

NORTHERN LEHIGH SCHOOL DISTRICT
Regular Meeting
Board Minutes

Slatington, PA
June 14, 2021

PURPOSE

The regular meeting of the Northern Lehigh Board of School Directors was called to order virtually, via Google Meet, by the President, Mr. Gary S. Fedorcha, at 7:00 p.m. on Monday, June 14, 2021.

ROLL CALL

Members present: Mr. Mathias J. Green, Jr., Mrs. Michelle M. Heckman , Mrs. Gale N. Husack, Mr. Robert J. Keegan, Jr., Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, Mrs. Michele L. Martineau, and Mr. Gary S. Fedorcha (8)

Members absent: Mr. Robin T. Distler (1)

Non-members present: Mr. Matthew Link, Dr. Tania Stoker, Mrs. Susan Bahnick, Mrs. Jill Chamberlain, Ms. Paige Craddock (Jr. Rep.), Mr. Greg Derr, Mrs. Michele Dotta, Mrs. Rhonda Frantz, Mr. Bryan Geist, Mr. David Hauser, Mr. Eric Hill, Mr. Eugene Marks, Mrs. Sherri Molitoris, Mr. Scott Pyne, Mr. James Schnyderite, Atty. Avery Smith, Mr. Robert Vlasaty, and Mr. Aidan Williams (Sr.Rep.)

VISITORS

Approximately one hundred and forty-six visitors viewed the meeting.

PUBLIC COMMENT

Mr. Fedorcha asked Mr. Hill if there was any public comment.

Mr. Hill stated that all participants will be speaking at the end of the meeting. The participants are Connie Check, Jason Check, Alyssa Kabrick, Pauline Grady, Natalie Snyder, and Eric King.

Mr. Green asked if they want to comment on an agenda item, do they have any opportunity to do that and, if so, how does a person express their desire to do that? Mr. Hill commented that they are given the option to respond to an agenda item. We ask them that question ahead of time. If it's not on an agenda item, they will be at the end of the meeting.

APPROVE MINUTES

Mrs. Husack made a motion, which was seconded by Mr. Green, that the minutes of the regular board meeting held on May 10, 2021, be approved and ordered filed.

Roll Call.

YEA: Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (8)

NAY: None

ABS: Mr. Distler (1)

Motion carried.

SPECIAL BOARD REPORTS

Carbon Lehigh Intermediate Unit - Mrs. Husack reported that there was not much to report this evening. The Special Needs Children's Foundation Golf Tournament will be held at Olde Homestead in New Tripoli on Tuesday, June 22nd. It was not held last year. Approximately 100 golfers are attending. Did the normal end of the year updates on staffing and those types of things during the last meeting. Next meeting will be the beginning of the school year.

Lehigh Career and Technical Institute - Mr. Fedorcha reported that LCTI held their virtual senior awards on May 27th. It was an excellent program and it recognized all of the graduates. There has been a resignation from one of the top administrators, the Director of T&I who is right under the executive director, is retiring and his replacement is going to be a Northern Lehigh graduate, Ryan VanNorman, will now be the Assistant Executive Director for Technical and Instructional at LCTI.

**SPECIAL
BOARD
REPORTS
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Legislative Report - Mrs. Heckman reported that Pennsylvania's June 30th budget deadline is fast approaching. The Commonwealth is expected to have about a 3 billion dollar budget surplus. This is due to American Rescue Plan dollars among other things. Governor Wolf was on the steps of the Capitol about 8 days ago pushing for more than one billion in new funding for public schools focusing on mostly infrastructure that should be funneled to repair buildings, lead paint problems in underserved school districts. In June, we'll see where everything lands. The State Board of Education proposed new science standards intended to replace the current ones that were enacted in 2002. These were recently published in the Pennsylvania Bulletin. You can find a link on the PSBA website. They are open for a 30-day public comment period. The new standards will be effective for the 2024-2025 school year. There has been a flurry of legislative activity regarding Senate Bill 1 and Senate Bill 733. Senate Bill 1 is a charter school bill. It takes away local control from a lot of charter authorization standpoint for public education. Senate Bill 733 is a glorified school voucher bill. Both funnel public tax dollars, take control away from local school districts, take authorizing power away and both are, in her opinion, bad. If anyone is interested in reaching out to our legislators, she has the contact information. There's standard letters that the PSBA website has so that you don't have to formulate your own language or letter. There are scripts you can use to call your state representative and state senator. We are constantly trying to fight for charter school reform and more control over the charter school process.

Lehigh Carbon Community College - Mr. Green reported that LCCC had their graduation. Also trying to fill spots for next year, like everyone else.

Committee Reports and/or Meetings

Minutes of the Education/Policy Committee Meeting held on June 7, 2021, were distributed.

Minutes of the Community Relations Committee Meeting held on June 7, 2021, were distributed.

Minutes of the Technology/Buildings & Grounds Committee Meeting held on June 9, 2021, were distributed.

Minutes of the Finance Committee Meeting held on June 9, 2021, were distributed.

Student Representatives to the Board Report - Ms. Paige Craddock reported that the Junior picnic was held on May 22nd with 20 students attending. It was a great day and played a lot of games. Caleb Hankee was crowned Mr. Northern Lehigh and you can find the show on NLSD's Youtube channel. LCTI Senior Night was Thursday, May 27th, which was done virtually. Yearbooks will be completed by midsummer and they'll be mailed out by the end of summer. The spring band concert was held on June 8th and contained high school, middle school, and elementary schools. The student council picnic was on June 5th. Hailey Evans and Josh Schaffer were our athletes of the year, so congrats to them. Hailey Evans and Elijah Jackovitz are both valedictorians.

Mr. Aidan Williams reported that next year's board representative has been chosen to be Danielle Dougherty. Aidan has been working with Danielle in student council and he knows she's going to do an amazing job. The NLSD prom was held on May 15th. Mr. Vlasaty estimated that about 50-60 students came to the event. At the event, Dale German and Maggie Reitz were crowned prom king and queen. He thought it was a lot of fun given the circumstances. Maybe not the prom that they had always envisioned, but something they'll always remember. Thank you to Mr. Vlasaty and his team who helped get the whole event going. It was a night to remember. A huge thank you to Mrs. Bahnick and her team for knocking it out of the park with all the fantastic food and the amazing service from everyone, it was a lot of fun. Graduation practice was on June 11th and followed by that was the Senior picnic at the skeet club where Mr. Vlasaty was making hot dogs and hamburgers, thank you Mr. Vlasaty. Unfortunately due to rain, graduation did have to be postponed to Saturday, June 12th. The ceremony went really well and was very emotional for all. He was super nervous because he had to give a speech. Thank you to everyone who made graduation possible and as normal as possible. Since this is his last board meeting, he took a moment to thank all for putting up with him for the past two years and giving him this opportunity. It's been nothing but a pleasure to work with all of you. His father was on the school board

**SPECIAL
BOARD
REPORTS
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previously and it was really awesome to get to experience that. He is pursuing a career in education. So, this has been a great experience.

Mr. Fedorcha commented that Aidan did an excellent job this year and he thanked him. He also told him he did an excellent job giving his speech at graduation on behalf of the student council.

Solicitor's Report - Attorney Avery Smith commented that Mrs. Heckman so nicely summed up the discussion about the Senate bills that are currently on the floor for consideration, 1 and 773.

Assistant Superintendent - Dr. Stoker presented a PowerPoint regarding COVID ESSER grant spending. In response to the pandemic, school districts received state and federal aid in order to have funding to navigate these unique times in education. Dr. Stoker is discussing three (3) of the federal grants which have been locally termed as ESSER I, II and III. The decision on how the money is being spent has not been made in isolation. The district has had discussions with multiple groups and stakeholders as is required for receiving the funding. Conversations have been held at Curriculum Council, College and Career Advisory Council, board committees, and family engagement meetings as well. We are making this presentation at the board meeting so that everyone has the idea and the status of what these federal programs look like and how they have been spent so far to date. Dr. Stoker presented each of the grants and the summary of the spending thus far and proposed continued spending. ESSER I - CARES (Coronavirus Aid, Relief, and Economic Security) Act - started March 13, 2020, and the funds could be spent through September 30, 2021. NLSD's allocation was \$324,575.32 with \$4,796.68 for the non-public equitable share. Allowable expenses used by NLSD were #3-Providing principals and other leaders with the resources necessary to address the needs of individual schools. #7-Purchasing supplies to sanitize and clean the facilities of a local educational agency, including buildings operated by such agency. #9-Purchasing educational technology (including hardware, software, and connectivity) for students who are served by the local educational agency that aids in regular and substantive educational interaction between students and their classroom instructors, including low-income students and students with disabilities, which may include assistive technology or adaptive equipment. The following has been spent: \$1,493 for classroom supplies, \$46,380 for instructional platforms, \$12,740 for social distancing and safety supplies, \$92,825 for technology, \$1,007 for spring athletics social distancing, \$170,297 for air purification--Bi-Polar Ionization Systems, and non-public \$2,319 for Chromebooks and \$2,477 for sanitization and signage. ESSER II - CRRSA (Coronavirus Response and Relief Supplemental Appropriations) Act - started March 13, 2020, and runs through September 30, 2022. NLSD's allocation was \$1,463,002 and no non-public equitable share. Allowable usage of funds by NLSD is #14-Inspection, testing, maintenance, repair, replacement, and upgrade projects to improve the indoor air quality in school facilities, including mechanical and non-mechanical heating, ventilation, and air conditioning systems, filtering, purification and other air cleaning, fans, control systems, and window and door repair and replacement. Other areas to be determined. The following has been spent so far: \$10,472 for instructional supplies, \$3,806 for Teacher Appreciation, \$16,898 for student activities, \$359 for vaccination clinic salaries, \$17,740 for social distancing and sanitizing, \$1,429 for technology, \$251 for spring athletics, \$34,944 for air purification, \$17,152 for cafeteria supplies/equipment. Projected purchases are \$405,659 for technology, \$128,395 for sanitization and social distancing, \$29,515 for instructional platforms, \$70,000 for a social worker, \$39,780 for professional development, and \$686,602 for district upgrades. ESSER III - ARP Act - started March 13, 2020 through September 30, 2023. NLSD's allocation is \$2,948,680. 20% of the funds (\$589,736) must be used for "learning loss" and no non-public equitable share. The following has been spent so far: \$93,000 for Imagine Learning 3-year subscription and \$430 for salaries and benefits. Projected purchases are \$375,000 for 5 additional paras for 3 years including salaries and benefits, \$600,000 for 2 instructional technology specialists for 3 years including salaries and benefits, \$660,000 for Director of Educational Technology/Curriculum and Instruction for 3 years including salaries and benefits, \$40,000 for summer learning transportation and \$500,000 for summer learning academies for 2021, 2022, 2023 and 2024. Summary of ESSER Grants: ESSER I - \$324,575 (expended), ESSER II - \$1,463,002--\$103,051 expended and \$1,359,951 remaining, ESSER III -

