



Nazareth Area School District
Health and Safety Plan
for the 2021-2022 School Year

Reviews and Submissions

Initial Effective Date: July 28, 2021

Date Approved by the Nazareth Area School District Board of Directors: July 27, 2021

Date of Last Revision:

Submitted to the Pennsylvania Department of Education: July 30, 2021

Posted on Nazareth Area School District website : July 28, 2021



Health and Safety Plan Review Team		
Individual(s)	Role/Position	Organization
Dr. Dennis Riker	Superintendent of Schools	Nazareth Area School District
Dr. Isabel Resende	Assistant Superintendent	Nazareth Area School District
Dr. Stuart Whiteleather	Business Administrator	Nazareth Area School District
Dr. John Hauth	Senior Network Administrator, Sports Medicine Relations	St. Luke's University Hospital
Mr. John Ostrowski	Lead Athletic Trainer	St. Luke's University Health Network- Sports Medicine
Ms. Pamela Vlasaty	Director of Pupil Services	Nazareth Area School District
Ms. Noelle Kondikoff	Director of Elementary Education and Educational Technology (K-6)	Nazareth Area School District
Mr. A.J. Kise	Director of Special Education and Alternative Education	Nazareth Area School District
Mr. Michael Uelses	Director of Information Technology	Nazareth Area School District
Mr. Rob Zemanick	Director of Facilities and Operations	Nazareth Area School District
Ms. Donna Garr	Director of Food Services	Nazareth Area School District
Chief Jill Mahady	Chief of School Police / Director of Security & Safety	Nazareth Area School District
Mr. Ray Ramella	Director of Athletics & Coordinator of Student Activities	Nazareth Area School District
Ms. Nancy Ducey	Assistant Business Administrator	Nazareth Area School District
Ms. Elizabeth Steinmetz	Accountant	Nazareth Area School District
Ms. Dana Hoffman	Assistant Director of Facilities and Operations	Nazareth Area School District
Ms. Patricia Quinn	Supervisor of Transportation	Nazareth Area School District

Mr. Alan Davis	Principal	Nazareth Area High School
Dr. Robert Bauder	Principal	Nazareth Area Middle School
Dr. Joseph Yanek	Principal	Nazareth Area Intermediate School
Mr. William Mudlock	Elementary Principal	Shafer Elementary School
Ms. Kelly Apruzzi	Elementary Principal	Kenneth Butz Elementary School
Mr. Michael Santos	Elementary Principal	Lower Nazareth Elementary School
Ms. Amy Tashner	Assistant Principal	Nazareth Area High School
Mr. John Fidelibus	Assistant Principal	Nazareth Area Middle School
Mr. Rusty Amato	Assistant Principal	Nazareth Area Intermediate School
Ms. Adele Mitch	Teacher, NAEA President	Nazareth Area High School
Ms. Michelle Marchese	Psychologist, NAEA Vice President	Lower Nazareth Elementary School
Ms. Jill Hoch	School Nurse, Teacher Leader	Nazareth Area High School
Ms. Jaime Myers	Teacher	Nazareth Area High School
Ms. Nicole Bloise	Teacher	Nazareth Area Middle School
Ms. Rebecca Willock	School Psychologist	Nazareth Area Intermediate School
Mr. Steve Rohn	Teacher	Nazareth Area Intermediate School
Ms. Christina Ehrets	Special Education Teacher	Nazareth Area Intermediate School
Ms. Jackie Bewick	Teacher	Nazareth Area Intermediate School
Ms. Melissa Parsons	Special Education Teacher	Kenneth Butz Elementary School
Mr. Doug Geiger	Teacher	Lower Nazareth Elementary School
Ms. Jennifer Pettinelli	Teacher	Shafer Elementary School

Purpose of the Plan

The Nazareth Area School District (NASD) Health and Safety Plan outlines our district's school reopening activities for *five day a week of in-person instruction for students in grades K-12 for the 2021-2022 school year*. This plan was created considering the guidance from multiple sources, including St. Luke's Hospital and Health Network, the [Centers for Disease Control \(CDC\)](#), [PA Department of Health \(DOH\)](#), and the [Pennsylvania Department of Education \(PDE\)](#), and in consultation with staff, Board of Directors, and local health agencies. The plan is unique to the needs of the Nazareth Area School District, and will be monitored, revised, and updated as Federal, State and local orders and health data evolve.

The process for developing this initial draft of the 2021-2022 Nazareth Area School district plan included multiple cycles of review and revision as the district utilized the input from various stakeholder groups.

1. Nazareth Area Education Association (NAEA) Health & Safety sub-committee reviewed the draft plan, surveyed the professional staff to gather their feedback and were provided with community feedback as it was shared with district administration. The NAEA was also provided with the guidance issued by the CDC, DOH and PDE as linked in the plan below.
2. The Nazareth Area School District building and district administrators were also provided with the guidance issued by the CDC, DOH and PDE as linked in the plan below. In addition, the administration reviewed other district-approved health & safety plans to comparatively analyze our own draft plan.
3. The Nazareth Area School District administration documented community feedback as it was provided through different modalities of communication.

Moving forward, this draft plan will continue to evolve in the next phase of its review. Public comments on this plan will be gathered utilizing the Google Form linked below. This form will be made available to our school community July 14, 2021 - July 21, 2021. All feedback will be reviewed and considered for revision by district administration, NAEA Health & Safety sub-committee and the NASD Board of Directors prior to final Board approval on July 27, 2021 and submission to the PDE by July 30, 2021.

