credit Rating Interview with Moody's
- Due Diligence Call with Financing Team and District
- Moody's Credit Rating Due Back to District / Financing Team
- Finalize and Print Final Preliminary Official Statement "POS"

Month of July - Potential Pricing Date/Interest Rate Lock

Sale Date + 35 Days - Estimated Settlement Date

L. Stern asked K. Keilsing to review the box stating PV Costs. K. Keilsing and B. Bradley explained the columns on the page and the values of the refinancing in today's dollars.

R. Spinelli asked if the debt is pushed out if that would affect the District negatively in their credit rating. B. Bradley stated that they like to see a structure like this with structural balance in the long-term. He said doing nothing would not help the credit rating, but doing this, coupled with other initiatives that would get the District back to a balanced budget, in the long term would affect the District positively. R. Spinelli asked what the other initiatives would be that need to be

done. J. Cleaver said keeping an eye on cash flow, staying within the budget and getting more information to the Board to make better informed decisions when it comes to approving or not approving budgets. R. Spinelli asked if those were the steps that the District has been taking in the last year or so. J. Cleaver said yes. R. Spinelli asked if this restructuring coupled with the steps the District has been taking would help increase the opportunity of the District with their credit rating. J. Cleaver explained that it would be a group effort to work together to bring the fund balance back, have a better balanced budget and keep steady costs with personnel and healthcare. He stated that this would be part of that long-term plan. R. Spinelli commented that PFM was brought back because the public had some questions and she wanted to give them an opportunity to ask questions.

V. Public Comment on Agenda

B. Bowes asked about the 2014 bank loan, if the reimbursement from the state is at about 48% would this debt affect the reimbursement. K. Keisling said no it would not. She said the reimbursement rate would apply to the remaining 2014 note and gets factored into the restructuring so you would still be receiving a reimbursement from the state. She said all of the maturities, 2023 through 2025, the reimbursement would stay the same.

B. Bowes asked about the \$2.2 million cost to do the restructuring. She wanted to know if that was all interest. K. Kiesling said it is mainly interest. She said it is stretched out and the longer the loan is, the more interest there is over the life of the loan. B. Bowes asked if it included their fees. K. Keisling said everything listed is net and includes all fees and costs.

B. Bowes stated that Moody's credit rating also looks at governance and part of the reason the District was downgraded was because the District had poor fiscal practice. She was concerned that the money would be in the hands of the people who spent it previously. She was also concerned that the District would be able to borrow their way out of debt and incur costs. She did not think it was a fiscally responsible thing to do for the community.

B. Bowes questioned the 2015 A bond, saying the current interest rate is only at 2.2% and in 2023 it jumps to 5% and any money paid to that debt would be at a higher rate and is concerning to her. She did not think that made sense. B. Bradley said the \$2.2 million that was referenced on page 4 was part of those costs, but a lot of the debt service will be taken out in 2022 and 2023 and restructuring it in 2024 through 2043. B. Bowes felt they would be paying 3% higher on the debt relief. She stated that they had mentioned in the Finance Committee Meeting that it would take about 3 years for the District's credit rating to become favorable. She stated that there is no guarantee that this would work. B. Bradley agreed. He said that Moody's is a completely separate entity and would not be able to speak on their behalf. B. Bowes questioned if stretching out the debt would be looked at as a positive thing to do and wondered what would happen if interest rates start to increase. K. Kiesling stated that the entire portfolio contains fixed rates and because of how low current rates are, it would be in the District's favor to do the restructuring now. B. Bowes questioned that if a refinance is done in the future then the rate may no longer be fixed. B. Bradley explained that the call dates for the other debt occurs in 2022, 2023 and 2024. He said these are a large portion of the District's current debt and he wanted to make sure that the District is in the most advantageous position to restructure the debt at that time for better economics on the refundings and that would be also done with a fixed rate. B. Bowes was concerned that there was no way to know where the interest rates would be at that time and then the District would assume an additional \$2 million without restructuring that other larger debt. She mentioned that 20 years down the road, the Elementary Center will need major renovations and the District would be taking on more debt. She felt the Board and the Administration should make a commitment to not spend the fund balance, if the restructuring is done now.

B. Shaner thanked K. Kiesling and B. Bradley for coming to the Board Meeting and giving the presentation. He asked if they ran any type of forecasts and what type of ratings upgrades the District would need to get from Moody's for it to be cost effective. He wondered if there was any time that the District may be able to have a better rating and do this without it costing them money. B. Bradley said he did not run the restructuring at the current rating. He said they look at a general 3% threshold of the par amount for savings. He explained that it is so far down the road that there may be interest rate risks; however, he can look into that information.

B. Shaner asked the Board what plan they have to ensure that they do not overspend this fund balance and how will the Board be held accountable. J. Cleaver said they are trying to look at additional revenue sources, but the biggest thing is to give information to the Board so they can make the best informed decisions. He said it may not have been done that way in the past; however, Mr. Rarick has already given more information than in the past. He said they would like to research avenues of increasing revenue and one of those would be Charter Schools. He explained that they are a huge cost to the District and they would like to try and bring back those students to the District. He mentioned how that could be a savings of anywhere from \$12,000 to \$35,000 per student.

