



Southern Lehigh School District Board of School Directors Meeting

November 14, 2016

The first regular monthly meeting of the Board of School Directors of the School District of Southern Lehigh was held at 7:48 p.m. on the above date (November 14, 2016) at Southern Lehigh High School, Center Valley, PA.

PRESENT: Parsons, Dimmig, McLoughlin, Gehman, Lycett, Sisselberger, Smith
ABSENT: Gunkle, Merkle
OTHERS: Evison, Melber, Millman, Lewis, Bergey, Kennedy, Takacs, Jordan, Siegfried, Guarriello, Ruhf, Sinkler (SLEA), Diaz (SLEA), Wagaman (MCall) and 26 other members of the community.

OPENING PROCEDURES

Mrs. Parsons led the Board and others attending the meeting in the Pledge of Allegiance to the Flag.

The Board met in Executive Session prior to this meeting to discuss personnel and legal matters.

APPROVAL OF MINUTES

MOVED BY Gehman and **2ND BY** Lycett to approve the minutes of October 24, 2016 meeting as distributed to all Board members.

VOICE VOTE: "YES" – Motion Carried
ABSENT: Gunkle, Merkle

VISITORS

Mrs. Parsons acknowledged those who requested to make public comment and confirmed that they defer until after the Superintendent's report.

CONSENT AGENDA

MOVED BY Gehman and **2ND BY** Smith to approve the **CONSENT AGENDA** items as follows-

Approve homebound instruction for student #101602;

Approve the bills list dated November 14, 2016 showing paid bills in the amount of \$65,858.88 and bills to be paid in the amount of \$711,125.12 for a total amount of

\$776,984.00 for the General Fund; bills to be paid in the amount of \$9,152.53 for the Capital Reserve Sinking Fund and bills paid in the amount of \$500.00 and bills to be paid in the amount of \$303,211.02 for the Construction Fund;

Approve the following substitute teachers for the 2016-2017 school year-

<u>Robert Grosset</u>	Emergency 06 (PK-12)
<u>Amy Kimball</u>	Instruc. Reading Spec, Pk-12, Instruc. II Elem K-6
<u>Angie Lande</u>	Emergency 06 (PK-12)
<u>Russell Lande</u>	Emergency 06 (PK-12)
<u>Maureen Sangiorgio</u>	Emergency 06 (PK-12)
<u>Justine Novak</u>	Physical Education 5-12;

Approve the unpaid leave of the following staff-

Judith Miller, Licensed Health Room Nurse, Hopewell Elementary School and Southern Lehigh Middle School, February 15, 16 and 17, 2017.

Laura DeMars, Instructional Assistant, Southern Lehigh High School, December 21 and 22, 2016.

Karen Himmelsbach, Cafeteria Worker, Southern Lehigh High School, November 28, 30; December 1, 2 and 5, 2016.

Kelly Katzbeck, Tech Facilitator, Hopewell Elementary School, November 29 and 30, 2016;

Accept the resignation of the following staff-

Daniel Drabick, Temporary Custodian, District, effective end of business day, October 31, 2016.

Deborah Vosburg, Cafeteria Worker, Joseph P. Liberati Intermediate School, effective end of business day, November 4, 2016;

Approve the following staff-

Megan Farino, Instructional Assistant (29 hours), Joseph P. Liberati Intermediate School, an hourly rate of \$18.76, effective November 15, 2016. Ms. Farino will fill the position due to the resignation of *Melissa Salamon*

Jessica Makowski, Instructional Assistant (ESL), 4.75 hours per day, Liberty Bell Elementary School, an hourly rate of \$18.76. Ms. Makowski will fill this new position due to increasing population of ESL students;

Approve the following substitute staff for the 2016-2017 school year-

Stacie Herceg, Substitute Instructional Assistant, an hourly rate of \$16.45

Ellen Deebel, Substitute Cafeteria Monitor, an hourly rate of \$10.63

Kyle Gangewere, Substitute Cafeteria Monitor, an hourly rate of \$10.63

Deborah Vosburg, Substitute Cafeteria Worker, an hourly rate of \$9.93;