To access Google Form for public feedback please click on the link below or visit the NASD website <https://www.nazarethasd.k12.pa.us/> under Headlines:

[2021-2022 Nazareth Area School District Health & Safety Plan FEEDBACK FORM](#)

As long as communicable diseases like COVID-19 exist in our community, revisions to this Health & Safety Plan may be necessary to meet public health requirements.

Introduction

The Nazareth Area District to the greatest extent practical continues to utilize the most recent guidance from the PA Department of Health, Pennsylvania Department of Education, and our health partners at St. Luke's University Health Network (SLUHN) to inform our decisions for health and safety planning for the reopening of school facilities in order to provide 5 day a week in-person instruction to all students. We will continue to use state and local guidance to implement appropriate prevention and mitigation protocols in response to the level of community spread in our county and in our local community. Our goal has been and continues to be to maximize the amount of in-person learning for our students in the safest manner possible by:


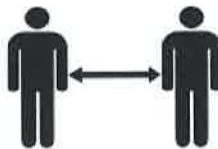

- Establish and maintain communication with local and state health officials.
- Participate in contact tracing efforts as directed by local health officials (to the extent feasible and practical).
- Post signage in classrooms, hallways, and entrances to communicate how to stop the spread.
- COVID-19 symptoms, preventative measures (including staying home when sick), good hygiene, and school/district specific protocols.
- Establish a protocol for students/staff who feel ill/experience symptoms when they come to school.
- Consider ways to accommodate needs of children, teachers/staff, and families at higher risk for severe illness.
- Sports and extracurricular activities occur while maintaining physical distance to the greatest extent feasible and practical.

The Nazareth Area School District will ensure continuity of services (academic, social, emotional, mental health, and food services) of students by operating a summer program for students through ESSER funds during the summer of 2021 for students identified with potential learning loss. Students in our summer program will also be provided lunch through the Seamless Summer Option (SSO) program. We will also offer when appropriate an Extended School Year (ESY) program for students with special needs.

The District will continue to operate Multi-Tiered System of Support (MTSS) for students throughout the 2021-2022 school year with interventions in English/Language Arts and Mathematics, positive behavior support programs, special education programs and services, and programs specialized to meet the needs of students with social, emotional, or mental health needs, as well as Seamless Summer Option Program throughout the 2021-2022 school year.

Students and families will have access to behavioral health supports including school counselors, school psychologists, behavior interventionists, social workers, and third party providers to assist students. Additionally, students may access the [Safe2Say](#) reporting tool and Student Assistance Program when needed. Other [Mental Health Resources and Behavioral Health Supports](#) resources for students and families can be accessed with the link above. Employees have access to a variety of Behavioral Health

Supports that may include: EAP Program [Pinebrook Family Answers](#) 610-432-3919 Preferred EAP, Behavioral health support through employee benefits plan, and [Community resources](#).

Mitigation Efforts	
Standard	Organizational Expectations
 <p>Face Coverings</p>	<p><u>Effective June 28, 2021, face coverings are no longer required</u> under the PA Governor's mask order.</p> <p>Face coverings are optional for staff and students that are fully vaccinated. It is recommended and encouraged that a face covering be worn indoors by individuals that are not fully vaccinated.</p> <p>Face coverings are not required outside.</p> <p><i>Modifications to the district's face covering practices will be made in response to state orders and/or in coordination with our health partner, St. Luke's, as they monitor the metrics on the spread of COVID-19 and its variants.</i></p>
 <p>Physical Distancing</p>	<p>Students and employees will be encouraged to maintain 3ft of physical distance to the maximum extent feasible and practical.</p>
 <p>Handwashing and respiratory etiquette</p>	<p>Frequent hand washing by students and employees will be encouraged throughout all schools during the entire school day.</p> <p>Hand sanitizer will be readily available.</p> <p>Each classroom will be provided with disinfectant.</p>



Cleaning, disinfecting and ventilation

Cleaning & Disinfecting

Cleaning, sanitizing, disinfecting will be performed in accordance with current CDC, and DOH guidelines. EPA approved products will be used in accordance with labeling requirements and staff are trained on how to appropriately use these products.

Ventilation

Ventilation maintenance will exceed ventilation standards. NASD increased the amount of outside air coming into each classroom. Each classroom has increased air flow which includes: outside air and an increase in air changes per hour (ACPH). On average, there are 6-7 air changes per hour. This falls in the higher range of the recommendation of 4-6 changes per hour. NASD filters utilize a MERV (Minimum Efficiency Reporting Value) rating of (8), again within the recommendation. Filters are changed three times per year. When the weather is warm, the windows in the classroom should be open to help increase the amount of fresh air.



Communication Disease Reporting Procedures (Contact tracing, isolation and quarantine)

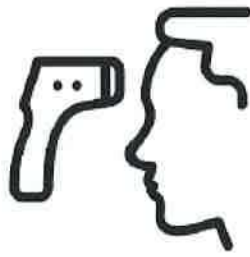
The District will continue the established case investigation/contact tracing, isolation, and quarantine procedures for COVID-19 positive cases as established by the Pennsylvania Department of Health (DOH) until otherwise deemed unnecessary by the DOH.

- If an individual's vaccination status affects the recommended quarantine requirement, proof of vaccination may be requested.
- If an individual's COVID infection history affects the recommended quarantine requirement, proof of Positive COVID infection may be requested.



Travel

Staff and students are encouraged to adhere to CDC's guidance relative to travel as well as monitor and comply with state guidelines regarding travel advisories or orders.



Screening

Symptom screening should be done by all parents/guardians at home each morning before the school day, using the District-provided [COVID-19 screener](#). Children with symptoms should not be sent on a bus or brought to school.

Parents should report a positive diagnosis of a student case of COVID-19 to the school nurse.

Symptom screening should be done by all employees at home each day before work using the [COVID-19 screener](#). Employees with symptoms should not report to work.