K. Sittler asked what guarantee there is that the fund balance would not be spent by the Board. R. Beltz said he would not vote for this because he did not think this would be a good position for the District to be in. K. Sittler asked for R. Spinelli's answer. R. Spinelli asked what type of guarantee she was looking for. K. Sittler said that they would stick to their word and not put all of the debt on to our children who may have to move out of the area in order to live. R. Spinelli said she did not understand how that could be a guarantee. She said she can guarantee that during the next two years, while she is on the Board, she would not do anything stupid. K. Sittler asked for W. Wentz's response. W. Wentz said he is on the Athletic and Building and Grounds Committee. He mentioned how they have been able to stay in the budget and hopes they can continue to do that. K. Sittler asked for S. Holland's response. S. Holland had no comment. K. Sittler asked for L. Stern's response. L. Stern said the spending had been problematic in the past, mostly because the Board had not been provided the proper information. He said he would do his best to not do anything to jeopardize a restructuring that would be beneficial to the savings of the District. K. Sittler asked for G. Maholick's response. G. Maholick said she would not vote for it. K. Sittler asked for J. Beers response. J. Beers said she believed she was in a minority and that there were 5 people on the Board who are not transparent and things just appear on the agenda that are voted on and she felt they were the reason why the huge debt was created. She believed what D. Bradley foretold had come true. She believed it was going to continue with poor spending. K. Sittler asked that everyone think this through and work as a team to make the best decision for the District.

B. Nixon asked what S. Holland's reason was for not commenting. D. Bradley stated that the reason they can get away with it is because of the arrogance of being an elected official. D. Bradley asked what they were going to do about it. He discussed the Auditor General's report and extending the debt by kicking the can down the road. He asked what rights, power and authorities the citizens have to do something about the issues with elected officials. B. Nixon said he would use the ebay of his abilities to make it very well known that this elected official does not have the best interest of the students at heart. D. Bradley stated that B. Nixon could file paperwork with the judge to remove them as an elected official. B. Nixon said he would do anything in his legal power. J. Cleaver reminded them that they should be directing questions toward PFM/RBC while they are attending the Meeting, in order to have all comments and questions discussed before their departure.

D. Bradley asked how detrimental it would be if the Board spends the Fund Balance after the refinancing and incurs an additional \$2 million in debt. K. Kiesling explained that Moody's is a separate entity and could not make that specific determination; however it would not be favorable.

N. Foeller asked about the callability of the bonds that would be refinanced through this current restructuring plan. K. Kiesling said the call feature would be between 5-8 years and given on their taxable or tax-exempt nature. She said the District would not be stuck with the bonds until 2043 without the option to recall the bonds if rates were as low as they are now.

J. Cleaver and members of the Board thanked K. Kiesling and B. Bradley for sharing the presentation at the Board Meeting.

B. Bowes questioned the dates in the Collective Bargaining Agreement. She asked about the \$1,000 payment that is applicable to the 2021-2022 school year. She asked if it would not be paid until the 2021-2022 school year. J. Cleaver said it would be paid in the last payment in June 2021 as a pre-payment. B. Bowes said it would cost about \$416,000 with the double step and asked if it included the \$159,000 of the prepayment for 159 teachers. J. Cleaver said yes. B. Bowes was concerned about the prepayment. J. Cleaver explained that some teachers opt to get 26 pays and are being paid through the summer months for work they did during the prior year. He said they would start their next school year in August.

D. Bradley said there are several significant financial expenditures including the proposed teachers contract and the budget is currently \$1.2 million over and has not been reconciled. He felt they would be putting the cart before the horse if the funds are expended before the budget is balanced. He claimed the budget was four or five months late. He wanted to postpone some of the contractual items until a budget is completed.

VI. Communications

A. Superintendent's Report

J. Cleaver gave the following update:

Lehigh School District was featured in the Success Starts Here article for PSBA, in relation to being one of four awards given nationally by the Christmas Spirit Foundation. The District has provided over 445 trees in just the last three years. This is a great program that the students and staff look forward to every year and all are to be commended for making this program a success.

The Elementary Students and staff have started to work on the grounds around the building as part of their Earth Day Activities. Please take the time to see the great work they have already started and will continue to do throughout the remainder of the school year.

We are currently working to finalize our summer program offering for our students this year. Last year with the pandemic we were unable to offer our summer programs, however the district is planning to bring back the programs and increase the number of students that will be eligible to attend. Please keep alert for updates on the summer program offering over the next couple weeks.

Kindergarten Registration is in full swing. Please visit our District website for all information and registration requirements to get your child registered and follow the online instructions to set up a profile for your child. After all information is entered and submitted, you will be directed to a link to schedule an appointment for your child(ren)'s on-site registration/assessment (May 3-14, 2021). If you have any questions concerning Kindergarten Registration, please contact the Lehigh Elementary Center.

VII. Approval of Minutes

- A. MOTION by W. Wentz, SECONDED by N. Foeller, to approve [the Minutes of the March 22, 2021 Board Meeting](#). (Enc. 1)

D. Bradley stated the minutes were not compliant with policy. He felt it should have closer discipline to the responsibilities.

