

PALMERTON AREA SCHOOL DISTRICT

Palmerton, PA

Tuesday, August 18, 2026

BOARD MEETING MINUTES

An executive session was held on August 4, 2026 after the workshop and today, August 18, 2026, after the board meeting for legal and personnel matters.

The regular 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, August 18, 2026, and called to order at 5:31 p.m. President Haas presided. The meeting was viewable via livestream.

Pledge of Allegiance

ROLL CALL

Present: Directors Connell, Haas, King, Mazepa, Moyzan (via telephone only), Danielle Paules, Earl Paules, Schaible, and Snyder.

OTHER ATTENDANCE

Ryan Kish – Assistant Superintendent for Finance and Facilities, Daniel Heaney – Assistant Superintendent for Academic Programs and Technology, Jacqueline McCandless – Board Secretary, and Shawn Lochinger – Solicitor

ASSISTANT SUPERINTENDENTS' REPORTS:

- *Dr. Heaney* – reported on hiring tonight of a music teacher and Spanish teacher and two long-term substitute teachers
- *Mr. Kish* – welcomed back teachers and staff with a picnic featuring a meal from Metz Culinary Management and Ms. Emily Beichy, new Food Service Director, knocked the picnic out of the park; thank you for the generosity of local businesses as we were able to give out 25 prizes to staff and also showcase several community organizations; special thank you to Ms. Kelly Beblavy and Ms. Demi Rohlfing for gathering donations, as well as our entire administrative team for contributing and helping run the event; truly fortunate to have such an amazing team in place right now; thanked everyone who worked over the summer to get buildings ready for the school year including custodians, secretaries, technology department, administrators, maintenance staff, lots of hard work happens when the halls are empty and it does not go unnoticed; asked Ms. Marlena Stroup to present to the Board the design of memorial plaque to hang in S. S. Palmer Elementary Library in recognition of Elizabeth Bray, former teacher; Ms. Stroup showed a picture of the proposed plaque and before/after pictures of the library

Jay Clough, KCBA Architects, spoke about the costs of change orders on agenda today. He explained the reasons, such as incomplete and conflicting records/surveys/drawings, partial survey usage, ground-penetrating radar limitations, and soil management decisions. Site has undergone multiple additions without accurate records. Existing drawings contained conflicting utility information. A partial survey done roughly 7-8 years prior proved less accurate than anticipated. Ground-penetrating radar, pipe dyeing, and test digging conducted last summer were unable to locate hidden or misplaced underground lines. To avoid the significant cost to truck soil off-site due to disposal regulations, a last-minute decision was made during bidding to keep and grade the soil on-site behind the softball field.

An unaccounted-for water line was found during digging, requiring removal. The partial survey missed a 3-foot-deep section of dirt/grade at student parking lot area, requiring extra dirt removal. Expenses are tied to the effort to process, move, and grade soil on-site rather than transporting it off-site. Dug-up utility lines intersected with newly planned pipes, requiring re-routing to bypass existing infrastructure. Replacement of a fire hydrant on east side is necessary to meet specific fire marshal fittings/requirements. Underground piping behind the building in the courtyard was not located where tracing indicated, requiring the system to be re-routed.

The project has a contingency of \$350,000. Board expressed concern that they are approaching \$300,000 in change orders early in the project. Mr. Clough noted that KCBA is not charging architectural fees on these change orders.