Approve the 90 hour unpaid externship of Wes Hurley, Lincoln Technical Institute student, effective November 4, 2016. Mr. Hurley will be under the supervision of Mr. Erik Malmberg, Coordinator of Network and Information Services;

Approve the Intermittent FMLA leave of Karen Rabenold, Health Paraprofessional, Joseph P. Liberati Intermediate School, effective November 15, 2016 through November 14, 2017;

Approve the following volunteer coaches for the 2016-2017 school year-

Jessica Curry Winter Track & Field

Jessica Curry Spring Track & Field;

Approve the following coaches for the 2016-2017 school year-

Josephine Cacace MS Winter Cheerleading \$1335

Michael Fay Jr. High Girls Basketball \$5056

Justin Kocis MS Asst. Boys Basketball \$2758

Justin Kocis MS Head Track & Field \$2823

Samantha Miara Asst. Swimming \$1895.20**:

***Shared position and stipend w/Brendon Mazepa.*

Approve the following event worker for the 2016-2017 school year-

Monika Klar.

VOICE VOTE: "YES" – Unanimous – Motion Carried
ABSENT: Gunkle, Merkle

CURRICULUM/STUDENT AND STAFF ACTIVITIES

MOVED BY Gehman and **2ND BY** Smith to approve the following student trip requests:

1. *Future Business Leaders of America* students and advisors to attend the FBLA State Leadership Conference, Hershey, PA, April 2 through April 5, 2017.
2. *Southern Lehigh High School Cross Country Team* to attend the 2016 PIAA Cross Country Championship, Hershey, PA, November 4 and 5, 2016.
3. *Southern Lehigh High School Speech and Debate Team* to attend the Princeton Invitational Tournament, Princeton, NJ, December 2 through December 4, 2016.

VOICE VOTE: "YES" – Unanimous – Motion Carried
ABSENT: Gunkle, Merkle

BUSINESS AND FINANCE

MOVED BY Gehman and **2ND BY** Lycett to approve LCTI's financing plan in the amount of \$49,000,000 for the purposes set forth in the Resolution presented this evening.

**VOICE VOTE: "YES" – Parsons, Gehman, Lycett, McLoughlin, Sisselberger–
Motion Carried
"NO" – Smith, Dimmig
ABSENT: Gunkle, Merkle**

SUPPORT SERVICES

MOVED BY Dimmig and **2ND BY** Smith to approve the following allowance adjustments for construction of the New Hopewell Elementary School project. These unanticipated costs were included in the contractor's base contract and will not result in an increase or decrease of the contractor's bid amounts-

(Reported at the September 26, 2016 Facilities Committee Meeting.)

Lobar, Inc., - General Contractor –

- GC-021 – Overtime terrazzo sub-contractor - \$4,076.59
- GC-022 – Light fixture enclosure in the music room - \$2,628.14
- GC-023 – Temporary walkway for teachers - \$1,067.08
- GC-024 – Stainless steel jambs for dishwasher opening - \$909.23
- GC-026 – Addition of silt sock to open infiltration - \$1,444.79
- GC-039 – Alter curb for school bus movement - \$5,000.00

Albarell Electric, Inc. – Electrical Contractor –

- EC-011 – Add speaker in nurse suite - \$1,176.00

(Reported at the October 7, 2016 Facilities Committee Meeting.)

Lobar, Inc., - General Contractor –

- Increase mailbox size to accommodate full pages - \$9,326.00
- Add risers and regrade to address standing water - \$6,364.05

**VOICE VOTE: "YES" – Unanimous – Motion Carried
ABSENT: Gunkle, Merkle**

MOVED BY Dimmig and **2ND BY** Lycett to approve and accept Upper Saucon Township's offer to install a roundabout on Preston Lane with the intent of improving traffic flow and connectivity between the community, high school and middle school. An agreement addressing dedication of land from the District to the Township for the purpose of constructing and maintaining the roadway and infiltration basins will be brought to the Board for approval. Total costs to the District could be approximately \$30,000 if the District prefers storm water pipes to a swale and \$100,000 if a subsurface infiltration basin is preferred to a rain garden on middle school property.

