

NORTHERN LEHIGH SCHOOL DISTRICT

Regular Meeting

Board Minutes

Slatington, PA
March 10, 2025

To access the full audio/video recording of this meeting, visit NLSD.org click on the District Office tab, then the School Board tab, and then the Agenda and Minutes tabs.

Civility and Decorum – District officials and members of the public are expected to conduct themselves with civility and to afford each other a measure of dignity and respect. Shouting, personal insults, and attacks or any conduct that disrupts the flow of business is considered to be out of order. Members of the public are to direct their comments to the Board in its entirety, cannot single out Board Members for response, nor can a member of the public address specific issues with other members of the community who may be present at the meeting or who are virtually present if it is a virtual or hybrid meeting. In addition, members of the community shall not bring signs or placards to the meeting and shall not applaud or engage in any actions that would impede another community member's right to make comments at the meeting. At the discretion of the Board/Board President, individuals who are disruptive shall be subject to removal from the venue of the Board meeting, unless the disruptive individual agrees to maintain civility and decorum.

PURPOSE The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Mathias J. Green, Jr., at 7:00 p.m. on Monday, March 10, 2025, in the Northern Lehigh Administration Building Board Room.

ROLL CALL Members present: Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams (8)

Members absent: Mr. Chad Christman (1)

Non-members present: Mr. Matthew Link, Dr. Tania Stoker, Ms. Olivia Schaffer Ms. Jalah Cook, Mr. Todd Breiner, Christopher Mann, Mrs. Michele Dotta, Mrs. Nichole Fink, Mr. Bryan Geist, Mr. David Hauser, Mr. Eric Hill, Mr. David Jones, Mrs. Sherri Molitoris, Mr. Scott Pyne, Atty. Nick Baikow, Dr. Lori Bali, Mr. James Schnyderite, and Mr. Daniel Williams. Press: Times News and BRCTV

VISITORS Approximately 22 visitors attended the meeting

PUBLIC COMMENT Dr. Link noted Mrs. Mary Frank will comment on an agenda item during the Curriculum and Instruction portion of the meeting.

APPROVE MINUTES Mr. Fedorcha made a motion, which was seconded by Mrs. Kulp that the minutes of the regular board meeting held on February 10, 2025, be approved and ordered filed.

YEA: Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams (8)

NAY: None (0)
Motion carried.

SPECIAL BOARD REPORTS Carbon Lehigh Intermediate Unit - Mrs. Husack noted that the next meeting is March 17, 2025. There was no February meeting. Reminder the annual Golf Tournament which benefits the Children's Foundation will be held June 17, 2025.

Lehigh Career & Technical Institute - Mr. Fedorcha notes the Business Manager has resigned and they have begun the search for a new business manager. Six of the nine school districts have approved the budget.

SPECIAL BOARD REPORTS Legislative Report - Mrs. Snyder commented I have nothing to report today.

Lehigh Carbon Community College -Mr. Green discusses the approval process for the budget at LCCc

and mentions available scholarships.

Committee Reports and/or Meetings

- Minutes of the Education Committee Meeting held on March 3, 2025, were distributed.
- Minutes of the Policy Committee Meeting held on March 3, 2025, were distributed.
- Minutes of the Technology Committee Meeting held on March 3, 2025, were distributed.
- Minutes of the Buildings & Grounds Committee Meeting held on March 3, 2025, were distributed.
- Minutes of the Finance Committee Meeting held on March 3, 2025, were distributed.
- Minutes of the Extra and Co-Curricular Committee Meeting held on March 3, 2025, were distributed.

**SPECIAL
BOARD
REPORTS**

Student Representatives to the Board Report - Ms. Jayla Cook provides updates on school and athletic events, including the annual spring play and local scholarships. Ms. Olivia Schaffer reports on winter and spring sports awards and upcoming events.

Solicitor's Report - Attorney Roddick Nothing to report.