	Director Schaible requested that all newly discovered infrastructure be accurately mapped. Mr. Clough confirmed that contractors are required to submit final drawings before receiving final payment. Board members requested that civil engineering firm (KCE) be present to explain the change orders. Mr. Kish stated that the contractors performed the work in good faith and needed to be paid. During the summer, work moved rapidly to ensure school opened on time. Delaying approvals or voting "no" risks slowing down progress and jeopardizing the planned Fall 2027 opening of school. District negotiated lower numbers for the change orders before bringing them to the Board. BOARD MEMBER REPORTS: • Director Schaible – <u>PSBA</u>: handed out a reference list of policies by designation—mandated, legal liability, PSBA recommended, and optional—to help verify policy requirements and status; PA ranks 7th in nation with 1.7m public school students across 500+ school districts; highlighted funding constraints, rising healthcare costs, teacher shortages, and student-teacher project needs; updates will be shared to align with our comprehensive plan • Director Danielle Paules – <u>PSBA</u>: under the state's \$50.8b budget, PDE now required to collect school facility data, including building age, renovation history, capacity, and square footage, effective 2027; PennDOT invested \$1.1 million in grants to train new school bus drivers; state law mandates that schools provide instruction on physical, mental, and psychological impacts of social media and social media literacy programs for students and teachers; schools are required to provide 30 minutes of daily recess for students in grades K-6; Act 20 resources help boards track operational and service updates; reference guide details how state's special education funding formula and allocations are calculated • Director Haas – <u>CLIU</u>: Lynette Wendling received Annie Sullivan Award this year; new requirement for Act 20 will be weekly wellness checks for virtual students; <u>Library</u>: \$12 tote bag deal that allows for \$3 refills, holiday luminary project, basket raffle, quilt bingo, and Medicare presentations PUBLIC PARTICIPATION: • Lori Nemeth – asked how the lowered amount for the change orders was determined
MEETING MINUTES	Director Connell moved, seconded by Director Schaible, to approve the board meeting minutes from July 21, 2026. Aye Votes: All Directors Present. Nay Votes: None. Motion Carried.
CONSENT AGENDA	Director Snyder moved, seconded by Director King, to approve the consent agenda. Aye Votes: All Directors Present. Nay Votes: None. Motion Carried.
FISCAL REPORTS	CONSENT AGENDA: Approved accounts payable reports Approved treasurer's reports
UGI ROW AMENDMENT	Approved the First Amendment to the Utility Right-of-Way Agreement with UGI Utilities, Inc.
CCCF DONATION	Accepted the Computer Career Accelerator Fund grant from Carbon County Community Foundation in the amount of \$14,850.00
DRAMA CLUB	Approved the play agreement with Concord Theatricals for the Drama Club's performance of Puffs (<i>Two Act for Young Wizards</i>) on November 19, 2026, November 20, 2026, and November 21, 2026

DONATIONS	Accepted the following donations:		
	<i>From</i> Blue Mountain Resort	<i>to</i> General Fund	School supplies
	<i>From</i> Stacey Connell	<i>to</i> HS Yearbook Activity Club	\$400.00
	<i>From</i> Kristen Schaible	<i>to</i> HS Yearbook Activity Club	\$200.00
TUITION REIMBURSEMENTS	Approved tuition reimbursements		
HS FOREIGN LANG. TEACHER	Approved retroactively Vianey Florentino Perez as Foreign Language Teacher at the high school at Master’s, Step 3, at an annual salary of \$57,940 effective August 17, 2026		
HS MUSIC TEACHER	Approved retroactively Caitlin Goldberg as Music Teacher at the high school at Bachelor’s, Step 1, at an annual salary of \$55,000 effective August 17, 2026		
LONG-TERM SUBS-PALMER & HS	Approved retroactively Emily Sangiuliano as Long-Term Substitute Learning Support Teacher at S. S. Palmer Elementary at Bachelor’s, Step 1, at an annual salary of \$55,000 prorated effective August 17, 2026 through the second marking period of the 2026-2027 school year		
	Approved Michael Noyola as Long-Term Substitute Health and Physical Education Teacher at the high school at Bachelor’s, Step 1, at an annual salary of \$55,000 prorated effective on or about September 19, 2026 through the first semester of the 2026-2027 school year		
IAs	Approved retroactively the following Instructional Assistants at a rate of \$19.19 per hour effective August 17, 2026, subject to increase pursuant to any final, ratified PAESPA collective bargaining agreement for the 2026-2027 school year:		
	Amy Allen-Parkside	Parker Beiler-S. S. Palmer	Alysha Omundi-S. S. Palmer
FMLA	Approved the following for Family & Medical Leave:		
	Employee #407	Effective on or about August 31, 2026, not to exceed twelve (12) weeks	
TENURE	Approved tenure status for the following Teachers who have attained three (3) years of satisfactory performance ratings in the district:		
	Isabelle Beedle	Chelsea Collins	Audrey Hoffman
	Kimberly Carlson	Lindsay Fronheiser	
HORIZONTAL MOVEMENTS	Acknowledged the following horizontal movements effective the first semester of the 2026-2027 school year:		
	Suzanne Black	From Master’s +30 to Master’s +45	
	Randi-Jo Freed	From Master’s +45 to Master’s +60	
	Brad Landis	From Master’s +45 to Master’s +60	
	Joshua Rake	From Master’s to Master’s +60	
ADD’L MENTORS 2026-2027	Approved the following additional Mentors for the 2026-2027 school year effective August 19, 2026:		
	Vicki McHugh, Co-Mentor	<i>for Brandi Hoffman</i>	\$767.50
	Zach Tofany, Co-Mentor	<i>for Brandi Hoffman</i>	\$767.50
	Randi-Jo Freed, Co-Mentor	<i>for Lisa Heffernan</i>	\$767.50
	Jennifer Harrison, Co-Mentor	<i>for Lisa Heffernan</i>	\$767.50
	Audrey Hoffman, Co-Mentor	<i>for Caitlin Goldberg</i>	\$767.50
	Brandyn Miller, Co-Mentor	<i>for Caitlin Goldberg</i>	\$767.50

