

PALMERTON AREA SCHOOL DISTRICT
PALMERTON, PA.
April 16, 2019

BOARD MINUTES

An executive session was held tonight at 6:00 P.M. and on April 10th, 2019 concerning personnel and legal matters.

The regular meeting of the Palmerton Area School District Board of Directors was held on April 16th, 2019, at 6:30 P.M. in the Conference Room of the Administration Office. President Baumgardt presided.

FLAG SALUTE

ROLL CALL Present: Directors Baumgardt, Fallow, Gildner, Haas, Harry, Paules, Recker, Scherer, and Smale
Absent: None

OTHER ATTENDANCE Ryan Kish - Business Manager/Board Secretary, Shawn Lochinger - Solicitor

FBLA PRESENTATION – Kerry Palumbo:

- FBLA advisor Kerry Palumbo presented an overview on FBLA and announced students had qualified for the national competition.
- Requested \$9,932 to cover expenses to attend the national competition.

AGENDA OPENED Director Fallow moved, seconded by Director Haas, to open the agenda.

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

FBLA NATIONAL CONFERENCE Director Fallow moved, seconded by Director Gildner, to provide FBLA \$9,932 from the General Fund.

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

BUSINESS MANAGER’S REPORT:

- Proposed budget presentation will be at next workshop.
- Spoke with PFM about bond refinancing. First opportunity to refinance will be in spring 2020. PFM will have a presentation early next year. Could produce significant savings over life of bond if rates remain stable.

BOARD MEMBER REPORTS:

CCTI Report – Director Fallow

- Director Fallow recognized several CCTI students for their accomplishments
- CCTI competed in skills competition, medaled in 16 competitions.

PSBA Report – Director Fallow

- Discussed PSBA annual study

- Schools required to appoint safety and security coordinator

CLIU IU 21 Report – Director Haas

- Golf tournament fundraiser at Olde Homestead on June 18th
- Palmerton has 92 students being assisted by the IU.

Library Report – Director Haas

- Running a recycling drive for STEAM program.
- April is food for fines month
- Golf tournament at Blue Shamrock August 23rd

OLD BUSINESS:

Director Recker – wants to discuss school police officer at workshop

Director Baumgardt read a statement thanking the board for their countless hours at the hearings and thanking them for their hard work. The board’s vote is based on 8 charges and the vote cannot be based on opinion or emotion. The decision can only be based upon those 8 charges.

PUBLIC PARTICIPATION:

Doris Zellers – Thanked the board for hard work in making decision. Thought that the Superintendent and Solicitor were disrespectful to Mrs. Husar’s attorney and witnesses. Believes there should have been a less costly solution.

Audrey Larvey – Spoke regarding the change orders on the agenda. Lack of transparency with the change orders and agenda.

Keri Henry – Spoke in support of Mrs. Husar. Believes that the superintendent shows disrespect to the board and should be removed.

Jeff Henry – Hopes the board makes the right decision. Disrespectful that superintendent isn’t here and wants a no cell phone policy to be instituted at meetings.

Lori Nemeth – Wants the board to read the proposals before voting on items D, E, and F. Questioned what the PLURAL club was and the computer science motion for the program of studies.

Ken Sutton – Thanked the board for their FBLA vote. Would like fire trucks to escort FBLA students.

PRINCIPAL HEARING DECISION

A. Director Baumgardt moved, seconded by Director Harry, that after hearing held and due consideration of all the evidence presented in support of the first charge for termination/dismissal of Principal Paula Husar, namely that Paula Husar did intentionally attempt to discredit Superintendent Scot Engler in his position by making false and derogatory comments about him as presented in the Notice of Charges dated October 6, 2017, the Directors of the Board of Education find that sufficient evidence has been presented to support that charge.

Aye Votes: Director Scherer

Nay Votes: Directors Baumgardt, Fallow, Gildner, Haas, Harry, Paules, Recker, and Smale. Motion Failed.

B. Director Gildner moved, seconded by Director Haas, that after hearing held and due consideration of all the evidence presented in support of the second charge for termination/dismissal of Principal Paula Husar, namely that Paula Husar engaged in persistent negligence in the performance of her duties as presented in the Notice of Charges dated October 6, 2017, the Directors of the Board of Education find that sufficient evidence has been presented to support that charge.