(There was Board discussion and the motion amended to include installation of the storm water pipes instead of a swale.)

MOVED BY Dimmig and **2ND BY** McLoughlin to approve and accept Upper Saucon Township's offer to install a roundabout on Preston Lane with the intent of improving traffic flow and connectivity between the community, high school and middle school. An agreement addressing dedication of land from the District to the Township for the purpose of constructing and maintaining the roadway and infiltration basins will be brought to the Board for approval. Total costs to the District would be approximately \$30,000 to install storm water pipes instead of a swale on high school property.

VOICE VOTE: "YES" – Unanimous – Motion Carried
ABSENT: Gunkle, Merkle

MOVED BY McLoughlin and **2ND BY** Gehman to approve the reinstallation of the existing Hopewell Playground, along with the purchase and installation of new equipment for a total budget not to exceed \$70,000. The Hopewell PTA will provide \$13,000 toward the project with the remainder coming from Hopewell Construction Allowance Adjustment funds. Administration will work with the PTA to develop a final plan for installation.

(There was Board discussion, including the following amended motion.)

MOVED BY Gehman and **2ND BY** McLoughlin to cap the total budget at \$74,000 for the reinstallation of the existing Hopewell Playground and installation of new equipment.

The amended motion was defeated and the original motion made as follows.

MOVED BY Gehman and **2ND BY** Sisselberger to approve the reinstallation of the existing Hopewell Playground, along with the purchase and installation of new equipment for a total budget not to exceed \$70,000. The Hopewell PTA will provide \$13,000 toward the project with the remainder coming from Hopewell Construction Allowance Adjustment funds. Administration will work with the PTA to develop a final plan for installation.

VOICE VOTE: "YES" – Unanimous – Motion Carried
ABSENT: Gunkle, Merkle

MOVED BY Dimmig and **2ND BY** Smith to approve the installation of a batting cage in the high school gymnasium at a cost of \$33,497.10 from Miller Flooring Company, 827 Lincoln Avenue, West Chester, PA 18380. The purchase will be under the AEPA/KPN cooperative contract IFB#012-B.

VOICE VOTE: "YES" – Unanimous – Motion Carried
ABSENT: Gunkle, Merkle

PERSONNEL

MOVED BY Smith and **2ND BY** Dimmig to approve the following certificated staff:

Laura Gorman, Long-Term Substitute Elementary Teacher, Liberty Bell Elementary School, at Bachelor's, Step 14, a salary of \$48,805 (pro-rated), effective November

14, 2016 through the end of the 2016-2017 school year. Ms. Gorman will fill the position during the anticipated childrearing leave of *Rebecca Segovis*.

VOICE VOTE: “YES” – Unanimous – Motion Carried
ABSENT: Gunkle, Merkle

MOVED BY Smith and **2ND BY** Dimmig to accept the retirement of Arlin Yons, Head Custodian, Southern Lehigh Middle School, effective the end of business day January 3, 2017. Mr. Yons has been a district employee for 17 years.

VOICE VOTE: “YES” – Unanimous – Motion Carried
ABSENT: Gunkle, Merkle

Mrs. Parsons thanked Mr. Yons for his years of service and dedication to the District.

MOVED BY Smith and **2ND BY** Dimmig to terminate by consent of Employee #22991, effective end of business day December 2, 2016.

VOICE VOTE: “YES” – Unanimous – Motion Carried
ABSENT: Gunkle, Merkle

REPORTS

LCTI

Dr. Smith reported that bond refinancing was discussed at the last LCTI meeting.

Policy

Mr. Lycett reported that several policies were discussed.