Employees are required to report a positive diagnosis of COVID-19 to their school nurse or Director of Pupil Services.



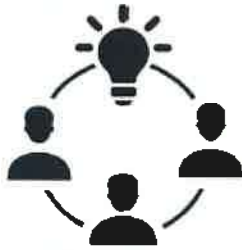
Vaccinations

The District will collaborate with its health partner, St. Luke's, and/or other providers to advertise COVID-19 vaccination opportunities to the school community.



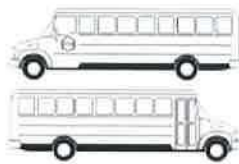
**Appropriate accommodations
for students with disabilities
with respect to health and
safety policies**

Students with disabilities will have access to the same programs and opportunities as non-disabled peers, as well as accommodations detailed within their IEP or 504 plan based on their individual needs.



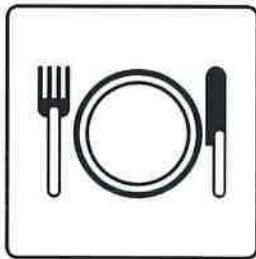
Coordination with state and local health officials

The District will collaborate with state and local health officials by the means of (1) directly contacting them as needed or directly through known contacts; or (2) through our continued participation in the established Superintendent Advisory Council for Colonial Intermediate Unit 20.



Transportation

Under a Federal [order](#) issued in January 2021, the CDC requires face coverings, regardless of vaccination status, when on public transportation - this includes on school buses operated by public and private school systems. However, a driver does not need to wear a face covering if they are the only person on the bus.



Cafeteria

In cafeterias and other areas used to serve lunch, individuals will be seated in a manner best designed to minimize transmission of illness to the extent feasible and practical.

Cleaning in the cafeterias will occur between services.

A touchless and cashless Point of Sale will be utilized for staff and student transactions in the cafeteria




Volunteers/Visitors/ University Placements

Volunteers/Visitors/University Placements During Instructional Day

Limit, to the extent practical, visitors in the buildings, during the instructional day.

Require all school visitors and volunteers, during the instructional day, to wear a face covering or provide proof of COVID-19 vaccination.

	<p>Require all University/College placements to wear a face covering or provide proof of COVID-19 vaccination.</p> <p>Face Coverings are not required outside.</p> <p><u>Volunteers/Visitors Before and After the Instructional Day</u></p> <p><u>Effective June 28, 2021, face coverings are no longer required</u> under the PA Governor's mask order.</p> <p>Before and after the instructional day, face coverings are optional for school visitors and volunteers.</p>
 <p>Sports/Extracurricular Activities</p>	<p>Continuing to follow CDC guidelines regarding face coverings which are as follows:</p> <ul style="list-style-type: none"> Continued masking for all individuals (coaches, athletes, staff) during team travel (on bus/van). <ul style="list-style-type: none"> Face coverings must cover nose and mouth <u>Fully vaccinated guidance</u> (≥ 2 weeks from final vaccine dose) <ul style="list-style-type: none"> Face coverings optional, maintain distancing and hand hygiene <u>Unvaccinated guidance</u> <ul style="list-style-type: none"> Face coverings recommended, maintain distancing and hand hygiene <u>Healthcare workers</u> (Athletic Trainers, Team Physicians, etc.) <ul style="list-style-type: none"> Continued masking during patient care <p><u>Prevention Strategies</u></p> <p>The following prevention strategies should continue to avoid potential outbreaks and suspension of activities:</p> <ul style="list-style-type: none"> Water <ul style="list-style-type: none"> Athletes are required to bring their own water to practices and events Distancing <ul style="list-style-type: none"> Continue to spread out during water breaks and on sidelines Cleaning <ul style="list-style-type: none"> Continue to clean hands and shared equipment frequently ("sanitation breaks") <p><u>Screening and Attendance</u></p> <p>Participants should self-screen before arriving to campus, and anyone not feeling well should stay home and call their</p>

healthcare provider. Accurate attendance should continue to be taken for every practice, lift session, etc. to allow for contact tracing in the event of a positive case and/or exposure.

Return-to-Activity Following COVID Case

In the event of a positive COVID-19 diagnosis, an athlete returning from a positive COVID-19 diagnosis will require clearance documentation from a physician/healthcare provider (see attached "NASD COVID RTP Form"). If directed by the treating physician/healthcare provider, the athlete will then begin the [Gradual Return-to-Play Protocol](#) following a positive (or presumed positive) COVID-19 case. The [Gradual Return-to-Play Protocol](#) takes approximately (7) days to complete and an athlete to be cleared for resumption of full, unrestricted activity ([click here for infographic](#)).

Resources

- [CDC K-12 School Operational Strategy](#)
- [PDE Resources for School Communities During COVID-19](#)
- [Roadmap for Education Leaders](#)
- [Accelerated Learning Through an Integrated System of Support](#)
- [PA Department of Health COVID-19 website](#)

Health and Safety Plan Governing Body Affirmation Statement

The Board of Directors for the Nazareth Area School District reviewed and approved the Health and Safety Plan on July 27, 2021

The plan was approved by a vote of:

Yes 8

No 1

Affirmed on: July 27, 2021

By:

Linda G. Stubits

(Signature of Board President)

Dr. Linda Stubits

(Print Name of Board President)



Emergency Instructional Time Template

Section 520.1 - 2021-22 School Year

As communicated to chief school administrators on July 6, 2020, Section 520.1 of the School Code provides flexibility to meet minimum instructional time requirements in the event of an emergency that prevents a school entity from providing for the attendance of all pupils or usual hours of classes at the school entity. As occurred for the 2020-21 school year, the Pennsylvania Department of Education (PDE) considers the World Health Organization-declared Coronavirus disease (COVID-19) a global pandemic and an emergency as contemplated by Section 520.1 for the 2021-22 school year. Nothing in Section 520.1 of the School Code should be construed to extend beyond the 2021-22 school year.

