

Lehigh Area School District

1000 Union Street
Lehigh, PA 18235

Monday, August 23, 2021 at 7:00 PM
BOARD MEETING - Minutes



1. Opening Exercises

A. Pledge of Allegiance

B. Call to Order

Board President, L. Stern called the August 23, 2021 Board Meeting to order at 7:01 PM

C. Roll Call

PR/AB:

AB	Ms. Joy Beers	PR	Mr. Nathan Foeller	PR	Mrs. Rita Spinelli
AB**	Mr. Richard R. Beltz	PR	Mr. Stephen Holland	AB	Mr. Wayne Wentz
PR	Mr. David F. Bradley	AB**	Mrs. Gail Maholick	PR	Mr. Larry Stern

** G. Maholick arrived at 7:02 PM

** R. Beltz arrived at 7:09 PM

Also Present:

Mr. Edward Rarick, Business Administrator

Mr. Jonathan Cleaver, Superintendent

Attorney Eric Filer, Solicitor

Ms. Janine Partenio, Recording Secretary

Lisa Liddington, Fred Kemmerer, Barb Bowes, Brian Shaner, April Walker, Kerry Sittler, Hope Greenawalt, Melissa Volcskai, Tim Tkach, Suzanne Howland, Autumn Abelovsky, Janice Collins, Natalie Hearn, Lisa Neff, and Walter Zlomsowitch

D. Presentations/Recognition

None at the time.

E. Public Comment

L. Neff shared her concern with mandating masking. She spoke about her concerns, preferences, and shared data on the side of her position. She asked to unmask the students. She mentioned she was ok with them wearing it on the bus or in high-traffic areas, but asked them to be allowed to remove their masks at their desks when they are 3-6' away from other students.

N. Hearn explained her concern with the mask mandate. She asked how one could tell if a child is happy or sad. She was concerned that students could not show their facial expressions and believed staff would not be able to tell if students are enjoying school or if they were anxious.

A. Walker mentioned that masks were not a medical device and on the boxes it states that it does not prevent diseases. She said she understood the risks or benefits; however there were no documents showing the benefits or the risks. She said there were no other options given. She hoped the Board would not pass a mask mandate. She mentioned how studies demonstrated that masks do not prevent the spread of disease and that long-term masking could have long-term effects. She gave a list of negative impacts and asked about restraint policies that affect breathing. She asked if children would be tested without parental consent. J. Cleaver stated at this time there is no testing done on site and it is only recommended to parents to have students tested if they were quarantined due to close contact or were showing symptoms. He said he could not guarantee about students being tested if it becomes required by the state, but at this time there is no requirement. She asked about emailing documentation to the superintendent and asked the Board for parental choice.

D. Bradley stated section 2902 in school code discusses restraints. He asked the solicitor for advice on this section. D. Bradley discussed areas that were doing group testing and testing of effluent at dorm rooms. Atty. Filer stated he found information under section 2702 and felt he was reading a section of law that did not pertain to the circumstance.

J. Collins believed that masks were not effective. She felt they were a diaper on the face and led to hypoxia or low blood oxygen. She felt the students were still learning facial expressions and hoped for the freedom of choice.

F. Kemmerer stated he has four kids in the District and was concerned about masking and the Health and Safety Plan. He asked if the Superintendent planned on following CDC and DOH guidelines to a tee. J. Cleaver explained that this was a recommendation from the administration and not from the CDC and DOH. F. Kemmerer said he was concerned about Ginkgo Bioworks (a federally funded organization). He explained about the organization taking mask specimens and data breaches. He said the organization will put a person in the school to do testing and if it was recommended by the CDC, would it be brought in. J. Cleaver said he has no recommendation at this time to have student testing at any point. He said he would not recommend it unless the parents approved of it.

B. Bowes discussed the CDC recommendations of masking saying that the information came from a doctor who said the study failed the review in India and that is what the CDC is using for masking children in school. B. Bowes stated there was no expenditure by object report for the expense closeout of 2020-2021 school year. She asked about Edmentum - Study Island and how parents could monitor the online courses. J. Cleaver said Study Island was a portion of Edmentum that was being used and it could give parents reports.

B. Bowes asked about the Assistant Superintendent contract and why there will be an Assistant Superintendent and not an Assistant to the Superintendent. J. Cleaver explained that the Assistant Superintendent has credentials as superintendent and would have more flexibility. He said they were recommending S. Howland for the position of Assistant Superintendent and she would be in both roles beginning in December, up until the end of the School Year. B. Bowes questioned the transition time. J. Cleaver said it would probably be about a month and Mr. Tkach would assist with the transition. B. Bowes questioned why it was not advertised. J. Cleaver said the Assistant Superintendent was more of a curriculum and grants position. He said he would always go to S. Howland as a resource. B. Bowes said if they were looking for someone that would compliment their abilities, then she believed it should still have been advertised. B. Bowes asked about the LAVA administrator. J. Cleaver said that position is held by an administrator and should be under the High School Principal role.

B. Bowes questioned the \$750.00 charge for Administrative costs for Cyber Charter Lehigh Area School District students in sports under Policy 140.1. J. Cleaver said those students were not actually Lehigh Area School District Students. J. Cleaver, B. Bowes and E. Rarick discussed the funding of cyber/charter students and funding formulas. They agreed that it was ultimately the taxpayers that were funding the cyber/charter students. B. Bowes said she would do more research on the funding and may rethink her position.

