



NORTHERN LEHIGH SCHOOL DISTRICT
Regular School Board Meeting
Monday, June 9, 2025
Northern Lehigh Middle School
Auditorium
7:00 P.M.



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.

READ ALOUD: This meeting is being recorded.

I. CALL TO ORDER

- A. By notice of the President, Board Members are advised that all financial matters shall be regarded as roll call votes. The minutes should also note that Public Notice was given for this meeting in accordance with Act 84 of 1986.
- B. School Board Meeting shall proceed in accordance with School Board Policy.
- C. Pledge of Allegiance.
- D. Roll Call
- E. Public Comment -- Restricted to Agenda Items.

II. REVIEW AND APPROVAL OF THE MINUTES OF THE PRECEDING MEETING

- A. Regular School Board Meeting held on May 12, 2025. ([Minutes](#))

III. SPECIAL BOARD REPORTS

- A. Carbon Lehigh Intermediate Unit Mrs. Gale N. Husack
- B. Lehigh Career and Technical Institute Mr. Gary S. Fedorcha
- C. Legislative Report Mrs. Natalie Snyder
- D. Lehigh Carbon Community College Mr. Mathias J. Green, Jr.
- E. Committee Reports and/or Meetings
 - Minutes of the Technology Committee Meeting held on June 2, 2025. ([Attachment #1](#))
 - Minutes of the Building & Grounds Committee Meeting held on June 2, 2025. ([Attachment #2](#))
 - Minutes of the Finance Committee Meeting held on June 2, 2025. ([Attachment #3](#))
 - Minutes of the Education Committee Meeting held on June 2, 2025. ([Attachment #4](#))
 - Minutes of the Policy Committee Meeting held on June 2, 2025. ([Attachment #5](#))

- Minutes of the Community Relations Committee Meeting held on June 2, 2025.
([Attachment #6](#))

- F. Student Representatives to the Board Report Ms. Olivia Schaffer
- G. Solicitor's Report..... Attorney Kristine Roddick
- H. Assistant Superintendent's Report Dr. Tania Stoker
 - End of the Year Local Data Presentation
- I. Superintendent's Report Dr. Matthew J. Link
 - End of Year Updates
 - Act 35 Perfect Scores
- J. Business Manager's Report Mrs. Sherri Molitoris
 - Final 2025-2026 Budget Presentation
- K. An executive session will be held at 6:00 p.m. at the Northern Lehigh Middle School Library.

IV. **ADOPTION OF GENERAL FUND FINAL BUDGET FOR 2025-2026**

- A. It is recommended that the Board of Education approve the Resolution For The Final Adoption of the 2025-2026 General Fund Final Budget for the Northern Lehigh School District in the amount of \$43,015,620 as presented. ([Attachment #7](#))
- B. Approve the following 2025-2026 Homestead/Farmstead Resolution, as presented.
([Attachment #8](#))

V. **PERSONNEL**

A. Retirement/Resignations

1. With regret, accept the retirement resignation of Earl Loch from his position as Second Shift Maintenance staff employee, effective the end of the work day on July 15, 2025. Mr. Loch will be retiring from the Northern Lehigh School District after 3.5 years of service.
2. Accept the resignation of Kyley Weiner from her position as Cook's Helper at Slatington Elementary School, effective at the end of the work day on May 30, 2025.
3. Accept the resignation of Blasia Dunham from her position as Districtwide Technology Integration Specialist effective the end of the work day on July 31, 2025.
4. Accept the resignation of Joshua Schulz from his position as Custodian at Slatington Elementary School effective the end of the work day on May 27, 2025.
5. Accept the resignation of Siobhan Walsh-Bonis from her position as Districtwide Licensed Health Room Aide effective the end of the work day on June 10, 2025.
6. Accept the resignation of Kathleen O'Donnell from her position as Elementary School

Librarian/Gifted Teacher effective the end of the work day on June 11, 2025.

B. Administrative Transfers

1. Amanda Barianna

From: Middle School Math Teacher
To: Technology Integration Specialist
Salary: No Change in Salary
Effective: August 19, 2025

2. Stella Bowers

From: Peters Elementary Lunch Monitor
To: Slatington Elementary Special Education Paraprofessional
Salary: \$17.99/Hour 5.75 Hours/Day
Effective: August 19, 2025

3. Sarah Krasenics

From: Peters Elementary Lunch Monitor
To: Peters Elementary Classroom Paraprofessional
Salary: \$17.99/Hour 5.75 Hours/Day
Effective: August 19, 2025

C. Appointments - Instructional

1. George Hegedus

Assignment: Temporary Professional Employee
Middle School/High School Music Teacher
Salary: \$66,875 (Step 2 Masters on the 2025-2026 CBA
Salary Schedule)
Effective: August 19, 2025
***Pending Verification of Missing Personnel File Items**

