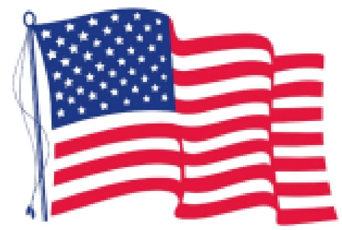
Lehighton Area School District
Administration Building - Board Room
1000 Union Street, Lehighton, PA 18235
August 10, 2026 Special Board Meeting - 7:00 PM

1. Opening Exercises

1.1. Call to Order
Board President, A. Matika called the Board Meeting to order at 7:01 PM.



1.2. Opening Exercises
Opening Exercises included the Pledge of Allegiance and a moment of silence.

1.3. Roll Call
PR/AB

PR	**Ms. Joy Beers**	**PR**	**Mr. Jeremy Glaush**	**PR**	**Dr. Alex Matika**
PR	**Mr. David Bradley**	**PR**	**Ms. Denise Hartley**	**PR**	**Ms. Heather Neff**
PR	**Mrs. Lory Frey**	**PR**	**Dr. William Howland**	**PR**	**Mr. Timothy Tkach**

Also Present:
Mr. Jason Moser, Superintendent
Ms. Janine Partenio, Recording Secretary

Kay Barry, Roy James, Noah Glaush, Autumn Abelovsky, Fred Kemmerer, Walter Zlomsowitch, Autumn Frey & Family, Ann Schoenberger, Kelli Carpenter, Grace Kern, Melissa Hunsicker, Tami Cunfer, Lori Porambo, Connie Ahner, Melissa Hunsicker, Jordan Cook, Gretchen Laviolette, Sandra Michalik and Atty. Jeffrey Sultanik via Google Meet.

1.4. Purpose of Special Meeting
Description: As per the advertisement in the Times News on Saturday, August 8, 2026: "The Lehighton Area School District will be holding a Special Board Meeting to vote on the Lehighton Area Educational Support Personnel Contract and for hiring personnel on Monday, August 10, 2026 at 7:00 PM, in the Administration Office Boardroom at 1000 Union Street Lehighton, PA 18235."

1.5. Public Comment - Only on the Board's Proposed Approval of the Agenda as Presented or as Modified
Public comment will only be permitted to discuss whether or not an item currently listed on the draft agenda that has been posted should be on the agenda or off the agenda. No discussion on the substance of the agenda item will be permitted since the discussion will be exclusively limited to whether or not an item should appear on the agenda.

None at the time.

D. Bradley left at 7:02 PM.

1.6. Approval of Agenda
MOTION by H. Neff, SECONDED by T. Tkach, to approve the agenda as presented.

Vote: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

D. Bradley returned at 7:03 PM.

1.7. Public Comment - Traditional Public Comment Period on Agenda Items Only
None at the time.

2. Action Items

2.1. LAESPA CBA 2026-2030
MOTION by J. Glaush, SECONDED by H. Neff, to approve the Agreement between the Lehighton Area School District and the Lehighton Area Educational Support Personnel Association effective July 1, 2026, through June 30, 2030.

D. Bradley inquired about the membership of the negotiations committee and whether the negotiating members recommended passage of the agreement. J. Glaush confirmed that committee members L. Frey, J. Glaush, and H. Neff recommended approval. D. Bradley then raised a concern regarding whether the committee's meetings had been advertised to the full Board in accordance with the Pennsylvania Sunshine Act, enabling all Board members to participate.

J. Beers requested a brief overview of the contract's primary changes. J. Moser summarized that the four-year terms central to the agreement focused on salary and benefits, specifically outlining a $1.50 per hour wage increase for all support staff members in the first year, followed by $1.25 per hour increases in each of the final three years. He noted that support staff employee contributions toward health insurance premium shares would increase from 2% to 4%, alongside minor additions such as compensatory time provisions for certain personnel working non-standard schedules.

D. Bradley asked Atty. J. Sultanik whether the negotiations committee was required under the Pennsylvania Sunshine Act to invite the entire Board and advertise its meetings. Atty. J. Sultanik clarified that D. Bradley's legal interpretation was incorrect, explaining that the bargaining committee operated as an ad hoc committee rather than a standing committee, and that collective bargaining activities are exempt from Sunshine Act public notice requirements. Following further exchanges between D. Bradley, Atty. J. Sultanik, and J. Moser regarding executive sessions, Sunshine Act exemptions, and quorums, D. Bradley acknowledged the solicitor's evaluation.