K. Sittler questioned the Assistant Superintendent contract Salary. J. Cleaver said the High School Principal salary would be in effect until the new contract begins and the new salary from the contract would then be prorated. K. Sittler asked if the cyber/charter fee for sports affected homeschool. J. Cleaver said no, homeschooling would be completely separate.

B. Shaner appreciated the attendance of the public at the meeting. He questioned if there was a special board meeting requested by anyone. J. Cleaver said no. B. Shaner felt it would have been a good idea. He asked about the cutoff for LAVA registration, if parents decided to switch students based on the outcome of the masking decision that evening. J. Cleaver said there was a discussion about an extension for LAVA sign-ups. B. Shaner said he had difficulty finding the agenda for this evening. J. Cleaver explained where to find the Board Agenda. J. Partenio showed him where it was located on the website. B. Shaner questioned why the bid for the roof was 25% more than the prior review for the bid. J. Cleaver said it was based on supply and demand and timing of the bid. B. Shaner asked if the online curriculum was up yet. J. Cleaver said no. S. Howland said they asked for some time for the teachers to return, in order to assist with the review.

D. Bradley felt the District was top heavy and the classrooms lacked supplies. He felt all items needed to be reviewed in committee meetings by the public, asking for the best of applicants. He asked for a personal parental decision for masking. He felt masks were not effective. He believed masks should be identified by rating, time to be worn and the parent right to opt-out.

F. Superintendent Report

J. Cleaver read an email that was received from Carrie Kenny, Social Worker at LASD, regarding the Academics and Adventures Camp that was offered to students over the summer. She mentioned the benefits of the program and the appreciation of the efforts of the staff involved.

J. Cleaver gave an update for the Elementary Center closeout regarding the permit for stormwater, the fire lane and the borough. D. Bradley questioned why the Board was just hearing about it at the Board Meeting. J. Cleaver said he just confirmed everything before the meeting.

J. Cleaver commented on the Health and Safety Plan and the recommendation from the administration on the masking of students. He explained the recommendation came after countless hours of meetings and shared information, including legal recommendations from our local healthcare providers. He did not want the community to think this was something that they just developed on their own. Some members of the public were upset and concerned, asking questions over each other to the Superintendent. J. Cleaver stated he did not want to get into an argument over it and explained the recommendation came from the input of various people. He also said other districts may not be able to stay optional. He stated that the masks are the only way the students can stay in-person. He explained how the contact tracing works with masked students versus unmasked students and the only way to keep students in an in-person learning environment would be to have all students masked. The public continued to be irate.

G. Business Administrator Report

E. Rarick discussed the 2020-2021 year end expenditures. He mentioned they had been paid and accounted for in the CSIU system and how the District's 2020-2021 expenditures are currently below budget (40,960,735) with all final payments to be made by August 31st.

E. Rarick stated how the District had begun the process of cleaning up data to begin the transition to the CSIU Financial information system. He said a great deal of work has been completed by the business office to get to the sandbox conversion scheduled for later this week and all staff will be participating in trainings in the coming weeks to ensure a smooth live transition in October of this year.

E. Rarick gave an update on the supplies order. He said a large portion of the purchased supplies have arrived for the 2021-2022 school year and the business office as well as buildings and grounds are working to distribute all items.

E. Rarick explained that tax revenues have been received from the distributed tax bills for the 2021-22 school year. He explained how the tax revenue for July of 2021 was \$1,100,000, where in July of 2020, there was zero tax revenue received by the district. Total Revenue received for July of 2021 was \$1,899,247.00 compared to July of 2020 \$563,645.

E. Rarick wished all Lehigh Area students a safe and healthy beginning to the school year, and wished the Lehigh Area student athletes a successful fall sports season.

D. Bradley asked if the audit process had begun yet and the annual financial report. E. Rarick said it is his goal to have that started. He explained that he had contacted them and had not heard back from them yet. He planned on following up.

H. Minutes

MOTION by S. Holland, SECONDED by N. Foeller, to approve the Minutes of the July 12, 2021 Board Meeting.

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

L. Stern asked to move the Health & Safety Plan up before Financial Matters.

MOTION by R. Beltz, SECONDED by D. Bradley to move the Health & Safety Plan up before Financial Matters.

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

R. Beltz left at 8:40 PM

2. Financial Matters

A. Food Service Transfers

MOTION by N. Foeller, SECONDED by R. Spinelli, to make the following transfer from the General Fund to the Food Service Fund as per the Reimbursements from the Commonwealth:

\$270.36 for a May 2021 adjustment and \$60,353.14 for June 2021.

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

D. Bradley left at 8:43 PM

B. Cheerleading Uniform Donations

MOTION by S. Holland, SECONDED by N. Foeller, to accept the donation of \$2,379.00 from the Lehigh Area Cheerleading parents club. Donation is to be used towards cheerleading uniform costs in excess of budgeted dollar amount for desired uniform choices for the program.

