TEST Board Voting Meeting
Monday, June 22, 2026 7:00 PM Eastern

District Office
100 Harthan Way
Albion, PA 16401

Kristy Bolte:	Present
Meghan Dalaba:	Present
Heather Fawcett:	Present
Beth Hough:	Present
Jennifer Kumar:	Present
Dan Peppers:	Present
Shelly Rice:	Present
Sam Ring:	Present
Mark Swanson:	Present

Present: 9.

1. **Zoom Instructions**
2. **Introduction**
   - 2.A. **Call to Order**
   - 2.B. **Flag Salute**
   - 2.C. **Silent Moment of Reflection**
   - 2.D. **Roll Call**
   - 2.E. **Positive Things Happening at Northwestern**
   - 2.F. **Recognition of Scheduled Visitors and Correspondence**
   - 2.G. **Recognition of Unscheduled Visitors**
   - 2.H. **Consent Agenda**
     - 2.H.1. **Policy, Personnel, Finance Items**
     - 2.H.2. **Education Items**
     - 2.H.3. **Building and Grounds Items**
     - 2.H.4. **Motion: Consent Agenda Approval**
   - 2.I. **Approval of Minutes**
3. **Reports**
   - 3.A. **Erie County Technical School Report-Mr. Sam Ring**
   - 3.B. **Northwest Tri-County Intermediate Unit Report-Mrs. Kristy Bolte**
   - 3.C. **Student Board Representatives Report (only during school year)**
   - 3.D. **Solicitor's Report-Attorney Schmidt, Knox McLaughlin Gornall and Sennett PC**
   - 3.E. **Superintendent's Report-Mr. Greg Lehman**
   - 3.F. **Secretary's Report-Mrs. Tammie Clinger**
   - 3.G. **Financial Reports-Mr. Jonathan Hannon**
   - 3.H. **Motion: Approval of Written, Oral, and Financial Reports**
4. **Old Business**
5. **New Business-Policy**
   - 5.A. **Motion: Policy Approval-Second Reading**
   - 5.B. **Motion: Policy Approval-First Reading**

6. **New Business-Personnel**
   6.A. Staffing Approval
7. **New Business-Finance**
   7.A. **Motion: Bills Payable**
8. **New Business-Education**
9. **New Business-Building & Grounds**
   9.A. **Motion: Track Upgrade Approval**
10. **Addendum Items**
11. **Close of Meeting**
    11.A. **Critique & Review**
    11.B. **Announcements & Future Meetings**
    11.C. **Motion: Adjournment**

NORTHWESTERN SCHOOL DISTRICT
MINUTES OF VOTING MEETING
May 18, 2026

1. ZOOM INSTRUCTIONS

A. Login Information

ZOOM Information for VIEW only:

If you wish to address the Board as a scheduled visitor, please contact the Superintendent's office by 1:30pm on the day of the meeting at 814-756-9400. Unscheduled visitors may sign in upon arrival at the meeting and will be called on by the Board President at the appropriate time. Anyone wishing to address the Board is asked to attend in-person.

Join from PC, Mac, iPad, or Android:
https://nwsd.zoom.us/j/83338923061?pwd=QuEhaS7btgfK3aFcFUEK4OuS7xb7Cq.1
Passcode:641377

Phone one-tap:
+19292056099,,83338923061#,,,,*641377# US (New York)
+13017158592,,83338923061#,,,,*641377# US (Washington DC)

Join via audio:
+1 929 205 6099 US (New York)
+1 301 715 8592 US (Washington DC)
+1 305 224 1968 US
+1 309 205 3325 US
+1 312 626 6799 US (Chicago)
+1 646 931 3860 US
+1 346 248 7799 US (Houston)
+1 360 209 5623 US
+1 386 347 5053 US
+1 507 473 4847 US
+1 564 217 2000 US
+1 669 444 9171 US
+1 669 900 6833 US (San Jose)
+1 689 278 1000 US
+1 719 359 4580 US
+1 253 205 0468 US
+1 253 215 8782 US (Tacoma)
Webinar ID: 833 3892 3061
Passcode: 641377
International numbers available: https://nwsd.zoom.us/u/kcyAtA6zUa

2. INTRODUCTION

A. Call to Order, B. Flag Salute, C. Silent Moment of Reflection, and D. Roll Call

Nine members answered the roll call at the voting meeting held on Monday, May 18, 2026 in the conference room at the District Office. The meeting was officially called to order at 7:01pm by President Kristy Bolte. After the Pledge of Allegiance and a moment of silent reflection, roll was called with the following board members present: Kristy Bolte, Meghan Dalaba, Heather Fawcett, Beth Hough, Jennifer Kumar, Dan Peppers, Shelly Rice, Sam Ring, and Mark Swanson.