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	X	0	0	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. Larry Stern, President	X	0	0	0

VOTE: YES - 7 NO - 2 ABSENT - 0 ABSTENTIONS - 0

- B. MOTION by R. Spinelli, SECONDED by S. Holland, to approve [the Minutes of the March 24, 2021 Special Virtual Board Meeting](#). (Enc. 2)

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	X	0	0	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 - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

VIII. Financial Matters

- A. MOTION by W. Wentz, SECONDED by R. Spinelli, to approve the [Lehighton Area High School](#) and [Lehighton Area Middle School Activities Fund](#) for March 2021. (Enc. 3)

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	X	0	0	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

D. Bradley abstained due to lack of information.

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

- B. MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the Payment of Bills for March 2021:

General Fund:

--Manual Checks \$ 21,311.31

--Regular Checks \$1,518,023.29

--Credit Card \$ 6,483.05

Debit Card: \$ 3,038.15

Payroll (March): \$1,184,484.37

Food Service Fund: \$ 81,084.15

Total \$2,814,424.32

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

(Enc. 4)

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	X	0	0	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
Mr. Larry Stern, President	X	0	0	0

D. Bradley abstained due to lack of information.

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

- C. MOTION by R. Spinelli, SECONDED by W. Wentz, to approve the following reports:

- [1. Expenditure Report](#)
- [2. Expenditure by Object Report](#)
- [3. Revenue Summary](#)
- [4. Expenditure Comparison Report](#)
- [5. Revenue Comparison Report](#)
- [6. Treasurer's Report](#)

(Enc. 5)

D. Bradley stated that the reports still show expenditures in excess of the budget, which he felt was not able to legally be done. He mentioned that funds can be moved; however, they should be moved prior to exceeding the budget. He said it had to be corrected, first. He asked Atty. Filer if the Reports are legal to be voted on. E. Rarick said they are currently working on a motion for a list of transfers to put funds into the correct object codes. He said it would be discussed at the May Finance Committee Meeting and brought to the May Board Meeting for action.

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	X	0	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. Larry Stern, President	X	0	0	0

VOTE: YES - 5 NO - 4 ABSENT - 0 ABSTENTIONS - 0

L. Stern stated that he appreciated E. Rarick's comments that the budgetary movements will occur in May to legitimize the reports and the budget.

- D. MOTION by W. Wentz, SECONDED by S. Holland, to make the following transfer from the General Fund to the Food Service Fund as per the Reimbursements from the Commonwealth: \$177,051.32 for February and March 2021.

Roll Call Vote:

	Yes	No	Absent	Abstention
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	X	0	0	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 - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

- E. MOTION by D. Bradley, SECONDED by N. Foeller, to approve [exemptions from Per Capita and/or Occupational Tax](#), as per the enclosure. (Enc. 6)

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Richard R. Beltz, Member	X	0	0	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 - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

D. Bradley stated one of the people on the list should have been exempt from the year 2000. He asked the community to reach out to the District, if they feel they should be exempt from per capita or occupational tax.

- F. MOTION by W. Wentz, SECONDED by R. Spinelli, to approve [the Elect Program with Schuylkill County Intermediate Unit #29](#) for services assisting qualifying students, at no cost to the District. Funding for this program is issued through the PA Department of Human Services TANF funds. (Enc. 7)

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	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

- G. MOTION by N. Foeller , SECONDED by R. Spinelli, to approve [the Affiliation Agreement between Kutztown University and Lehigh Area School District](#), as per the enclosure. (Enc. 8)

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	X	0	0	0
Mr. David F. Bradley, Sr., Member	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

- H. MOTION by R. Spinelli, SECONDED by N. Foeller, to approve [the Technology Pool Legal Services Agreement for the 2021-2022 school year with the Carbon Lehigh Intermediate Unit #21](#). (Enc. 9)

D. Bradley stated the District was committing funds prior to having the funds in the budget for the 2021-2022 School Year. Although he felt it was a must-have, he felt it was financially irresponsible. He also believed the District could negotiate with the CLIU.

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	X	0	0	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

D. Bradley abstained due to lack of information for the budget.

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

- I. MOTION by W. Wentz, SECONDED by N. Foeller, to approve [the Agreement with Diligent Corporation for the BoardDocs LT Board Management Solution software](#) at an annual subscription fee of \$2,700.00, as per enclosure. (Enc. 10)

D. Bradley repeated that he believed it was irresponsible to spend money that is not assigned in the budget, yet. He said the budget was late. L. Stern commented that a proposed budget is actually not due until May, since the District is staying under the Act 1 index.