S. Holland thanked the Cheerleading parents for their support.

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

C. Activities Funds

MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the Lehigh Area High School and Lehigh Area Middle School Activities Funds for June & July, 2021

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

D. Reports

MOTION by S. Holland, SECONDED by N. Foeller, to approve the following Reports:

June 2021

1. Treasurer's Report

July 2021

1. Expenditure Report
2. Expenditure by Object Report
3. Revenue Summary
4. Expenditure Comparison Report
5. Revenue Comparison Report
6. Treasurer's Report

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

E. Per Capita/Occupational Tax Exemptions

MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the attached list of exemptions from Per Capita and/or Occupational Tax for August 2021:

VOTE: YES - 4 NO - 0 ABSENT - 4 ABSTENTIONS - 1

L. Stern abstained due to conflict of interest.

F. Tax Refunds

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

1. Occupation Tax for year 2020 in the amount of \$122.50 to Mary Ann Haupt;
2. Occupation Tax for year 2020 in the amount of \$254.80 to Michael Kobal;
3. Occupation & Per Capita Taxes for 2020 in the amount of \$377.30 to Sharon McGraw;
4. Occupation Tax for year 2021 in the amount of \$245.00 to Tracy Newton;
5. Occupation Tax for year 2020 in the amount of \$122.50 to Lyle Stern.

VOTE: YES - 4 NO - 0 ABSENT - 4 ABSTENTIONS - 1

L. Stern abstained due to conflict of interest.

G. School Meal Prices

MOTION by N. Foeller, SECONDED by R. Spinelli, to approve the 2021-2022 School Meal prices to reflect \$4.00 per adult meal and a la carte prices as per the attachments.

Student meals will be free for the 2021-2022 school year.

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

H. KRE Security

MOTION by S. Holland, SECONDED by N. Foeller, to approve the Proposal with KRE Security LLC. for Security Staffing at District athletic events on an as-needed basis for the 2021-2022 school year funded through the Athletics Department.

L. Stern asked if this was the same company that was used before. J. Cleaver said no, this company was recommended by Palmerton School District.

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

I. ProCare Therapy

MOTION by N. Foeller, SECONDED by R. Spinelli, to approve the client services agreement with ProCare Therapy for contracted school psychology services at 5-6 hours per week at a cost of \$80-\$90 per hour for the 2021-2022 school year or until a full-time position can be filled at the District.

The current quote is at \$89.25 per hour for the provider that is available for services through ProCare.

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

J. Carbon-Monroe-Pike Drug & Alcohol Preventative Services

MOTION by S. Holland, SECONDED by R. Spinelli, to approve the contract with Carbon-Monroe-Pike Drug and Alcohol Commission, Inc., for Drug and Alcohol education and preventative services for the 2021-2022 school year. In the amount of \$21,000.00 paid through grant funds.

J. Cleaver said this organization does a great job with the students and they are a great resource to partner with.

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

K. LVHN Telehealth Agreement

MOTION by N. Foeller, SECONDED by R. Spinelli, to approve the attached Lehigh Valley Health Network Telehealth Agreement for Behavioral Health Services beginning September 1, 2021 until August 31, 2022.

S. Howland introduced L. Liddington from Lehigh Valley Health Network. L. Liddington explained the outpatient therapy for telehealth. She said there was difficulty with staffing in this area but wanted to allow for services. She said they are continuing to search for a staff member for in-person therapy in the meantime. She said there is no cost to the District and they are allowing for time during the day, ideally without missing class. L. Stern asked how long a session would be. L. Liddington said about 45 minutes. She said there are usually 4-8 sessions and could go up to 15 sessions.

K. Sittler asked if parents were involved. L. Liddington said parents are involved in the consent but not in therapy, unless the sessions were family sessions. K. Sittler asked if they use insurance cards. L. Liddington said yes.

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

L. PathStone

MOTION by S. Holland, SECONDED by R. Spinelli, to approve the Memorandum of Understanding between PathStone Corporation and Lehigh Area School District for services on an as-needed basis for the 2021-2022 School Year, as per attachment.

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

M. Edmentum - Study Island

MOTION by N. Foeller, SECONDED by S. Holland, to approve the non-budgeted purchase covered by the ARP-ESSER Grant for Edmentum Licenses for the 2021-2024 school years. At a cost not to exceed \$5488.00 for the High School, \$7840.00 for the Middle School, \$12,540.00 for the Elementary Center, \$12,000.00 for the District wide virtual Study Island.

Total bill not to exceed \$37,868.00. Program is used to address learning loss due to COVID-19.

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

N. NuChem Corp.

MOTION by , SECONDED by , to approve the Water Treatment Agreements for the High School in the annual amount of \$2,688.00 , Middle School in the annual amount of \$3,744.00, and Elementary Center in the annual amount of \$3,048 with NuChem Corp. upon recommendation of the Building and Grounds Committee.

L. Stern asked if this is for water treatment or testing. J. Cleaver said both.

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

O. Dunmore Roofing and Supply Co. Bid

MOTION by S. Holland, SECONDED by N. Foeller, to approve the Administration Roof Replacement Proposal Bid Number 21-146 from Dunmore Roofing and Supply Co., Inc. in the amount of \$198,750.00 upon recommendation of the Building and Grounds Committee.