Curriculum and Professional Development Updates: Dr. Stoker introduces the monthly data report and professional development efforts across the district. Mr. Pyne provides an update on the curriculum, mentioning the completion of math, ELA, and foreign language, and the ongoing work on social studies, business and technology, FCS, health, PE, science, and careers. Mr. Pyne discusses the development of common assessments and the use of Ed Insight for curriculum evaluation. Dr. Stoker highlights professional development for administrators, faculty, and staff, including training in de-escalation techniques, CPI, and AI tools.

Recognition of Retirements and Student Achievements: Dr. Link recognizes two retirements: Ms. Vonda Larson, a business education teacher, and Mr. Bryan Geist, the athletic director.

Discussion on Survey Distribution Methods: Dr. Link discusses the challenges of mailing paper surveys to the community and proposes alternative methods, including posting a direct link on the district website and making paper surveys available at the district office. Mr. Green clarifies that no motion is needed for the solicitor to move forward with the proposed alternative methods. Mrs. Kulp and Mr. Fedorcha support the proposed alternative methods.

Public Comment on Coaching Allegations: Various community members, including parents and students, express their support for Coach Mike Bauer and refute the allegations made against him. Community member highlight Coach Bauer's dedication, positive impact on students, and the lack of evidence supporting the allegations. Speakers emphasize the importance of maintaining a positive and supportive environment for coaches and students.

PERSONNEL Mr. Fedorcha made a motion, which was seconded by Mrs. Kulp, that the Board of Education approves a motion to approve personnel items A through N:

A. Retirement

1. With regret, accept the retirement resignation of Vonda Lorson from her position as the Business Education Teacher at Northern Lehigh High School, effective the end of the working day during the 2024-2025 school year. Ms. Lorson will be retiring from the Northern Lehigh School District after 21 years of service.
2. With regret, accept the retirement resignation of Lori Middaugh from her position as 4th Grade Teacher at Slatington Elementary School, effective the end of the working day January 5, 2026. Mrs. Middaugh will be retiring from the Northern Lehigh School District after 20 years of service.
3. With regret, accept the retirement resignation of Bryan Geist from his position as the Athletic Director at Northern Lehigh School District, effective June 30, 2025. Mr. Geist has met all the criteria as stipulated in the Administrator Compensation Plan for the Middle Level Management

Team and is requesting to be included in the Administrator's Retirement Plan. Mr. Geist will be retiring from the Northern Lehigh School District after 30 1/2 years of service.

B. Resignation

Accept the resignation of Vicki Haney from her position as a Licensed Healthroom Attendant at Northern Lehigh High School, effective at the end of the work day on February 21, 2025.

C. Appointment - Non-Instructional

1. Rachel Wagaman* **

Assignment: Cook's Helper Peters Elementary School
Salary: \$ 14.50/hour/5.5 hours per day
Effective: On or About March 3, 2025

***Pending verification of missing personnel items**
****60 Working Day Probationary Period**

2. Joshua Schultz* **

Assignment: Slatington Elementary Second Shift Custodian
Salary: \$18.00/hour (Step 1 NLESP Agreement)
Effective: March 3, 2025

***Pending verification of missing personnel items**
****60 Working Day Probationary Period**

3. Summer Bachert

Assignment: Slatington Elementary Second Shift Custodian
Salary: \$18.00/hour (Step 1 NLESP Agreement)
Effective: March 10, 2025

***Pending verification of missing personnel items**
****60 Working Day Probationary Period**

D. Family Medical Leave of Absence/Child Rearing Leave of Absence

Approve the request of employee #7146 to take a family medical leave of absence for the birth of a child, effective on or about April 21, 2025. Employee is requesting to use sick and personal leave during leave of absence. Upon exhaustion of paid time, employee is requesting a 12 week Family Medical Leave. Upon the exhaustion of the Family Medical Leave, the employee is requesting a Child Rearing Leave of Absence according to Appendix D in the Northern Lehigh School District Collective Bargaining Agreement and the employee will return to work at the beginning of the 4th quarter of the 2025-2026 school year.

E. Medical Leave of Absence

Approve the request of employee #7056 to take a medical leave of absence for her own medical condition, effective March 11, 2025. Employee is requesting to use sick leave during the medical leave of absence. Upon exhaustion of paid time, the employee is requesting unpaid leave if needed. The employee will return to work upon release from her attending physician on or about April 22, 2025.