A local education agency (LEA) that elects to implement temporary provisions in response to the COVID-19 global pandemic may meet the minimum 180 days of instruction and 900 hours of instruction at the elementary level and 990 hours of instruction at the secondary level through a combination of face-to-face and remote instruction, consistent with the requirements outlined in PDE's July 6, 2020, guidance. Such LEAs must provide PDE with the following information specific to the 2021-22 school year:

1. LEA's Proposed Calendar and Schedule(s) for SY 2021-22

a. School Year Calendar

School Year Start Date	School Year End Date	Total Number of Instructional Days Must meet minimum 180 days
August 30, 2021	June 3, 2022	180 Instructional Days

- b. Should a school need to use remote learning at either the student or school level, LEAs should submit a sample weekly schedule reflecting remote learning as approved by the LEA's governing body. (Recognizing the need for flexibility and that circumstances may change as the LEA responds to the COVID-19 pandemic, an LEA may provide more than one proposed weekly schedule.)

Schedule 1: Fully In-Person Five days a Week Instructional Model

Fully In-Person Instructional Model				
Monday	Tuesday	Wednesday	Thursday	Friday
K-12 In-person Learning	K-12 In-person Learning	K-12 In-person Learning	K-12 In-person Learning	K-12 In-person Learning

Emergency Schedule 1: Blended Learning Instructional Model

50% Return Hybrid Schedule: Blended Learning Instructional Model				
Monday	Tuesday	Wednesday	Thursday	Friday
Group A-K & Group L-Z: K-12 Remote Learning (Asynchronous/Synchronous instruction)	Group A-K in-person learning K-12	Group L-Z in-person learning K-12	Group A-K in-person learning K-12	Group L-Z in-person learning K-12
	Group L-Z Remote Learning K-12 (Asynchronous Instruction)	Group A-K Remote Learning K-12 (Asynchronous Instruction)	Group L-Z Remote Learning K-12 (Asynchronous Instruction)	Group A-K Remote Learning K-12 (Asynchronous Instruction)

Emergency Schedule 2: Fully Remote Instructional Model

Fully Remote Instructional Model				
Monday	Tuesday	Wednesday	Thursday	Friday
K-12 Remote Learning (Asynchronous & Synchronous Instruction)	K-12 Remote Learning (Asynchronous & Synchronous Instruction)	K-12 Remote Learning (Asynchronous & Synchronous Instruction)	K-12 Remote Learning (Asynchronous & Synchronous Instruction)	K-12 Remote Learning (Asynchronous & Synchronous Instruction)

2. When using remote learning (i.e., learning outside of the school building), describe how the LEA will ensure access for all students.

Students who attend Nazareth Area School District will have access to instruction through an in-person 5-days a week model during the 2021-2022 school year. In the event of an emergency that prevents the school district and/or school building from providing an in-person 5-days a week model during the 2021-2022 school year, the school district and/or school building will transition to a blended learning model or a fully remote learning model that utilizes synchronous and/or asynchronous learning activities. Students will have access to classes that are typically scheduled for that day to include

specials/electives in physical education, health, art, music, and student services (e.g. speech, counseling, gifted services). The school district provides every professional staff member with a device for the purpose of planning instruction, delivering instruction, and communicating with families and students. The school district utilizes Schoology as a learning management system. All students have access to the curricular resources for planned instruction, enrichment, review, and remediation through Schoology. In addition, the district has subscribed to Zoom Business. The Zoom Business licensing affords all professional staff the ability to enhance their synchronous delivery of instruction through the use of video conferencing and breakout rooms for large and small group instruction, remediation, parent/guardian meetings, and individual conferencing with students.

New families and students to the school district will be trained on the use of the learning management system, Schoology, upon their arrival. In addition, directions on how to access instruction, activities, schedule and online platforms will be provided by the classroom teacher via email, phone call, and/or Zoom meetings. Additional tutorials are available on the individual school websites for parents/guardians to access.

Instructional lessons will be designed for students with special needs utilizing the accommodations, modifications, specially designed instructions (SDIs) and supplementary aids and services as identified in their individualized education plans (IEPs).

Implications for the blended learning model and the fully remote learning model will be discussed at the students' IEP meeting where the team will consider if particular programming and/or supports require additional accommodations and/or modifications due to the nature of the selected learning model, those additional accommodations and/or modifications will be addressed in the section of the IEP that requires additional accommodations and/or modifications that are impacted by the selected learning model.

Scheduled Related Services will be provided via Zoom Platform as appropriate and applicable to the student's individual needs. If the student loses access to internet/WiFi or the district issued device malfunctions, the district will provide the family with free internet access and repair the district issued device.

In order to provide access to instruction for all students in an online learning environment, the district implemented a multi-step process to remove the barriers to technological access for all students. The school district is a 1-to-1 district. In other words, all students in grades K-12 have their own personal district issued device that is taken home on a daily basis. Professional staff also have their own district issued device that is taken home on a daily basis.

The district identified the families in need of internet access in March of 2020 and provided them with assistance in establishing internet access. Moving forward, the district will again survey the school community to identify students, families, and staff in need of internet access in order to participate in the online learning environment during the pandemic. Based on the results of this survey, the district will distribute wireless hotspots (Kajeets) to students, families, and staff in need of internet access to participate in the online learning.