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	0	X	0	0
Mr. Richard R. Beltz, Member	X	0	0	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
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 7 NO - 2 ABSENT - 0 ABSTENTIONS - 0

- J. MOTION by S. Holland, SECONDED by W. Wentz, to approve a [Memorandum of Understanding with the Lehighton Borough Law Enforcement and the Lehighton Area School District, for the 2021-2022 and 2022-2023 school years](#). (Enc. 11)

D. Bradley repeated that the budget was not completed and this was an extraneous expense. He had an issue with the MOU and having police officers in the District schools. He believed there should be security guards, instead, that did not have arresting powers. He believed this item should not be reviewed until the budget had been reviewed. L. Stern explained that the document had nothing to do with the budget. He said it has a zero cost and it is an agreement that is required to be done by the District every two 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	X	0	0	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
Mr. Larry Stern, President	X	0	0	0

D. Bradley abstained due to lack of information.

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

- K. MOTION by W. Wentz, SECONDED by N. Foeller, to approve [the Carbon Lehigh Intermediate Unit's Policies, Procedures, and Use of Funds by School District](#) that is used for [submission with the 2021-2022 IDEA B, Section 611 project application](#). (Enc. 12)

D. Bradley repeated that they are using District funds that had not been allocated to the 2021-2022 school year budget. He felt it was irresponsible and immoral to do it before the budget had been reviewed.

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	X	0	0	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. Larry Stern, President	X	0	0	0

D. Bradley abstained due to lack of information.

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

- L. MOTION by S. Holland, SECONDED by R. Spinelli, to approve [the Dual Enrollment Agreement between Lehigh Carbon Community College and Lehigh Area School District for July 1, 2021 – July 31, 2022](#), as per the enclosure.

(Enc. 13)

D. Bradley asked how much this agreement would cost the District. J. Cleaver stated that the costs are paid by the students. D. Bradley asked if it did not cost the District any of the school funds (transportation, enrollment, reimbursement costs). J. Cleaver said there is no fee for the District since the students pay the fee to LCCC. He said there were currently no indirect costs; however if the District should decide on something like transportation, then there may be those fees incurred at a later time.

Roll Call Vote:

	Yes	No	Absent	Abstention
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	X	0	0	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 - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

- M. MOTION by N. Foeller, SECONDED by W. Wentz, to approve [the Worksite Agreement with Carbon County Workforce Training for their Summer Youth Employment Program](#) at no cost to the District, as per the enclosure.

(Enc. 14)

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Richard R. Beltz, Member	X	0	0	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 - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

- N. MOTION by W. Wentz, SECONDED by S. Holland, to approve [the Hudl Athletic Director package](#) as recommended by the Athletic Committee for the 21-22 school year. Payable from the 2021-2022 Athletic Budget.

(Enc. 15)

D. Bradley felt the District was in a financial crunch and they would be spending \$11,700 on activities and not mandated services. He said the enclosure stated a value of \$22,449 and questioned the cost versus value. J. Cleaver stated this was a promotion that was extended to the District and this was presented and discussed at the Athletic Committee Meeting. D. Bradley asked if this was for scouting agreements with a 24-hour turnaround time on basketball, volleyball and soccer games as well as scout reports on football, online video editing and recruiting and highlight tools. J. Cleaver said it has a benefit for broadcasting and live-streaming the games, as well. He said colleges utilize the recruiting tool where edited videos could be highlighted and shared by the high school students for recruitment by the colleges. D. Bradley asked if channel 13 could offer similar services. J. Cleaver stated that Hudl is something that the colleges can directly connect to, unlike Channel 13. D. Bradley asked if there were any other services available like this one. J. Cleaver said there are no others comparable to this detail. D. Bradley said they were jumping the gun because this budget has not been reviewed yet.

Roll Call Vote:

	Yes	No	Absent	Abstention
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	0	X	0	0
Mr. Richard R. Beltz, Member	0	X	0	0
Mr. Larry Stern, President	X	0	0	0

D. Bradley abstained due to lack of information for the budget.

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

IX. Personnel

- A. MOTION by W. Wentz, SECONDED by R. Spinelli, to approve [the LAEA Collective Bargaining Agreement for the 2020-2021 and 2021-2022 term](#), as per the enclosure.
(Enc. 16)

J. Beers reminded everyone that they did not have a professional negotiator representing the Board and the other side did have a professional representing them. She said it was obvious that the Board should not approve this without a professional representing the Board while thinking about our financial situation. D. Bradley said R. Spinelli and N. Foeller represented the Board during negotiations and N. Foeller had been absent from meetings. He discussed the previous Contracts versus the current proposed contract and believed there to be a significant change in the bulk of it. He wanted to know why the teachers had such a large bump up, at 9%, after 20 years at the District. He said the teachers were getting two steps and a \$1,000 bonus to everyone under the contract. He did not believe the District could afford this and did not believe it was negotiated for the people paying for the contract. He believed the teachers union was lobbying the Board for approval of the contract. He said there is a massive Cadillac benefits plan and did not understand why the employees would rather have a gold-plated Cadillac health plan than more physical pay that could be added to their PSERS pension. He questioned what educational benefits the students would get from the pay increases. He said he agreed with J. Beers greatly, that a professional would be needed to negotiate the contract so it may be in the best interest of the District