Present from the administration were the following: Greg Lehman, Superintendent, Jonathan Hannon, Business Manager, Joe Nagle, Middle School Principal, Dan Christensen, Northwestern Elementary Principal, and Tammie Clinger, Board Secretary.

Student Board Representatives Sophie Brooks and Sadee Troutman were also present. Linda Braden, Sherri Campbell, Deb English, Jane Frawley, Gayle Gollmer, LeaAnne Luzier and others attended in-person, with several others viewing via the Zoom link.

E. Positive Things Happening at Northwestern

The Board took a moment for Retiree Recognition of the following staff: Linda Braden, Sherri Campbell, Cathy Denham, Debra English, Jane Frawley, Gayle Gollmer, LeaAnne Luzier, and Julie Schmidt. A brief video was shared and each retiree was presented with a small gift and shrub.

F. Recognition of Scheduled Visitors and Correspondence

Scheduled Visitors-None

Correspondence-Mr. Lehman read thank you notes from the following organizations: West County Paramedic Association and Springfield Volunteer Fire Department.

G. Recognition of Unscheduled Visitors

There were no unscheduled visitors.

H. Consent Agenda

It was moved by Mark Swanson and seconded by Dan Peppers that the items listed on the consent agenda be approved as presented.

Meghan Dalaba asked that item B. 2. 2026-2027 Student Agenda-Elementary be removed and voted on separately. Item was voted on following this motion.

A. Policy Personnel Finance Committee Items

1. 2026 Voting Delegates for PSBA Delegate Assembly

Kristy Bolte and Mark Swanson

2. Extra-Curricular Volunteers

Name	Activity
Justin Burgos	Football
Jake Pettis	Middle School Football
Scott McKnight	Girls Basketball
Alexa Friend	Girls Basketball
Kevin Saxton	Girls Basketball
Julia Wheeler	Girls Basketball
Ryan Tewell	Boys Basketball
Jimmy Potter	Boys Basketball

3. 2026-2027 PSBA Membership with Keystone Agenda at a cost of $11,260.65
Standard Membership $6,170.65
Policy Maintenance $2,025.00
Administrative Regulations $1,065.00
Keystone Agenda $2,000.00

B. Education Committee Items
1. Affiliation Agreement with Penn State Behrend
5-year agreement for student teachers, field experience students

~~**2. 2026-2027 Student Agenda-Elementary**~~**-Removed and voted on separately**
~~Middle and high school use electronic format~~

3. Overnight Trip Chaperones
Senior Class to NYC
Sara Eddy
Megan White

C. Building and Grounds Committee Items
1. Equipment Discard
Technology items
Springfield Elementary item

2. 2026 Summer Projects
Gym/Stage Floors - $18,500
Carpet Replacement (NWE/SPF/MS) - $34,000
Painting (All buildings) - $25,000
Concrete work (Main Campus) - $60,000
Security/Camera Project - $17,000, portion paid with PCCD money
HS Freezer Removal/Renovation - $40,000, paid with FS money

Voice Vote: The ayes carried, 9-0-0.

It was moved by Mark Swanson and seconded by Heather Fawcett that the 2026-2027 elementary student agenda be approved as presented.

Discussion: Meghan Dalaba shared she does not agree with punishment of elementary students for attendance issues as that is under the control of the parent/guardian.

I. Approval of Minutes

It was moved by Dan Peppers and seconded by Mark Swanson that the minutes from the meeting of April 20, 2026 be approved (or corrected) as presented.

Voice Vote: The ayes carried, 7-0-2, with Meghan Dalaba and Shelly Rice abstaining.

