

PALMERTON AREA SCHOOL DISTRICT

Palmerton, PA

Tuesday, March 18, 2025

BOARD MEETING MINUTES

	<p>An executive session was held after the workshop on Tuesday, March 4, 2025, and today, March 18, 2025 concerning personnel matters.</p> <p>The regular board meeting of the Palmerton Area School District Board of School Directors was held in the Boardroom of the Administration Building, 680 Fourth Street, Palmerton, PA, on Tuesday, March 18, 2025, and called to order at 5:30 p.m. President Earl Paules presided. The meeting was viewable via livestream on the district’s Facebook page.</p> <p>Pledge of Allegiance</p> <p>ROLL CALL Present: Directors Connell, Haas, King, Mazepa, Danielle Paules, Earl Paules, Schaible, and Snyder Absent: Director Krawchuk</p> <p>OTHER ATTENDANCE Angela Friebolin – Superintendent, Ryan Kish – Business Manager, Jacqueline McCandless – Board Secretary, and Shawn Lochinger– Solicitor</p> <p>STUDENT REPORT:</p> <p><u>Elementary</u> – select students were recognized for their leadership skills in the Leader in Me program with a certificate signed by the Superintendent and Board President: Bryleigh George, Easton Kovacs, Vander Passerini, Harlee Lassell, Harper Lassell, Grayson Boies White, Javin Sesista, Emma Taptich, and Charlie Wismer at Towamensing Elementary; Camryn Bradberry, Eva Ruff, Arianna Vargas, Connor Farrell, Aundrea Brown, Lincoln Nenscel, and Nicholas Zulic at S. S. Palmer/Parkside Elementary.</p> <p><u>Junior High School</u> – Kylee Dietterich, grade 8</p> <ul style="list-style-type: none">• 8th Grade – working hard on their ELA career research papers and presentations• <i>What’s So Cool about Manufacturing?</i> – 7/8 grade team working on their video about TPEI of Leighton; team: Helena Moyzan, Carter Tubbs, Jacob Shafer, Mackenzie Spalding, Mya Lengel, and Charlie Borger; public voting coming up soon• Mrs. Smith’s math class – submitting responses to the National Institute of Science’s Hardest Math Problem Challenge; 16 students chosen to move to round 2; winner of scholarship prizes given out in early April• ACE Team – 8th grade team competed in annual competition against neighboring schools on March 10-11; Ms. Friebolin acted as mock moderator during practice rounds• Pi (π) Day – on March 14, 8th grade math classes measured Pi in various objects throughout the day• Band & Chorus – joined the other music ensembles to perform in the Music In Our Schools Month concert on March 10 to celebrate music education in the district• Escape Room After-School Program – this month students worked on a STEM challenge using different types of popcorn to make hypotheses and calculations and work on measurement conversions• March Mammal Madness – 8th grade science students and faculty participating in a tournament where students simulate encounters between mammals as an alternate to the college basketball tournament; top faculty and students will win the MMM trophy <p><u>High School</u> – Bella Catania, grade 12</p> <ul style="list-style-type: none">• Scholastic Scrimmage – competed in Academic Bowl held on March 6; second competition at CLIU #21 on April 4• PYEA – students have progressed to helping at the elementary level in small groups• Student Council – Spring Dance, March 22; Mini-THON, April 12; Mr. Palmerton, May 14
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- Foreign Language – four German students, Macy DiDario, Erika Kormann, Kayla Kormann, and Heidi Meisenhelder, qualified for the PA State Modern Language Association award
- PAAC – holding annual blanket, towel, and pet supply drive during April; accepting pet supplies and food, used blankets, towel, and quilts; collection box outside main office
- Varsity Softball – team excited to get season underway; annual youth event was on March 15 where team served as instructors for local players ages 7-11
- Biology classes – participating in 10th Annual March Mammal Madness tournament; matches up 65 unique plants and animals for competition; Trout in the Classroom going well, raising more than 90 rainbow trout
- Girls' Basketball – finished season with 21-7 record including state playoffs, placed 3rd in leagues, and silver medal in districts; BRCTV13 Players of the Week were Mikayla Pengelly and Courtney Connell; Hayley Barry earned LV Live Player of the Week; Colonial League All-League team members were Courtney Connell, Mikayla Pengelly, Hailey Barry, and Ella Baumgardt
- Tennis – 10 players on the team this year; one match played so far
- Baseball – scrimmaging has begun, team excited for season to start

SUPERINTENDENT'S REPORT:

- Placed an additional KRE security guard at the front entrance of the high school
- Dr. Heaney will be installing Navigate Visitor Management System as an added layer of security for the high school front door
- Working on proposal and plan for our own district police force for August 2026
- Students Saleena Hollis, Chloe Klotz, Gavin Smale, Noah Bryfogle, Lily Dickson, and Samantha Muthard inducted in the National Technical Honor Society at CCTI this evening
- Speaker Chris Herren from Herren Talks will be at the junior high and high school on March 25; presentation paid for through the Opioid Grant Funding and Carbon County Board of Commissioners