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

P. Dunmore Roofing and Supply Co. Additional Funding

MOTION by N. Foeller, SECONDED by S. Holland, to authorize additional funding for the administration building roofing project in excess of the \$159,000 budgeted dollars allocated. Dollars needed to complete the project to be allocated from increase in state subsidy for the 2021-2022 school year.

L. Stern questioned the excess. J. Cleaver explained the bid came back higher than the original quote due to increased costs since the time the quote was done, so they needed another allocation of funds.

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

Q. HT Lyons Administration Maintenance Agreement

MOTION by S. Holland, SECONDED by N. Foeller, to approve the attached agreement with HT Lyons for the Maintenance Agreement for the Environmental Systems at the Administration Building at a cost of \$5,452.00 payable from the Building and Grounds budget, per the recommendation of the Building and Grounds committee.

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

R. C.M. Eichenlaub Co. Bleacher Inspection

MOTION by S. Holland, SECONDED by N. Foeller, to approve the agreement with C.M. Eichenlaub Co. for the annual state mandated bleacher inspection of the bleacher systems in the High School, Middle School and Elementary Center at a total cost of \$2,666.00 payable from the Building and Grounds budget, per the recommendation of the Building and Grounds committee.

L. Stern asked if this is required by the District insurance company. J. Cleaver said yes.

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

S. Automated Logic District-wide Contracting Service Agreement

MOTION by S. Holland, SECONDED by L. Stern, to approve a 1-year agreement with Automated Logic Contracting Services at a budgeted cost of \$71,702.00 payable from the Building and Grounds budget, per the recommendation of the Building and Grounds committee.

J. Cleaver explained this is for the HVAC system for the District. He said it included bringing all of the requirements to web control and updating the system.

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

T. BHA Cost Savings Program Option

MOTION by N. Foeller, SECONDED by R. Spinelli, to authorize the prepayment for services agreement with BHA as per the attached document, which enrolls us in the reduced rate, cost savings plan based on each service provided.

E. Rarick said the District would put 20% up front and then receive a reduced rate for services. He said it could potentially save the District about \$104,000 over the 2021-2022 school year

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

U. United Concordia

MOTION by R. Spinelli, SECONDED by N. Foeller, to approve United Concordia Dental Insurance rates for the period January 1, 2022 thru December 31, 2022 as part of the PSHIC Healthcare alliance with the Lehigh Area School District.

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

V. Payment of Bills

MOTION by R. Spinelli, SECONDED by S. Holland, to approve the following Payment of Bills:

August 2021:

General Fund:

--Manual Checks \$ 32,589.28

--Regular Checks \$2,036,489.07

--Credit Card \$ 0.00

Debit Card: \$ 5,022.21

Payroll (July): \$ 959,715.65

Food Service Fund: \$ 45,514.47

Total: **\$3,079,330.68**

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

3. Personnel

A. Resignation for Retirement

MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the resignation for retirement for the following employees: Timothy Tkach, Assistant to the Superintendent, as of December 31, 2021 after 24 years with the Lehigh Area School District.

T. Tkach said it was an honor and privilege to work with the students, staff, community and Board of Lehigh Area School District. He said he was looking forward to spending time with his grandkids after working for the District for 24 years and 39 years total. He said he would still be available for assistance. He said Lehigh was a great place to be. J. Cleaver thanked T. Tkach for everything and appreciated all he has done over all the years they worked together. He said the District was very fortunate to have him as well as the LEAF foundation, since he was the wheel that kept it going.

VOTE: YES - 4 NO - 1 ABSENT - 4 ABSTENTIONS - 0

B. Resignations

MOTION by N. Foeller, SECONDED by S. Holland, to approve the following resignations:

Alyssa Bachman - Paraprofessional - as of August 13, 2021

Melissa Bierman - Cleaner - as of August 16, 2021

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

C. Revision of the Business Affairs/Human Resources Coordinator Job Description

MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the revised job description for the Business Affairs/Human Resources Coordinator position.

J. Cleaver apologized for the error on the last Job Description that was brought to the Board. He said the correct version of the job description was not issued to J. Partenio and she added the original template that did not have edits to the Board Agenda, in error.

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

D. Pre-Approval of Courses/Programs of Study

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

1. **Employee #483** – IUP Cooperative Education Certification/August 23-December 10, 2021/Foundations of Career & Technology Education (\$319.00)
2. **Employee #483** – IUP Cooperative Education Certification/August 23-December 10, 2021/Plan, Develop & Evaluation of Cooperative Education(\$957.00)
3. **Employee #1609** - Kutztown English Masters Program/August 30-December 18, 2021/American Romanticism (\$1,548.00)

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

E. Assistant Superintendent Contract

MOTION by N. Foeller, SECONDED by R. Spinelli, to approve the attached contract for Suzanne Howland as Assistant Superintendent as of December 1, 2021.