R. Spinelli stated that they had worked on the negotiation for over a year. She said they were far apart and came together as best they could. She mentioned that the teachers gave up some items and the Board agreed to some things. She said D. Bradley could criticize all he wants but the teachers deserve to know that they can move forward. She said the teachers were gracious enough to accept their offer. She explained it was not a massive raise, they did away with a salary increase and some insurance concessions to get this. She felt it did not make sense to hire a professional negotiator for a two year contract, so they can just make it through these next couple of years with the wonderful staff we have, who deserved way more than they could offer them. D. Bradley and R. Spinelli disagreed. D. Bradley wanted to open the floor for public comment. L. Stern called for a point of order. D. Bradley, L. Stern and G. Maholick continued a disagreement. J. Beers responded to R. Spinelli that D. Bradley tried numerous times to be involved in negotiations and he was blocked from being involved. She stated that the contract had an upfront cost of \$400,000. J. Cleaver said that was incorrect. He said this year, the staff took a pay freeze, so the current upfront cost is \$7,450 for longevity for 12 staff members and column movement. He said for the 2021-2022 school term it will be \$416,778 with \$159,000 that B. Bowes discussed earlier. He said the teachers are agreeing to their 2019-2020 salaries. J. Beers criticized the negotiation process used and felt it would cost the District more going forward. R. Spinelli said the teachers took a salary freeze and that is a give and take situation. J. Beers did not feel it was a loss for the teachers, she believed it was a gain going forward. She said COVID hit this community in a very big way and if staff took a pay freeze, she felt it was to be expected and could not be related to the contract going forward.

D. Bradley compared the old contract saying the step movement froze between years 20-23. Under the new contract the step movement goes to 20 with any step over 20 with a 9% increase for every

year going forward. D. Bradley and R. Spinelli argued. R. Spinelli explained that D. Bradley was not in the negotiating room because no one wanted him in that room and it was not from her. J. Cleaver stated that D. Bradley was comparing a 2012-2016 contract with the 2020-2022 contract. N. Foeller tried to explain the comparison. The Board argued about the comparison and the negotiation process.

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	X	0	0
Mr. David F. Bradley, Sr., Member	0	X	0	0
Mr. Larry Stern, President	X	0	0	0

S. Holland thanked R. Spinelli, N. Foeller for their time and the teachers for accepting this agreement.

VOTE: YES - 5 NO - 4 ABSENT - 0 ABSTENTIONS - 0

- B. MOTION by S. Holland, SECONDED by W. Wentz, to approve the following candidates for employment in accordance with the respective contracts:

1. **Joanna Taney** - Full-Time Paraprofessional - Date effective pending any necessary paperwork, at an annual salary of \$15,738, prorated for the 2020-2021 school year.

2. **Dawn Granche** - Part-Time High School Life Skills Paraprofessional - Date effective pending any necessary paperwork, at an hourly rate of \$11.00 per hour.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	0	0	X	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	X	0	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 - 5 NO - 3 ABSENT - 1 ABSTENTIONS - 0

- C. MOTION by S. Holland, SECONDED by W. Wentz, to approve the attached list of requested candidates for the [2020-2021 Substitute List](#), pending any necessary paperwork, as per the enclosure. (Enc. 17)

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	X	0	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
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 5 NO - 4 ABSENT - 0 ABSTENTIONS - 0

- D. MOTION by N. Foeller, SECONDED by S. Holland, to approve the following requests for [Athletic Coaching/Manager Candidates](#), as per contracted rates, pending any necessary paperwork, as per the enclosure. (Enc. 18)

D. Bradley discussed a complaint letter that he received from a previous student regarding a coach. He asked if anyone else on the Board received this letter regarding the concern of oversight. J. Cleaver said it was a letter that was only addressed to him, Kyle Spotts and D. Bradley. J. Cleaver explained that it was an anonymous letter and there was no supporting documentation or knowledge of any issue. D. Bradley asked why it was not released to the entire Board. He said there was no name or written documentation to support any previous issue. He said he questioned K. Sports right away to investigate the situation and research evaluations. He said there was no contact information to research the scenario any further. He explained that there was no signature and no validation that this occurred. J. Beers said she wished she knew what was going on in the District so she could help improve the quality of the students' education. J. Cleaver mentioned how he wished he could share information at executive sessions regarding personnel, unfortunately with D. Bradley, and the comments he makes, it is impossible to get through. D. Bradley believed the people investigating the scenario were the ones being challenged. J. Cleaver said neither he nor Mr. Spotts were being challenged. D. Bradley disagreed. He felt this person's identity was being discounted because it was anonymous. He recommended assigning an impartial team of 3 people to investigate the scenario and decide what the Board would need to adjudicate the matters. He believed this motion should be held off until any procedures of hiring are corrected. L. Stern thanked D. Bradley for his information and stated that the letter does not affect any of the coaching candidates on the agenda this evening. D. Bradley believes it did relate. An argument ensued. 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	X	0	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	0	X	0
Mr. Larry Stern, President	X	0	0	0

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

E. MOTION by D. Bradley, SECONDED by W. Wentz, to approve the following requests for pre-approval of courses/Programs of Study for continuing education:

1. **Employee #1434** – April 26-June 13, 2021/Operating Systems & Networking
2. **Employee #1434** – June 14-August 1, 2021/Principles of Information Security

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

F. MOTION by D. Bradley, SECONDED by R. Beltz, to acknowledge FMLA leave for the following employees, not to exceed 12 weeks:

1. **Employee #1614** – effective around May 31, 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	X	0	0	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 - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

X. Miscellaneous

None at the time.