The final step in this process is to continually assess family connectivity needs through communication with teachers. Teachers will continue to communicate with their building principal if they encounter families still in need of internet access or that encounter technical difficulties as they work with their students.

For ongoing support during the blended learning model of instruction and the fully remote model of learning, the district has in place a hotline (716-427-2615) for parents/guardians to call with technical issues and has added a Live Chat agent to the district and building websites where parents/guardians and students can receive technical assistance.

3. The Chief School Administrator and Board President affirm the following:

- ☒ The proposed school calendar and academic schedule(s) will provide all students the planned instruction needed to attain the relevant academic standards set forth in Chapter 4.
- ☒ The proposed school calendar and academic schedule(s) allow sufficient instructional time necessary for content mastery and provide instructional blocks for each grade level and content area.
- ☒ The proposed school calendar and academic schedule(s) provide at least 900 hours (elementary) and 990 hours (secondary) of in-person instruction and/or remote learning for all students. (Such time may include synchronous and/or asynchronous instruction.)
- ☒ The proposed school calendar and academic schedule(s) define instructional time for students as time in the school day devoted to instruction and instructional activities under the direction of certified school employees. (Such time may include synchronous and/or asynchronous instructional activities.)
- ☒ Clearly defined systems for tracking attendance and instructional time will be implemented to ensure student engagement in remote instruction.
- ☒ The LEA acknowledges that it must provide Free and Appropriate Public Education (FAPE) during this pandemic-related emergency.
- ☒ The proposed school calendar and academic schedule(s) ensures ESL services for English Learners.
- ☒ Clearly defined and ongoing systems for evaluating the quality and outcomes of instructional delivery will be implemented, at least quarterly, and necessary adjustments will be made when data highlight concerns about quality, equity, and/or lack of progress in student learning.

Name of Local Education Agency: NAZARETH AREA SCHOOL DISTRICT

Signature of Chief School Administrator



Date

7/12/21

Signature of Governing Body President



Date

7/13/21

Date Approved at Board Meeting: JUNE 8, 2021

Please scan and submit this entire signed document, the proposed weekly schedule, and a copy of the board meeting minutes at which such schedule was approved to to RA-EDContinuityofED@pa.gov.

Questions can also be submitted to this email address.

Board Meeting-General (Tuesday, June 8, 2021)

Generated by Jerilyn Kronstadt on Wednesday, June 9, 2021

The regular meeting of the Nazareth Area School District, Board of Directors held on Tuesday, June 8, 2021, at 7:00 p.m. (virtually via Zoom, due to the COVID-19), was called to order by Dr. Stubits at 7:05 p.m.

The Nazareth Area School District Board Directors met on **June 1, 2021**, to discuss personnel matters.

The following members were present:

Kenneth Butz
Melissa Kalinoski (arrived at 7:28)
Jodi Mammana
Gregory Leh
Adam McGlynn, Ph.D
Kathryn Roberts, Esq.
Joseph Vasko
Linda Stubits, Ed.D.

The following Board Member(s) were absent:

Denise Glaros

Non-members present:

Dennis L. Riker, Ed.D., Superintendent; Isabel Resende, Ed.D. Assistant Superintendent; Stuart Whiteleather PhD, Business Administrator; Noelle Kondikoff, Director of Elementary Curriculum; Gary Brienza, School Solicitor; Nancy Ducey, Assistant Business Administrator; Patti Quinn, Supervisor of Transportation; Robert Bauder, Middle School Principal; Michael Uelses, Director of Information Technology; Alan Davis, High School Principal; Kelly Apruzzi, Butz Elementary Principal; John Eates, Assistant Director of Information Technology; Michael Fahey, Senior Application/Network Admin.; Ray Ramella, Athletic Director; Michael Santos, Lower Nazareth Elementary Principal; Elizabeth Steinmetz, Accountant.

Mission Statement

The mission of the Nazareth Area School District, a catalyst for excellence in education, is to develop students through rigorous educational and co-curricular programs into critical, reflective thinkers with the knowledge and skills to communicate effectively, to integrate technology for learning, and to contribute to an ever-changing, diverse community.

Pledge of Allegiance**Comments on Board Resolutions only**

Nothing at this time.

Residents of the Nazareth Area School District who wish to make a public comment on **agenda items** shall comply with Policy 903-Public Participation. To submit your comment, use the Q&A feature and provide the following:

- Your full name
- Your address
- Whether your comment is on an agenda item or non-agenda item (comments on non-agenda items will be taken under Brief Community Corner)
- Content of your public comment

[903 Public Participation in Board Meetings Adopted 3.9.21.pdf \(61 KB\)](#)

CORRESPONDENCE, PRESENTATIONS AND RECOGNITIONS**Correspondence:**

The Northampton County Bar Association sent the attached letter in recognition of the outstanding work of our Mock Trial Competition students. Our team of students took 2nd place in the Final Trial and are the first team in Northampton County to advance to the Final Trial. As a result, NCBA is donating \$500 to The Blue Eagle Education Foundation.

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There are no **presentation** items to be presented at this time.

There are no **recognitions** at this time.