BUSINESS MANAGER'S REPORT:

- Received a report from McClure Company regarding the energy savings for our previously completed window project at the high school; guarantee given was an energy savings of \$3,508. The year one energy savings that was measured ended up being \$6,976. Over the course of 20 years, the windows will generate over \$100k worth of energy savings for the district.
- This year, the district switched prescription carriers from Highmark to Express Scripts by a recommendation from our insurance advisors that would allow us to keep more of the prescription rebates that were being kept by our current carrier. With no plan changes, and minimal employee disruptions, we recently received a rebate check for \$100k. This check was deposited back into our district trust account and will help us minimize large swings in insurance prices year to year.
- Still continuing to monitor any financial impact regarding moves being made at the federal level with the Department of Education; more information at the May budget presentation

BOARD MEMBER REPORTS:

- Director Haas – *Library*: searching for a new program director; Library Appreciation Week, April 6-12; bookmark contest K-6; summer reading starts June 16; spring tea party April 27
CLIU: a mother of former student who was in the vocational independence program (VIP) and Project SEARCH program, spoke about what parents can learn from the children as students of the IU; has list of local businesses that hire IU students
- Director Danielle Paules – *PSBA*: 9th annual state of education report released; reach out to legislators to support charter school funding reform; May 13 is Advocacy Day in Harrisburg Also spoke about possibly starting a fire fighter recruitment event, class, club, or elective to increase the interest in students pursuing a career as an emergency responder or as a volunteer in the field

Director Earl Paules stated charter schools continue to take taxpayer money and carelessly overspend; reach out to state representatives to protest this abuse

PUBLIC PARTICIPATION:

- Richard Banko – questioned recent raises for CCTI administration at 8-9% increase
- Mary Farquhar – asked where funding of construction projects coming from; residents won't be able to afford their homes; asked for tax increase projections

MEETING MINUTES

Director Danielle Paules moved, seconded by Director Mazepa, to approve the board meeting minutes from February 18, 2025.

Aye Votes: All Directors Present.
Nay Votes: None. Motion Carried.

CONSENT AGENDA

Director King moved, seconded by Director Danielle Paules, to approve the consent agenda.

Aye Votes: All Directors Present.
Nay Votes: None. Motion Carried.

CONSENT AGENDA:

FISCAL REPORTS

- Approved accounts payable reports
- Approved treasurer's reports
- Approved budget transfers

GORMAN & ASSOC. AUDIT

Accepted the Single Audit Report dated fiscal year ended June 30, 2024 as presented by Gorman & Associates, P.C.

PA LEADERSHIP CHARTER SETTLEMENT

Accepted the settlement agreement and mutual release of claims between the Palmerton Area School District and Pennsylvania Leadership Charter School

DJ DANCE

Approved the DJ contract with Jayden Reed for the high school student council dance on March 22, 2025 in the amount of \$200.00

DONATIONS

Accepted the following donations:

<i>From Valley Royale</i>	<i>to FBLA Activity Club</i>	<i>\$ 160.00</i>
<i>From Kerry Palumbo</i>	<i>to FBLA Activity Club</i>	<i>\$ 240.00</i>
<i>From Palmerton Football Parents Club</i>	<i>to Gridiron Activity Club</i>	<i>\$3,600.00</i>

FOOD SERVICE & IA

Approved the following effective March 19, 2025:

Scott Levendusky	Food Service Worker	\$16.38 per hour
Frances Powell	Instructional Assistant	\$18.28 per hour

FMLA

Approved the following for Family & Medical Leave:

Employee #187	Retroactively intermittently effective from March 6, 2025 through March 5, 2026
Employee #347	Effective from approximately July 28, 2025 through September 19, 2025
Employee #406	Retroactively effective from March 5, 2025 through approximately April 7, 2025