**SPECIAL
BOARD
REPORTS
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\$2,948,680--\$93,430 expending and \$2,855,250 remaining. Mrs. Kulp asked out of the dollars that were listed on the slide, how much is on this agenda that will be added to those numbers? Dr. Stoker answered that she would have to total it. Mr. Link commented that the numbers were noted in the slides and cited examples such as personnel and agreements. Mrs. Kulp asked how much would be left in the ESSER grants after the approvals tonight? Dr. Stoker commented that the expenditures change on a daily basis. Mrs. Molitoris commented that if you add up what is on the agenda and subtract it from the four million, you'll have the essence of how much money the district has left. When the product is received, then the invoices are paid. Mrs. Kulp said she saw the \$600,000 for Director of Tech, another \$600,000, another \$500,000. So, that's what she was trying to understand how much would be left after these expenses. Mr. Link commented that at each board meeting, moving forward, they would give an update. Mr. Green asked if we know how much is encumbered at this point and how much is left. Mrs. Husack agreed with Mrs. Kulp and Mr. Green. Some of the items are a one-time purchase and others are extenuating of what could happen in the future like adding personnel. So, what does that look like for the budget down the line? We're okay with the positions for maybe one, two, or three years but what is that going to do down the road? Mr. Link commented that every year whether there's ESSER funds or not, we evaluate every position through attrition, through the need for new positions, through class size. That's a conversation that occurs every budget development cycle based on positions and the costs associated with those positions. Mrs. Kulp stated that she's uncomfortable approving any ESSER fund money not knowing how much we have left in the funds. She'd rather have more data to make an informed decision. Dr. Stoker commented that on the last slide the district still has 4.2 million dollars left in the three ESSER grants. The first one has been expended, but the total summation of all the grants is 4.7 million dollars. The district has only spent \$500,000. Mr. Green commented that he would have to argue that point. We don't have 4.2 million left. If we're hiring an individual for three years, that money's gone. That money's no longer available unless we decide to fire that person that we're hiring for three years next year, that money is encumbered and spent. We don't have that money left. Mr. Fedorcha added that we will continue to have updates for each board meeting as to what was spent, what's encumbered, and what's left. Mrs. Molitoris commented that yes, the \$600,000 for those positions is spent. That money is no longer there for us to spend if we're going to need them to fund those positions. When we took the numbers for the encumbered positions, they were based on right now. Depending upon what PSERS does, those rates could go up. If PSERS goes down, those rates could go down. On the flipside of things, if somebody comes in and they're only on a single medical plan, we did family. We budget on the high end for medical costs. We have these costs encumbered on the list but it is a revolving door. If something else comes in, if there's more of a need, we may end up saying how much of a need is this one now because this one is a higher need. In order to open up the grant and be approved, we need to put items into the grants. If you take everything that is there and minus out what we are spending (if exact) we are still looking at \$800,000 not spent. That is if everything gets bought as is and across the board. We are not over spent at this time. We have to give a list of items to the grant system so that we can open the grant. You can't open a grant and not have an idea of what you want to potentially use the items for. Through talks at curriculum council, talks at business and finance and policy, we came up with ideas of things that were needed.

Business Manager's Report - Mrs. Molitoris, Mr. Link, and Mrs. Frantz shared an updated PowerPoint presentation for the proposed final 2021-2022 budget that is on the agenda for approval. This was also presented at the Finance Committee meeting on Wednesday. The first slide was the ESSER funded positions of 5 additional paraeducators, 2 technology integration specialists, 1 Director of Educational Technology/Curriculum and Instruction and summer programs for the 2021-2022, 2022-2023, and 2023-2024 school years. The second slide was district expenses versus district revenues. Total expenditures are at \$34,522,628 and total revenues are at \$33,793,721. This is presented with no tax increase built in at this time. It is a deficit of \$728,907. Taxes can be increased up to the maximum amount of 4% which would realize \$679,309 in additional revenue to offset the \$728,907 if the board does so choose to raise taxes 4%. The next slide was the estimated fund balance for June 30, 2021 of \$10,507,738. The next slide was the estimated fund balance for 2021-2022 if the \$728,097 was utilized. The estimate is \$9,778,831. The next slide was potential additional revenues not in the current

**SPECIAL
BOARD
REPORTS
(cont.)**

numbers. Increases as per the Governor's Proposed Budget would be \$116,883 to Basic Education Subsidy and \$233,664 to Special Education Subsidy. The next slide was the tax revenue projections update. Budget shortfall is \$728,907. Tax increase of 4%=\$679,309, 3.5%=\$595,060, 3%=\$510,816, 2.5%=\$426,566, and 2%=\$342,316. The next slide was the impact on property owners. A 4% increase in Lehigh County would be \$138.76 and a 2% would be \$69.92. A 4% increase in Northampton County would be \$110.99 and a 2% would be \$51.11. The next slide was administrative recommendations. Administrative recommendations are to utilize a combination of a tax increase and fund balance to eliminate the deficit with a recommendation of a tax increase not less than 2%. Administration will continue to look for cost savings like they do every year throughout the year. Everything from utilities, transportation, supplies and materials.

Mr. Green commented that he was looking at the budget progress report and it looked like our local revenue we've already brought in more than we projected that we would bring in. We're over 100% there. It looked like state and federal was under but he's assuming that money will still come before we're all said and done. Based on that, in your opinion, how much excess will we have in this year's budget? Mrs. Molitoris commented that she is thinking that we should probably be putting in about \$700,000 back into the fund balance which she already figured in. In response to local tax collections, Mrs. Molitoris backed down the collection rate to a 92.75%, which is normally collected at 93.75%. People did pay their taxes, even though the predictions were slower and late. She did increase the collection rate back to what it was in the past year. Mr. Kern commented that looking to the future, we have a bond issue coming up that will be due next year. Is that correct, Sherri? Mrs. Molitoris commented that it is correct and that was going to be some of her discussion. We will have 3 million dollars coming back on bond payments next year. So, at this point in time, we're \$700,000 short if this was a year to make bond payments, we'd be 3.7 million dollars short. So, keep that in the back of your minds. Mrs. Husack commented that she knows we're talking about the 21-22 budget, but she's concerned about what the future looks like. You have inflation, our contracts, and things like that that we just signed over the last couple years that are going to extend 3 or 4 years out and bond payments and what does that look like? If I'm a current taxpayer, not that I want to see an increase, but I'd rather see a \$50 increase than a \$300 increase when you mentioned last month just the index of what we can increase taxes is significantly going to be increased over the next few years based on what the COVID impact will be. Her fear is we put some things in place over the year and we're only looking at an immediate answer and not really looking at what maybe a two or three or even five year would look like with or without any kind of increase. Unfortunately, a 2% is a little over \$300,000 on a budget when we have quite a bit of debt coming due in the future. What do those numbers look like and have we analyzed any of that in the future? Mrs. Molitoris commented that Mrs. Husack brought up some very good points. As the IFO office gave us those Act 1 tax indexes, in two years they are looking at them going in the opposite direction. If that happens, that means that we can't raise taxes as much as we can currently now. So, to do some kind of a tax increase now, even if it's 2% or 2.5%, that's \$300,000 that we would not get and that is at least building up that base cushion for what we build tax on moving forward. It will help to offset some of these bond payments and stuff that are going to come back to fruition next year. Mrs. Husack commented that she looks at inflation in general and we're already at a 5% inflation rate increase and were not even really through the COVID pandemic. As we start to go with the end of this year and even beginning of next year with what our budget will look like, those expenditures that we are looking at could be more than what we're even anticipating on today's budget. Mrs. Molitoris commented that in her opinion, she'd rather see low and little tax increases now versus getting to that point where she has to file for Act 1 Indexes and we need to go over the Act 1 Index in order to help balance a budget or to at least come close to balancing a budget that we're not using three, four and five million dollars to balance the budget. Mrs. Husack commented that she agreed and that we just have to be fiscally responsible not only this year but for the future of what we want our district to look like and understand what those ramifications could be on things that we've already approved. Contracts that we've already approved and even what's going to lie ahead of us with changes of charter schools and things like that as we move forward. Mr. Fedorcha commented that one of the things he'd like to remind the board and also for the public to know is that when we're looking at those ESSER numbers, please understand that none of those ESSER numbers can supplant any of the