AREA UPDATES - Student Government

Nothing at this time

AREA UPDATES - Written Reports

A. Board and District Office Reports

- i. **Career Institute of Technology** - Mr. Vasko/Ms. Mammana
 1. Report previously submitted
- ii. **Intermediate Unit #20** - Mr. Butz
 1. Report and newsletter previously submitted
- iii. **Educational Program and Information Technology Report** - Dr. Resende
 1. Report previously submitted
 2. Items on the agenda for consideration
- iv. **Support Services Report: Facilities and Operations, Transportation and Athletics** - Dr. Madson
 1. Report previously submitted
- v. **Food Services Report** - Dr. Whiteleather
 1. Report previously submitted
- vi. **Finance Report** - Dr. Whiteleather
 1. Report previously submitted
 2. Items on the agenda for consideration
- vii. **Personnel Report** - Dr. Riker
 1. Report previously submitted
 2. Items on the agenda for consideration

B. Principal Reports

- Shafer Elementary Report - Mr. Mudlock
 - See attached report
- Nazareth Area High School Report - Mr. Davis
 - [NAHS Report-June 2021](#)

[SES June Board Report.pdf \(107 KB\)](#)

BOARD COMMITTEE AGENDA ITEMS

A. Educational Program Committee - Ms. Glaros

Currently, there are no items to be presented.

B. Technology Committee - Mrs. Kalinoski

Currently, there are no items to be presented.

C. Facilities and Operations Committee - Mr. Butz

Mr. Butz stated that the construction project are moving along well.

D. Audit and Finance Committee - Dr. McGlynn

Dr. McGlynn thanked the administration for all of their work on the 2021-2022 budget.

E. Food Service Committee - Attorney Roberts

Currently, there are no items to be presented.

F. Transportation Committee - Mr. Vasko

Items on the agenda for consideration.

G. Athletics Committee - Mrs. Mammana

Currently, there are no items to be presented.

EDUCATIONAL PROGRAM AND INFORMATION TECHNOLOGY BOARD ITEMS

A motion was made by Mr. Leh and seconded by Mr. Vasko to approve item A.

A. Educational Program and Information Technology Department Items for Resolution

- i. Approve the **Emergency Instructional Time Template**, as previously presented to the Board, and which becomes part of this resolution through reference.
- ii. Approve the addition of the following course to the catalog of course offerings at the Nazareth Area High School: **Conservation (Adventures) Science** (1 credit).
- iii. Approve the following request for **field experience** placement from **Moravian College** during the Soaring Eagles Summer Academy from June 2021 – July 2021.
 - o Michael Humes with Nazareth Area Intermediate School grade 6 teacher, Mary Delbene
- iv. Approve the following **Soaring Eagles Summer Academy** Associate teacher and nurse staffing requests:

Soaring Eagles Summer Academy - Associates			
Associate	Internal	Hourly Rate	Maximum Hours
Lacey Moyer	Y/Sub	\$20.99	57
Susan Gleason	Y	\$20.99	57
Gwenn Miller	Y	\$20.99	57
Christine Santiago	Y	\$20.99	57
Soaring Eagles Summer Academy - Nurses			
Nurse	Internal	Hourly Rate	Class
Mary Horton	Y	\$63.14	Certified school nurse
Joey Johnson	Y	\$25.21	Associate nurse

- v. Approve **Louis Csaszar**, School Police Officer, conference request to attend **TPR/Use of Force Instructor Training Certification** at Bucks County Police Academy in Doylestown, PA, on October 25, 2021, through October 29, 2021, at a total cost of \$649.59 (registration and travel) to be paid from the Security Services budget.

The motion passed by roll call vote:

Yes: 7 No: 0

FINANCIAL BOARD ITEMS

A motion was made by Dr. McGlynn and seconded by Mr. Leh to approve items A - B.

A. Financial Items for Resolution

- i. Approve the closing of the **Middle School Builders Club activity account** due to lack of student interest. Activity funds will be donated to LLS, Eastern PA Student Services.
- ii. Approve the Agreement between Nazareth Area School District and **Warren Glen Academy** to provide educational services for one student for the 2021-2022 school year.
- iii. Motion to accept and **approve the vendor(s) for fuel oil for the 2021-2022 school year** as to be recommended by the Northampton/Monroe/Pike County Joint Purchasing Board and to be approved by the Colonial Intermediate Unit 20 Board of Directors at the June 2021 regularly scheduled meeting.

iv. Approve the **2021-22 Final General Fund Budget Resolution:**

**NAZARETH AREA SCHOOL DISTRICT
2021-22 Final General Fund Budget
June 8, 2021**

FINAL BUDGET RESOLUTION

Resolved, that the Final Budget of the Nazareth Area School District, Nazareth, Northampton County, Pennsylvania, as presented at a meeting of the Board of Directors held Tuesday, June 8, 2021, be adopted as the Final Annual Budget of the Nazareth Area School District for the fiscal year beginning July 1, 2021, and ending June 30, 2022.

Further Be It Resolved, that the Board of Directors of the Nazareth Area School District hereby authorizes the appropriation and expenditure of funds as itemized in said Final budget with the necessary revenue for the same provided by the following:

1. a real estate transfer tax of one percent (1%); (The District share is 0.50%)
2. a seven-tenths percent (0.7%) tax on earned income under authority given by the Local Tax Enabling Act of 1965, Act 511; (This is the District share only. The tax amount for the municipalities varies.)
3. and a school tax on real estate levied and assessed at a rate of 56.80 mills on the dollar on the total amount of the assessed valuation of all property taxable for school purposes within the Nazareth Area School District.

This said Final Budget shall be in the amount of \$98,933,810 which is a 4.26% increase over the current year's budget.

This Final Budget includes an increase in real estate taxes of 1.06 mills, or 1.90%, which is less than the adjusted Act 1 of 2006 Index. The adjusted Act 1 Index for the District is 3.6% or 2.01 mills.