3. REPORTS

A. Erie County Technical School Report – Mr. Sam Ring shared that a golf tournament is scheduled for this summer to help with the purchase of tools for the tradesman. He also shared that Diggers and Dumpers will occur during Albion Fair week this year.

- March 26, 2026 meeting minutes were attached in BoardDocs
- April 23, 2026 meeting agenda link was shared in BoardDocs
- Next meeting is May 21, 2026 at noon

B. Northwest Tri-County I.U. #5 Report – Mrs. Kristy Bolte shared that she was unable to attend last month's meeting.

- March 25, 2026 meeting minutes were attached in BoardDocs
- April 22, 2026 meeting agenda link was shared in BoardDocs
- Next meeting is May 27, 2026

C. Student Board Representatives Report-Sadee Troutman and Sophie Brooks shared their final report for the year, highlighting events from FFA, PAW Mentors, National Honor Society, and upcoming senior and end of year activities. Mrs. Bolte then presented each of them with a certificate of recognition.

D. Solicitor's Report – Andy S. from Knox McLaughlin Gornall and Sennett PC had no report.

E. Superintendent's Report – Mr. Greg Lehman shared that the baseball and softball teams would be playing in round 1 of the playoffs on Tuesday at Allegheny College. He also announced that Savannah Zietz and Xander Helms qualified for the State Track and Field Meet.

F. Secretary's Report - Mrs. Tammie Clinger had nothing further to share.

- Nutrition Group-April report attached in BoardDocs
- Youth Center Report-attached in BoardDocs

G. Financial Reports - Mr. Jonathan Hannon had nothing further to report. Mr. Ring asked about the deficit note, Mr. Hannon clarified it was for the current year (25-26).

April Financial Reports
Ending Balances as of April 30, 2026 as shown on page 1 of the attached financial packet:
General Fund Cash at Marquette Savings Bank $578.84

Cash & Investments $11,750,865.18
Investments (CD's) $1,497,000.00

Revenue Balances as shown on pages 2 and 3:
Local YTD Revenue $6,662,103.91
State YTD Revenue: $12,479,777.13
Federal YTD Revenue: $309,047.99

Treasurer's Report beginning on page 11:
Beginning Balance as of April 1, 2025 $2,583.10
April Total Receipts $2,192,843.80
April Bills Payable $906,112.74
April Payroll $1,288,759.32
April PLA Transfers $0.00
April Wire Transfer Fees $0.00
April Voided Checks $24.00
Total Expenditures $2,194,848.06
Balance on Hand as of May 1, 2026 $578.84

Seeking Board approval of Bills Payable as of today in the amount of $545,374.98.

FORECAST: 2.3M Deficit

H. Motion: Approval of Written, Oral, and Financial Reports

It was moved by Meghan Dalaba and seconded by Mark Swanson that the written, oral, and financial reports, items A-G, specifically the Erie County Technical School report, Northwest Tri-County Intermediate Unit report, Student Board Representatives Report, Solicitor's report, Superintendent's report and Secretary's report, be approved and filed for audit.

Voice Vote: The ayes carried, 9-0-0.

4. OLD BUSINESS
There was no old business to address.

5. NEW BUSINESS-POLICY

A. Motion: Policy Approval-First Reading

It was moved by Meghan Dalaba and seconded by Dan Peppers that the first readings of Northwestern School District Board Policies, #140-Charter Schools, #221-Dress and Grooming (Students), #325-Dress and Grooming (Employees), #332-Working Periods, #619-District Audit, and #810-Transportation, be approved as presented.

Voice Vote: The ayes carried, 9-0-0.

6. NEW BUSINESS-PERSONNEL

A. Motion: Professional Staff Recommendation

It was moved by Mark Swanson and seconded by Meghan Dalaba that Julia Sidelinger be approved as a Learning Support teacher at Northwestern High School effective August 20, 2026. Salary will be Bachelor's, Step 1 $50,338 with benefits provided as stated in the NWEA Collective Bargaining Agreement.

Voice Vote: The ayes carried, 9-0-0.