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

J. Cleaver congratulated S. Howland. He said her resume speaks volumes and will be able to fill Mr. Tkach's shoes very well. He said she has Elementary, High School and Middle School experience. He mentioned that some IU programs have asked S. Howland or T. Tkach to use our District templates. S. Howland thanked the School Board, Superintendent and Lehighon Community for the opportunity to take on the Assistant Superintendent role. She said she was a 1991 alum of Lehighon and chose to come back to the District in order to make a difference and help the school community. She mentioned that she worked with Special Education in the Middle School, RTI & TSS in the Elementary Level as well as Principal of both Franklin and East Penn and now at the High School as Principal nine years. She thanked everyone for assisting her growth in the Lehighon Area School District. She said she would always believe that the students come first and looked forward to helping to facilitate healthy dialogue between the administration and stakeholders and looked forward to working more closely with Mr. Cleaver and the Board in order to further assist the Lehighon school community.

F. Appointment of Middle School Principal

MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the appointment of Stephen Ebbert to the position of Middle School Principal, at an annual salary of \$88,000, prorated for the 2021-2022 School Year, effective August 24, 2021.

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

J. Cleaver congratulated S. Ebbert. He said S. Ebbert had been there as a Dean of Students and was very involved with the Health and Safety Plan and local Department's Safe to Say Program. He said S. Ebbert broke down all plans for the Emergency Plans and is a bigger role than just administration. S. Ebbert thanked everyone and discussed the safe to say program. J. Cleaver said it is a great program and saves lives.

G. Candidates for Employment

MOTION by S. Holland, SECONDED by N. Foeller, to approve the following candidates for employment in accordance with the respective contracts:

Jennifer Kline - Elementary Teacher - Date effective pending any necessary paperwork, at a salary of \$ 43,000.00, prorated for the 2021-2022 School Year

Louise Mertz – Lunch Aide – Date effective pending any necessary paperwork, at \$9.00 per hour.

Amy Neeb – Lunch Aide – Date effective pending any necessary paperwork, at \$9.00 per hour.

Jennifer Hansler – Lunch Aide – Date effective pending any necessary paperwork, at \$9.00 per hour.

Deanna Bokan – Lunch Aide – Date effective pending any necessary paperwork, at \$9.00 per hour.

Nicole Baker – Lunch Aide – Date effective pending any necessary paperwork, at \$9.00 per hour.

Sue McHale – Lunch Aide – Date effective pending any necessary paperwork, at \$9.00 per hour.

Dolores Serfas – Lunch Aide – Date effective pending any necessary paperwork, at \$9.00 per hour.

Patrice Bjorkman – Lunch Aide – Date effective pending any necessary paperwork, at \$9.00 per hour.

Loraine Neal - Part Time Paraprofessional - Date effective pending any necessary paperwork, at \$11.40 per hour.

Julie Fisher - Full Time Paraprofessional - Date effective pending any necessary paperwork, at a salary of \$16,336.00, prorated for the 2021-2022 School Year

Department Heads for the 2021-2022 School Year

Ashley Lichtenwalner - Elementary ELA
Candace Gandy - Elementary Mathematics
Tiffany Strausberger - Elementary Science
Hallie Seiwel - Middle School ELA
Theresa Kokinda - Middle School Mathematics
Chris Knappenberger - Middle School Science
Erica Pagotta - Middle School Citizenship
Sharon Leitzel - High School ELA
Gretchen Laviolette - High School Mathematics
Melissa Blocker - High School Science
Angela Harris - High School Citizenship
Diane Micheletti - Art
Kim Mychalyszyn-Simko - Business/Computers
Timothy Sharrow - Health & Physical Education
Michael Snyder - Pupil Services
Jeff Kirsch - Special Education
Kevin Bond - Practical Arts

Grade Level Leaders for the 2021-2022 School Year

Ashley Lichtenwalner - Kindergarten
Marijane Petit-Clair - 1st Grade
Norine Zehner - 2nd Grade
Tiffany Strausberger - 3rd Grade
Denise Gerber - 4th Grade
Diane Schnell - 5th Grade

Team Leaders for the 2021-2022 School Year

Timothy Sharow - Creative Arts
Jeff Kirsch - Special Education
Chris Knappenberger - 6th Grade White
Joseph Yescavage - 7th Grade White
Theresa Kokinda - 8th Grade White
Jennifer Kunkel - 6th Grade Maroon
Yvette Sharrow - 7th Grade Maroon
Julie Solt - 8th Grade Maroon

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

H. Mentors

MOTION by R. Spinelli, SECONDED by L. Stern, to approve the recommendation to hire the following mentor for the appropriate teacher for the 2021-2022 school year:

Joy Smith at Elementary Center for Jennifer Kline.

J. Cleaver said mentoring is required in order for new teachers to complete the induction program.

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

I. Candidates for the Substitute List

MOTION by S. Holland, SECONDED by N. Foeller, to approve the following list of requested candidates for the 2021-2022 Substitute List, pending any necessary paperwork:

Sheral Anderson-Bamford - Substitute Nurse
Coleen Harleman - Substitute Nurse
Jo Anne Mitzen - Substitute Nurse
Lisa Barth - Substitute Teacher
Donna Bauer - Substitute Teacher
Lynne Blymire - Substitute Teacher
Sharon Cooper - Substitute Teacher
Melanie DeVore - Substitute Teacher
Holly Frantz - Substitute Teacher
Jolynn Gazo - Substitute Teacher
Stephanie Gustafson - Substitute Teacher
Veronica Scarpatti - Substitute Teacher
Faye Hlavaty - Substitute Teacher