Further Be It Resolved, in accordance with GASB Statement No. 54, that the Board of Directors of the Nazareth Area School District approve the PDE-2028 – Final General Fund Budget document for Fiscal Year 07/01/2021 – 06/30/2022.

v. **Approve the 2020-21 Pre-Audit Estimated Fund Balance Allocations:**

**Nazareth Area School District
Fund Balance Policy
For Board Approval on June 8, 2021.**

	General Fund Estimated <u>6/30/2021</u>
June 30, 2021, Estimated General Fund Fund Balance	\$23,726,445
The bond rating agencies (Moody's, Standard & Poors) recommend a minimum of 5.0% of 2021-22 budget as Unassigned. Recommend to keep 6.0% as Unassigned. (\$98,933,810 x 6.0%)	5,936,029
Remaining Balance	\$17,790,416

Nonspendable Fund Balance:

Inventories - general school supplies, custodial supplies, and paper.	138,592
Prepaid Expenditures	289,584

Restricted Fund Balance:

Kichline Contribution	61,546
Scholarships	283,947

Remaining Balance	\$17,016,748
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Committed Fund Balance :

Athletic Field Replacement (General Fund and CH Contributions)	1,000,000
Compensated Absences - Long-Term Portion	6,090,853
GASB 75 - Other Post Employment Benefits (OPEB)	6,216,748
Tax Stabilization Fund	2,000,000
Other Board-approved designation fund	-
Total Committed Fund Balance	15,307,601

Remaining Balance	\$1,709,147
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Assigned Fund Balance:

2021-22 Budget Appropriation - Facilities Capital Projects	300,000
2021-22 Budget Appropriation - General Operational Purposes	1,000,000
2021-22 Debt Savings Allocation to General Operational Purposes	409,147

Balance	\$0
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NOTES: The board shall designate funds to the Committed classification through formal Board resolution.

GASB 75, OPEB, excludes pension benefits; includes post employment healthcare benefits (including healthcare coverage offered to retirees at their own expense at non-age adjusted premiums) and years of service benefits payable in cash offered to any or all classes of employees.

Compensated Absences, GASB 16, Vacation Benefits are accrued as a liability as the benefits are earned if the employees' rights to receive compensation are attributable to services already rendered, and it is probable that the School District will compensate the employees for the benefits through paid time off or some other means.

Sick Leave Benefits are accrued as a liability using the termination method. An accrual for earned sick leave is made to the extent that it is probable that benefits will result in termination payments. The liability is an estimate based on the School District's past experience of making termination payments.

The entire compensated absence liability is reported on the government-wide financial statements.

For governmental funds, the current portion of unpaid compensated absences is the amount that is normally expected to be paid using expendable available financial resources.

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- vi. Approve the **2021-22 Homestead/Farmstead Resolution** and to further authorize administration to revise property tax reduction amount based on any updated Northampton County property data up to an amount of +/- .05 cents.

Nazareth Area School District 2021-22 Homestead and Farmstead Exclusion Resolution

RESOLVED, by the Board of School Directors of Nazareth Area 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:

1. **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:
 - a. **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 funded by gambling tax funds, the amount of \$1,583,235.71.
 - 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 \$21,788.90.
 - c. **Aggregate amount available.** Adding these amounts, the aggregate amount available during the school year for real estate tax reduction is \$1,605,024.61.
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 farmsteads as follows:
 - a. **Homestead property number.** The number of approved homesteads within the School District is 7,656.
 - b. **Farmstead property number.** The number of approved farmsteads within the School District is 34.
 - c. **Homestead/farmstead combined number.** Adding these numbers, the aggregate number of approved homesteads and farmsteads is 7,690.
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 \$1,605,024.61 by the paragraph 2(c) aggregate number of approved homesteads and farmsteads of 7,690, the maximum real estate tax reduction amount applicable to each approved homestead and to each approved farmstead is \$208.80.
4. **Homestead exclusion calculation.** Dividing the paragraph 3 maximum real estate tax reduction amount of \$208.80 by the School District real estate tax rate of 56.80 mills (.05680), the maximum real estate assessed value reduction to be reflected on tax notices as a homestead exclusion for each approved homestead is 3,676, and the maximum real estate assessed value reduction to be reflected on tax notices as a farmstead exclusion for each approved farmstead is 3,676.

Homestead/Farmstead exclusion authorization. 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 3,676. 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 3,676. The homestead exclusion and farmstead exclusion real estate assessed value reduction will apply only 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.

- vii. Approval of **DocuSign, Inc. eSignature envelope service** for the period of July 1, 2021, to June 30, 2022, in the amount of \$12,014.

Final Quote - Nazareth Area School District - Board docs, leases, reimbursements, contracts_DocuSign Order Form FX2_2021-06-02.pdf (325 KB)

B. ADDENDUM (added 6/8/21): Financial Board Item for Resolution

Approve extension of the 2020-21 Property Tax Rebate Program to July 31, 2021.

The motion passed by roll call vote:

Yes: 4 No: 3 However, Item iv did not pass as it must pass with 5 Board members approving the item.

PERSONNEL BOARD ITEMS

A motion was made by Mr. Leh and seconded by Mr. Butz to approve items A - B.

A. Personnel Items for Resolution

i. RETIREMENTS

- a. Accept the retirement request from **Mary Pritchard**, Psychologist, (NAHS), effective **August 19, 2021**.
- b. Accept the retirement request from **Jane Trachta**, Food Service Helper, (SES), effective **June 10, 2021**.

ii. SUBSTITUTE ADDITIONS

- a. Approve the addition of the following to the appropriate substitute list(s), effective the first day of employment, and pending receipt of all required paperwork:

1. Caitlin Reilly -Substitute Associate Teacher

(Substitute teachers may be used as substitutes for associate teachers when regular associate teacher substitutes are not available.)

iii. HIRE/TRANSFER/CHANGE REQUESTS

- a. Hire **Thomas Falzone as a Social Studies teacher** (reinstated position), with an initial assignment at the Nazareth Area High School effective at the start of the 2021-2022 school year, at Step 14 of the Bachelor's +24 Salary Schedule, \$84,591.00 and with other terms and conditions currently in effect between the Nazareth Area School District and the Education Association pending receipt of all required paperwork. It is understood that employment is provisional until all required paperwork is received, based on the requirements of the Public Employee Relations Act and the Pennsylvania Department of Education.
- b. Hire **Margherita Gallina as a Food Service Helper** (held position) with an initial assignment at the Nazareth Area High School effective at the start of the 2021-2022 school year with other terms and conditions currently in effect between the Nazareth Area School District and the Support Personnel Association, and pending receipt of all required paperwork. It is understood that employment is provisional

until all required paperwork is received, based on the requirements of the Public Employee Relations Act and the Pennsylvania Department of Education.