B. Motion: Elimination of Professional Staff Positions

It was moved by Mark Swanson and seconded by Dan Peppers that one (1) Life Skills Support teacher position at Northwestern High School and one (1) Life Skills Support teacher position at Northwestern Middle School be eliminated beginning with the 2026-2027 school year.

Voice Vote: The ayes carried, 9-0-0.

C. Motion: Elimination of Professional Staff Position

It was moved by Dan Peppers and seconded by Mark Swanson that one (1) Agriculture Education teacher position at Northwestern High School be eliminated beginning with the 2026-2027 school year.

Discussion: Beth Hough and Meghan Dalaba shared their concerns with this elimination and wished there would have been an earlier and deeper discussion.

Voice Vote: The ayes carried, 7-2-0, nays were Meghan Dalaba and Beth Hough.

D. Motion: Creation of Professional Staff Positions

It was moved by Mark Swanson and seconded by Meghan Dalaba that the following professional staff positions be created beginning with the 2026-2027 school year, one (1) Life Skills Support (Grades 6-12) teacher at Northwestern High School and one (1) Autistic Support teacher at Northwestern Middle School.

Voice Vote: The ayes carried, 9-0-0.

E. Motion: Elimination of Support Staff Positions

It was moved by Heather Fawcett and seconded by Meghan Dalaba that the following positions be eliminated beginning with the 2026-2027 school year: one (1) Paraprofessional Aide Life Skills Support position at Northwestern High School and two (2) Paraprofessional Aide Life Skills Support positions at Northwestern Middle School.

Voice Vote: The ayes carried, 9-0-0.

F. Motion: Creation of Support Staff Positions

It was moved by Mark Swanson and seconded by Meghan Dalaba that the following support staff positions be created beginning with the 2026-2027 school year, two (2) Paraprofessional Aide Life Skills Support (Grades 6-12) positions at Northwestern High School and two (2) Paraprofessional Aide Autistic Support positions at Northwestern Middle School.

Voice Vote: The ayes carried, 9-0-0.

G. Motion: Long-Term Substitute Teacher Approval

It was moved by Mark Swanson and seconded by Meghan Dalaba that Rebecca Whitney be approved as a district substitute teacher at Northwestern High School for Life Skills Support. She will meet the 45-day requirement with the district on May 20, 2026. Salary and benefits will be provided through the district, pro-rated at Master's Step 1 $52,424 from March 9-June 5, 2026.

Voice Vote: The ayes carried, 9-0-0.

H. Motion: 2026 Extended School Year Staffing Recommendations

It was moved by Dan Peppers and seconded by Meghan Dalaba that the following staffing recommendations for the 2026 Extended School Year program be approved, contingent upon student enrollment.

Professional Staff

Name	Position	Salary
Melissa Abbott	ESY Instructor	Tier III $38.75 per hour
Jim Howells	ESY Instructor	Tier III $38.75 per hour
Jodie Pastor	ESY Instructor	Tier III $38.75 per hour
Ashley Dugaw	ESY Instructor	Tier III $38.75 per hour
Julia Sidelinger	ESY Instructor	Tier III $38.75 per hour

Support Staff

Name	Position	Salary
Tricia Finazzo	Paraprofessional Aide	$16.91 per hour
Lisa Lemerise	Paraprofessional Aide	$16.91 per hour
Carri Moore	Paraprofessional Aide	$16.25 per hour
Cynthia Nearhoof	Paraprofessional Aide	$17.17 per hour
Lillia Dahlkemper	Paraprofessional Aide	$16.25 per hour
Isabella Atkinson	Paraprofessional Aide	$16.25 per hour

Voice Vote: The ayes carried, 9-0-0.

I. Motion: Extra-Curricular Recommendations

It was moved by Meghan Dalaba and seconded by Dan Peppers that the following extra-curricular recommendations be approved for the 2026-2027 school year as noted in the table below.