UNCOMPENSATED LEAVE	Approved the following uncompensated leave requests:												
	<table border="1"> <tr> <td data-bbox="332 163 581 205">Employee #656</td> <td data-bbox="581 163 1383 205">March 28, 2025</td> </tr> <tr> <td data-bbox="332 205 581 241">Employee #156</td> <td data-bbox="581 205 1383 241">April 9, 2025, April 10, 2025, and April 11, 2025</td> </tr> </table>	Employee #656	March 28, 2025	Employee #156	April 9, 2025, April 10, 2025, and April 11, 2025								
Employee #656	March 28, 2025												
Employee #156	April 9, 2025, April 10, 2025, and April 11, 2025												
GAME MANAGERS	Approved the following Game Managers at a rate of \$30.00 per hour for the remainder of the 2024-2025 school year effective March 19, 2025:												
	<table border="1"> <tr> <td data-bbox="332 373 768 409">Alexander Knoll</td> </tr> <tr> <td data-bbox="332 409 768 445">Andrew Remsing</td> </tr> <tr> <td data-bbox="332 445 768 478">Matthew Solt</td> </tr> </table>	Alexander Knoll	Andrew Remsing	Matthew Solt									
Alexander Knoll													
Andrew Remsing													
Matthew Solt													
COACHES	Approved the following Coaches for the remainder of the 2024-2025 school year:												
	<table border="1"> <tr> <td data-bbox="332 577 568 640">Joshua Rake</td> <td data-bbox="568 577 1023 640">Track Assistant Coach</td> <td data-bbox="1023 577 1383 640">Retroactively effective March 3, 2025</td> <td data-bbox="1383 577 1502 640">\$2,798</td> </tr> <tr> <td data-bbox="332 640 568 703">Joel Gulla</td> <td data-bbox="568 640 1023 703">Softball Volunteer Assistant Coach</td> <td data-bbox="1023 640 1383 703">Retroactively effective February 22, 2025</td> <td data-bbox="1383 640 1502 703">--</td> </tr> <tr> <td data-bbox="332 703 568 751">Victoria DePaulo</td> <td data-bbox="568 703 1023 751">Baseball Volunteer Assistant Coach</td> <td data-bbox="1023 703 1383 751">Effective March 19, 2025</td> <td data-bbox="1383 703 1502 751">--</td> </tr> </table>	Joshua Rake	Track Assistant Coach	Retroactively effective March 3, 2025	\$2,798	Joel Gulla	Softball Volunteer Assistant Coach	Retroactively effective February 22, 2025	--	Victoria DePaulo	Baseball Volunteer Assistant Coach	Effective March 19, 2025	--
Joshua Rake	Track Assistant Coach	Retroactively effective March 3, 2025	\$2,798										
Joel Gulla	Softball Volunteer Assistant Coach	Retroactively effective February 22, 2025	--										
Victoria DePaulo	Baseball Volunteer Assistant Coach	Effective March 19, 2025	--										
PAMPA	Approved Chad Sommers as Palmerton Area Music Parents' Association (PAMPA) Volunteer Chaperone for the remainder of the 2024-2025 school year effective March 19, 2025												
SPRING EVENT WORKER	Approved Austin Cseh as Spring Event Worker at a rate of \$30.00 per event for the remainder of the 2024-2025 school year effective March 19, 2025												
RETIREMENTS	Accepted the following retirements effective June 30, 2025:												
	<table border="1"> <tr> <td data-bbox="332 1060 630 1096">Diane Benner</td> <td data-bbox="630 1060 1023 1096">Custodian</td> </tr> <tr> <td data-bbox="332 1096 630 1129">Mark Benner</td> <td data-bbox="630 1096 1023 1129">Custodian</td> </tr> </table>	Diane Benner	Custodian	Mark Benner	Custodian								
Diane Benner	Custodian												
Mark Benner	Custodian												
RESIGNATION	Accepted the following resignation:												
	<table border="1"> <tr> <td data-bbox="332 1228 630 1264">Frances Powell</td> <td data-bbox="630 1228 1023 1264">Food Service Worker</td> <td data-bbox="1023 1228 1429 1264">Effective March 4, 2025</td> </tr> </table>	Frances Powell	Food Service Worker	Effective March 4, 2025									
Frances Powell	Food Service Worker	Effective March 4, 2025											
SUBS	Approved the following substitutes at the daily rate of \$135.00 effective March 19, 2025:												
	<table border="1"> <tr> <td data-bbox="332 1369 750 1402">Megan Zamora</td> <td data-bbox="750 1369 1169 1402">Substitute School Nurse</td> </tr> <tr> <td data-bbox="332 1402 750 1444">Sarah Zaborowski-Mekelburg</td> <td data-bbox="750 1402 1169 1444">Substitute Teacher</td> </tr> </table>	Megan Zamora	Substitute School Nurse	Sarah Zaborowski-Mekelburg	Substitute Teacher								
Megan Zamora	Substitute School Nurse												
Sarah Zaborowski-Mekelburg	Substitute Teacher												
TUITION REIMBURSEMENT	Approved tuition reimbursements												
BUS DRIVERS	Approved the following George's Transportation bus drivers for the remainder of the 2024-2025 school year effective March 19, 2025:												
	<table border="1"> <tr> <td data-bbox="332 1654 646 1690">Gerald Hadinger</td> </tr> <tr> <td data-bbox="332 1690 646 1730">Anthony Nichol</td> </tr> </table>	Gerald Hadinger	Anthony Nichol										
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Anthony Nichol													
CLIU INTER'GOV. AGMT. FOR SPEC. ED.	Approved the Carbon Lehigh Intermediate Unit #21 Intergovernmental Agreement for Special Education Services for the 2025-2026 school year												
CLIU ADOPTION POLICIES/PROCEDURES	Approved the Carbon Lehigh Intermediate Unit #21 Notice of Adoption of Approved LEA Policies, Procedures, and Use of Funds by School District for the 2025-2026 school year												