XI. Programs

- A. MOTION by R. Spinelli, SECONDED by W. Wentz, to approve [the 2021-2022 Lehigh Area School District Calendar](#), as per the enclosure. (Enc. 19)

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	X	0	0	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 - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

- B. MOTION by W. Wentz , SECONDED by S. Holland, to approve Summer 2021 Lehigh Area School District Summer Camps "Academics & Adventures." This program will be funded through an ESSER Grant. Dates and locations are as follows:

Elementary Center:

June 28 – July 1, 2021 (M-TH) 8:30 a.m. to 1:00 p.m.

July 19 – 30, 2021 (M-TH) 8:30 a.m. to 1:00 p.m.

Aug. 16 -20, 2021. (M-TH) 8:30 a.m. to 1:00 p.m.

Middle School:

July 12-23, 2021 (M-TH) 8:30 a.m. to 1:00 p.m.

Aug. 2-13, 2021 (M-TH) 8:30 a.m. to 1:00 p.m.

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	X	0	0	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 - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

- C. MOTION by S. Holland, SECONDED by N. Foeller, to approve Title I Summer Reading & Math Programs to be held at the Elementary Center. Tentative dates are August 2 -13, 2021, for the Math Program and July 12-23, 2021, for the Reading Program. Camps will be paid using 2020-2021 Title I Funds.

D. Bradley questioned if Title I funds may be used for items other than Title I programs if they are a Title I school. J. Cleaver said the Title I funds are directed toward Title I programs but they may go to additional items as long as they have Title association. He said they receive about \$400,000 per year for all Title related funds. He said the majority of that is for benefits and salaries for Title I staff. D. Bradley asked if any students could attend this. J. Cleaver said it is for Title I Elementary Students. He explained that the students must qualify for this program with learning loss or be recommended for this program. D. Bradley asked if this was limited to a certain number of students. J. Cleaver said they do try to keep a low student to staff ratio. He also mentioned that there are Title I funds set aside for a community outreach program.

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	X	0	0	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 - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

- D. MOTION by R. Spinelli, SECONDED by S. Holland, to approve Credit Recovery/Summer School for the Lehigh Area Middle School and High School.

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	X	0	0	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
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VOTE: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

- E. MOTION by W. Wentz, SECONDED by N. Foeller, to Approve Community Based Instruction (CBI) Trips for the remainder of the 2020-2021 School year, observing all necessary COVID-19 mitigation precautions.

L. Stern asked about the CBI Trips. J. Cleaver explained this is for work based training through their IEP's or work-related programs. He said it is mainly for life skills or job-related training.

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	X	0	0	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 - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

- F. MOTION by W. Wentz, SECONDED by S. Holland, to approve the following School Enrichment Journey requests, observing all necessary COVID-19 mitigation precautions:

1. **LAEC 4th Grade (Beth Cressley)** - May 25, 2021 (Rain Dates: May 26 or May 27, 2021) - 9:15 AM-2:00 PM- to walk through Lehighton, learning about local history.

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	X	0	0	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 - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

L. Stern commented that he thought this was an awesome activity to take part in.

- G. MOTION by R. Spinelli, SECONDED by W. Wentz, to approve Use of School Property for the following requests:
1. **5th Grade Moving Up (Melissa Volcskai)** - May 27, 2021 - 10:00 AM-2:00 PM - Gym/Outside of Building - 5th Grade Moving Up Ceremony.
 2. **Lehighton Field Hockey (Vanessa Rimbey)** - May 15, 2021 & May 22, 2021 -8:00 AM -12:00 PM -Multipurpose Stadium/Outside Fields - Field Hockey Clinic Grades 2-8.
 3. **Lehighton Area High School (Suzanne Howland)** - June 11, 2021 / 6:00 PM-9:00 PM (June 12, 2021 / 12:00 PM - 4:00 PM Rain Date) Multipurpose Stadium/ Cafeteria- High School Graduation.
 4. **Lehighton Area High School (Suzanne Howland)** - June 4, 2021 / 9:00 AM-10:00 AM- High School/Multipurpose Stadium/Gym - High School Mandatory CPR Training for Graduates/Cap & Gown Distribution.
 5. **Lehighton Area High School (Suzanne Howland)** - June 9-11, 2021 / 8:15 AM-11:15 AM -Multipurpose Stadium/Elementary Center Gymnasium - High School Graduation Practices.
 6. **Lehighton Area High School Band (Bryan Buffington)** - May 25, 2021/7:00 PM-9:00 PM -Multipurpose Stadium/Outside Fields - Band Dress Rehearsal.
 7. **Willow Academy (Laurie Plotsko)** - End of 2020-2021 School Year -Varying hours, when not in use by LASD Students -Outside Fields (Old Football Field Track) - Willow Academy Students to have a safe place to walk.
 8. **Elementary Library (Diane Brownmiller)** - May 6, 2021 - 4:00 PM-7:00 PM - Elementary Center/Outside - Outside Bookfair for Virtual Students and Parents.
 9. **SHINE Afterschool Program (Rachel Strucko/Justin Fritz)** - July 19-22, 2021 /July 26-29, 2021/ August 2-5, 2021 /August 9-12, 2021- 8:00 AM-1:00 PM - Elementary Center/Gym/Cafeteria/Classrooms/Outside Playground- SHINE Summer Camp Program.