Aye Votes: Directors Gildner, Harry, Recker, Scherer, and Smale

Nay Votes: Directors Baumgardt, Fallow, Haas, and Paules. Motion Carried.

C. Director Harry moved, seconded by Director Gildner that after hearing held and due consideration of all the evidence presented in support of the third charge for termination/dismissal of Principal Paula Husar, namely that Paula Husar did engage in harassment and intimidation of fellow employees and also consequently failed to provide leadership for learning as pertaining to Scot Engler and Pamela Wuest as presented in the Notice of Charges dated October 6, 2017, the Directors of the Board of Education find that sufficient evidence has been presented to support that charge.

Aye Votes: Directors Harry, Recker, and Scherer

Nay Votes: Directors Baumgardt, Fallow, Gildner, Haas, Paules, and Smale. Motion Failed.

D. Director Smale moved, seconded by Director Haas, that after hearing held and due consideration of all the evidence presented in support of the fourth charge for termination/dismissal of Principal Paula Husar, namely that Paula Husar did engage in continual and excessive disciplinary issues related to Charge #1, Charge #2, and Charge #3 and as noted in her personnel file and as presented in the Notice of Charges dated October 6, 2017, the Directors of the Board of Education find that sufficient evidence has been presented to support that charge.

Aye Votes: None

Nay Votes: Directors Baumgardt, Fallow, Gildner, Haas, Harry, Paules, Recker, Scherer, and Smale. Motion Failed.

E. Director Smale moved, seconded by Director Recker, that after hearing held and due consideration of all the evidence presented in support of the fifth charge for termination/dismissal of Principal Paula Husar, namely that Paula Husar was insubordinate on September 7, 2017 by failing to report to the district office after repeated directives to do so or to attend a Loudermill hearing or turn over her keys, swipe card, employee badge and cell phone as presented in the Notice of Charges dated October 6, 2017, the Directors of the Board of Education find that sufficient evidence has been presented to support that charge.

Aye Votes: None

Nay Votes: Directors Baumgardt, Fallow, Gildner, Haas, Harry, Paules, Recker, Scherer, and Smale. Motion Failed.

F. Director Harry moved, seconded by Director Gildner, that after hearing held and due consideration of all the evidence presented in support of the sixth charge for termination/dismissal of Principal Paula Husar, namely that Paula Husar did cause a serious disruption in the district when she failed to follow the directive to return school property to the district administration office causing rumors and gossip to spread as presented in the Notice of Charges dated October 6, 2017, the Directors of the Board of

Education find that sufficient evidence has been presented to support that charge.

Aye Votes: None

Nay Votes: Directors Baumgardt, Fallow, Gildner, Haas, Harry, Paules, Recker, Scherer, and Smale. Motion Failed.

G. Director Smale moved, seconded by Director Harry, that after hearing held and due consideration of all the evidence presented in support of the seventh charge for termination/dismissal of Principal Paula Husar, namely that Paula Husar did fail to comply with Board Policy related to field trips and the appropriate number of chaperones as presented in the Notice of Charges dated October 6, 2017, the Directors of the Board of Education find that sufficient evidence has been presented to support that charge.

Aye Votes: Director Scherer

Nay Votes: Directors Baumgardt, Fallow, Gildner, Haas, Harry, Paules, Recker, and Smale. Motion Failed.

H. Director Haas moved, seconded by Director Gilder, that after hearing held and due consideration of all the evidence presented in support of the eighth charge for termination/dismissal of Principal Paula Husar, namely that Paula Husar did fail to adequately address or inform the Superintendent of ethnicity based harassment complaints which led to a Pennsylvania Human Relations Complaint filed against the district as presented in the Notice of Charges dated October 6, 2017, the Directors of the Board of Education find that sufficient evidence has been presented to support that charge.

Aye Votes: None

Nay Votes: Directors Baumgardt, Fallow, Gildner, Haas, Harry, Paules, Recker, Scherer, and Smale. Motion Failed.

Director Recker moved, seconded by Director Gildner to amend the following motion to include the charge letter B and suggested suspension of September 7th, 2017 until June 7th, 2018.

Aye Votes: Directors Baumgardt, Fallow, Gildner, Haas, Harry, Paules, Recker, Scherer, and Smale.