F. Unpaid Leave of Absence

Approve the request of Megan Farkas, high school emotional support paraprofessional, to take an unpaid leave of absence from August to December 2025. Employee is enrolled in a teacher certification program and is requesting unpaid leave to complete her student teaching requirements. The employee anticipates returning to work upon completion of her student teaching requirements in December 2025.

G. Salary Adjustment

Per the Northern Lehigh Educational Support Personnel Collective Bargaining Agreement, approve Bobbi Jo Reed to receive the rate of pay of \$24.00 per hour, for performing Head Cook duties effective March 11, 2025, and terminating on or about April 22, 2025, or upon return of employee on an approved medical leave of absence.

H. Rescind Co-Curricular Appointment

Rescind the motion appointing Stephen Turoscy as the Asst. Baseball Coach (Shared Stipend) that was approved at the September 9, 2024 school board meeting.

I. Game Workers 2024-2025

Motion to appoint the following individuals as a Game Worker for the 2024-2025 school year. Game workers consist of ticket sellers and takers, game announcers, scoreboard operators, timers, field judges and scorekeepers. Rate of pay is consistent with the rates approved on the 2024-2025 Supplemental Personnel Salary Schedule:

Katie Cappuccino

J. Co-Curricular Appointment 2024-2025

Andrew Krabrick Asst. Baseball Coach (Shared Stipend) \$1,734.50

K. Co-Curricular Appointment 2025-2026

Shannon Jones Assistant Field Hockey Coach \$3,334.00

L. Co-Curricular Volunteer 2024-2025

Katie Cappuccino	Assistant Track and Field Coach
Stephen Turoscy	Assistant Baseball Coach
Ben Schaffer	Assistant Baseball Coach
Noel Powell	Assistant Track and Field Coach

M. Substitute - Non- Instructional

Motion to appointment of the following individuals as substitute cafeteria worker for the 2024-2025 school year at the 2024-2025 substitute rate as approved on the Supplemental Personnel Salary Schedule:

Jennifer King
Scott Levendusky

- N. Approve the Superintendent to appoint qualified personnel to vacant positions during the period of time from March 11, 2025 through the next regularly scheduled board Meeting.

Appoint Approve the Superintendent to appoint qualified personnel to vacant positions during the period of Personnel time from March 12, 2024 through the next regularly scheduled board meeting.

YEA: Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams
(8)

NAY: None (0)

Motion carried.

POLICY

Mrs. Snyder made a motion, which was seconded by Mrs. Williams, that the Board of Education approves the following policy item A:

1. Approve school board policy #005 - Organization, as presented after the first reading. (Attachment #7)
2. Approve school board policy #234 - Pregnant/Parenting/Married Students, as presented after the first reading. (Attachment #9)
3. Approve school board policy #247 - Hazing, as presented after the first reading. (Attachment #10)
4. Approve school board policy #249 - Bullying/Cyberbullying, as presented after the first reading. (Attachment #11)
5. Approve school board policy #308 - Employment Contract/Board Resolution, as presented after the first reading. (Attachment #12)
6. Approve school board policy #317.1 - Educator Misconduct, as presented after the first reading. (Attachment #13)
7. Approve school board policy #336 - Personal Necessity Leave, as presented after the first reading. (Attachment #14)
8. Approve school board policy #339 - Uncompensated Leave, as presented after the first reading. (Attachment #15)
9. Approve school board policy #823 - Opioid Antagonist (formerly Naloxone), as presented after the first reading. (Attachment #16)
10. Approve school board policy #824 - Maintaining Professional Adult/Student Boundaries, as presented after the first reading. (Attachment #17)

YEA: Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack,

Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams
(8)

NAY: None (0)

Motion carried.