Lori Hoppes - Substitute Teacher
Angela Keck - Substitute Teacher
Jennifer Kline - Substitute Teacher
William Kunkle - Substitute Teacher
Amber Miller - Substitute Teacher
Kaye Miller - Substitute Teacher
Kacie Rankovich - Substitute Teacher
Vanessa Rimbey - Substitute Teacher
Jo Ann Schoenberger - Substitute Teacher
Holli Solt - Substitute Teacher
Bernadette Sukley - Substitute Teacher
Angela Trainer - Substitute Teacher
Marie Rosahac - Substitute Teacher

Andrea Derstine - Substitute Secretary/Paraprofessional/Lunch Aide
Tracy Hawk - Substitute Secretary/Paraprofessional/Lunch Aide
Felicia-Sue Anthony - Substitute Secretary/Paraprofessional/Lunch Aide
Susan Anthony - Substitute Secretary/Paraprofessional/Lunch Aide
Kyle Ann Smith - Substitute Secretary/Paraprofessional/Lunch Aide
Tammy Steele - Substitute Secretary/Paraprofessional/Lunch Aide

Melissa Armbruster - Substitute Secretary/Lunch Aide

Lisa K. Seltzer - Substitute Paraprofessional/Lunch Aide

Dawn Fairchild - Substitute Lunch Aide
Sandra Sterling - Substitute Lunch Aide

Eric Schlecht - Substitute Cleaner/Custodian-Maintenance

J. Cleaver explained this is a renewal list of subs which will be brought to the Board each year.

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

J. Candidates for Athletic Coaching/Manager or Extracurricular Activities

MOTION by S. Holland, SECONDED by R. Spinelli, to approve the following requests for Athletic Coaching/Manager Candidates, as per contracted rates, pending any necessary paperwork:

Athletic Coaching/Manager 2021-2022

Sarah Matika - Girls Field Hockey Assistant (no longer splitting stipend)
Vanessa Rimbey – Assistant Track and Field
James Blakeslee – Assistant Track and Field
Gwen Remaley – Assistant Track and Field
Darren Frehulfer - Assistant Track and Field
Nicholas Costantino – Assistant MS Track and Field
Tim Sharrow – Assistant MS Track and Field
Anthony Pagotto – Volunteer Track
James Albert – Assistant Baseball
Steve Wannamaker – Assistant Baseball
Anthony Rossino – Assistant Baseball
Justin Jachowicz – Volunteer Baseball
Taylor Herman – Assistant Softball
Todd Weaver – Assistant Softball
Tim McCarroll – Assistant Football
Deb Lindh, Diane Brownmiller, Tim Sharrow, Janice Scherer, Timothy O'Connor, James Gurka - Fall Game Managers

Extracurricular Activities 2021-2022

High School:

Rachel Klotz - Art Exhibit
Angela Keck - Band Front
Bryan Buffington - Band
Michael Feifel - Chess
Lydia DeLong - Chorus
Laurel Zimmerman - Drama/Theater Production
Kevin Kotch - FBLA
Marianne Slaby - FCCLA
Bryan Buffington - Jazz Band
Angela Harris - Junior Class Officer

Melissa Clark - National Honor Society
Diane Micheletti - Palette Club
Sharon Leitzel - Scholastic Scrimmage - Head
Douglas Bowman - Science Olympiad - Head
Dorothy Hartney - Senior Class Advisor
Kevin Kotch - Stage Manager
Angela Harris & Dorothy Hartney - Student Council
Bryan Buffington - Theater Production - Band
Kevin Kotch - Video Production
Rachel Klotz - Yearbook
Michael Feifel - Yearbook Assistant

Middle School:

Rachel Watts - Art Exhibit
Beth Kutzner - Band 5-6
Bryan Buffington - Band 7-8
Beth Kutzner - Chorus 6 (at 50%)
Lydia DeLong - Chorus 7-8
Timothy Sharrow - Intra Mural - Fall
Beth Kutzner - Jazz Band
Thomas Weidner (40%) Beth Kutzner (60%) - Stage Manager
Kenneth Eck - Student Council
Amy Smith & Kimberly Lusch - Yearbook
Amy Smith & Kimberly Lusch - Photographer

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

K. George's Transportation Bus Drivers

MOTION by N. Foeller, SECONDED by S. Holland, to approve the attached list of George's Transportation Company, Inc., employees for the 2021-2022 School Year, pending any necessary paperwork.

J. Cleaver mentioned that all runs are covered but are still looking for substitute drivers. J. Cleaver and L. Stern discussed the CDL process if anyone was interested in a substitute driver position. A member of the public asked if the bus routes would be coming out soon. J. Cleaver said new information was just given out today and they would be looking to have the routes posted shortly.

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

4. Programs

A. Revised Health & Safety Plan

MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the Revision to the Health and Safety Plan for the Lehigh Area School District for the 2021-2022 School Year.

D. Bradley stated this was only a recommendation from the CDC and PDE and felt it lacked information. He believed it should be tabled. He discussed the issue with mask ratings, timing of mask wearing, parental ability for opt-out, district government ability to restrain students and penalties for non-compliance. He wished to review this at a committee meeting first before the Board votes.