2. Adrian Rodriguez

Assignment: Temporary Professional Employee
Peters Elem Health & Physical Education Teacher
Salary: \$58,150 (Step 1 Bachelors on the 2025-2026 CBA
Salary Schedule)
Effective: August 19, 2025
***Pending Verification of Missing Personnel File Items**

3. Taylor Cooper

Assignment: Temporary Professional Employee
Slatington Elementary Emotional Support Teacher
Salary: \$66,575 (Step 1 Masters on the 2025-2026 CBA
Salary Schedule)
Effective: August 19, 2025
***Pending Verification of Missing Personnel File Items**

D. Change in Appointment

Jennifer Julo

From:	Short Term Substitute High School English
To:	Long Term Substitute High School English
Salary:	\$56,350 (Step 1 Bachelors on the 2024-2025 CBA Salary Schedule) and \$58,150 (Step 1 Bachelors on the 2025-2026 CBA Salary Schedule)
Effective:	April 24, 2025
Termination:	On or about April 1, 2026

E. Summertime Maintenance/Custodial Helpers

Motion to approve the following individuals as Summertime Maintenance/Custodial helpers for the summer of 2025 at a rate of \$12.50 per hour:

Blake Everett	Braden Buskirk
James Mann	Skyler Loos
Braden Marzen	Samantha Maldonado
Christopher Taveras	Logan Marzen

F. Family Medical Leave of Absence

Approve the request of employee #7504 to take a family medical leave of absence for the birth of a child, effective on or about September 17, 2025. The employee is requesting to use 5 sick days during leave of absence. Upon exhaustion of paid time, the employee is requesting a 12 week Family Medical Leave. The employee plans to return to work upon the conclusion of the medical leave of absence.

G. Appointment KinderQuest Staff

Motion to approve to appoint the following individuals to the listed position for the summer KinderQuest Program. Funding will be through the PCCD Competitive Grant:

<u>Name</u>	<u>Position</u>	<u>Rate</u>
Marshelle George	Teacher	CBA Curr Rate/Hr
Susanne Hegedus	Teacher	CBA Curr Rate/Hr
Michelle Siesko	Teacher	CBA Curr Rate/Hr
Tracy Hoffman	Nurse	CBA Curr Rate/Hr
Kelly Kromer	Counselor	CBA Curr Rate/Hr

H. Assistant Athletic Director

Approve to appoint Jason Reinhard as Assistant Athletic Director for the 2025-2026 school year at a stipend of \$4,500.00. He will assist the Athletic Director in all Athletic Director duties and responsibilities and will be responsible for athletic fundraising activities. The Assistant Athletic Director during the years of July 2026 through June 2027 will receive a salary increase equal to the approved percentage listed in the approved Collective Bargaining Agreement Article X - Supplemental Contracts.

I. Co-Curricular Appointments 2025-2026

Ryan Kern	Boy's Wrestling Head Coach	\$8,060.00
Alfredo (Junior) Ortiz*	Girl's Wrestling Head Coach	\$8,060.00
Zachary Williams	Middle School Boys Basketball	\$4,625.00
*Pending Verification of Missing Personnel File Items		

J. 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:

Paige Schmidt

K. Professional Contracts

According to Article II – 1108, subsection (b) of the School Code: “a temporary professional employee, initially employed by a school district on or after June 30, 1996, whose work has been certified by the district superintendent to the secretary’s of the school district, during the last four (4) months of the third year of such service, as being satisfactory, shall thereafter be a professional employee” within the meaning of this article.” Therefore, it is recommended to approve “professional employee” status as per the school code for the following teacher, who has satisfactorily completed three years of service to the Northern Lehigh School District:

Shannon Jones	Michael Smith
Brittany Warner-Maidman	Jacob Waylen
Zachary Williams	

L. Substitute - Non- Instructional

1. Motion to appointment of the following individuals as substitute secretary and paraprofessional for the 2024-2025 school year at the 2024-2025 substitute rate as approved on the Supplemental Personnel Salary Schedule:

Lily Wanamaker

2. Motion to appointment of the following individuals as substitute Cook’s Helper for the 2024-2025 school year at the 2024-2025 substitute rate as approved on the Supplemental Personnel Salary Schedule:

Stephanie Quier

- M. Approve the Superintendent to appoint qualified personnel to vacant positions during the period of time from June 10, 2025 through the next regularly scheduled board Meeting.