J. Moser commended the negotiations committee, support staff members, and participating Board members for their hard work, thoughtful approach, and positive spirit throughout the process, emphasizing that the resulting agreement fairly honored the support staff while remaining financially responsible for taxpayers. A. Matika echoed those sentiments and directed J. Partenio to conduct a roll call vote.

Roll Call Vote:

		Yes	No	Absent	Abstension
Ms. Joy Beers, Member		X	0	0	0
Mr. David Bradley, Member		0	X	0	0
Ms. Lory Frey, Treasurer		X	0	0	0
Mr. Jeremy Glaush, Member		X	0	0	0
Ms. Denise Hartley, Member		X	0	0	0
Dr. William Howland, Member		X	0	0	0
Ms. Heather Neff, Vice-President		X	0	0	0
Mr. Timothy Tkach, Member		X	0	0	0
Dr. Alex Matika, President	X	0	0	0	

Vote: YES - 8 NO - 1 ABSENT - 0 ABSTENTIONS - 0

2.2. Candidates for Employment
MOTION by W. Howland, SECONDED by H. Neff, to approve the following candidates for employment in accordance with the respective contracts:

Autumn Frey - Licensed Practical Nurse with an effective date beginning the 2026-2027 School Year or upon release from current employer and at a contracted rate according to the most current LAESPA Contract, to be prorated commensurate with the start date and contingent upon the completion of all necessary paperwork and clearances.

D. Bradley inquired who recommended the motion and candidate to the Board. A. Matika stated that recommendations originate from the hiring manager, and J. Moser clarified that ultimate hiring recommendations come from him, based on the work of the interview committee. D. Bradley then raised a concern regarding Sunshine Act compliance, questioning how an interview committee could meet, collect application materials, and make employment recommendations to the Board without public notice or Board visibility.

In response to questions from Atty. J. Sultanik, J. Moser clarified that the interview panel was an internal administrative committee composed of administrators and professional staff, rather than a Board committee. Atty. J. Sultanik explained that because the group was an administrative committee lacking a majority of Board members, it was not a committee of the Board and therefore was not subject to the Pennsylvania Sunshine Act. D. Bradley questioned why an administrative body authorized to render advice to the Board would be exempt, and Atty. J. Sultanik reiterated that the Sunshine Act applies to committees of the Board, not administrative staff committees. D. Bradley noted he would seek further verification on the legal interpretation, and A. Matika proceeded with the meeting.

Vote: YES - 8 NO - 1 ABSENT - 0 ABSTENTIONS - 0

D. Bradley voted no.

2.3. Mentors for New Professional Staff
MOTION by T. Tkach, SECONDED by L. Frey, to approve the following teachers to serve as a mentor for newly hired professional staff at a contracted rate of $37.00 per hour for a maximum of 16 hours per new employee:

Melissa Blocker - Laura Blessing
Allison Tirpak - Melissa Stough
Sarah Dunchack - Chelsea D'Ulisse
Kenneth Eck - Justin Trefsger
Jeffrey Kirsch - Kelly Sullivan
Amy Smith - Leah Figura
Megan Scimeca - Jade Ferguson
Jan Wentz - Maya Riffert
Nichole Hydro - Jade Schleicher
Kristel Orsulak - Leanne Thomas and Rachel Mark

A. Matika asked for any questions or comments from the Board regarding Agenda Item 2.3. J. Moser explained that assignation of mentors is a required component of the district's program, noting that newly hired teachers must complete a two-year induction plan with an assigned mentor, while teachers who previously completed an induction program elsewhere are offered a one-year mentorship in accordance with the collective bargaining agreement.

Vote: YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

3. Communications

3.1. Public Comment

M. Hunsicker, representing the support staff, expressed gratitude to the Board for approving the employment agreement and supporting the support staff employees. A. Matika thanked her in return.

J. Glaush expressed his appreciation to the support staff bargaining team for their collaborative and constructive approach during negotiations, emphasizing the Board's gratitude for the district's support staff and expressing hope that the newly approved contract reflected that appreciation.

3.2. Adjournment

MOTION by J. Glaush, SECONDED by H. Neff, to adjourn the Meeting.

YES - 9 NO - 0 ABSENT - 0 ABSTENTIONS - 0

The August 10, 2026 Special Board Meeting was adjourned at 7:15 PM.

Respectfully Submitted,

Rebecca Karpowicz, Board Secretary
By Janine Partenio, Recording Secretary