

PALMERTON AREA SCHOOL DISTRICT

Palmerton, PA

Tuesday, January 6, 2026

SPECIAL BOARD MEETING MINUTES

	<p>A special board meeting of the Palmerton Area School District Board of School Directors was held in the High School Auditorium, 3525 Fireline Road, Palmerton, PA, on Tuesday, January 6, 2026, immediately following the board workshop, and called to order at 6:27 p.m. President Sherry Haas presided. The meeting was viewable via livestream.</p> <p>An executive session was held December 6, 2025 before the regular meeting and today, January 6, 2026 before the workshop for personnel and legal matters.</p>						
ROLL CALL	<p>Present: Directors Connell, Gursky, Haas, King, Krawchuk-Boschen, Mazepa, Danielle Paules, Earl Paules, and Snyder</p>						
OTHER ATTENDANCE	<p>Angela Friebolin – Superintendent, Ryan Kish – Assistant Superintendent for Finance and Facilities, Daniel Heaney – Assistant Superintendent for Academic Programs and Technology, Jacqueline McCandless – Board Secretary, and David Conn – Solicitor</p>						
	<p>PUBLIC PARTICIPATION:</p> <ul style="list-style-type: none">• None						
CONSENT AGENDA	<p>Director King moved, seconded by Director Connell, to approve the consent agenda.</p> <p>Aye Votes: All Directors Present. Nay Votes: None. Motion Carried.</p>						
	<p>CONSENT AGENDA:</p>						
WINTER EVENT WORKER	<p>Approved retroactively Mary Beth Zulic as Winter Event Worker at a rate of \$30.00 per event for the remainder of the 2025-2026 school year effective December 9, 2025</p>						
SALARY CLARIFIED	<p>Approved retroactively the clarification of the annual salary of Amanda Lentz, Building Secretary at the High School, as \$37,153.00 prorated effective December 15, 2025</p>						
RETIREMENT	<p>Accepted the following retirement:</p> <table border="1"><tr><td>Kelly Heinrich</td><td>Building Secretary-High School</td><td>Effective August 4, 2026</td></tr></table>	Kelly Heinrich	Building Secretary-High School	Effective August 4, 2026			
Kelly Heinrich	Building Secretary-High School	Effective August 4, 2026					
RESIGNATIONS	<p>Accepted retroactively the following Club Advisor resignations:</p> <table border="1"><tr><td>Lisa Maderic</td><td>Mock Trial</td><td>Effective September 17, 2025</td></tr><tr><td>William Marks II</td><td>Drama-Spring</td><td>Effective December 17, 2025</td></tr></table>	Lisa Maderic	Mock Trial	Effective September 17, 2025	William Marks II	Drama-Spring	Effective December 17, 2025
Lisa Maderic	Mock Trial	Effective September 17, 2025					
William Marks II	Drama-Spring	Effective December 17, 2025					
CLUB ADVISOR	<p>Approved the following Club Advisor for the 2025-2026 school year effective January 7, 2026:</p> <table border="1"><tr><td>Thomas McElhinny</td><td>Drama-Spring</td><td>\$1,818.00</td></tr></table>	Thomas McElhinny	Drama-Spring	\$1,818.00			
Thomas McElhinny	Drama-Spring	\$1,818.00					
IU #13 AGREEMENT-PIMS	<p>Approved the professional service agreement with Lancaster-Lebanon Intermediate Unit 13 for PIMS training from January 7, 2026 through June 30, 2026</p>						
PENN WEST UNIV. AGREEMENT	<p>Approved the affiliation agreement with Pennsylvania Western University from January 7, 2026 through January 6, 2031</p>						

CONFERENCES

Approved the following conferences:

Demi Rohlfig	PDE Making a Difference: Educational Practices That Work!, Hershey	February 25, 2026 through February 27, 2026	Estimated cost of \$935.48
Ryan Kish	PASA New Superintendents' Academy, Harrisburg	January 15, 2026 through January 16, 2026	Estimated cost of \$756.00

FIELD TRIP/PUBLIC PERFORMANCE

Approved the following field trip request and public performance per policy 230:

PA Music Educator's Association District 10 Band	Twin Valley HS, Elverson, PA	February 5, 2026 through February 7, 2026
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END OF CONSENT AGENDA

SOCIAL WORKER

Director Mazepa moved, seconded by Director Krawchuk-Boschen, to approve Annette Trittenbach as Social Worker, a Group Three employee per the Act 93 Memorandum of Understanding, at an annual salary of \$61,000 prorated effective upon release from her current employer with a start date to be determined.

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

PUBLIC PARTICIPATION:

- Carolee Boyer – read excerpts and stated opinions of the Title IX confidential interviews/testimony of claimant, respondent, and witnesses
- Richard Banko – asked why the district's previous solicitor is not at meetings any longer; asked if the high school's security system is working; asked for proof of violations of Title IX law
- Kenneth Sutton – asked who the Title IX advisor in the district is; asked about the timeline, steps, and follow through of a submission of a Title IX claim to the Title IX administrator; need to be honest and open; wants answer as to why the claim wasn't filed sooner
- Deborah Kleckner – expects the Board will uphold and take corrective action on current Title IX matter as it is a potential violation of privacy and has triggered board and voter conflict; Board needs to support measures to correct issues and ensure due process done
- Danielle Jones – stated Director Earl Paules should resign from the Board for wasting taxpayer money with his words on the Title IX investigation; need to invest in students and community; petition for his removal is at court now
- Heather Pasquariello – Director Earl Paules needs to be held accountable for his actions; petition in county court of common pleas currently; asking the court to intervene
- Tori Dimmig – read confidential testimony from Title IX investigation; spoke about an alleged Title IX claim at the superintendent's previous district with a coach
- Angela Friebolin – stated she is open to criticism and welcomes feedback on district matters as expected in the Superintendent position she is in; didn't anticipate people insulting and maligning her character and telling untruths about who she is, nor the abuse received; addressed the matter just brought up about a coach in her previous district by stating it is false information and was not a Title IX violation; if the Board wants a revolving door in superintendency, this is how to do it, by allowing bizarre and inappropriate behavior to happen to its staff
- Erin Snyder – congratulated and welcomed our new social worker; stated she will spend her time on what matters in the district; giving support to Dr. Friebolin and any other staff who were subject to any vile behavior; deeply disappointed in current lack of leadership; it speaks

volumes when supportive measures were deliberately not offered nor given to the superintendent but given to another

- MaryJo King – there is lack of current board leadership in respect to the Title IX final determination; supportive measures were put in place for two employees during the investigation which revealed the respondent to be responsible for 18 out of 19 allegations; Board as a whole failed to offer support moving forward; not receiving any input from the board president on her inquiries or the community’s questions; Board has failed to act in the best interests of the Board, staff, students, and community and the Board’s silence speaks volumes to her
- David Conn, Solicitor – stated on behalf of the Board that from the district’s perspective the Title IX investigation is a confidential personnel matter and not to be discussed in public and the Board must uphold its obligation of confidentiality. There are legal considerations and regulations to Title IX and they can be discussed in an executive session.

FOR THE GOOD OF THE ORDER:

- Director Earl Paules outlined examples that over time he has saved the district \$1.7m on a variety of district projects. He stated his next step is to sue the Palmerton Area School District and Angela Friebolin over the Title IX matter.

ADJOURNMENT

Director Mazepa moved, seconded by Director Krawchuk-Boschen, to adjourn the meeting at 7:12 p.m.

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

Respectfully submitted,

Jacqueline McCandless
Board Secretary