Nay Votes: None. Motion Carried.

Director Scherer moved, seconded by Director Smale, that based upon the aforesaid determination that sufficient evidence has been presented on charge B to suspend the employment of Paula Husar as High School Principal of Palmerton School District that Paula Husar be suspended as High School principal of Palmerton School District from September 7, 2017 until June 7th of 2018.

Aye Votes: Directors Baumgardt, Gildner, Haas, Harry, Paules, Recker, and Smale.

Nay Votes: Directors Fallow and Scherer. Motion Carried.

**CONSENT
AGENDA
APPROVED**

Director Scherer moved, seconded by Director Recker, to approve the attached consent agenda.

Aye Votes: All Directors Present.

Nay Votes: None. Motion Carried.

CONSENT AGENDA

- MINUTES** Approved the minutes from March 19, 2019 meeting.
- FINANCIAL REPORTS** Approved the financial reports: Treasurer's Report, Accounts Payable
- SPECIAL ED. LEGAL AGREEMENT** Approved the legal service consultation agreement with Sweet, Stevens, Katz, and Williams for the 2019-2020 school year at a cost of \$7,500.00, regarding special education and student services.
- TUITION REIMBURSEMENT** Approved the attached tuition reimbursement.
- P.L.U.R.A.L ADVISORS** Approved Kerry Palumbo and Raquel Hoffert as volunteer advisors for the P.L.U.R.A.L. Club for the 2018-2019 school year.
- SCHOOL PSYCH CONTRACT** Approved to contract Art Feinberg as an independent contractor school psychologist, as needed, not to exceed 120 days, for the 2019-2020 school year, at the rate of \$420/day.
- HS SUB** Approved Jo Lyn Gazo as a short-term HS substitute, effective May 20, 2019.
- SUB REMOVAL** Approved the removal of Leann DeAngelis from our substitute list.
- GUEST TEACHERS** Approved the following Guest Teachers:
Emily Bittner
Dianne Danner
Albert Dommel
Bonnie Dommel
Sheila Dorney
- TOWAMENSING LEAD CUSTODIAN** Approved Christine Greenzweig as Lead Custodian at Towamensing Elementary, effective July 1, 2019.
- PT CAFÉ** Approved Joleene Delgado as a part time café worker at the rate of \$12.68/hour effective April 17, 2019.
- LEARNING SUPPORT TEACHER** Approved Amanda Sechrist as a Learning Support teacher, at Masters Step 5 (\$50,000 prorated) effective May 2, 2019.
- ESY STAFF** Approved the following staff to work in our Extended School Year (ESY) program:

Teachers: Erin Brown, Shanna Koscinski, Marcy Zelinsky and Don McGorry

Instructional Aides: Maizee Heiney, Christine King, Sabrina Strausberger, and Jennifer Anthony.

Nurses: Michelle Bisbing and Megan Zurn

Speech: Tammy Hoffman
- IA RESIGNATION** Accepted the resignation of Erin DeWitt, Instructional Aide in the High School Life Skills classroom, effective June 14, 2019
- SECRETARY**

SUB Approved Jamie Frockowiak as a substitute secretary, effective April 17, 2019.

K-4 SUB Approved Rebecca Owens as a K-4 Substitute Teacher, effective April 17, 2019.

19-20 EXTRA CURRICULAR Approved the following extra-curricular positions for the 2019-2020 school year:

Paul McCrone	Head Girls' Soccer Coach.	\$4054
Alfredo Ortiz Jr.	2/3 MS Football Coach	\$2,690.66
Tara Frantz	1/3 Field Hockey Coach	\$887.33
Amy Mertz	Cheerleading Varsity Advisor	\$2,482
Christine Delong	Cheerleading JV Advisor	\$2,482
Magin Gursky	Jr High Cheerleading Advisor	\$2,482
Adrienne Allen	Volunteer Swimming Coach	
Bruce Bubser	Volunteer Swimming Coach	
Janice Blouse	Volunteer Swimming Coach	
Julia Dougherty	Volunteer Swimming Coach	
Ken Termini	Boys' Basketball Coach	\$6,165
Maurice Moore	Asst. Boys' Basketball Coach	\$4,036
Jeremy Coleman	Asst. Boys' Basketball Coach	\$4,036
Brian Stevko	Asst. Boys' Basketball Coach	\$4,036
Art George III	Volunteer Boys' Basketball Coach	
Jason Gehman	Volunteer Boys' Basketball Coach	
Dan Beck	Head Girls' Basketball Coach	\$6,165
Brian Morgan	Asst. Girls' Basketball Coach	\$4,036
Paul McCrone	Asst. Girls' Basketball Coach	\$4,036
Jeff Bennett	½ Asst. Girls' Basketball Coach	\$2018
Jim Hay	Volunteer Girls Basketball Coach	
Justin Petersen	Head Wrestling Coach	\$6165
Erick Kresge	Asst. Wrestling Coach	\$4036
Jake Christman	Asst. Wrestling Coach	\$4036
Dillon Masington	Asst. Wrestling Coach	\$4036
Zach Christman	Volunteer Wrestling Coach	
Josh Evans	Volunteer Wrestling Coach	
Tom Pasquariello	Volunteer Wrestling Coach	
Eric Stroup	Volunteer Wrestling Coach	
Jared Mooney	Volunteer Wrestling Coach	
Joshua Rake	Volunteer Wrestling Coach.	
Alfredo Ortiz Jr.	Volunteer Wrestling Coach	

PROM CONTRACT Approved the DJ contract with Lehigh Valley Events for the prom on May 3, 2019.

DRAMA CONTRACTS Approved the Theatrical Rights Worldwide License Agreement for the performance of Big Fish scheduled for April 2020.

Approved the Music Theatre International Contract/License Agreement for the performance of Disney's The Little Mermaid Jr, scheduled for September 2019.

SENIOR CLASS OUTING Approved the Kalahari Resorts-Pocono Group Rate Day Passes request for the Senior Class Outing on May 30, 2019.

DRAMA DEPOSIT Approved the deposit payment for the playbooks from Dramatic Performance (Quote #22598) for the performance of A Christmas Story, scheduled for December 2019.

**CLIU TECH
POOL
AGREEMENT**

Approved Palmerton Area School to participate in the CLIU Technology Pool Legal Services Consultation Agreement.

**PROGRAM OF
STUDIES**

Approved the 2019-2020 Program of Studies as submitted. (Only course change is the addition of the Intro to Computer Science Course)

**METZ RENTAL
AGREEMENT**

Approved the rental agreement with Metz Amusements and Concessions for Spring Day, paid from funds from Student Council.

END OF CONSENT AGENDA

**19-20
FACILITIES
PLAN
COMMITTEE
REPORT
APPROVED**

Director Recker moved, seconded by Director Haas, to approve the 2019-2020 Facilities Plan Committee Report that was approved by the CLIU Facilities Plan Committee on March 6, 2019 and the CLIU 21 Board of Directors on March 18, 2019. In addition the Board reaffirms its commitment to the original construct of the Facilities Planning, approved November 1, 1989, which consists of a series of prioritized inquiries to be considered in determining future locations of the CLIU and school district special education classes.

Aye Votes: Directors Baumgardt, Fallow, Haas, Harry, Paules, Recker, Scherer, and Smale.

Nay Votes: Director Gildner. Motion Carried

**CARBON-
MONROE-PIKE
DRUG AND
ALCOHOL
COMMISSION
AGREEMENT
APPROVED**

Director Smale moved, seconded by Director Gildner, to approve the Letter of Agreement between the Carbon-Monroe-Pike Drug and Alcohol Commission, Inc. for their Drug and Alcohol Primary Prevention and Sap/Intervention Services for 2019-2020 at a cost not to exceed \$14,000. This provides 2 days of services weekly.

Aye Votes: Directors Baumgardt, Fallow, Gildner, Haas, Harry, Paules, Scherer, and Smale.

Nay Votes: None.

Abstentions: Director Recker. Motion Carried.

**BUDGET
TRANSFERS
APPROVED**

Director Haas moved, seconded by Director Recker, to approve the enclosed budget transfers.

Aye Votes: All Directors Present.

Nay Votes: None. Motion Carried.

