

PALMERTON AREA SCHOOL DISTRICT

Palmerton, PA

Tuesday, February 3, 2026

SPECIAL BOARD MEETING MINUTES

An executive session was held today, February 3, 2026, after the special meeting for personnel and legal matters.

A special board meeting of the Palmerton Area School District Board of School Directors was held in the High School Library, 3525 Fireline Road, Palmerton, PA, on Tuesday, February 3, 2026, immediately following the workshop, and called to order at 6:48 p.m. President Sherry Haas presided. The meeting was viewable via livestream.

ROLL CALL Present: Directors Connell, Haas, King, Krawchuk-Boschen, Mazepa, Danielle Paules, Earl Paules, and Snyder

OTHER ATTENDANCE 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

Dr. Friebolin announced this is National School Counselors Week through the American School Counselor Association.

PUBLIC PARTICIPATION:

- Mary Farquhar – Kris Schaible would be a great asset to be back on the Board

SCHOOL DIRECTOR NOMINATIONS Director Mazepa moved, seconded by Director Earl Paules, to nominate Kristen Schaible as School Director.

Director Snyder moved, seconded by Director King, to nominate Robert Moyzan as School Director.

Hearing no other motions, Director Snyder moved, seconded by Director King, to close the nominations.

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

**SCHOOL DIRECTOR-
Motion Failed** The votes ended in a tie as follows:
Schaible Votes: Directors Haas, Mazepa, Danielle Paules, and Earl Paules.
Moyzan Votes: Directors Connell, King, Krawchuk-Boschen, and Snyder.
Motion failed.

PUBLIC PARTICIPATION:

- Mary Farquhar – stated extra expenditures bring hardship on community and taxpayers; questioned test scores; against administration building project; asked about costs of loan and interest and how it affects budget
- Deb Kleckner – stated feasibility studies lead to taxpayers paying more; wants to know impact on her mortgage; enrollment declining; look for alternate for administration building; believes a violation of Robert’s Rules of Order occurred in voting last month
- Danielle Jones – stated Director Earl Paules should not have been able to vote on his own censure; disappointed Board did not censure Mr. Paules; community reaching out with a court petition about offensive conduct from Mr. Paules toward the Superintendent; Mr. Paules resigning would be best outcome
- Kenneth Sutton – unstable ground reported at high school campus back in 2002; must justify administration building and classrooms; concerned about additional taxes for those at poverty

level; use portable classrooms and eat the \$900k; make contractors more responsible for change orders costs

- Melisa Beahn – thanked Mr. and Mrs. Paules and Mrs. Haas for attending National Junior Honor Society induction last evening
- Sean Palmer – questioned potential \$1m loss on construction project; rent or take the administration building project in another way by separating it out of high school construction
- Terry Kuehner – thanked the Board for volunteering; feels mismanagement of district has happened; recommends reorganizing about administration building; sees conflict with individuals on Board; why do we have two assistant superintendents; check with appropriate officials that know the ground and shafts that exist where construction will be

FOR THE GOOD OF THE ORDER:

- Director Snyder apologized to Mr. Sutton for her unprofessional comments at the last meeting.
- Director Krawchuk-Boschen resigned as School Director effective immediately. See “Appendix A” attached to these minutes for statement.
- Director Haas stated there will be an executive session immediately following this meeting for personnel and legal matters.

ADJOURNMENT

Director Connell moved, seconded by Director King, to adjourn the meeting at 7:37 p.m.

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

Respectfully submitted,

Jacqueline McCandless
 Board Secretary

2/3/24

Good evening.

My family has lived in the area for over 100 years. The Krawchuk side moved to Palmerton in the early 1920s. My grandparents, my parents, my aunts, uncles, and cousins all graduated from Palmerton High School. This town is not just where my family lived—it's who we were.

I was born here in 1974, but my family moved to Illinois in 1976, and then to Tennessee in 1981, where they still live today. But Palmerton never stopped being home. Some of my earliest and most cherished memories are here. If you had asked me as a child whether I wanted to go to Disney World or Palmerton, the answer was Palmerton—every single time.

Our family of five would drive twelve hours straight, and to this day, that drive doesn't bother me. It meant I was coming here.

My father's parents lived on the 400 block of Franklin Ave. My aunt and uncle lived two doors down. My mom's father lived on the same block, and my mom's mother lived on the 800 block of Lafayette. My great-grandmother even lived in the house on Marshall's hill. I was jealous of my cousins who got to see our grandparents every day, so when I was here, I made the most of it.

We played kick the can in the alley with neighborhood kids—including Mr. Fink. My great uncle owned Tommy's Ice Cream Parlor, and we'd stop in for ice cream sodas at the fountain. When I was in grad school at Penn State, I'd meet my cousin and his friends at Joey B's to play darts—back when the bar only had chips and pickled eggs—and if we were feeling adventurous, we'd head down to Mug Shots to dance.

So after living in ten states and even Doha, Qatar, when I had the opportunity in 2017 to move into my grandparents' house, I was beyond excited.

At the time, I traveled heavily for work and didn't feel I was able to give back to the community I loved so much. So I changed jobs and landed at Northampton Community College, where I now serve as an Associate Dean.

I began attending borough council meetings and watching school board meetings on Zoom—and I was stunned. I watched a group of adults publicly humiliate one another. And I thought: *I'm a communication major. I teach small group communication and leadership. Maybe I can help.*

I could see the potential. Every board member brought a different skill set and expertise to the table. But from my perspective, those strengths were buried under personal agendas and unprofessional behavior.

A school board exists for one reason: to govern—*not manage*—a school district. To set policy. To provide oversight. To support the superintendent. And most importantly, to ensure that students, faculty, and staff have what they need to succeed.