**SPECIAL
BOARD
REPORTS
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budget, those are up and beyond. So, when we talk about budget, that has no reflection. Mrs. Martineau asked Mrs. Molitoris, Mrs. Frantz, and Mr. Link if they are seeing an uptick in expenditure? As a homeowner, she's seen increased costs in fuel and wood and such and she was wondering if materials and fuel and things for the buildings are increasing and if we are thinking about that as well going forward. Mr. Link commented that yes, about two weeks ago we had to lock in our fuel bids. There was an increase in the cost of heating fuel and diesel in general. So, yes there was an increase there, however, we also again this year eliminated a tanker truck load because of the improvements to our heating systems throughout the district.

Superintendent's Report - Mr. Link reported that earlier this evening our Senior Representative to the School Board, Aidan Williams, sadly gave his last update to the board. Mr. Link recognized Aidan and his accomplishments throughout his time in high school. Aidan has served as the student board representative and has done a wonderful and amazing job reporting on all sorts of activities be it sports or academics or the prom or the theater achievements. He does it at a professional journalist type level. Aidan was active in The Slate newspaper, the Boys' Soccer team, the National Honor Society, student council and was the student council president and he truly did knock it out of the stadium with his speech Saturday morning. We wish Aidan much success in his future endeavors as he furthers his education. Aidan has been accepted into the honors program at West Chester University majoring in history with a minor in secondary education. Aidan, congratulations and on behalf of the Board of Education and the school district we present Aidan with this clock as a token of our appreciation for his service to the district.

Mr. Link congratulated the members of the high school newspaper, The Slate, they've done something that they've been striving to do for the last three years, and this is the year that they did it. A little over a week ago, it was announced that the American Scholastic Press Association awarded The Slate the first place award from the American Scholastic Press Association 2021 newspaper contest for small high schools in the country. Mr. Christopher Barnes is the faculty advisor. Brianna Hoppes was the student editor-in-chief and the rest of the staff included Brittney Diehl, Owen Levan-Uhler, Lily Groover, Maddy Mack, Susan Gilsbach, Molly Williams, Delaney Szwast, Haven Moore, Chase Jones, Abby Peartree, Alexis Traugher, Avery Diaz, Camryn Torres, Callum Zimmerman and Giana Rosario. So, to all of those student members and to Mr. Barnes, congratulations, that is an amazing accomplishment and he always looks forward to every edition when it's released.

Mr. Link recognized the retirees and wished them well as they move on to the next phase/adventure of their life. Ms. Claire Cannon was hired full time in September 1990, as an Elementary Teacher and has served at both Peters and Slatington Elementary. She obtained her Bachelor's Degree from Kutztown State College in 1973 and her Master's Degree in 2002. Ms. Cannon is an outstanding teacher who met the individual needs of each child as she developed their unique talents and interests. Ms. Cannon touched the lives of thousands of Northern Lehigh students over the past 31 years. She truly was a gift to our students and staff and will be dearly missed. Ms. Cannon will be retiring from the district at the end of the 2020-2021 school year after 31 years of service. It is my sincere hope that your retirement years will bring you much happiness and fulfillment. On behalf of the Board of Education and the School District, we will be honoring your request to have your donation split between the Slatington Public Library and the Education Foundation as a token of our appreciation for all you have done for the staff and students in this community. Best wishes to you.

Mr. Eric DeAntonis was hired full time in September 1987, as a Secondary Mathematics Teacher at the Senior High School. He obtained his Bachelor's Degree in Mathematics from Penn State University in 1984 and his teaching certificate in Mathematics from Kutztown University in 1986. He received his Master's Degree in Mathematics from Kutztown University in 1991. Mr. DeAntonis has served in various extracurricular roles as Math Tutor, Detention Supervisor, and Game Worker. Mr. DeAntonis is a terrific teacher who met the individual needs of each child as he supported them during their high school years. Eric touched the lives of thousands of Northern Lehigh students over the past 34 years. His positive impact will be felt for years to come. Mr. DeAntonis will be retiring from the district at the end of the 2020-2021 school year after 34 years of service.

**SPECIAL
BOARD
REPORTS
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It is my sincere hope that your retirement years will bring you much joy and fulfillment. On behalf of the Board of Education and the School District, we will be honoring your request to have your donation Sent to the Slatington Public Library as a token of our appreciation for all you have done for the staff and students in this community. Best wishes to you, Mr. DeAntonis.

A part of our leadership team is retiring this year. Ms. Jill Chamberlain was hired full time in October 2006, as the Assistant High School Principal. In July 2007, she became the Middle School/High School Assistant Principal and, finally, in September 2008 she became the Middle School Principal. She obtained her Associate Degree in Elementary Education from Montgomery County Community College in 1988, her Bachelor's Degree in Social Studies from Temple University in 1994 and her Master's Degree in Educational Administration from Tarleton State University in 2001. Ms. Chamberlain has not only served as an administrator but has also served in extracurricular roles as the Senior Class Play Advisor and Senior High Musical Director. Ms. Chamberlain is an excellent administrator who always considered the needs of her students and staff. Ms. Chamberlain touched the lives of thousands of Northern Lehigh students over the past years. Ms. Chamberlain will be retiring from the district on July 30, 2021, after almost 15 years of service to the district and the community. Jill, it is my sincere hope that your retirement years will bring you much joy and fulfillment, as you spend more time with your family and travel to fun and exciting destinations. Jill, thank you for your service and all that you've done for our school district, our students, our staff, and our community.

Mr. Link announced that we are looking at holding a special board meeting on July 12, 2021, for the purposes of personnel, the new Health and Safety Plan, and business items related to purchasing contracts, and typical business in general. Mr. Link opened up discussion to the school board to discuss the setting of the July meeting. Everything is trending in the right direction where we're able to roll back many of the mitigation efforts and he would like to open the conversation on returning to in-person meetings in the school boardroom in the central office. Mr. Link asked for consideration to return, either in July or August, to in-person meetings and then give us some time to work it out. Mr. Link would also recommend, as Superintendent, that when we do return to in-person meetings that we continue to live stream meetings with some modifications so people at home can also view the meetings. That is something we would have to work through with Mr. Hill and his team to be able to do in-person and live streaming. Mr. Fedorcha agreed with Mr. Link. Mrs. Martineau asked once we return to in-person meetings, if we're live streaming them, will we still be taking questions electronically or will we require, as in the old days, that they come to the meeting. Mr. Link commented that it's part of logistics to work through with Mr. Hill as to what exactly that would look like. Mr. Fedorcha agreed with Mr. Link. Mr. Hill's suggestion would be that if we are going to be live and in-person, then his suggestions would be to have participants be live, in-person as well. We can still stream it, but trying to bring somebody up on a meeting which everyone else is live, it would be a little difficult to stream that way. Mr. Fedorcha commented that once we find out how we really want to do it and we have those parameters, we'll make sure those are posted so that the public will know how we're going to be handling that part of it. Mrs. Husack commented that based on some of the community communications from the past, maybe not just posting it on the website but doing some additional communications not just even in the papers. She knows there were questions on how the board meeting was going to be if it's a connect ed call, but something to that effect to get it out to our community. If we are making a change, we've done everything we can to make sure they are notified of that. Mr. Fedorcha commented that he was not hearing a recommendation. Mr. Fedorcha made a presidential decision to say that we will right now prepare for a July in-person meeting. Mr. Green commented that that was going to be his motion. Mrs. Husack commented that she would not object but should we be concerned with the boardroom and based on the number of participants that we've had in the past on virtual meetings, possibility of a secondary spot for individuals if they are choosing to show up in-person. How do we handle additional spots within our boardroom or if we're going to limit the number of people in the boardroom? Mr. Fedorcha commented that at this point we will post to have a July board meeting both streamed as well as in-person. Mr. Link commented that as the plan materializes he'll be sure to share it out. Mr. Fedorcha announced that the meeting will be held at 7:00 p.m.

Executive Session An executive session was held at 5:45 p.m. via Google Meet for the purpose of negotiations, legal, and personnel.

PERSONNEL Mr. Keegan made a motion, which was seconded by Mrs. Martineau, that the Board of Education approves the following personnel items:

Resignation/ Retirement C. Grammes With regret, accept the retirement resignation of Cynthia Grammes from her position as Peters Elementary First Grade Teacher, effective July 25, 2021. Mrs. Grammes will be retiring from the Northern Lehigh School District after 28 years of service.

