

**PALMERTON AREA SCHOOL DISTRICT
REGULAR MEETING OF THE BOARD OF SCHOOL DIRECTORS**

Tuesday, November 25, 2025

High School Library, 3525 Fireline Road, Palmerton, PA

All public meetings are video recorded and viewable via livestream for the purpose of public broadcast.

- 1. CALL TO ORDER 4:45 P.M.: PLEDGE OF ALLEGIANCE**
- 2. ROLL CALL:**

Dr. Connell	Ms. Haas	Ms. King	Ms. Krawchuk-Boschen	Mr. Mazepa	Mr. Moyzan
Mrs. Paules	Mr. Paules	Ms. Snyder	Dr. Friebolin	Mr. Kish	Dr. Heaney
Atty. Conn					

- 3. STUDENT REPORTS:**
- 4. SUPERINTENDENT’S REPORT:**
- 5. ASSISTANT SUPERINTENDENTS’ REPORTS:**
- 6. BOARD MEMBER REPORTS:**
- 7. OLD BUSINESS:**
- 8. PUBLIC PARTICIPATION (POLICY #903):**

There shall be time available for public participation at the beginning and end of each board meeting. The beginning session is open for agenda items only and the ending session is open for any agenda times or issues relating to school district policies and operations. Informal requests shall be afforded five (5) minutes for presentation. Should the speaker find the five (5) minute time allotment to be insufficient for his/her presentation, a more detailed written presentation shall be an option. Please note that public interruption of the meeting will detract from the meeting.

9. MEETING MINUTES:

- A. Motion for the Board of School Directors to approve the board meeting minutes from October 21, 2025 (enclosure).

Motion by: _____ Seconded by: _____
 Vote: Yes _____ No _____ Absent _____ Abstentions _____

10. CONSENT AGENDA:

- A. Motion for the Board of School Directors to approve the attached consent agenda.

Motion by: _____ Seconded by: _____
 Vote: Yes _____ No _____ Absent _____ Abstentions _____

11. FISCAL:

- A. Motion for the Board of School Directors to authorize Keystone Consulting Engineers, Inc. to proceed with the engineering design, permitting plans, and bid package in the estimated amount of \$72,000.00 for the high school water line replacement project (enclosure).

Motion by: _____ Seconded by: _____
 Vote: Yes _____ No _____ Absent _____ Abstentions _____

12. PERSONNEL:

- A. Motion for the Board of School Directors to approve Marlena Stroup as Elementary Principal at Parkside/S. S. Palmer Elementary, as a Group One employee per the Act 93 Memorandum of Understanding, at an annual salary of \$98,000.00 prorated with a start date to be determined.

Motion by: _____ Seconded by: _____
Vote: Yes _____ No _____ Absent _____ Abstentions _____

- B. Motion for the Board of School Directors to approve the Resolution to accept the resignation of the District Superintendent, declare a vacancy and resolution to elect a District Superintendent in accordance with 24 P.S. Sections 10-1071, 10-1073, and 10-1075 and entry into an agreement covering terms and conditions of employment for the District Superintendent (enclosures).

Motion by: _____ Seconded by: _____
Vote: Yes _____ No _____ Absent _____ Abstentions _____

- C. Motion for the Board of School Directors to approve the Resolution to accept the resignation of the District Assistant Superintendent for Academic Programs and Technology, declare a vacancy and resolution to elect a District Assistant Superintendent for Academic Programs and Technology in accordance with 24 P.S. Sections 10-1071, 10-1076, 10-1077, and 10-1075 and entry into an agreement covering terms and conditions of employment for the District Assistant Superintendent for Academic Programs and Technology (enclosures).

Motion by: _____ Seconded by: _____
Vote: Yes _____ No _____ Absent _____ Abstentions _____

- D. Motion for the Board of School Directors to approve the retirement and separation and release agreement for employee #776 effective December 31, 2025 (enclosure).

Motion by: _____ Seconded by: _____
Vote: Yes _____ No _____ Absent _____ Abstentions _____

- E. Motion for the Board of School Directors to approve Trahn Thompson as Director of District Facilities at an annual salary of \$90,000.00 prorated with a start date to be determined.

Motion by: _____ Seconded by: _____
Vote: Yes _____ No _____ Absent _____ Abstentions _____

13. OTHER:

- A. Motion for the Board of School Directors to approve retroactively the engagement letter for special legal counsel dated November 5, 2025 with Wisler Pearlstine, LLP (enclosure).

Motion by: _____ Seconded by: _____
Vote: Yes _____ No _____ Absent _____ Abstentions _____

- B. Motion for the Board of School Directors to approve the Memorandum of Understanding dated November 25, 2025 with the Palmerton Area Education Association regarding personal leave days (enclosure).

Motion by: _____ Seconded by: _____
Vote: Yes _____ No _____ Absent _____ Abstentions _____

- C. Motion for the Board of School Directors to approve retroactively the Memorandum of Understanding dated October 27, 2025 with the Palmerton Area Education Support Professionals Association regarding temporary additional instructional assistant support services (enclosure).