VI. POLICY

A. Board Policy Second Reading -

1. Approve school board policy #103 - Discrimination/Title IX Sexual Harassment Affecting Students, as presented after the second reading . ([Attachment #9](#))
2. Approve school board policy # 103.1 - Nondiscrimination-Qualified Student With Disabilities, as presented after the second reading. ([Attachment #10](#))
3. Approve school board policy #104 - Discrimination/Title IX Sexual Harassment Affecting staff, as presented after the second reading. ([Attachment #11](#))
4. Approve school board policy #111 - Lesson Plans, as presented after the second reading. ([Attachment #12](#))
5. Approve school board policy #113.1 - Discipline of Students With Disabilities,as presented after the second reading . ([Attachment #13](#))
6. Approve school board policy #113.2 - Behavior Support, as presented after the second reading. ([Attachment #14](#))
7. Approve school board policy #130 - Homework, as presented after the second reading. ([Attachment #15](#))
8. Approve school board policy #236.1 - Threat Assessment, as presented after the second reading. ([Attachment #16](#))
9. Approve school board policy #607 - Tuition Income,as presented after the second reading. ([Attachment #17](#))

B. Board Policy First Reading

1. Approve school board policy #317 - Conduct/Disciplinary Procedures as presented after the first reading. ([Attachment #18](#))
2. Approve school board policy #320 - Freedom of Speech by Employees as presented after the first reading. ([Attachment #19](#))
3. Approve school board policy #718 - Service Animals in Schools-NEW as presented after the first reading. ([Attachment #20](#))

C. Student Representative to the Board

Approve Madilynn Husack as Student Representative to the Board for the 2025-2026 school year. Madilynn Husack has been appointed as the junior representative to the board and will serve from September 2025 through June 2026. Olivia Schaffer will serve as the senior student representative to the board until June 2026.

D. Program of Study

Approve the changes to the High School Program of Studies as presented. ([Attachment #21](#))

E. Student-Parent Handbook Changes

1. Approve the changes to the Elementary School Student-Parent Handbook as presented. ([Attachment #22](#))
2. Approve the changes to the Middle School Student-Parent Handbook as presented. ([Attachment #23](#))
3. Approve the changes to the High School Student-Parent Handbook as presented. ([Attachment #24](#))

VII. CONFERENCES

- A. Lori Bali - Jostens Renaissance Global Conference - June 26-30, 2025 - San Diego, California - Registration: \$0 - Lodging: \$0 - Travel: \$140 - Meals: \$240 - Parking: \$100 - Other: \$0 - Total Approximate Cost: \$480 - Funding: High School Budget ([Attachment #25](#))
- B. Matthew Link - ERDI Summer Institute - July 15-18, 2025 - Baltimore, Maryland - Registration: \$0 - Lodging: \$0 - Travel: \$0 - Meals: \$240 - Other: \$50 - Total Approximate Cost: \$290 - Funding: Superintendent Professional Development Budget ([Attachment #26](#))

VIII. CURRICULUM AND INSTRUCTION

A. Induction and/or New Educator Program

Approve the following educators as Helping Teachers in the Northern Lehigh School District Induction Program beginning in the 2025-2026 school year:

<u>Helping Teacher</u>	<u>Inductee or New Teacher</u>	<u>Stipend</u>
Steven Jonkman	George Hegedus	\$800.00
Dylan Hofmann (yr 1)	Adrian Rodriguez	\$800.00
John Prive	Jenifer Julo	\$200.00
Sue Beil (yr 1)	Taylor Cooper	\$800.00

- B. As per the recommendation of the administration and the Education Committee, approve the attached renewal agreement for a districtwide instructional and assessment tool, IXL subscriptions, effective September 4, 2025 through September 3, 2027 as an instructional and assessment tool, at a cost of \$59,400.00 funded through building level budgets. ([Attachment #27](#))
- C. As per the recommendation of the administration, approve to renew the Read 180 and Math 180 service contract for special needs students for the 2025-2026 school year at a cost of \$19,187.00. Funding through Medical Access. ([Attachment #28](#))
- D. Approve to authorize administration to execute an Affiliation Agreement between the Northern Lehigh School District and Eastern University for a school nurse preparation program. This

program allows students at Eastern University to complete their practicum in our district in order fulfill their graduation requirements. This agreement will terminate June 30, 2026.
([Attachment #29](#))

IX. OLD BUSINESS

X. NEW BUSINESS

- A. Motion to approve the attached Settlement Agreement and Mutual Release with LandTek Group, LLC, as presented, which has been reviewed by the District Solicitor.
([Attachment #30](#))