Caring for people—students, educators, staff—is not optional. It is the job.

My father, Rusty Krawchuk, served as Vice President of Borough Council in the 1970s and was part of the group that secured Palmerton's first fire truck with an extending ladder. In memory of my father, and out of love for this town, I decided to give back and offer my thirty years of experience in education, leadership, and management to this board.

At that first meeting, no one asked anything about me. Perhaps I should have taken the initiative, but as a new director, I didn't want to come off as aggressive.

What shocked me—almost immediately—was how board members spoke to one another, especially in executive session. There was yelling. Personal attacks. Digging up private information and weaponizing it. I have managed hundreds of people and served on many boards, and I have never seen anything like it.

At some point, I learned—accidentally, through a text not meant for me—that I was not liked. After the next meeting, Mr. Paules pulled me aside and explained why. He said I was “too professional” and that “we're just a bunch of rednecks.”

I told him I grew up in Tennessee—and that rednecks don't scream at each other, and they are perfectly capable of professionalism.

He also told me I shouldn't be speaking at meetings, that I should just observe because I was new.

I can tell you this: I did not get to where I am today by staying quiet.

After being told that I was “too professional,” I felt it was important to reflect on what that word actually means.

Professionalism is not about wearing a suit or ~~going to college~~.
It is not about sounding polished.
And it is certainly not about being elitist.

Professionalism is the consistent demonstration of competence, integrity, accountability, and respect.

It is how you speak when you disagree.
It is how you behave when no one is watching.
It is how you treat people when you hold power over them.

Professionalism means you do your homework.
You follow policy.
You respect boundaries.
You manage conflict without cruelty.

If that is considered “too professional,” then we are admitting the problem out loud.

Last May, I completed Leadership in the Lehigh Valley—a ten-month program with leaders from banks, architecture firms, schools, construction companies, nonprofits, and more. My experience on this board became a case study. Month after month, I asked for advice.

Most told me to quit.

But I am not a quitter. I finish what I start.

I can only recall four times I've ever quit: a cross-stitch project for Father's Day when I was seven—which I still regret—tequila, knitting socks that could fit a yeti, and a job that nearly took my life in 2019, when I suffered a mini-stroke from overwork.

So quitting was not an option.

Then came the superintendent search.

During that process, members of the board went rogue—bringing in a candidate after interviews had already begun. Likely illegal. Definitely unethical.

Rules and policies exist for a reason. They protect transparency. They ensure fairness. And in a school district, they protect students and staff.

I was grateful when, for the first time, the board united and hired Dr. Freibolin. Community survey results told us the priorities: equity between elementary schools, space, safety. We agreed we needed a superintendent who could manage people.

Dr. Freibolin checked every box.

And she brought this board together.

Now to the elephant in the room.

Board leaders meet regularly with the superintendent, typically once a week or every other week, for no more than an hour. I was informed by a witness that Mr. Paules spent hours each week with Dr. Freibolin—some weeks up to eight hours.

~~That is eight hours she was not doing her job.~~

During those meetings, he harassed her.

You can believe whatever you want—but a Title IX investigation is formal, thorough, and unbiased. It is, essentially, a court proceeding. And as someone who has been in Dr. Freibolin's position, I can tell you it is heartbreaking—not only that she endured this repeatedly, but that our community and some board members condoned it.

Silence is condoning.

This investigation reached the national Title IX level. That should embarrass every single one of us.

All we needed to do was censure Mr. Paules. That's it. To say we support Dr. Freibolin. To say we support ourselves.

The investigation revealed exactly how he thinks of us—calling board members “bitch,” “faggot,” and “Shrek.” And honestly? I'd rather be a lovable ogre than someone with no respect for themselves any day.

The evidence was clear.
The report was clear.
The findings were clear.

I am disgusted. And I am embarrassed.

I want to thank those who emailed—sometimes daily—and who came here to speak in support of Dr. Freibolin. That wasn't easy. Doing the right thing rarely is.

What breaks my heart most is not just the behavior of this board—but what it says about us as a community.

Because this is not the Palmerton I grew up loving.

This is not the town where neighbors knew one another.
Where kids played in alleys until the streetlights came on.
Where respect for elders, educators, and public servants was a given.

Seven-year-old me did not dream of a place where adults scream at one another, excuse harassment, or turn away when someone is harmed.

Seven-year-old me believed Palmerton stood for fairness, decency, and looking out for one another.

And standing here tonight, I have to say—watching this unfold has broken that little girl's heart.

Communities, like institutions, are defined not by what they claim to value—but by what they tolerate.

And what has been tolerated here has changed us.

I am tired.

Tired of losing sleep before meetings.
Tired of headaches and knots in my stomach.

Tired of choosing between my own students and a board that refuses to govern itself with basic decency.

I have given my time, my expertise, and my heart to this role—and for what?

To be harassed.

To be dismissed.

To be asked to stay quiet while values I hold sacred are trampled.

I will not allow my name, my reputation, or my integrity to be collateral damage for dysfunction that refuses to heal.

So tonight, I am adding a fifth item to my “I quit” list.

I am newly married. And my time, my energy, and my passion are better spent where they are respected and valued.

I apologize to the students, faculty, and staff. I truly wanted more for you—and I know it was possible.

I apologize to the board members who understand what is right and will continue to fight for it.

And to Dr. Freibolin—I am sorry. You deserved better. You are strong, capable, and exactly the kind of leader this district needs—if it will let you lead.

This community inspired me.

It shaped me.

It taught me what belonging looks like.

But this board and community no longer reflect the Palmerton that filled my seven-year-old heart.

And because of that, effective immediately, this is my resignation from the Palmerton Area School Board.

Thank you.

Alyson Krauch-Bosch