D. Kuhns With regret, accept the retirement resignation of Deborah Kuhns from her position as Cafeteria Worker, effective June 14, 2021. Mrs. Kuhns will be retiring from the Northern Lehigh School District after 11 years of service.

D. Marks With regret, accept the retirement resignation of Donna Marks from her position as Assistant to the Food Service Director, effective December 31, 2021. Mrs. Marks will be retiring from the Northern Lehigh School District after 6 years of service.

W. Marks With regret, accept the retirement resignation of William Marks from his position as District Maintenance Worker, effective the end of the work day on January 3, 2022. Mr. Marks will be retiring from the Northern Lehigh School District after 5.5 years of service.

K. Deprill Accept the resignation of Kimberly Deprill from her position as Cafeteria/Hall Monitor, effective May 10, 2021.

D. Allen Accept the resignation of Delores Allen from her position as Cafeteria/Hall Monitor, effective June 11, 2021.

S. Pyne Accept the resignation of Scott Pyne from his position as Slatington Elementary Principal, effective June 30, 2021.

M. Lehtonen Accept the resignation of Michael Lehtonen from his position as HS Winter Intramurals approved on the May 10, 2021 board agenda, effective June 8, 2021.

MOU Middle Mgt. Team Approve the Memorandum of Understanding to the Northern Lehigh School District Middle Management Team's Administrator Compensation Plan to incorporate the position of the Director of Educational Technology, Curriculum, and Instruction.

Appointment Administrative Scott Pyne
Assignment: Director of Educational Technology, Curriculum and Instruction
Salary: \$125,000
Effective: July 1, 2021

Michael Strohl*
Assignment: Middle School/High School Assistant Principal
Salary: \$90,000
Effective: July 1, 2021 or upon release from current employer

*Pending Verification of Missing Personnel File Items

Salary Adjustment Acknowledge the following administrative salary adjustment for the 2021-2022 school year:

James Schnyderite
Peters Elementary Principal
From: \$98,617
To: \$104,000

PERSONNEL
(cont.)

Appointment Instructional	Paige Martin*	Temporary Professional Employee Senior High School Mathematics Teacher	
	Assignment:		
	Salary:	\$51,750 (Step 1 Bachelor's on the 2021-2022 CBA Salary Schedule)	
	Effective:	August 24, 2021	
		*Pending Verification of Missing Personnel File Items	
Appointment Non- Instructional	Kristin Garrison	Cafeteria Monitor	
	Assignment:		
	Salary:	\$13.47/hour	
	Effective:	May 25, 2021	
		*60 Working Day Probationary Period	
	Matthew Stevens*	Skilled Maintenance Person - HVAC	
	Assignment:		
	Salary:	\$31.00/hour	
	Effective:	June 14, 2021	
		*60 Working Day Probationary Period	
		*Pending Verification of Missing Personnel File Items	
Administrative Transfer Instructional	Gabrielle Werkheiser	From: HS Biology/MS Science Teacher To: HS Biology Teacher	
		Salary: No change in salary	
		Effective: August 24, 2021	
Co-Curricular 2021-2022	Motion to approve the appointment of the following Co-Curricular position for the 2021-2022 school year:		
	Christopher Heery	Head Girls' Basketball Coach	\$7901
	Amanda Bariana	Asst. Cross Country Coach (Shared Stipend)	\$1538
Co-Curricular 2020-2021	Motion to renew the appointment of the following Co-Curricular position for the 2020-2021 school year:		
	Dylan Hofmann	MS Spring Intramurals	\$924
	Sarah Kunkel	HS Spanish Club (2nd Semester)	\$306
	Kimberly Bayer	HS Aevium	\$51
Co-Curricular 2021-2022 Renewals	Motion to renew the appointment of the following Co-Curricular position for the 2021-2022 school year:		
	Scott Gerould	HS Winter Intramurals	\$924
	Beth Case	Asst. Cross County Coach (Shared Stipend)	\$1538
Co-Curricular Volunteers 2021-2022	Co-Curricular Volunteers 2021-2022		
	Justin Smoyer	Football Coach	
Summer Academy Positions 2021	Susan Beil	K-12 Summer Learning Program Coordinator	\$6290 (estimate)
	Sara Heintzelman*	K-12 Summer Learning Program Coordinator	\$6290 (estimate)
	Amanda Beer	Summer Learning Program Instructor	CBA Curr. Rate/Hr.
	Blasia Dunham	Summer Learning Program Instructor	CBA Curr. Rate/Hr.
	Kimberly Filipovitz	Summer Learning Program Instructor	CBA Curr. Rate/Hr.
	James Fisher	Summer Learning Program Instructor	CBA Curr. Rate/Hr.

PERSONNEL
(cont.)

Summer Academy Positions 2021 (cont.)	Katelyn Hugo	Summer Learning Program Instructor	CBA Curr. Rate/Hr.
	Shannon Jones	Summer Learning Program Instructor	CBA Curr. Rate/Hr.
	Alexis Middaugh*	Summer Learning Program Instructor	CBA Curr. Rate/Hr.
	Drake Pristash	Summer Learning Program Instructor	CBA Curr. Rate/Hr.
	Anna Quinn	Summer Learning Program Instructor	CBA Curr. Rate/Hr.
	Nadine Tomkins	Summer Learning Program Instructor	CBA Curr. Rate/Hr.
	Anthony Tulio	Summer Learning Program Instructor	CBA Curr. Rate/Hr.
	Krystle-Dawn		
	Willing-Tiedeman	Bulldog Academy Facilitator	CBA Curr. Rate/Hr.
	Allison Chruscial**	Bulldog Academy Facilitator	CBA Curr. Rate/Hr.
	Raquel Hoffert **	Bulldog Academy Facilitator	CBA Curr. Rate/Hr.
	Robin Blocker	Summer Learning Program Paraprofessional	Hourly Rate
	Kimberly Deprill	Summer Learning Program Paraprofessional	Hourly Rate
	Andrea Rosario	Summer Learning Program Paraprofessional	Hourly Rate
	Paula Seiler	Summer Learning Program Paraprofessional	Hourly Rate
	Angela Thomas	Summer Learning Program Paraprofessional	Hourly Rate

*Pending Verification of Missing Personnel File Items

** Hiring Contingent Upon Student Enrollment

Summertime Maintenance/Custodial Supervisor Motion to approve the following individual as the Supervisor for the Summertime Maintenance/Custodial helpers for the summer of 2021 at a salary of \$15.00 per hour:

Earl Loch

Summertime Maintenance/Custodial Helper Motion to approve the following individual as Summertime Maintenance/Custodial helpers for the summer of 2021 at a salary of \$10.00 per hour:

Elijah Roche*

*Pending Verification of Missing Personnel File Items

STEAM Camp 2021 Motion to approve the following individuals to STEAM Camp positions for the summer of 2021, funding through the Northern Lehigh Education Foundation:

Timothy Weaber	Director	\$2580
Jennifer Butz	Coordinator	\$2220
Tamara Stubits	Instructor	\$1500
Kori Dibilio	Instructor	\$1500
Nicole Nightlinger	Instructor	\$1500
Christine Leslie	Instructor	\$1500

Increase Hourly Rate C. Mann Approve the recommendation of an increase in the hourly rate for the Lead Maintenance Position, Christopher Mann, by \$.50 per hour. This recommendation is in accordance with the Collective Bargaining Agreement between the Northern Lehigh School District and the Northern Lehigh Educational Support Personnel Association [ARTICLE XX, A.(g)].

Roll Call:

YEA: Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (8)

NAY: None (0)

ABS: Mr. Distler (1)

Motion carried.

Mr. Fedorcha abstained from voting on STEAM Camp (Item O.).

PERSONNEL
(cont.)

PERSONNEL Mr. Keegan made a motion, which was seconded by Mr. Green, that the Board of Education approves the following personnel item:

Employment Agreement M. Link Motion to approve the attached Employment Agreement between Matthew J. Link, Superintendent, and the Northern Lehigh School District, effective July 1, 2021 through June 30, 2026, amending and restating the March 8, 2021 Employment Agreement between the parties.

Roll Call:

YEA: Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, Mr. Green, and Mr. Fedorcha (8)

NAY: None (0)

ABS: Mr. Distler (1)

Motion carried.

Mr. Link congratulated all of the new appointees this evening and welcomed Mr. Strohl and all others joining the district. Mr. Link thanked all the retirees for their service to the district and he wished them the best. Mr. Link thanked the school board for their show of support this evening to him directly.

Mr. Fedorcha thanked Mr. Link and commented that he doesn't know what we would have done this year without him. This year has been a trying year for everyone.

Mr. Fedorcha welcomed Michael Strohl to the district and commented that it was nice to have him back again.

Mr. Strohl thanked Mr. Fedorcha and all the board members, Mr. Link, Dr. Stoker and the search committee. He's eager to serve the Northern Lehigh School District once again.

Mr. Pyne thanked the school board as well for endowing him with the confidence to move forward in what he thinks will be a lot of work to resolve things from this pandemic.