R. Spinelli stated that they were uncomfortable with being unmasked and unvaccinated since there are no vaccines available for students under the age of 12.

J. Cleaver mentioned that the Diocese of Allentown just required universal masking for private school students. He explained that giving the option would not allow a guarantee of not quarantining.

N. Foeller asked if there had ever been a traced transmission within the school. J. Cleaver said no.

K. Sittler did not agree with masking and discussed the procedure of students with masking and the cleanliness of masks.

N. Foeller stated he has three students in the District and Lehigh was one of very few districts that offered in-person learning last year. He believed the best way for students to learn was for them to be in person. He explained that he did not like the masks and has a hard time trusting information. He shared some personal stories of friends whose schools shut down due to optional masking and large numbers of COVID cases. He said he appreciated being able to make the decision at a local level and also needed to think of the students that do have comorbidities. He said he hoped a short time of masking would be all that they needed.

D. Bradley asked who established quarantining procedures. N. Foeller said the District is required to follow quarantine guidelines from the Department of Health. J. Cleaver added that the recommendation was based upon local data. He said there was a rise in COVID cases in Carbon County.

D. Bradley asked what the detriment was of having masks on young children. J. Cleaver said he was taking value with the recommendations from local health authorities.

F. Kemmerer asked if masking will be discussed each month. N. Foeller stated he supported the Health and Safety Plan because of the expiration. He said it will be revisited at each Board Meeting.

B. Shaner asked N. Foeller and R. Spinelli how many COVID Cases there were in Carbon County since June. They did not answer. B. Shaner said 305 and asked how many deaths. He said one.

S. Holland thanked everyone for the emails. He said there are over 2,000 students and it is a lot to think about; however no one was mentioning staff. He stated if there was no staff then there would be no school. He wished to keep the staff safe as well.

Roll Call Vote:

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

VOTE: YES - 4 NO - 3 ABSENT - 2 ABSTENTIONS - 0

D. Bradley spoke about punishing kids that did not comply and the parent's ability to opt-out. J. Cleaver said there could be an exemption if it is required medically. D. Bradley asked what masks were suitable. J. Cleaver said the same ones as last year. D. Bradley asked what will be done for students that do not wear the masks. J. Cleaver stated it would be handled like a dress code violation. S. Howland explained that there are masks provided and there were very few disciplinary issues.

B. Title I Schoolwide Plan - Elementary Center

MOTION by R. Spinelli, SECONDED by N. Foeller, to review and approve the attached Title I schoolwide plan for the Elementary Center for the 2021-2022 School Year.

T. Tkach mentioned that there was a mistake and it will reflect Dr. McGalla as Principal.

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

C. First Reading of Policies

MOTION by S. Holland, SECONDED by R. Spinelli, to move the following policies for First Reading for Public Review and Comment:

140.1 - Extracurricular Participation by Charter/Cyber Charter Students

815.1 - Use of District Owned Technology (New Policy)

VOTE: YES - 4 NO - 1 ABSENT - 4 ABSTENTIONS - 0

D. Second Reading and Final Approval of Policies

MOTION by N. Foeller, SECONDED by R. Spinelli, to approve the following policies for Second Reading and Final Approval:

218.3 Students Convicted or Adjudicated Delinquent of Sexual Assault (New Policy)

800.2 Electronic Signatures/Records (New Policy)

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

E. SHINE Program

MOTION by S. Holland, SECONDED by L. Stern, to approve the Sponsor to Sponsor Agreement with the SHINE afterschool program and the meal contract to provide food service at \$4.00 per student for the 2021- 2022 School year.

L. Stern felt this was a very worthy program.

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

F. LAVA Parent/Student Handbook

MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the ELearn21 Lehigh Area Virtual Academy (LAVA) Parent/Student Handbook for the 2021-2022 school year.

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

G. Pre-K Counts Parent/Student Handbook

MOTION by S. Holland, SECONDED by N. Foeller, to approve the Lehigh Area Pre-K Counts Parent/Student Handbook for the 2021-2022 school year.

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

H. Use of School Property

MOTION by N. Foeller, SECONDED by S. Holland, to approve the Use of School Property for the following requests:

1. **Lehigh Rotary (Michael Heery)** - November 13, 2021 - 7:00 AM-5:00 PM - Middle School Gym/Cafeteria/Foyer/Refreshment Stand - Lehigh Handmade Holiday Craft Show.
2. **Lehigh Area High School (Suzanne Howland)** - November 5, 2021 - 7:00 AM-2:00 PM - High School Auditorium - Senior Photo Make-Ups.
3. **Lehigh Cheer Parents Club (Regina Wehr)** - 7:00-8:00 PM 9/7, 10/5, 11/2, 12/7/21, 1/4, 2/1, 3/1, 4/5, 5/3, & 6/7/22 - High School Classrooms - Parent's Club Monthly Meeting.
4. **Library Book Fair (Diane Brownmiller)** - November 3, 2021 - 4:00-9:00 PM - Elementary Center Gym - Fundraiser for Library.
5. **LABBA (Angela Christman)** - 7:00-10:00 PM - 8/5, 9/2, 10/7, 11/4, 12/2/21, 1/6, 2/3, 3/3, 4/7, 5/5, & 6/2/22 - High School Band Room - Monthly LABBA Meeting.
6. **Lehigh Area Elementary Center Photos (Strawbridge Studios)** - 7:30 AM - 2:30 PM - 9/22 & 11/9/21 - Elementary Center Facilities - School Pictures
7. **LCCC SHINE After-School Program (Rachel Strucko)** - September 1, 2021-June 15, 2022 (Monday-Thursday) - 3:15- 6:15 PM - Elementary Center Gym/Cafeteria/Classrooms/Playground - SHINE After-School STEAM Programming.
8. **Girls Basketball Parents Club (Paula Fisher)** - October 30, 2021 - 8:00 AM-9:00 PM - Elementary Center Gym/Cafeteria - Girl's Basketball Tournament.
9. **Touchdown Club (Autumn Abelovsky)** - 3:00-7:00 PM - September 2, 9, 16, 23, 26, 29 and October 7, 14, 21, 28 - High School Cafeteria - Football Team Meals.
10. **Lehigh Area Elementary Center (Aaron Sebelin)** - 4:00-9:00 PM - September 2, 2021 - Elementary Center - Meet the Teacher Night.
11. **Lehigh Area Elementary Center PTO (Nicole Collier-Dick)** - 5:00-9:00 PM - 9/14, 10/12 & 11/9/21 - Elementary Center Cafeteria - Race for Brilliance & PTO Meetings.
12. **Lehigh Area High School (Suzanne Howland)** - September 28, 2021 - 1:30-2:15 PM - High School Auditorium & Multipurpose Stadium - CCTI Presentation to 9th Grade Students.
13. **Dance with Kim (Kimberly Semmel)** - May 14, 2022 - 8:00 AM-5:00 PM & May 15, 2021 - 9:00 AM-6:00 PM - High School Auditorium/Classrooms - 35th Annual DWK Showcase.
14. **L.E.A.F. (Timothy Tkach)** - November 23, 2021 - 4:00-10:00 PM - Elementary Center Gym/Cafeteria - Fundraiser for LEAF Harlem Wizards.
15. **LAVA (June Potts/Suzanne Howland/Kelli Costenbader)** - August 25, 2021 - 10:00-11:00 AM & 6:00-7:00 PM - High School Auditorium - LAVA Meeting.
16. **Lehigh Area High School (Suzanne Howland)** - September 16, 2021 - 7:00 AM-2:30 PM - High School Auditorium - Underclassmen Photos.

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

5. Miscellaneous

A. Disposition of Records

MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the following disposition of records; Athletics and Activities (2010-2011), Canceled checks (2011-2012), Cash receipts (2011-2012), Payroll distribution (2012-2013), Tax records (2000), Accounts Payable (2011-2012), Charter School accounts payable (2011- 2012), Election of Benefits (2011-2013), Revenue (2011-2012) in accordance with policy 800.1 Retention of Records.

E. Rarick explained this was the normal process to dispose of paperwork.

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

6. New Business for Discussion

A. Library Donation

G. Maholick asked if the Library donation could be released or if it needed a Board motion. E. Rarick said he could approve the payment without a Board motion since it was approved in the 2021-2022 Budget.

7. Communications

A. Directors' Concerns

None at the time.

B. Public Comment

W. Zlomsowitch said he hoped to see parents supporting the students by participating in the meetings. He asked if the discussion on masks will continue on the next agenda. J. Cleaver said yes, the data will be brought and discussed and hoped the data was in their favor to remove them.

K. Sittler thanked the teachers and the administration. She mentioned how Mrs. Rupell was wonderful and thanked her. Mrs. Rupell said she could not do it without the parents and the students.

B. Bowes asked if the District could give the additional \$10,000 to the public library. E. Rarick said they would evaluate it in the spring. J. Cleaver mentioned how the ESSER funds were not received yet. He said Mr. Tkach checks the egrants and the amount continually changes. He also mentioned that the funds would be received over 41 payments. R. Spinelli spoke about a second payment coming toward the end of the budget year.

A. Abelovsky mentioned that the Library was seeking out additional ways of funding, in order to not rely on municipality funding.

W. Zlomsowitch asked about the teacher supplies. E. Rarick said they have a conference room full of supplies; however, there are still late shipments and supplies on backorder. He estimated about 90-95% of the orders were in.

B. Shaner asked if masks would go into effect tomorrow? J. Cleaver said yes. B. Shaner said he was disappointed in the decision and he hopes to make it optional as an alternative or go to a strategic masking option. He asked how many teachers were vaccinated. J. Cleaver said he has not asked for proof of vaccination.

B. Bowes asked if masks would be required at the next Board Meeting. J. Cleaver recommended that the public wear them inside the building.

J. Cleaver read the attached resignation letter of Mr. Wayne Wentz to the Board.

C. Meeting Announcements

The next Board Meeting will be held on Monday, September 20, 2021, at 7:00 PM.

D. Adjournment

MOTION by R. Spinelli, SECONDED by N. Foeller, to adjourn the Meeting.

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

The August 23, 2021 Board Meeting was adjourned at 9:53 PM

Respectfully Submitted,

Edward Rarick, Board Secretary
by Janine Partenio, Recording Secretary