- c. Hire **Tamara Discolo** as a replacement **Food Service Helper** replacing Jane Trachta (resigned) with an initial assignment at the Shafer Elementary School effective at the start of the 2021-2022 school year with other terms and conditions currently in effect between the Nazareth Area School District and the Support Personnel Association, and pending receipt of all required paperwork. It is understood that employment is provisional until all required paperwork is received, based on the requirements of the Public Employee Relations Act and the Pennsylvania Department of Education.

iv. **EPED**

- a. Approve the following **Academic EPED** assignments for the 2020-2021 school year:

ACTIVITY	POSITION	DISTRICT	FIRST NAME	LAST NAME	SALARY
Art Show Assistant	NAHS	D-P	Sarah	Miller	\$657.00
Art Show Assistant	NAHS	D-P	Alana	Ruvolo	\$618.00
Art Show Assistant	NAHS	D-P	Molly	Samuelson	\$486.00
Art Show Coordinator	NAHS	D-P	Nicole	Stager	\$1,095.00
Aevidum	NAHS	D-P	Mary	Pritchard	\$1,750.00
Mock Trial	NAHS	D-P	Patricia	Cunningham	\$1,950.00
Model UN	NAHS	D-P	Patricia	Cunningham	\$2,060.00

B. ADDENDUM (added 6/7/21): Personnel Items For Resolution

Approve the **Agreement** between the Nazareth Area School District and **Dennis L. Riker, Ed.D., Superintendent**, commencing on July 1, 2021, and ending on June 30, 2026, as previously presented to the Board and which becomes part of this resolution through reference.

The motion passed by roll call vote:

Yes: 7 No: 0 with Mrs. Mammana abstaining from item B

SUPERINTENDENT'S REPORT

Dr. Riker presented the following:

Today is the 178th day of school.
 Overall student population is 4,744.
 We have 409 seniors.
 We have 346 registered for kindergarten.
 Graduation is scheduled for June 9th.
 New teacher induction is scheduled for August 16/19, first teacher day is August 24th, first student day is August 30.
 Senior awards took place on June 7th with over \$340,000 in scholarships presented.
 The Health and Safety Plan dissolves at the conclusion of the last day of school for students.
 Effective Friday, June 11th the District will follow the guidelines from the Pennsylvania Department of Health and the CDC.
 The District must have a new Health and Safety Plan approved by the Board by July 30th to be eligible for ESSER funding.

OLD BUSINESS

A motion was made by Dr. McGlynn and seconded by Mr. Butz to reconsider agenda item iv in the Financial section, The 2021-2020 Budget, as previously considered be brought back up for reconsideration.

The motion passed by roll call vote:

Yes: 7 No: 0

A motion was made by Dr. McGlynn and seconded by Mr. Leh to approve agenda item iv in the Financial section, The 2021-2022 Budget.

The motion passed by roll call vote:

Yes: 5 No: 3

BRIEF COMMUNITY CORNER

One resident stood up and commented on her preference that student not be required to wear masks to school next year. There were also a few comments on Zoom about mask wearing next year.

Dr. Riker stated that he has recommended to the Board that mask wearing should not be mandatory next school year unless mandated by the State or CDC; however, a student or staff may choose to wear a mask.

Dr. Riker suggested that all thoughts and concerns revolving around mask wearing be emailed to him, and he will forward them to the Health and Safety Committee to consider while developing the new Health and Safety Plan.

Dr. Riker also commended Mr. Davis, the High School principal on all the work he put in organizing the awards program and graduation.

Residents of the Nazareth Area School District who wish to make a public comment on **non-agenda items** shall comply with Policy 903-Public Participation. To submit your comment, use the Q&A feature and provide the following:

- Your full name
- Your address
- Whether your comment is on an agenda item or non-agenda item (comments on agenda items were taken under Comments on Board Resolutions section)
- Content of your public comment

903 Public Participation in Board Meetings Adopted 3.9.21.pdf (61 KB)

NEW BUSINESS

Nothing at this time.

ANNOUNCEMENT OF MEETINGS

The following are upcoming meeting dates for **June 2021**:

- June 15, 2021 (6:00 pm) Board Committee Meetings: Education, Technology, Food Services
- June 22, 2021 (7:00 pm) General Board Meeting

Location of meetings:

- Committee Meetings will be held electronically using the Zoom Webinar platform.
- Board Meetings will be held in the Walter L. Peters Board Room (North Campus) and will also be available electronically using the Zoom Webinar platform.

Personnel Committee* may take place prior to, or after, the above meeting dates.

*Indicates meeting is a closed meeting.

ADJOURNMENT

A motion was made by Mr. Butz and seconded by Mr. Leh to adjourn.

Motion passed by unanimous voice vote.

Meeting Adjourned at 8:00 pm.

Respectfully submitted,

Stuart Whitebeather

6/10/2021

BoardDocs® LT

Stuart C. Whiteleather, Ph.D.
Board Secretary