POLICY

Mrs. Kulp made a motion, which was seconded by Mrs. Heckman, that the Board of Education approves the following policy items:

Board Policy Second Reading Approve school board policy #305- Employees - Employment of Substitutes, as presented after the second reading.

Student Representative to the Board Approve Danielle Dougherty as Student Representative to the Board for the 2021-2022 school year. Danielle has been appointed as the junior representative to the board and will serve from September 2021 through June 2023. Paige Craddock will serve as the senior student representative to the board until June 2022.

Student Parent Handbook Changes Approve the changes to the Elementary School Student-Parent Handbook as presented.

Approve the changes to the Middle School Student-Parent Handbook as presented.

Approve the changes to the High School Student-Parent Handbook as presented.

Non-Resident Students Approve the request of a parent of a 5th grade student #2890056 at Slatington Elementary School, who is moving out of the district, to allow their student to finish the 2020-2021 school year in the Northern Lehigh School District in accordance with student policy #202.

POLICY**(cont.)**

Non-Resident Students (cont.) Approve the request of a parent of a 5th grade student #2890073 at Slatington Elementary School and an 11th grade student #2290016 at the Northern Lehigh High School, who is moving out of the district, to allow their students to finish the 2020-2021 school year in the Northern Lehigh School District in accordance with student policy #202.

Approve the request of a parent of a Kindergarten student #3390015 at Peters Elementary School, who is moving out of the district, to allow their student to finish the 2020-2021 school year in the Northern Lehigh School District in accordance with student policy #202.

D&L Use of Facilities Grant permission, according to Board Policy #707, for the Delaware and Lehigh National Heritage Corridor to use the High School gym and district's parking lot facilities on Sunday, November 7, 2021 for the Delaware & Lehigh Heritage Half Marathon Run and Walk. They anticipate participants will begin arriving by 5:30 AM and the event will conclude around 4:00 PM.

Roll Call:

YEA: Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, Mr. Green, Mrs. Heckman, and Mr. Fedorcha (8)

NAY: None (0)

ABS: Mr. Distler (1)
Motion carried.

Mr. Link welcomed Daneille as our junior representative to the board. Congratulations Danielle on your newly appointed position. He thinks he speaks on behalf of the board when he says we look forward to working with you and you're in great hands with Paige. Paige has done an excellent job as she transitions into her senior leadership role. He's sure she'll be a great mentor to you. Mr. Fedorcha also welcomed Danielle.

**CURRIC-
ULUM AND
INSTRUCTION**

Mrs. Martineau made a motion, which was seconded by Mr. Green, that the Board of Education approves the following curriculum and instruction items:

Title I, IIA, III & IV 2021-2022 Approve to authorize proper officials to execute contracts for Title I, Title IIA, Title III, and Title IV for the 2021-2022 school year.

Non-Public Title I 2020-2021 Approve the final agreement with CLIU #21 for Title I Services for the 2020-2021 school year in the amount of approximately \$3,467.00, pending funding adjustment approval.

Hogan Learning 2021-2022 Approve to authorize proper officials to enter into an agreement for one Northern Lehigh School District student with special needs to attend Hogan Learning Academy LLC in accordance with the promises and covenants contained in the agreement. This agreement is effective August 23, 2021 and terminates on August 19, 2022.

Hogan Learning ESY 2021 Approve to authorize proper officials to enter into an agreement for one Northern Lehigh School District student with special needs to attend Hogan Learning Academy LLC, Extended School Year Services, in accordance with the promises and covenants contained in the agreement. This agreement is effective June 28, 2021 and terminates on August 6, 2021.

Overdrive Consortium 2021-2022 Allow administration to sign the agreement for the CLIU Overdrive Consortium for the 2021-2022 school year to provide e-books, audiobooks and other digital content at a cost of \$2,000.00.

**CURRIC-
ULUM AND
INSTRUCTION**
(cont.)

H. Kuntz ESY Para-professional Approve to employ for the Extended School Year Program, one-on-one Paraprofessional for student #2690099, Heather Kuntz for three hours per day at their agreed upon 2021-2022 hourly rate plus the completion program premium pay of \$750.

MS Curriculum Guide 2021-2022 As per the recommendation of the administration and Education/Policy Committee , approve the Middle School Curriculum Guide for the 2021-2022 school year, as presented.

Navigate360 As per the recommendation of the administration, Community Relations Committee and Finance Committee approve Navigate360 as the Threat Assessment and School Safety and Wellness Platform at a cost of \$14,250.00

Secondary Summer Band Camp Approve a tuition free secondary summer band program and also approve a stipend for summer band program director, Mr. David Carroll. Mr. Carroll's stipend will be \$1,000.00 to be paid out of ESSER funds for learning loss. The summer band program will run Monday, July 19, 2021 through Thursday, July 22, 2021.

Induction Program Approve the following teachers as helping teachers in the Northern Lehigh School District Induction Program for the 2021-2022 school year:

Helping Teacher	Inductee	Stipend
Gregory King	Paige Martin	\$800.00

Roll Call:

YEA: Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, Mr. Green, Mrs. Heckman, Mrs. Husack and Mr. Fedorcha (8)

NAY: None (0)

ABS: Mr. Distler (1)

Motion carried.

**OLD
BUSINESS**

Mrs. Husack made a motion, which was seconded by Mr. Green, that the Board of Education approves the following old business:

Transportation Para-professional Amendment Approve to continue to employ, Jennifer Haas, as transportation paraprofessional for student #2390125. The extended school year program runs June 28-August 6th. Approve compensation for 5 hours (originally approved at 3 hours) per day at her agreed upon 2020-2021 for June 28-30 & 2021-2022 hourly rate effective July 1, 2021 plus the completion program premium pay of \$750. This will be fully funded through the ESSER grant.

Summer Programs Nurse Amendment Approve to employ Tracy Hoffman, as the school nurse for Summer Programs, in addition to previous approval for Extended School Year Program, for 5.5 hours a day at the Teacher Collective Bargaining Agreement amount of \$30 per hour plus the one-time completion program premium pay of \$1000. This will be fully funded through the ESSER grant.

Extended School Year Program Amendment Approve to conduct an Extended School Year Program for students with special needs from July 12-15, 19-22, 26-29. The program will run Monday-Thursday from 9:00AM -12:00PM. Approve to employ Kayla Perkowski, Ryan Stilwell and Greg Deiter for four hours per day at the Teacher Collective Bargaining Agreement amount of \$30 per hour plus completion program premium pay of \$1000. Further, approve to employ paraprofessionals, Stephanie Stilwell, Lisa Fisher, Robin Blocker, Joan DeSousa, and Megan Farkas for three hours per day at their agreed upon 2021-2022 hourly rate plus a completion program premium pay of \$750. This will be fully funded through the ESSER grant.

Roll Call:

YEA: Mr. Kern, Mrs. Kulp, Mrs. Martineau, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan and Mr. Fedorcha (8)

NAY: None (0)

ABS: Mr. Distler (1)

Motion carried.

NEW BUSINESS

Mr. Green made a motion, which was seconded by Mrs. Husack, that the Board of Education approves the following new business items:

Emergency Instructional Time Template

Approve the Emergency Instructional Time Template 520.1 for the 2021-2022 school year.

NWLSA Agreement

As per the recommendation of the administration and Finance Committee, approve the agreement between the Northern Lehigh School District and Northwestern Lehigh School District to assign a food service supervisor on an hourly basis from July 1, 2021 until October 31, 2021, as per the attached agreement.

Roll Call:

YEA: Mrs. Kulp, Mrs. Martineau, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, and Mr. Fedorcha (8)

NAY: None (0)

ABS: Mr. Distler (1)

Motion carried.

FINANCIAL

Mr. Green made a motion, which was seconded by Mrs. Martineau, that the Board of Education approves the following financial items:

Mrs. Husack questioned the purchase of the docking stations and the power plugs through the ESSER grant. What are the 500 power plugs for? Don't all of the computers have power plugs? Mr. Hill commented that those were for Peters Elementary. We are one-to-one now but the students aren't going to be taking their laptops home every night. There would be charging stations to have in the classrooms. Unfortunately, the way charging stations work, it's hard to take the plugs out easily for the kids to take them home when they do have to take their Chromebooks home. 400 of them are for Peters Elementary and the other 100 is for some damaged chargers that we have at the middle school. Mrs. Husack asked how it was done this year with the hybrid/virtual. Mr. Hill commented that they took them home every night this year. At that level, it is a little harder for the students to carry the Chromebooks on the bus every night home. The plan was next year is that, only at Peters, they would leave their Chromebooks in school but they would be taking them home on occasions, like weekends. Mrs. Husack commented that she thought last year we bought them carrying cases as well. Why are we buying more plugs if they've been doing it all year? Are we concerned about damage? Mr. Hill commented that if they are going to be staying in school from Monday through Friday, they need a place to stay in school because they need a charging station to charge them. When they take them home, it's too difficult for the students to get the chargers out to put them in their bag. They will have an extra charger in their bag ready to go to take them home. When they are in school, we need a place to keep the Chromebooks because we can't just have them sitting in the bag because there is nowhere to charge them. Mrs. Husack asked if we are asking them to take them home on weekends for school work or personal use. Mr. Schnyderite commented that we were forced this year, due to the pandemic, and the need for virtual education at home every week, to bring them home on a daily basis. We're hoping next year at Peters to return to a traditional model where we will be able to provide direct instruction where we do realize the need to be prepared if something happens. Our plan at Peters is to use the Chromebooks within the classroom setting. We're no longer going to have a pull-out lab setting for first and second grade

FINANCIAL
(cont.)

where students will leave the classroom and go to a computer lab. Since we're a one-on-one district, they will be in the classroom and instruction will be occurring in the class as well as teachers utilizing such things as Imagine Learning which we just approved as part of our stations within our classrooms. Where again, knowing that we just went through a pandemic and we have the ability to use technology, we want to be able to be prepared for that. To the youngest students, it was a very big challenge when we jumped into the pandemic and we had 5 year olds, 6 year olds, 7 year olds and parents of those students not realizing what Google Classroom was and what the expectations were, etc. The idea is we would use it within the classroom setting. Have them bring it home to be able to use it educationally but also to be ready in case of let's say a snow day, we can't have the K, 1, and 2 the only students who aren't part of that flexible snow day. So they are able to engage at home but our focus is going to be returning to the classroom. The idea is that we would provide them a way to charge their Chromebooks, keep them in the classroom, and still be able to bring them home periodically when needed.