Roll Call Vote:

	Yes	No	Absent	Abstention
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	X	0	0	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 - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

XII. New Business for Discussion

A. Carbon Lehigh Intermediate Unit Board of Directors Election

Reminder that Carbon Lehigh Intermediate Unit Board Members are to be elected by a mail ballot. Please complete and submit ballots.

B. Saturday Detention

D. Bradley asked about the payroll report and a person in Saturday Detention. He asked how many students are in a Saturday detention. J. Cleaver explained that it runs one time per month and could get that information for him

C. Roofing Project

J. Beers mentioned about the Buildings & Grounds Committee Meeting and the architectural roof replacement and pursuing other bids. J. Cleaver said a bid was received from Carbon Engineering and it will be brought to the next Buildings & Grounds Committee Meeting for review. D. Bradley asked if this was for a roof. J. Beers explained the scenario discussed at the Buildings & Grounds Committee Meeting. D. Bradley mentioned Carlisle Roofing works with a state consortium on a government purchase program. J. Cleaver said there is no guarantee that if you went out to bid that you would get a lower cost. He said they had an involvement like that previously with Trane. He said they did work with Tremco before, but was not sure if this project could be done on a state consortium level. He said he could check on that as well. D. Bradley said the roofing materials are purchased at a great discount through the state purchasing program and then they can bid for someone to do the roof. J. Cleaver asked D. Bradley to send him the information to look into. D. Bradley asked what the cost was of the roof on the feasibility study. J. Cleaver said he did not have that information in front of him but thought it was about \$170,000. He said two options were reviewed, a metal roof and a shingle roof. L. Stern stated that building products were very expensive at this time.

XIII. Directors' Concerns

None at the time.

XIIV. Courtesy of the floor / Public Comment

B. Shaner asked N. Foeller what his research showed on why they did not hire a professional negotiator. N. Foeller said at the time that statement was made, he commented that he was not opposed to the professional negotiator and found value in them; however at that stage the negotiations were already very close to being completed. He said it did not get to the point where they felt a professional negotiator was needed, or felt would be helpful. He believed it would have dragged the process out longer. B. Shaner felt it was embarrassing that the Board did not have a professional negotiator when the teachers union did. He said they should put their egos aside and remember that they are fiscally responsible to members of the community.

B. Shaner asked what would happen if Hudl needed to be removed from the budget after it had been approved today. He asked if there was any cost to the District. J. Cleaver said he was not aware of any type of cancellation fee and the payment would not go out until the Board has approved the 2021-2022 budget. He explained that a contract would not be submitted until July 1st and there are funds in the approved budget for this agreement.

B. Shaner asked the Finance Committee to get forecasts from PFM/RBC for the move to make fiscal sense. He said it did not make sense to spend \$2 million without a guarantee from the bond rating people. J. Cleaver asked B. Shaner to email him the request and he would send it off to PFM/RBC.

D. Bradley Asked B. Shaner to calculate out how much the contract would cost the District. B. Shaner said he has experience with union negotiations. He stated that you have to go in with your bottom line and know what the District could afford. He asked how much it would cost the

District. J. Cleaver said it cost \$7,450 for 2020-2021. D. Bradley interrupted and said that was additional. He wanted to know what the total cost would be. He stated that about 10% of the District went to Charter Schools and claimed it to be a savings to the District. J. Cleaver said that was very inaccurate and very false information. J. Cleaver said if all students would come back to the District from Charter Schools, it would be a savings of about \$3 million. D. Bradley asked for the total cost again. N. Foeller asked D. Bradley to be upfront and ask a question himself and not put members of the public up to ask his questions. He also said that D. Bradley has the same contract that he had. He said they could add up all the numbers in the contract but some of the numbers are unknown, like healthcare insurance. D. Bradley asked for the number of teachers and the step they are in to multiply to find their salaries. He asked if they had that information. R. Spinelli said they did have that information. D. Bradley asked R. Spinelli for a total cost of the contract. R. Spinelli said there is no definite total cost because they are faced with moving targets. She said they don't know how many teachers there will be or if there will be new teachers, if teachers retire, if people will use the HSA plan or stay with the PPO. She said they ran the numbers for the next two years of this contract and would be able to do it, even if it is difficult. J. Cleaver said E. Rarick posted a presentation on the website with a figure included for the total cost of salaries and PSERs and other pay deductions.

B. Bowes clarified on the Hudl contract, since she was present in the Athletic Committee Meeting. She explained that the District currently pays \$6,000 so it would be an additional \$5,000 and they had some good ideas on how to fund that contract cost and maybe even make some money back, from using the Hudl platform. J. Cleaver confirmed that discussion at the Athletic Committee Meeting. B. Bowes said cameras would be added to the gymnasium for basketball to use in the same manner. She felt there were some really good ideas on how to offset those costs.