**TABLED
MOTIONS**

Director Harry moved, seconded by Director Gildner, to table the following motions:

- It is recommended that the Board of Directors approve the Barry Isett & Associates' proposal for the High School Music Suite Renovations. (as submitted)
- It is recommended that the Board of Directors approve the Barry Isett & Associates' proposal for the SS Palmer Elementary Entrance Renovations. (as submitted)
- It is recommended that the Board of Directors approve the KCBA proposal for renovations at Palmerton Area High School and SS Palmer Elementary

School. (as submitted)

- It is recommended that the Board of Directors approve Change Order Number 008, Penn Builders, Inc. The contract sum will be increased by this change order in the amount of \$11,009.45.
- It is recommended that the Board of Directors approve Change Order Number 009, Penn Builders, Inc. The contract sum will be increased by this change order in the amount of \$20,363.87.
- It is recommended that the Board of Directors approve Change Order Number 010, Penn Builders, Inc. The contract sum will be increased by this change order in the amount of \$16,937.99.
- It is recommended that the Board of Directors approve Change Order Number 005R, Myco Mechanical. The contract sum will be increased by this change order in the amount of \$17,865.12.
- It is recommended that the Board of Directors approve Change Order Number 006rev, Myco Mechanical. The contract sum will be increased by this change order in the amount of \$5,611.04.
- It is recommended that the Board of Directors approve Change Order Number 007, Myco Mechanical. The contract sum will be increased by this change order in the amount of \$12,581.31.
- It is recommended that the Board of Directors approve Change Order Number 008, Myco Mechanical. The contract sum will be increased by this change order in the amount of \$5,324.81.
- It is recommended that the Board of Directors approve Change Order Number 009, Myco Mechanical. The contract sum will be increased by this change order in the amount of \$11,190.71.
- It is recommended that the Board of Directors approve Change Order Number 007, George J. Hayden Electric. The contract sum will be increased by this change order in the amount of \$42,940.00.

Aye Votes: All Directors Present.

Nay Votes: None. Motions Tabled.

POLICIES Director Recker moved, seconded by Director Harry, to table the recommendations to
TABLED accept and approve the second reading of the following policies:

Policy #705 Safety

Policy #709 Security of Buildings and Grounds

Policy #907 School Visitors

Aye Votes: All Directors Present.

Nay Votes: None. Motion Tabled.

2/3 MS FIELD Director Haas moved, seconded by Director Recker, to approve Melissa Kohler as 2/3
HOCKEY Middle School Field Hockey Coach at the rate of \$1,774.66 for the 2019-2020 school

**COACH
APPROVED**

year.

Aye Votes: Directors Baumgardt, Fallow, Gildner, Haas, Harry, Paules, Recker, and Smale.

Nay Votes: None.

Abstentions: Director Scherer. Motion Carried.

**AUTHORIZA-
TION TO SIGN
UGI
AGREEMENT
APPROVED**

Director Haas moved, seconded by Director Recker, to authorize the Business Manager to sign the Customer Confirmation Agreement with UGI Energy Services, LLC for July 2020 through December 2022.

Aye Votes: All Directors Present.

Nay Votes: None. Motion Carried.

**REMOVAL OF
CAUTION TAPE
FROM
SOFTBALL
FIELD
APPROVED**

Director Scherer moved, seconded by Director Haas, to remove the caution tape from the softball field and for the District to assume any liability.

Aye Votes: Directors Baumgardt, Haas, Harry, Paules, Recker, Scherer, and Smale.

Nay Votes: Directors Fallow and Gildner. Motion Carried.

**JET SIGNS
FIELD SIGNS
APPROVED**

Director Scherer moved, seconded by Director Harry, to pay for the signs created by Jet Signs for the field, out of the capital reserve fund in the amount of \$4,950.

Aye Votes: All Directors Present.

Nay Votes: None. Motion Carried.

PUBLIC PARTICIPATION:

Tiffany Bachart – PAEA update. Parkside participation in STEM activities. Palmer and Parkside raising money for heart association.

ADJOURNMENT

Director Recker moved, seconded by Director Smale, that the Board of Directors of the Palmerton Area School District adjourn the meeting at 8:43 P.M.

Aye Votes: All Directors Present

Nay Votes: None. Motion Carries

Respectfully submitted,

Ryan P. Kish
Business Manager/Board Secretary