Financial Reports

Approve the Following Financial Reports:

1. General Fund Account month of May, 2021
2. NLHS Scholarship Account month of May 2021
3. NLMS Student Activities/Clubs Account month of February 2021
4. Cafeteria Fund month of May, 2021

List of Bills

Approve the Following List of Bills:

1. General Fund months of May and June, 2021
2. Cafeteria Fund months of May and June, 2021

Budgetary Transfers

Allow business office to complete additional budgetary transfers for the 2020-2021 end of year audit.

Willis Towers Watson

Appoint Willis Towers Watson as the district insurance broker for Property, Casualty, & Liability insurance for the 2021-2022 school year.

Insurance Coverage 2020-2021

Award insurance coverage for the 2021-2022 school year to the following companies:

1. Commercial Package and Automobile (Vehicle Liability, General Liability Property Insurance and Boiler and Machinery) Graphic Arts Mutual (Utica) Insurance Company - \$96,207.00. The premium is an increase of \$5,490.00 over last year's rate.
2. Commercial Umbrella Liability Insurance – Republic Franklin - \$16,858.00. The premium is a decrease of \$2,720.00 over last year's rate.
3. School Leaders Error and Omissions Liability – American International Group, Inc. - \$31,000.00. The premium is an increase of \$476.00 over last year's rate.
4. Law Enforcement Liability for School Police Officers – Greenwich Insurance Company - \$3,344.00. The premium is an increase of \$590.00 over last year's rates.
5. Cyber Security Liability – ACE American - \$10,397.00. The premium is an increase of \$2,322.00 over last year's rates.

Bonds for Board Secretary and Board Treasurer

Approve to renew the following expiring bonds for the 2021-2022 fiscal year through Willis of Pennsylvania, Inc., there is no increase over last year's rates:

1. A \$50,000 Board Secretary Bond for the term of July 1, 2021 to July 1, 2022 at an annual premium of \$175.00.
2. A \$50,000 Board Treasurer Bond for the period July 1, 2021 to July 1, 2022 at an annual premium cost of \$269.00.

FINANCIAL
(cont.)

Authorize Depositories Authorize the following financial institutions to act as approved depositories for school district funds and/or temporary investments. The Northern Lehigh School Board further authorizes the following financial institutions to transfer funds on deposit to any other bank for the credit of the Northern Lehigh School District. The Board further authorizes the Business Manager and/or Superintendent to enter into agreements, supplements or amendments to agreements to implement the foregoing operations for the 2021-2022 school year:

Neffs National Bank
TD Wealth

Prudential-Bache Government Securities Trust
Pennsylvania Local Government Investment Trust (PLGIT)

Payment of Bills for July Approve to grant permission to the business office to pay general fund bills that are scheduled for payment during the month of July as required by contract. There is no scheduled board meeting in July.

Commit/Assign Fund Balance Approve to commit and/or assign portions of the June 30, 2021 fund balance for the following purposes (actual amounts to be determined after completion of the 2020-2021 end of year audit):

PSERS Increase
Health Insurance Premiums
Technology

Replacement Equipment
Long Range Maintenance

School Physicians Approve to appoint Dr. Nicole Sully and Dr. Amy Gourniak of Parkland Family Health Center as school physicians for the 2021-2022 school year. The fee for grade level physicals will be \$20.00 per physical needed. Consultant services will be provided at no charge.

School Dentist Approve to appoint Dr. Harry Shleifer of Broadway Family Dentistry as the school dentist for the 2021-2022 school year at the quoted fee of \$1.00 per dental exam needed.

Fuel Bids Approve the awarding of fuel bids to the following companies with a contract period of July 1, 2021 to June 30, 2022:

UNLEADED GASOLINE TANK WAGON DELIVERY – Awarded to Talley Petroleum at
o a fixed price of \$2.1592 per gallon (item #16 on bid summary)

#2 GRADE FUEL OIL TANK TRANSPORT DELIVERY – Awarded to Talley Petroleum at
o a firm price of \$1.9873 per gallon (item #3 on bid summary)

#2 GRADE FUEL OIL TANK WAGON DELIVERY – Awarded to Talley Petroleum at
o a firm price of \$2.1768 per gallon (item #4 on bid summary)

BIO DIESEL FUEL TANK WAGON DELIVERY – Awarded to Talley Petroleum at
o a fixed price of \$2.2761 per gallon (item #8 on bid summary)

ANTI-GEL ADDITIVE FOR ULTRA LOW SULFUR DIESEL AND #2 HEATING OIL - Awarded to Talley Petroleum a fixed price of \$.0400 per gallon (item #22 on bid summary)

Supplemental Salary Schedule Approve the Supplemental Personnel Salary Schedule for the 2021-2022 school year as presented.

Preferred EAP Approve Preferred EAP as the district's employee assistance plan administrator beginning August 1, 2021 through June 30, 2023, at an estimated cost of \$1,500.00 per year. This amount is an estimated total; final cost is based on the total number of eligible employees. There is no increase over last year's rates.

FINANCIAL
(cont.)

Read 180/ System 44	As per the recommendation of the administration, approve Read 180/System 44 as a replacement curriculum for students with Special Needs to be funded through Medical Access reimbursement at a cost of \$13,470.00 through August 20, 2024.
PNC Benefit Plus	Approve to authorize the renewal of PNC Benefit Plus as the Flexible Spending Account Administrator for medical and dependent care expenses, effective July 1, 2021, at a cost of \$3.50 per month per participant.
Insurance Consortium	Appoint School District's Insurance Consortium as the district's Workers' Compensation carrier for the 2021-2022 school year at an estimated premium of \$76,100.00, approximately an increase of \$10,612.00. This amount is an estimated total, final cost is based on actual payroll figures.
Imagine Learning	As per the recommendation of the administration and Education/Policy Committee, approve Imagine Learning for a three-year agreement from July 1, 2021, through June 30, 2024 as an adaptive Literacy and Math Platform to address learning loss, at a cost of \$93,000, funding through the ESSER III grant.
Halo Fogger Machines	As per the recommendation from the administration and Technology/Buildings and Grounds Committee, approve the purchase of five (5) Halo Fogger machines and HaloMist disinfectant at a cost of \$48,325.00, funding through the ESSER Grant.
Event Tents	As per the recommendation from the administration and Technology/Buildings and Grounds Committee, approve the purchase of two (2) 20' x 40' Event Tents at a cost of \$55,037.60, funding through the ESSER Grant.
Peters Playground Equipment	As per the recommendation from the administration and Technology/Buildings and Grounds Committee, approve the purchase of the Peters Elementary Playground Equipment through GameTime at a cost of \$87,844.90, funding through the General Fund.
Middle School Gate	As per the recommendation from the administration and Technology/Buildings and Grounds Committee, approve the purchase of a Double Drive Barrier Gate at the Northern Lehigh Middle School from Tri-Boro Fencing Contractors at a cost of \$5,213.00, funding through the PCCD Safety Grant.
SCIFIT Machine Replacement	As per the recommendation from the administration and Technology/Buildings and Grounds Committee, approve the replacement purchase of a SCIFIT Pro 230 Machine from Advantage Sports & Fitness, Inc. at a cost of \$5,437.65, funding through the General Fund.
Computer Lease Agreement	Upon final approval of the 2021-2022 Budget, approve a lease from California First National Bank 28 Executive Park, Suite 200, Irvine, CA 92612 for \$50,000 per year with a lease term of 36 months and a one (\$1) dollar buyout option at the end of the lease agreement. The lease will be used to purchase chromebooks and projectors.
BENQ Wireless Projection Devices	As per the recommendation from the administration and Technology/Buildings and Grounds Committee, approve the purchase of (9) BENQ Instashow wireless projection devices at a cost not to exceed \$9,237.60, funding through the ESSER Grant.
Adobe Creative Cloud	As per the recommendation from the administration and Technology/Buildings and Grounds Committee, approve the purchase of Adobe Creative Cloud Licenses for the 2021-2022 school year for the High School at a cost of \$2,460.00, funding through the ESSER Grant.