	Susan Dellicker, Co-Mentor	<i>for Vianey Florentino Perez</i>	\$767.50
	Randi-Jo Freed, Co-Mentor	<i>for Vianey Florentino Perez</i>	\$767.50
ADD'L CLUB ADVISORS 2026-2027	Approved the following additional Club Advisors for the 2026-2027 school year:		
	Caitlin Goldberg	Marching Band	\$4,957.00
	Caitlin Goldberg	Concert Band	\$2,258.00
ADD'L COACHES 2026-2027	Approved Andrew Remsing as Strength Coach at a stipend of \$9,913.50 paid in three (3) installments of \$3,304.50 each at the end of the fall, winter, and spring sports seasons of the 2026-2027 school year effective August 19, 2026		
	Approved retroactively the following additional Coach for the 2026-2027 school year effective August 17, 2026:		
	James Hay	Cross Country Assistant Coach ½	\$1,428.00
CROSSING GUARDS 2026-2027	Approved the Contracted Crossing Guard Employment Agreements with the following for the 2026-2027 school year:		
	Linda Koch		
	MaryEllen Rhoads		
	Ann Woginrich		
ADD'L EVENT WORKER 2026-2027	Approved the following additional Event Worker at a rate of \$30.00 per event for the 2026-2027 school year effective August 19, 2026:		
	Jessica Pastor		
SUB	Approved the following Substitute at prevailing substitute rates effective August 19, 2026:		
	Emily Sangiuliano	Substitute Teacher	
RESIGNATIONS	Accepted the following resignations:		
	Jennifer Anthony	Instructional Assistant	Effective July 26, 2026
	Erika Katona	Instructional Assistant	Effective July 31, 2026
	Valarie Milam	Creative Writing Club Advisor	Effective August 2, 2026
ATHLETIC PASSES/PRICES	Approved the athletic season passes and ticket prices for the 2026-2027 school year		
BUS ROUTES	Approved the bus routes for the 2026-2027 school year		
BUS DRIVERS	Approved the following George's Transportation bus drivers effective from August 19, 2026 through August 18, 2027:		
	Kyle Ahner	Anthony Francomacaro	Pamela Imler
	Lori Ahner	Barry George	Robert Jennings
	Emma Beal	Benjamin George	LeRoy Kemmerer
	Virgie Behler	Danielle George	Katelin King
	David Berger	Dean George, Jr.	Tracey Kline-Carey
	Nicole Capuano	Leon George	Johnette Kralik
	Lyle Cetnar	Amber Getz	Walter Kroboth
	Kelli Crostley	Gerald Hadinger	Gary Kuehner
			Roxanne Stroup