Motion by: _____ Seconded by: _____
Vote: Yes _____ No _____ Absent _____ Abstentions _____

14. PUBLIC PARTICIPATION:

15. FOR THE GOOD OF THE ORDER:

16. ADJOURNMENT:

Motion by: _____ Seconded by: _____
Vote: Yes _____ No _____ Absent _____ Abstentions _____

PALMERTON AREA SCHOOL DISTRICT

CONSENT AGENDA

Tuesday, November 25, 2025

1. FISCAL:

- A. Approve accounts payable reports (enclosures)
- B. Approve treasurer’s reports (enclosures)
- C. Approve budget transfers (enclosure)
- D. Accept the donation in the amount of \$37.10 from The Giant Company for the Feeding School Kids Campaign
- E. Approve the revised insurance renewals effective November 12, 2025 (enclosure):

Coverage	Carrier	2024-25 Expiring Term Premium	2025-26 Board Approved Premium	2025-26 Updated Premium	Savings since last approval on 10/21/25
Property	CM Regent Ins. Co.	\$ 84,041.00	\$ 96,499.00	\$ 86,157.00	\$ 10,342.00
General Liability & Law Enforcement	CM Regent Ins. Co.	\$ 30,989.00	\$ 36,603.00	\$ 33,586.00	\$ 3,017.00
Crime	CM Regent Ins. Co.	\$ 1,087.00	\$ 1,127.00	\$ 1,127.00	--
Automobile	CM Regent Ins. Co.	\$ 7,135.00	\$ 7,633.00	\$ 7,342.00	\$ 291.00
Equipment Breakdown	CM Regent Ins. Co.	\$ 5,466.00	\$ 5,530.00	\$ 5,530.00	--
Umbrella	CM Regent Ins. Co.	\$ 11,865.00	\$ 11,867.00	\$ 11,867.00	--
School Leaders’ Liability	CM Regent Ins. Co.	\$ 28,070.00	\$ 28,114.00	\$ 28,114.00	--
Cyber Liability	Houston Casualty Co.	\$ 15,621.00	\$ 15,621.00	\$ 15,621.00	--
	Total:	\$184,274.00	\$202,994.00	\$189,344.00	\$ 13,650.00

2. PERSONNEL:

- A. Approve Amanda Lentz as Building Secretary at the High School at an annual salary of \$37,321.00 prorated effective November 26, 2025 with a start date to be determined

- B. Approve the following for Family & Medical Leave:

Employee #612	Effective December 29, 2025, not to exceed twelve (12) weeks
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- C. Approve the 40-day sick leave extension for employee #612 as per the terms of the Palmerton Area Educational Support Professionals Association Collective Bargaining Agreement

- D. Approve retroactively the following Club Advisor for the 2025-2026 school year effective July 1, 2025:

Audrey Hoffman	Marching Band Assistant	\$2,710.00
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E. Approve the following Coaches for the 2025-2026 school year effective November 26, 2025:

Megan Serfass	Softball Volunteer Assistant Coach	--
Anthony Thomas	Boys' Basketball Volunteer Assistant Coach	--
Trevor Bartholomew	Girls' Wrestling Volunteer Assistant Coach	--
Mason Becker	Boys' Wrestling Volunteer Assistant Coach	--
Kellen Trotter	Boys' Wrestling Volunteer Assistant Coach	--

F. Approve the following as Event Workers at a rate of \$30.00 per event for the 2025-2026 school year:

Kristoffer Silfies	Winter Event Worker	Effective November 26, 2025
Craig Borland	Fall Event Worker	Retroactively effective to August 20, 2025
Sage Nalesnik	Fall Event Worker	Retroactively effective to August 20, 2025
Christine Owens	Fall Event Worker	Retroactively effective to August 20, 2025

G. Approve Tresier Mihalik as Substitute Teacher at the prevailing substitute rates effective November 26, 2025

H. Rescind the employment offer for Ashley Izarek as Instructional Assistant effective October 22, 2025

I. Remove the following from the current substitute list effective November 26, 2025:

Amber Cohen	Substitute Teacher
Bobbie Jo Knott	Substitute Food Service Worker
Melanie Keller	Substitute Food Service Worker

3. OTHER:

A. Approve the public performances of the following, per policy 230:

Art Club	Palmerton Park Association	Use talents to create a holiday map for visitors
Chorus-HS	The Palmerton-Senior Living Community	November 26, 2025
Select Chorus-Elem.	PMEA Chorus Fest, Delaware Valley High School, Milford	January 23, 2026

B. Approve the following field trip request (enclosure):

HS Wrestling team	Carlisle High School, Carlisle	December 12, 2025 through December 13, 2025
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C. Approve retroactively the independent contractor agreement dated October 21, 2025 with Lehigh Area School District for school psychologist services (enclosure)

D. Approve the independent contractor agreement with Doreen Cruz-Delgado for bilingual speech and therapy evaluations effective November 25, 2025 through June 30, 2026 (enclosure)

E. Approve the following conferences (enclosures):

Angela Friebolin	SAS Institute 2025, Hershey	December 8, 2025 through December 9, 2025	Estimated cost of \$562.00
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Kelly Beblavy	SAS Institute 2025, Hershey	December 7, 2025 through December 10, 2025	Estimated cost of \$966.99
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F. Approve the second reading and adoption of the following policies (enclosures):

- 1) Policy #102 Academic Standards
- 2) Policy #108 Adoption of Textbooks
- 3) Policy #111 Lesson Plans
- 4) Policy #122 Extracurricular Activities
- 5) Policy #123 Interscholastic Athletics
- 6) Policy #204.1 Dual Enrollment
- 7) Policy #209.2 Diabetes Management
- 8) Policy #308 Employment Contract/Board Resolution