FINANCIAL
(cont.)

Lightspeed Classroom Licenses As per the recommendation from the administration and Technology/Buildings and Grounds Committee, approve the purchase of Lightspeed Classroom Management Licenses for the 2021-2022 school year for all grades at a cost of \$7,872.00, funding through the ESSER Grant.

Charging Stations and Power Adapters As per the recommendation from the administration and Technology/Buildings and Grounds Committee, approve the purchase of (30) Charging Stations and (500) Power Adapters at a cost of \$37,415.50 (PEPPM), funding through the ESSER Grant.

Roll Call:

YEA: Mrs. Martineau, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, and Mr. Fedorcha (7)

NAY: Mrs. Kulp (1)

ABS: Mr. Distler (1)

Motion carried.

Board Secretary Nominations Mrs. Martineau nominated Mrs. Gale Husack for Board Secretary, seconded by Mr. Green.

Mr. Green made a motion to close nominations.

Roll Call:

YEA: Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (8)

NAY: None (0)

ABS: Mr. Distler (1)

Motion carried.

Mr. Fedorcha asked for a roll call to elect Mrs. Husack as Board Secretary.

Roll Call:

YEA: Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (8)

NAY: None (0)

ABS: Mr. Distler (1)

Motion carried.

Election of a Secretary for a four (4) year term, as required by Section 404 of the Pennsylvania School Code of 1949, as amended.

RECOMMEND that the Board of Education elects Mrs. Gale N. Husack as Secretary for a four (4) year term, effective July 1, 2021 through June 30, 2025.

ADOPTION
OF
GENERAL
FUND FINAL
BUDGET
2021-2022

Mrs. Husack made a motion, which was seconded by Mr. Keegan, that the Board of Education adopt the general fund final budget for 2021-2022 with a 2% tax increase:

It is recommended that the Board of Education adopts the general fund final budget of the Northern Lehigh School District for the 2021-2022 school year in the amount of \$34,522,628.

1. Real estate tax rate on taxable real estate in the school district:

Lehigh County millage rate of 23.5637 (\$2.356 per \$100 Assessed Valuation (100% MV))
Northampton County millage rate of 66.6064 (\$6.660 per \$100 Assessed Valuation (50% MV)).

2. A \$5.00 Resident Per Capita Tax, taxable on 18 year olds and over based on Section 679 of the School Code of 1949. No change from 2019-2020.

ADOPTION
OF
GENERAL
FUND FINAL
BUDGET
2021-2022
(cont.)

3. Taxes under Act 511 with no changes from 2020-2021:
- A 1% Earned Income Tax shared equally with coterminous municipalities.
 - A Realty Transfer Tax shared equally with the coterminous municipalities.
 - A \$5.00 Resident Per Capita Tax taxable on residents age 18 and over.
 - A \$5.00 Local Service Tax (formerly Emergency and Municipal Services Tax)

Mr. Green commented that he has two points to make. One has to do with the ESSER funds and yes, there's a lot of money coming in. The Business Manager at LCCC described it as trying to get a drink from a fire hose. It looks great, but as you stated earlier, Gary, we can't use one penny of that in our general fund. It all has to be for specific items. The problem he has with that, not that we don't necessarily need the items, is it's taking away what he believes is one of the basics of education in the state of Pennsylvania, and that's local control. The state and the federal government are in essence telling us if you want our money, we need to do what they want us to do. He's not comfortable with that. The second is that he thinks it's time that the state does something about their unequal tax situation. An example is there's a warehouse being built along Weaversville Road and in their presentation, the developers said if you allow us to build this, we will give "x" number of dollars to the county, "x" number of dollars to the township and 2.2 million dollars to the Northampton School District and that's not the only warehouse in Northampton. Nazareth has them, Catty's got them, Parkland's got them, East Penn's got them, we don't. What would we do with one check for 2.2 million dollars without having to hire one custodian, one teacher, put one drop of gas in a bus, etc. We'd be in good shape with one factory and yet we don't have any and that's not fair. The state needs to step up and do this. We talked about some bills earlier, House Bill 1 and the other one was 737 or something like that. Two more examples of taking away local control and letting the state tell us what we have to do. One deals with charter school and it's wrong and therefore, he's just not comfortable voting for a tax increase at this point in time. He thinks we have an adequate fund balance. Yes, we're going to have to dig into it to pay the bonds back but he thinks we're in pretty good shape, even without any warehouses, compared to some other districts.

Roll Call:

YEA: Mrs. Heckman; Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Martienau, and Mr. Fedorcha (6)
 NAY: Mrs. Kulp and Mr. Green (2)
 ABS: Mr. Distler (1)
 Motion carried.

2021
 Homestead/
 Farmstead
 Resolution

Mr. Keegan made a motion, which was seconded by Mr. Kern, that the Board of Education approve the following Homestead/Farmstead Resolution, as presented:

NORTHERN LEHIGH SCHOOL DISTRICT

2021 Homestead and Farmstead Exclusion Resolution

RESOLVED, by the Board of School Directors of the Northern Lehigh School District, that homestead and farmstead exclusion real estate tax assessment reductions are authorized for the school year beginning July 1, 2021, under the provisions of the Homestead Property Exclusion Program Act (part of Act 50 of 1998) and the Taxpayer Relief Act (Act 1 of 2006), as follows:

- Aggregate amount available for homestead and farmstead real estate tax reduction.** The following amounts are available for homestead and farmstead real estate tax reduction for the school year beginning July 1, 2021:
 - Gambling tax funds.** The Pennsylvania Department of Education (PDE) has notified the School District that PDE will pay to the School District during the school year pursuant to Act 1, 53 P.S. § 6926.505(b), as a property tax reduction allocation

2021
Homestead/
Farmstead
Resolution (cont.)

funded by gambling tax funds, the amount of \$946,038.82 plus an additional \$0, which was undistributed school year beginning July 1, 2020, for a total amount of \$946,038.82.

- b. **Philadelphia tax credit reimbursement funds.** PDE has notified the School District that PDE will pay to the School District during the school year pursuant to Act 1, 53 P.S. § 6926.324(3), as reimbursement for Philadelphia tax credits claimed against the School District earned income tax by School District resident taxpayers, the amount of \$4,240.09.
 - c. **Aggregate amount available.** Adding these amounts, the aggregate amount available during the school year for real estate tax reduction is \$950,278.91.
2. **Homestead/farmstead numbers.** Pursuant to Act 50, 54 Pa. C.S. § 8584(i), and Act 1, 53 P.S. § 6926.341(g)(3), the County has provided the School District with a certified report listing approved homesteads and approved farmsteads as follows:
- a. **Homestead property number.** The number of approved homesteads within the School District is 3,560.
 - b. **Farmstead property number.** The number of approved farmsteads within the School District is 20.
 - c. **Homestead/farmstead combined number.** Adding these numbers, the aggregate number of approved homesteads and approved farmsteads is 3,580.
3. **Real estate tax reduction calculation.** The school board has decided that the homestead exclusion amount and the farmstead exclusion amount shall be equal. Dividing the paragraph 1(c) aggregate amount available during the school year for real estate tax reduction of \$950,278.91 by the paragraph 2(c) aggregate number of approved homesteads and approved farmsteads of 3,580 (before considering the assessed value of approved homesteads and approved farmsteads having an assessed value below the preliminary calculation of the maximum real estate assessed value reduction amount to be established as the homestead and farmstead exclusion amount), the preliminary calculation of the maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead is \$265.44.

Based on calculations provided by the School District Business Office from the best available information and carefully evaluated by the School Board, considering the assessed value of approved homesteads and approved farmsteads having an assessed value below the preliminary calculation of the maximum real estate assessed value reduction amount to be established as the homestead exclusion and the farmstead exclusion amount, an additional aggregate amount of \$15,275.62 will be available during the school year for real estate tax reduction applicable to approximately 3,414 homesteads and farmsteads, resulting in an additional real estate tax reduction amount available for each homestead and farmstead of \$4.47. Adding this additional amount to the preliminary calculation of the maximum real estate tax reduction amount of \$265.44, the final maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead is \$269.91.

4. **Homestead exclusion calculation.** Dividing the paragraph 3 maximum real estate tax reduction amount of \$269.91 by the School District real estate tax rate of 23.5637mills (.0235637) for Lehigh County and 66.6064 mills (.0666064) for Northampton County, the maximum real estate assessed value reduction to be reflected on tax notices as a homestead exclusion for each approved homestead is \$270.09 for Lehigh County or \$207.09 for Northampton County, and the maximum real estate assessed value

2021
Homestead/
Farmstead
Resolution
(cont.)

reduction to be reflected on tax notices as a farmstead exclusion for each approved farmstead is \$ 207.09 for Lehigh County or \$207.09 for Northampton County.