	Angel Delgado Vellon	Kimberly Hadinger	Karen Laub	Sarah Trimble
	Susan Dorward	Faro Hager	Rebekah Lorah	Cynthia Vivona
	Donald Duffield III	Donna Hahn	Timothy Lorah	Gordon Walls
	Kimberly Frable	Barry Hoffman	Anthony Pagotto	Trudy Ziegenfuss
NEW STORY SCHOOLS	Approved retroactively the educational services agreement with New Story Schools from July 1, 2026 through June 30, 2027			
FIELD TRIP	Approved the following field trip request:			
	PIAA Cross Country State Championship Meet	Big Spring High School, Newville, PA	November 6, 2026 through November 7, 2026	
CONFERENCE	Approve the following conference:			
	Ryan Kish	2026 PASA-PSBA School Leadership Conference, Kalahari Resorts & Conventions, Pocono Manor	October 18-19-20, 2026	Estimated cost of \$999.00
	END OF CONSENT AGENDA			
CONRAD SIEGEL-healthcare analysis	Director Snyder moved, seconded by Director Mazepa, to approve retroactively the proposal with Conrad Siegel for an independent healthcare analysis dated July 21, 2026. Aye Votes: All Directors Present. Nay Votes: None. Motion Carried.			
CHANGE ORDERS-HS CONSTRUCTION/RENO & DAO	Director Schaible moved, seconded by Director Snyder, to approve Change Order #GC-001r from E. R. Stuebner, Inc., for relocation of unforeseen water line for the high school construction and renovation projects in the amount of \$7,016.58. Aye Votes: Directors Connell, Haas, Mazepa, Danielle Paules, Earl Paules, and Schaible. Nay Votes: Directors King, Moyzan, and Snyder. Motion Carried. Director Schaible moved, seconded by Director Danielle Paules, to approve Change Order #GC-002A from E. R. Stuebner, Inc., for extra earth moving around the east basin and handling of excess soils to meet proper grades for the high school construction and renovation projects in the amount of \$9,976.90. Aye Votes: Directors Connell, Haas, Danielle Paules, Earl Paules, and Schaible. Nay Votes: Directors King, Mazepa, Moyzan, and Snyder. Motion Carried. Director Snyder moved, seconded by Director Connell, to approve Change Order #GC-002B from E. R. Stuebner, Inc., for additional labor and equipment to deforest the low-lying vegetation and trees, etc., in the east depository area for the high school construction and renovation projects in the amount of \$9,971.00. Aye Votes: Directors Connell, Haas, Danielle Paules, Earl Paules, and Schaible. Nay Votes: Directors King, Mazepa, Moyzan, and Snyder. Motion Carried. Director Schaible moved, seconded by Director Danielle Paules, to approve Change Order #GC-002C from E. R. Stuebner, Inc., for two (2) additional tree and stump mass removals and disposal of all deforested tree material for the high school construction and renovation projects in the amount of \$2,360.00.			