CONFER- ENCES

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

- A. Matt Link -National Superintendents Forum - April 5- 8th, 2025 - St. Louis, MO - Registration: \$0 -Lodging: \$265.35 - Travel: \$583.00- Meals: \$120.00 - Total Approximate Cost: \$968.35 - Funding: Superintendent's Budget
- B. Scott Pyne -2025 ASCD/ISTE Live Annual Conference - June 29th - July 2nd, 2025 - San Antonio, TX - Registration: \$0 - Lodging: \$0 - Travel: \$0 - Meals: \$240.00 - Other: \$100.00 - Total Approximate Cost: \$340.00 - Funding: Curriculum Budget
- C. Blasia Dunham - 2025 ASCD/ISTE Live Annual Conference - June 29th- July 2nd, 2025 - San Antonio, TX - Registration: \$0 - Lodging: \$960.00 - Travel: \$0 - Meals: \$240.00 - Total Approximate Cost: \$1,200.00 - Funding: Assistant Superintendent PD Budget
- D. Mary Jo King -2025 PAEOP Annual Spring Conference - April 2nd-4th, 2025- Harrisburg, PA - Registration: \$375.00 - Lodging: \$226.84 - Travel: \$119.00 - Meals: \$60.00 - Total Approximate Cost: \$780.84 Funding: Superintendent's Budget

YEA: Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack,
Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams
(8)

NAY: None (0)

Motion carried.

CURRIC- AND INSTRUC TION

Mrs. Husack made a motion, which was seconded by Mr. Fedorcha, that the Board of **ULUM** Education approves the following curriculum and instruction items:

Comprehensive Planning

Approve the Comprehensive Plan (July, 1, 2025 - June 30, 2028) including the following subplans:

- Academic Standards and Assessment Requirement (Chapter 4)
 - Gifted Education Plan Assurances (Chapter 16)
 - Student Services Plan Assurances (Chapter 12)
 - Induction Plan (Chapter 49)
 - Professional Development Plan (Act 48)
- A. As per the recommendation of the Education Committee, approve the purchase of Connections: OG in 3D training and materials, not to exceed \$16,600. Funding will be 25% Peters Elementary, 25% Slatington Elementary and 50% through the special education budget.
 - B. As per the recommendation of the administration, approve to authorize the superintendent to execute an intergovernmental agreement between the Northern Lehigh School District and the Carbon Lehigh Intermediate Unit #21 to provide special education services for the 2025-2026 school year.
(Attachment #18)
 - C. Approve administration to enter into an Affiliation Agreement with Gwynedd Mercy University for a school counselor preparation program with fieldwork at Northern Lehigh School District. The terms of the agreement will be from March 11, 2025 through March 10, 2026. **(Attachment #19)**
 - D. As per the recommendation of the administration and Education Committee, approve the 2025-2026 Northern Lehigh School District Calendar, allowing administration to post the calendar.
(Attachment #20)
 - E. As per the recommendation of the administration, approve the resolution to identify Official Local School District Holidays (OLSDH) in accordance with PA School Code Section 1502. **(Attachment**

#21)

- F. As per the recommendation of the administration, authorize Community Services for Children to operate the Head Start Preschool program at Peters Elementary School from August 1, 2025 through July 31, 2026. The only obligation to the district is to provide one classroom. (**Attachment #22**)

YEA: Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams (8)

NAY: None (0)

Motion carried.

NEW BUSINESS

Mr. Fedorcha made a motion, which was seconded by Mrs. Husack, that the Board of Education approves the following new business items:

- A. Authorize the administration to enter into a five-year agreement with Merlyn Mind for five years to access Merlyn Origin AI-powered teacher assistant, to be funded through the Mobile Science and Mathematics Education Program Grant at no cost to the district. (**Attachment #23**)
- B. Approve the new Collective Bargaining Agreement between the Northern Lehigh School District and the Northern Lehigh White-Collar Education Support Professionals Association, PSEA/NEA.
- C. As per the recommendation of administration and the Extra and Co-Curricular Committee, approve the addition of a Junior High Boys Soccer program to begin during the 2025-2026 school year. Cost of this program will include one coaching position, supplies, transportation, officials and gameworkers. Estimated costs during the 2025-2026 school year will not exceed \$8,000.00.
- D. As per the recommendation of administration and the Extra and Co-Curricular Committee, approve the addition of a Junior High Girls Soccer program to begin during the 2025-2026 school year. Cost of this program will include one coaching position, supplies, transportation, officials and gameworkers. Estimated costs during the 2025-2026 school year will not exceed \$8,000.00
- E. As per the recommendation of administration and the Extra and Co-Curricular Committee, approve the addition of a High School Varsity Girls Wrestling program to begin during the 2025-2026 school year. Cost of this program will include one coaching position, supplies, transportation, officials and gameworkers. Estimated costs during the 2025-2026 school year will not exceed \$22,000.00.