5. **Homestead/farmstead exclusion authorization – July 1 tax bills.** The tax notice issued to the owner of each approved homestead within the School District shall reflect a homestead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the homestead, or (b) the paragraph 4 maximum real estate assessed value reduction of \$11,462.00 for Lehigh County or \$4,055.00 for Northampton County. The tax notice issued to the owner of each approved farmstead within the School District shall reflect an additional farmstead exclusion real estate assessed value reduction equal to the lesser of: (a) the County-established assessed value of the farmstead, or (b) the paragraph 4 maximum real estate assessed value reduction of \$11,462.00 for Lehigh County or \$4,055.00 for Northampton County. For purposes of this Resolution, "approved homestead" and "approved farmstead" shall mean homesteads and farmsteads listed in the report referred to in paragraph 2 above and received by the School District from the County Assessment Office on or before May 1 pursuant to Act 1, 53 P.S. § 6926.341(g)(3), based on homestead/farmstead applications filed with the County Assessment Office on or before March 1. This paragraph 5 will apply to tax notices issued based on the initial tax duplicate used in issuing initial real estate tax notices for the school year, which will be issued on or promptly after July 1, and will not apply to interim real estate tax bills.

RECOMMENDATION That the Board of Education adopts the 2021-2022 Northern Lehigh School District Budget.

Roll Call:

YEA: Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martienau, Mr. Green, Mrs. Heckman, and Mr. Fedorcha (8)

NAY: None (0)

ABS: Mr. Distler (1)

Motion carried.

LEGAL

Mr. Green made a motion, which was seconded by Mr. Kern, that the Board of Education approves the following legal items:

Expulsion
Hearing
Waivers

The Board agrees to expulsion hearing waiver for Student #2690195. Student and guardian have agreed to waive their right to a formal expulsion hearing in front of the School Board and have also agreed to disciplinary action outlined in the waiver.

The Board agrees to expulsion hearing waiver for Student #2390236. Student and guardian have agreed to waive their right to a formal expulsion hearing in front of the School Board and have also agreed to disciplinary action outlined in the waiver.

The Board agrees to expulsion hearing waiver for Student #2990069. Student and guardian have agreed to waive their right to a formal expulsion hearing in front of the School Board and have also agreed to disciplinary action outlined in the waiver.

Roll Call:

YEA: Mr. Keegan, Mr. Kern, Mrs. Kulp, Mrs. Martienau, Mr. Green, Mrs. Heckman, Mrs. Husack and Mr. Fedorcha (8)

NAY: None (0)

ABS: Mr. Distler (1)

Motion carried.

INFORMATION

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on April 19, 2021.

Minutes of the Lehigh Carbon Community College Board of Trustees meetings held on March 4, 2021 and April 1, 2021.

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on April 28, 2021.

RECOGNITION OF GUESTS

Mr. Fedorcha asked Mr. Hill if there were any guests. Mr. Hill announced that there were a few guests that would like to speak. The first one is Connie Check who wants to discuss the Class of 2020 funds and presentation of suggestions of ideas.

Connie Check, 6519 Apple Butter Road, Slatington, PA, 18080. Mrs. Check is wondering if we have any resolution as to the suggestions and/or votes needed or whatever to use the funds from 2020 to purchase items for the school.

Mr. Fedorcha commented that it was discussed at the last meeting and he does not have any recommendations and asked Mr. Link if he does.

Mr. Link commented that we have received a number of recommendations from the previous class, one of which is Mr. Jason Check, and then through consultation with Attorney Smith, as well as guidance and feedback from our auditors. He's happy to say he thinks we've reached consensus and turned it over to Mr. Vlasaty. Mr. Vlasaty thanked the class officers of 2020 for meeting with him. Their number one suggestion was to purchase a giant bulldog statue and have it placed in Bulldog Community Stadium. They did research on an estimated cost. We still need to look at the possibility of what a base would be. He was happy to hear that our attorneys and our auditors thought that was appropriate. He spoke with Mr. Sander and the student council officers and they unanimously approved that idea. He doesn't know how much exactly it is going to cost as far as will this use all the funds. There is still research needed for the cost of the base and installation. Mr. Link recommended continuing the conversation and the research with both student groups involved. If there are funds leftover, he would look for a recommendation again from this year's student council representatives for the expenditure of those funds. Mrs. Molitoris commented that we did hear from the auditors and the solicitor that it can be used in that realm.

Mr. Jason Check was the next registered guest.

Jason Check, 6519 Apple Butter Road, Slatington, PA 18080. Mr. Check wanted to thank all for hearing them out last month at the meeting and now approving the idea. He knows Mr. Vlasaty was really excited about it when they talked about it and he was a good asset to have in this situation because he was definitely behind us. He's excited and can't wait to come back every year and see this awesome bulldog. He thinks it's going to make the stadium even better than it is today. Mr. Check added good luck to Mrs. Chamberlain on her future endeavors, we're all going to miss her. And, he's glad that Mr. Strohl, he calls him Coach Strohl is back. He'll never forget some of the memories that they made at football practice. Mr. Fedorcha thanked Mr. Check and said that there would be follow-up.

The next guest was Alyssa Kabrick to speak about masks being optional.

Alyssa Kabrick, 129 Diamond Street, Slatington, pA 18080. Ms. Kabrick wanted to express her concerns about the Health and Safety Plan for the upcoming year. Although, she did find out tonight that the district will be having a board meeting in July. Prior to tonight, she was not aware and does think it is important you get some feedback from parents prior to having that board meeting. Her concerns are that after a very rough year for many of the children in the Northern Lehigh School District that we focus on having a normal school year for our children. She does believe that masks at this point in time should be optional. We are hearing more and more about

RECOGNITION OF GUESTS (cont.)

other school districts in Pennsylvania that are already giving the children before the end of the school year the option to have masks. They are already stating that next school year masks will either be optional or no longer necessary as well as the social distancing. She does respect that those who feel that wearing a mask is what's best for them and their children but in return she would ask that her decision as a parent to have her children mask free also be respected. This is and needs to be a parent's. She believes that there are a lot of people that are misinformed and under the presumption that come June 28th, that these kids will no longer be forced to wear masks because the mask mandate will be ending. However, that is up to each board for these school districts. So, she would just ask that all of you take into consideration how the parents feel for the upcoming school year what is best for each child after already having a very long, rough year. They did do a great job but she can tell you that although my children were not a problem in school and they followed the rules, they came home every day exhausted and tired of wearing their masks. It's her job, as their mother, to advocate for them and to speak up. Please let these parents have a say before you guys vote on this in July or make any decisions on your Health and Safety Plan. We want to say, and she knows there's many parents like herself, that feels strongly that we need to start moving into a normal school year. We want to see our children, on the first day of school, their smiling faces. We don't want to see them covered up. Thank you for your time. Mr. Fedorcha thanked Ms. Kabrick and commented that please understand that we want to see everything as normal as possible also and we certainly understand everyone's concerns. We are going to be having our safety plan being approved in July. He's sure much of that consideration will be in that plan.

The next person registered was Pauline Grady. She wanted to speak about the 2021-2022 Health and Safety Plan. Ms. Grady disconnected from the meeting.

The next person registered was Natalie Snyder. She wanted to discuss the ESSER funds and the Health and Safety Plan. Ms. Snyder disconnected from the meeting.

The next person registered is Eric King. He would like to talk about the 2021-2022 school plan.

Eric King, 336 First Street, Slatington, PA 18080. Mr. King commented that obviously the parents want to get back to a normal school year and he just found out this evening about the safety plan being voted on at the next school board meeting in July. Mr. King asked if the parents will get any input into what is going on with this or any kind of survey sent out as to what the plan is prior to that meeting or is it just going to be brought up by the school board and then voted on at that meeting. He doesn't want to see this waiting until the last minute like we did last year. It seems like last year we waited up until about two weeks before the school year started and then everything was kind of rushed together to have a hybrid model thrown together at the last minute. Hopefully we can start to make plans that we're not rushing through this in August to try and figure out exactly what we're going to do come the first day of school. Mr. Fedorcha commented that we have to have our plan in by the end of July and this is why we are calling a special meeting in July so that this will be out to everybody and it will not be, again, the 11th hour kind of thing. Mr. Link commented that Thursday of this week, the Lehigh County school districts have an opportunity to attend their first kind of open discussion, he doesn't want to call it a training, it's just more information flowing into us from the intermediate unit. At this point, it looks like the new template is very streamlined with a lot of room for school districts to have true, local control. He is really looking forward to seeing children arrive on our school buses on our first day of school next year, smiling without masks. That's the intent. That's the way we're trending right now and he wants to see it continue that way. Mr. King asked with the masks in the buildings after the 28th for the summer programs that are going to be taking place at the high school level through the rec center, will masks be required for students throughout the day for those summer programs. Mr. Link commented that right now, it is our intent that sunset June 27th, we are not going to be requiring masks within our school buildings. We've already started to do a gradual release of that with some of our outdoor activities.

**ADJOURN-
MENT**

Mrs. Martineau made a motion, which was seconded by Mrs. Husack, that the regular meeting of the Northern Lehigh School District Board of School Directors adjourned at 9:10 p.m.

Roll Call.

YEA: Mr. Kern, Mrs. Kulp, Mrs. Martineau, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, and Mr. Fedorcha (8)

NAY: None (0)

ABS: Mr. Distler (1)

Motion carried.

Respectfully submitted,

Gale N. Husack
Secretary

ATTEST: _____ President
Gary S. Fedorcha