	Aye Votes: Directors Connell, Haas, Danielle Paules, Earl Paules, and Schaible. Nay Votes: Directors King, Mazepa, Moyzan, and Snyder. Motion Carried. Director Connell moved, seconded by Director Schaible, to approve Change Order #GC-003 from E. R. Stuebner, Inc., for unforeseen subsurface stormwater pipe elevations for the high school construction and renovation projects in the amount of \$625.40. Aye Votes: Directors Connell, Haas, Mazepa, Danielle Paules, Earl Paules, and Schaible. Nay Votes: Directors King, Moyzan, and Snyder. Motion Carried. Director Schaible moved, seconded by Director Danielle Paules, to approve Change Order #GC-004 from E. R. Stuebner, Inc., for additional compost sock and matting material for the high school construction and renovation projects in the amount of \$7,709.70. Aye Votes: Directors Connell, Haas, Danielle Paules, Earl Paules, and Schaible. Nay Votes: Directors King, Mazepa, Moyzan, and Snyder. Motion Carried. Director Snyder moved, seconded by Director Danielle Paules, to approve Change Order #GC-005 from E. R. Stuebner, Inc., for required replacement of fire hydrant for the high school construction and renovation projects in the amount of \$8,653.20. Aye Votes: Directors Connell, Haas, Danielle Paules, Earl Paules, and Schaible. Nay Votes: Directors King, Mazepa, Moyzan, and Snyder. Motion Carried. Director Connell moved, seconded by Director Schabile, to approve Change Order #GC-006 from E. R. Stuebner, Inc., for required additional length of pipe and connection to existing stormwater on the east side of the existing building for the high school construction and renovation projects in the amount of \$4,335.55. Aye Votes: Directors Connell, Haas, Danielle Paules, Earl Paules, and Schaible. Nay Votes: Directors King, Mazepa, Moyzan, and Snyder. Motion Carried.
SUPERINTENDENT NOTIFICATION ON CONTRACT	Director Snyder moved, seconded by Director Connell, to notify Angela Friebohn, pursuant to Section 10-1073 of the School Code and Paragraph 10 of her October 2024 Contract for Employment with the District, that other candidates will be considered for the office of Superintendent at the expiration of her Contract for Employment on June 30, 2027. Aye Votes: All Directors Present. Nay Votes: None. Motion Carried.
SUBSTITUTE SUPERINTENDENT	Director Schaible moved, seconded by Director Snyder, to approve Ryan Kish as Substitute Superintendent at a rate of \$130.00 per day effective August 19, 2026. Aye Votes: All Directors Present. Nay Votes: None. Motion Carried.
PDE RESOLUTION FOR SUB. SUPER.	Director Schaible moved, seconded by Director Mazepa, to approve the resolution allowing the Substitute Superintendent to use electronic signatures with the Pennsylvania Department of Education. Aye Votes: All Directors Present. Nay Votes: None. Motion Carried. <i>At 6:33 p.m., Director Moyzan no longer present (via telephone) at the meeting.</i> PUBLIC PARTICIPATION: • Connie Banko – questioned what the donated school supplies were from Blue Mountain Resort

- Richard Banko – liked plaque proposed for Elizabeth Bray; would like a question-and-answer period during meeting
- Mary Farquhar – asked school leaders to push back on state requirements being handed down; too much responsibility and compliance burden are being placed on district by constant mandates
- Danielle Jones – raised concerns regarding board oversight, transparency, and spending; questioned who on board serves as point person on construction; sees pattern with change orders and asked if a specific board member is common denominator for these issues; Board needs more transparency, problems continue to happen without clear communication or board updates; she questions the superintendent's daily rate while not present; strain on taxpayers

FOR THE GOOD OF THE ORDER:

- Director Schaible stated fifth-grade student from S. S. Palmer Elementary was selected as an art contest winner for the PA250 program; Cameron Pengelly was chosen as the Times News Athlete of the Year for baseball; Palmerton graduate Kyle Sebelin graduated with honors and advances in his legal career
- Director Snyder expressed gratitude to teacher Brandyn Miller for his efforts in securing a \$14,850 grant for high school; he independently applies for this grant every few years and uses funds to purchase essential technology and supplies; Mr. Miller continually goes above and beyond his duties as an educator, and the district is appreciative of his dedication
- Mr. Kish recognized Trahn Thompson for working on the ongoing construction projects; thanked Mrs. Husar and Mr. Sodl for attending construction meetings to advocate for and oversee their school buildings
- Director Haas announced there was an executive session held on August 4, 2026 after the workshop and will be an executive session immediately following this meeting for legal and personnel matters.

ADJOURNMENT Director Connell moved, seconded by Director King, to adjourn the meeting at 6:47 p.m.

Aye Votes: All Directors Present.

Nay Votes: None. Motion Carried.

Respectfully submitted,

Jacqueline McCandless
Board Secretary