Private Funding of Facilities Committee

Mr. Lycett reported that representatives from the Carter Group will provide an update on the Campaign Feasibility Study at the November 29, 2016 board meeting.

Facilities

Mr. Dimmig reported that appraisals on the Lower Milford property were completed on November 1 and November 8.

Superintendent's Report

Mrs. Evison commented on recent incidents of hateful language and behaviors that have shaken the community and highlighted significant issues that must be addressed. The District will continue to investigate any reports of incidents of hate and bias and will respond with disciplinary consequences on an individual basis. The District is committed to ensuring that all students feel safe, valued and respected. Mrs. Evison reports that she has reached out to federal, state and local partners, including the Center for Safe Schools, Mid-Atlantic Equity Consortium Center, Department of Justice, Pennsylvania Human Relations Commission, Anti-Defamation League, and US Department of Education Office of Civil Rights, to seek

assistance and support. The District is creating a response plan that includes both short- and long-term activities designed to create and maintain a safe and supportive school climate for all students, staff and families. Plans include a District-wide Climate Survey, an Equity Advisory Panel, a review of policies and procedures, professional development for staff, Student forums and workshops and a review of crisis response plans to ensure efficient handling of all incidents that affect the well being of our students. Further information and details will be posted and shared on the district website.

VISITORS

Following the Superintendent's Report, visitors who requested to address the Board earlier were welcomed for public comment.

Dr. Gregory Singleton, Coopersburg resident, commented on recent diversity issues and the district's plans moving forward.

Mrs. Beth Tomlinson, Coopersburg resident, commented on diversity issued and school code of conduct.

Mrs. Mary deCastro, Center Valley resident, commented on child welfare and bullying.

Mr. John Barone, Coopersburg resident, commented on diversity and cultural competence.

Mrs. Donna Schudel-Barone, Coopersburg resident, commented on diversity and cultural competence.

Mrs. Carla Stock, Center Valley resident, commented on the reinstallation of the playground at Hopewell Elementary School.

Mrs. Dawn Resch, Center Valley resident, commented on the reinstallation of the playground at Hopewell Elementary School.

OLD BUSINESS

MOVED BY Smith and **2nd BY** Gehman to approve a second and final reading of the following revised policies-

- #019 Grievance Procedure for Federal or State Laws
- #336 Administrative Employees: *Unpaid Leave*
- #436 Professional Employees: *Unpaid Leave*
- #536 Classified Employees: *Unpaid Leave*
- #717 Property: *Cell Phones*
- #820 Operations: *Automated External Defibrillator*

VOICE VOTE: "YES" – Unanimous – Motion Carried
ABSENT: Gunkle, Merkle

MOVED BY Smith and **2nd BY** Gehman to approve the 2016-2017 Collective Bargaining Agreement Salary Grid.

VOICE VOTE: "YES" – Unanimous – Motion Carried
ABSENT: Gunkle, Merkle

NEW BUSINESS

MOVED BY Gunkle and **2nd BY** Gehman to approve a first reading of the following new policy-

#004 Local Board Procedures: *Membership*

VOICE VOTE: "YES" – Unanimous – Motion Carried
ABSENT: Gunkle, Merkle

COMMUNICATIONS

VISITORS

Mrs. Andrea Lycette, Coopersburg resident, commented on diversity issues.

Mrs. Maria Ault, Center Valley resident, commented on diversity issues.

Mrs. Renee D'Amico, Center Valley resident, commented on diversity issues.

Mr. John Talecki, Center Valley resident and Music Parents Treasurer, commented on the Music Parents recent tax-exempt status under section 501(c)(3) as a nonprofit organization.

ADJOURNMENT

MOVED BY Smith and **2nd BY** Lycett to adjourn the meeting.

VOICE VOTE: "YES" – Unanimous – Motion Carried
ABSENT: Gunkle, Merkle

The meeting was adjourned at 9:30 p.m.

ATTEST: *Diana S. Millman*, Board Secretary