XI. FINANCIAL

- A. Approve the Following [Financial Reports](#):
1. NLSD Investments for the month of May 2025
 2. General Fund Account month of May 2025
 3. Cafeteria Fund Account month of May 2025
 4. NLMS Student Activities/Clubs Accounts month of May 2025
 5. NLHS Scholarship Account month of May 2025
- B. Approve the Following List of [Bills](#):
1. General Fund months of May and June, 2025
 2. Cafeteria Fund months of May and June, 2025
- C. Allow the business office to complete additional budgetary transfers for the 2024-2025 end of year audit.
- D. Approve to grant permission to the business office to pay general fund bills that are scheduled for payment during the month of July as required by contract. There is no scheduled board meeting in July.
- E. Authorizes the Director of Business Affairs/HR to bind and sign the Commercial Package and Automobile Insurance policy for the 2025–2026 school year, including but not limited to: Vehicle Liability, Law Enforcement Liability, General Liability, Property Insurance, and Boiler and Machinery coverage.
- F. Authorize the Director of Business Affairs/HR to review, select, and sign all necessary documents to secure Worker's Compensation insurance coverage for the 2025–2026 school year.
- G. Approve to renew the following expiring bonds for the 2025-2026 fiscal year through Willis of Pennsylvania, Inc., there is no increase over last year's rates:
1. A \$50,000 Board Secretary Bond for the term of July 1, 2025 to June 30, 2026 at an annual premium of \$175.00.
 2. A \$50,000 Board Treasurer Bond for the period July 1, 2025 to June 30, 2026 at an annual premium cost of \$269.00.

- H. Authorize the following financial institutions to act as approved depositories for school district funds and/or temporary investments. The Northern Lehigh School Board further authorizes the following financial institutions to transfer funds on deposit to any other bank for the credit of the Northern Lehigh School District. The Board further authorizes the Business Manager and/or Superintendent to enter into agreements, supplements or amendments to agreements to implement the foregoing operations for the 2025-2026 school year:

Neffs National Bank	Prudential-Bache Government Securities
Trust TD Wealth	Pennsylvania Local Government Investment Trust (PLGIT)
	Pennsylvania School District Liquid Asset Fund (PSDLAF)

- I. Approve to commit and/or assign portions of the June 30, 2025 fund balance for the following purposes (actual amounts to be determined after completion of the 2024-2025 end of year audit):

PSERS Increase	Replacement Equipment
Health Insurance Premiums	Long Range Maintenance
Technology	Debt Service Payments
Refreshment Stand	Slatington Student Activity Account
Peters Student Activity Account	Future Curriculum Purchases
Capital Reserve Transfers	Assignment for Current Year Purchases

- J. School Physicians

Approve to appoint Dr. Nicole Sully and Dr. Amy Gourniak of Parkland Family Health Center as school physicians for the 2025-2026 school year. The fee for grade level physicals will be \$20.00 per physical needed. Consultant services will be provided at no charge.

- K. Approve to authorize the renewal of PNC Benefit Plus as the Flexible Spending Account Administrator for medical and dependent care expenses, effective July 1, 2025, at a cost of \$3.50 per month per participant for a single plan and \$3.95 per month per participant for both plans.
- L. Upon final approval of the 2025-2026 Budget, approve a tax-exempt lease from First American Equipment Finance, 211 High Point Drive, Victor, NY 14564 for \$49,999.70 per year with a lease term of 36 months. The lease will be used to purchase chromebooks, projectors, and accessories. ([Attachment #31](#))
- M. As per the recommendation of administration, authorize appropriate officials to enter into a two-year maintenance agreement with Rescue One for fifteen AED machines for the 2025–2026 and 2026–2027 school years, at a cost not to exceed \$9,520 (\$4,760/year) a savings of \$2,423.68 over the prior agreement. Funded is included in the Buildings and Grounds Budget. ([Attachment #32](#))
- N. Approve a license agreement for remote monitoring and management software tools with IntegraONE effective July 1, 2025 at a cost of \$7.00 per server per month and \$3.50 per endpoint device per month. Funded through the Technology Department budget.

- O. Approve a change order credit to the LandTek Group, LLC contract as agreed upon in the amount of \$4,842.52 for fiber line damage repair. ([Attachment #33](#))
- P. Authorize Administration to pay the remaining construction costs for the Baseball/Softball facilities in the amount of \$149,341.16 from the Capital Projects account.
- Q. As per the recommendation of the administration, authorize proper officials to enter into an agreement with Sivic Solutions Group (SSG), an approved contractor for the Department of Human Services, to administer the school-based ACCESS Program claims. There is no increase over last year's rate of \$.29/claim for direct service and \$.16/claim for transportation. ([Attachment #34](#))

XII. LEGAL

XIII. CORRESPONDENCE

XIV. INFORMATION

- 1. Minutes of the Lehigh Carbon Community College Board of Trustees meetings held on [April 3, 2025](#).
- 2. Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on [April 23, 2025](#)
- 3. Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on [April 30, 2025](#).

XV. RECOGNITION OF GUESTS

XVI. ADJOURNMENT