YEA: Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams (8)

NAY: None (0)

Motion carried.

FINANCIAL

Mrs. Frantz made a motion, which was seconded by Mrs. Snyder that the Board of Education approves the following financial items A through H:

- A. Approve the Following Financial Reports
1. NLSD Investments for the month of February 2025
 2. General Fund Account for the month of February 2025
 3. Cafeteria Fund Account for the month of February 2025
 4. NLHS Student Scholarship Account for the month of February 2025
 5. NLHS Student Activities/Clubs Account for the month of February 2025
 6. NLMS Student Activities/Clubs Account for the month of February 2025
- B. Approve the Following List of Bills:
1. General Fund months of February and March, 2025
 2. Cafeteria Fund months of February and March, 2025
 3. Capital Construction month of February 2025
- C. As per the recommendation of administration and the Buildings and Grounds Committee, approve the repair to the javelin run at a cost of \$6,000.00. Funding will come from the buildings and grounds budget. (**Attachment #24**)
- D. As per the recommendation of administration and the Finance Committee, authorize administration to enter into an agreement with Pennsylvania Trust for GASB 75 Valuation and Related Services.

The valuation will be performed by Conrad Siegel Actuaries and is intended to cover two, two-year cycles at a cost not to exceed \$7,975.00. (Attachment #25)

- E. As per the recommendation of administration and the Finance Committee, authorize administration to continue an agreement with Preferred EAP to serve as the district's employee assistance benefit plan administrator at a cost of \$6.15 per employee. There is no cost increase over last year. (Attachment #26)
- F. As per the recommendation of administration and the Buildings and Grounds committee, approve the Otis Elevator preventative maintenance agreement for services at Slatington Elementary at a yearly cost of \$2,800.00. Funding will come from the buildings and grounds budget. (Attachment #27)
- G. Approve payment to Culturally Relevant & Sustainable Education Solutions for \$600 for preparation and professional development session provided to NLS staff on January 20, 2025 In-Service Day. (Attachment #28)
- H. As per the recommendation from the administration and Technology Committee, approve the processor upgrade for our NEC phone system at a cost of \$2,936.69, funded through the technology budget. (Attachment #29)

YEA: Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams
(8)

NAY: None (0)

Motion carried.

LEGAL

Mr. Fedorcha made a motion, which was seconded by Mrs. Husack, that the Board of Education approves the following legal item:

- A. Per the recommendation of the administration and upon legal review, approve the separation agreement for Employee #7613.

YEA: Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack, Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams
(8)

NAY: None (0)

Motion carried.

- I. **CORRESPONDENCE** Mrs. Husack thanks the board and the collective bargaining team for their collaboration on the white collar support contract.

II. **INFORMATION**

- A. Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on January 2, 2025
- B. Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting, No meeting in February. January minutes will be approved in March.
- C. Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on January 22, 2025.

III. **RECOGNITION OF GUESTS**

IV. **ADJOURNMENT**

ADJOURNMENT

Mr. Fedorcha made a motion, which was seconded by Mrs. Williams, that the regular meeting of the Northern Lehigh School District Board of School Directors adjourned.

YEA: Mr. Gary S. Fedorcha, Mrs. Rhonda Frantz, Mr. Mathias Green, Jr., Mrs. Gale N. Husack,
Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Natalie Snyder, and Mrs. Angela Williams
(8)
NAY: None (0)
Motion carried.

Respectfully submitted,

Gale N. Husack
Secretary

ATTEST: _____ President
Mr. Mathias Green, Jr.