1ST READINGS
106-109-112-113.2-
121-125-137.3-143-
144-200-201-204-
210-210.1

Approved the first reading of the following policies:

- 1) Policy #106 Guides for Planned Instruction
- 2) Policy #109 Resource Materials
- 3) Policy #112 Guidance Counseling
- 4) Policy #113.2 Behavior Support
- 5) Policy #121 Field Trips
- 6) Policy #125 Adult Education
- 7) Policy #137.3 Participation in Career & Technical Programs by Home Education Students
- 8) Policy #143 Standards for Persistently Dangerous Schools
- 9) Policy #144 Standards for Victims of Violent Crimes
- 10) Policy #200 Enrollment of Students
- 11) Policy #201 Admission of Students
- 12) Policy #204 Attendance
- 13) Policy #210 Medications/Emergency Care
- 14) Policy #210.1 Possession/Administration of Asthma Inhalers/Epinephrine Auto-Injectors

2ND READINGS
216-218.1-222-
235.1-254

Approved the second reading and adoption of the following policies:

- 1) Policy #216 Student Records
- 2) Policy #218.1 Weapons
- 3) Policy #222 Tobacco & Vaping Products
- 4) Policy #235.1 Surveys
- 5) Policy #254 Educational Opportunity for Military Children

END OF CONSENT AGENDA

CCTI BUDGET
(failed)

Director Mazepa moved, seconded by Director Danielle Paules, to approve the 2025-2026 Proposed Operating Budget for the Carbon Career & Technical Institute calling for Receipts and Expenditures in the amount of \$9,584,132.00 for the Fiscal Year July 1, 2025 to June 30, 2026.

Aye Votes: Director Mazepa.

Nay Votes: Directors Connell, Haas, King, Danielle Paules, Earl Paules, Schaible, and Snyder.

Motion Failed.

BRUCE GEORGE
PAVING-PALMER
PARKING LOT

Director King moved, seconded by Director Snyder, to award the bid for the S. S. Palmer Elementary parking lot improvement project to Bruce George Paving & Excavation, Inc., Kunkletown, PA at a cost of \$50,727.35.

Aye Votes: All Directors Present.

Nay Votes: None. Motion Carried.

KCBA-HS/JHS
CONSTRUCTION
PROJECTS

Director Snyder moved, seconded by Director Schaible, to authorize the district administration, together with KCBA Architects, to explore the feasibility of construction of a new high school entrance and additional classrooms and additional junior high school classrooms.

Aye Votes: Directors Connell, Haas, King, Danielle Paules, Earl Paules, Schaible, and Snyder.

Nay Votes: Director Mazepa. Motion Carried.

COMPREHENSIVE
PLAN 2025-2028

Director Schaible moved, seconded by Director Danielle Paules, to approve the district's Comprehensive Plan for the 2025-2028 school years.

Aye Votes: All Directors Present.

Nay Votes: None. Motion Carried.

PUBLIC PARTICIPATION:

- Richard Banko – asked to read the job description for human resources director, does not agree with the position’s salary; need to find ways to save money
- Constance Banko – does not want new construction projects, too much spending, people won’t be able to afford to live here, is this sensible to spend money on?
- Mary Farquhar – feels taxes are too high; not serving our interests; looking at charter schools with one-sided view, some kids are not served by this model
- Lori Nemeth – asked about positions to be added to next year’s budget like dean of students and part-time secretary and what building those positions are at

FOR THE GOOD OF THE ORDER:

- Director Earl Paules announced there will be an executive session immediately after this meeting for personnel matters.
- Director King said at boys’ wrestling regionals we had two place winners: Dillon Lombardi, 4th and Derek King, 8th; Dillon moved onto state competition, and he also earned his 100th win
- Director Mazepa recently attended the 2025 PA Out-of-School Time conference; opportunity to learn more about after-school programs and what advocacy is being done at the state level; that same evening, Jen Danzeisen, PASD high school teacher, was given the after school impact award for outstanding individual quality award, only teacher recognized at the conference
- Director Earl Paules congratulated Director Krawchuk on her upcoming wedding.

ADJOURNMENT

Director Snyder moved, seconded by Director Danielle Paules, to adjourn the meeting at 6:39 p.m.

Aye Votes: All Directors Present.
Nay Votes: None. Motion Carried.

Respectfully submitted,

Jacqueline McCandless
Board Secretary