B. Nixon asked the Board what the school's stance is on Critical Race Theory. L. Stern does not have an opinion on the topic. B. Nixon asked if the school is currently engaging in Critical Race Theory. J. Cleaver asked if he meant diversity training. B. Nixon said yes. J. Cleaver said they do programs with diversity or acceptance which look different in different building levels. He said there are also social workers on site that can help students address issues dealing with diversity or race issues. B. Nixon stated that he is not in support of a Critical Race Theory program. He stated that he is a black male who is married to a white woman and has mixed children. He said Critical Race Theory leaves no ambiguity to where children could fit into the "spectrum" of race vs victim/oppressor status. He said he is planning on bringing his children back to public school from charter school and did not want his students to be caught in the crossfire of personal political views and pushing it into the syllabus for classroom lessons. J. Cleaver explained that the District does not promote the staff's personal political views. B. Nixon said he was glad to hear that since he was not in support of any teacher educating students on their own political views. N. Foeller said he looks forward to having B. Nixon's students back into the District. He said he is a father of three daughters that are in the District and the biggest thing that he appreciates is the ability to meet with the teachers. He mentioned that almost every single teacher that he had interacted with had been open with their viewpoints and accepting of his, and worked together to move all of the students in the District forward. He recommended keeping an open line of communication open with any of the teachers. B. Nixon thanked N. Foeller for his opinion and information. D. Bradley said a student in charter school is still a student of the District. He said the money follows the student for you to choose wherever you feel is best for your student to go.

D. Krause reminded the Board that the Ballots for the LCCC Trustee at Large would be due on May 14th. received a grant for \$2 million for dual enrollment and early college program. He said that should help to boost dual enrollment. He also mentioned that funds were received from the American Rescue Plan to assist with student debt payments.

K. Sittler said it was stated that there was a \$3 million cost for students going to cyber school. She questioned how many students were in cyber school. J. Cleaver stated around 250 but he could get the number for her. K. Sittler questioned how many students were in LAVA. J. Cleaver said he did not have the number off hand; however, it was discussed in the Academic Affairs Committee Meeting and was posted online. K. Sittler asked how many transferred this year. J. Cleaver said they were up to about 170% more. K. Sittler asked if the District could fund bussing at the total number of students returning. E. Rarick said the Pre-COVID transportation numbers of about \$1.3 million had been added into the 2021-2022 Budget. K. Sittler mentioned how the District was down 3 Act 93 members, 10 professionals and 21 support staff. She asked if they would be getting any of those back. J. Cleaver stated that a guidance counselor will be coming back and a proposed business/hr position. He said there is a choral teacher posted and a psychologist. K. Sittler asked if there were enough support staff or if they needed additional teachers, if all of the students returned. J. Cleaver explained that it would depend on where they are coming back to. He mentioned if 25 first graders returned, then they would need an additional teacher; however, the cyber students are currently spread out across grade levels with the majority at the Middle or High Schools. He said they have much more flexibility at those grade levels, due to scheduling. K. Sittler asked if the supplementary staff would be coming back for recess and lunch aides. J. Cleaver said lunch aides were in the current proposed budget with 4 at the Elementary Center, 2 at the Middle School and 2 at the High School. He explained how they restructured recess monitoring from the lunch aides. K. Sittler asked if it would be too taxing on teachers. J. Cleaver said they are currently doing it now, between teachers and support staff. He mentioned if it had to be reevaluated, then they would look at adding an additional 1 or 2 staff members. E. Rarick followed up on K. Sittler's question, saying there are currently 206 students in cyber school and 214 students in the LAVA program. D. Bradley asked where E. Rarick received those numbers. E. Rarick said it was from his budget presentation on the District website. D. Bradley asked E. Rarick to share that presentation.

A. Abelovsky mentioned that she was representing the Borough of Lehigh and was reviewing their current and outstanding projects. She stated she found that the Elementary Center was yet to be closed out. She said a letter was received from EI Associates that they planned on submitting paperwork for final close out, but the Borough has yet to receive any. She stated that this would be a priority to finalize. She said they are waiting on paperwork for the as-built billings, the easements and parking, and have until June 30th to submit documents for a review. J. Cleaver said he had spoken with Nicole at the Borough today, and also issued a follow-up email and telephone call to EI Associates. He was hoping to be able to get on a conference call to discuss all items that would be needed.

XV. Adjournment

Next Board Meeting is on Monday, May 24, 2021, at 7:00 p.m.

A. MOTION by R. Spinelli, SECONDED by W. Wentz, to adjourn the meeting.

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	0	0	X	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Mr. Wayne Wentz, Member	X	0	0	0
Ms. Joy Beers, Member	0	0	X	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 6 NO - 0 ABSENT - 3 ABSTENTIONS - 0

The April 26, 2021 Board Meeting was adjourned at 10:46 PM.

Respectfully Submitted,

Edward Rarick, Board Secretary
by Janine Partenio - Recording Secretary