2026-2027 (Paid Positions)

Name	**Activity**	**Salary**
Justin Cree	Head Boys Basketball Coach	$6,886.00
Judah Friend	HS Assistant Boys Basketball Coach-JV (1/2)	$2,237.50
Zachary Hanson	HS Assistant Boys Basketball Coach-JV (1/2)	$2,237.50
Steve Sawin	Head Girls Basketball Coach	$6,886.00
Emily Hegedus	Middle School Assistant Girls Basketball Coach	$3,443.00
Alexa Friend	Middle School Assistant Girls Basketball Coach	$3,443.00
Josh Holliday	Middle School Assistant Boys Basketball Coach (8th Gr)	$3,443.00
Annakaye Fenell	Girls Basketball Scorer	$1,653.00
Samantha Davis	Boys Basketball Timer	$791.00
Julia Shipton	Girls Basketball Timer	$791.00
Joshua Ponsoll	Elementary STEM (K'nex) Club-SPR	$1,722.00
Greg Clapper	Elementary STEM (K'nex) Club-NWE	$861.00
Cherie Kopac	Elementary STEM (K'nex) Club-NWE	$861.00
Derrick Fuller	Technology Coordinator-NWE	$1,722.00
Adam Mattocks	Assistant FFA Advisor	$2,410.00

Discussion: Beth Hough questioned if evaluations were conducted with feedback from students and parents. Mr. Lehman commented that the athletic director handles the process.
Voice Vote: The ayes carried, 8-0-1, with Sam Ring abstaining.

7. NEW BUSINESS-FINANCE

A. Motion: Bills Payable

It was moved by Mark Swanson and seconded by Dan Peppers that the bills in the amount of $545,374.98 be approved as presented.

Voice Vote: The ayes carried, 9-0-0.

B. Motion: District/Board Contribution to 2026 FBLA National Competition

It was moved by Mark Swanson and seconded by Meghan Dalaba that the Board authorize a contribution of $6,155 to assist with registration and travel costs for the students participating in the 2026 FBLA National Competition in San Antonio, TX.

Note: Updated information from Mrs. Miller on May 13:

$883 for Registration and Fees
$5272 for the PA FBLA Package (which includes no extra charges for additional activities)
$3750 for Transportation (covered by student/family deposit)
$3090 for Food
New total: $12,995 without the last line item to allow for any extras in the area. (This is one of the cheapest trips per person in the last three years.)
Seeking District support of $6,155 to cover the National and State Registration Packages.

Discussion: Shelly Rice commented that she is walking in good faith that the Board and administration will continue to iron out a better system that supports our financial situation. Meghan Dalaba agreed that the system should be fair across the board. Heather Fawcett commented it should be worked on over the summer and make it effective for next school year. Mrs. Bolte shared that Mrs. Miller and Mr. Honeycutt need to be involved in those discussions.

Voice Vote: The ayes carried, 9-0-0.

C. Motion: Sale of Parcel from Repository for Unsold Properties

It was moved by Dan Peppers and seconded by Mark Swanson that the offers made by Jason Harayda and Edwin A. Hodges, III, to purchase the parcels listed in the table below, #01-005-048.0-032.00, S. Main Street, in the amount of $250.00 for each parcel, be accepted and that the Erie County Tax Claim Bureau be so notified.

Parcel	Purchaser
#01-005-048.0-032.00, S. Main Street, Albion, PA	Jason Harayda
#09-005-012.0-002.00, 10494 Linndale Avenue, Cranesville, PA	Edwin A. Hodges, III

Voice Vote: The ayes carried, 9-0-0.

D. Motion: 2026-2027 Interim Healthcare Staffing Agreement

It was moved by Meghan Dalaba and seconded by Dan Peppers that the Northwestern School District enter into an agreement with Interim HealthCare to provided daily substitute services for nurse, LPN and school/bus aide, when all other options have been exhausted, effective July 1, 2026 through June 30, 2027.

Service	**2026-2027 Rate**	**Increase from previous year**
RN	$70.00 per hour	$6.00 per hour
LPN	$60.00 per hour	$1.00 per hour
School/Bus Aide	$35.00 per hour	No increase

Voice Vote: The ayes carried, 9-0-0.

E. Motion: 2026-2027 Preliminary Budget Approval

It was moved by Dan Peppers and seconded by Mark Swanson that the preliminary 2026-2027 General Fund budget with projected expenditures in the amount of $27,826,763.00 as presented and attached, be approved.

Discussion: Note: The 2026-2027 preliminary budget expenditures reflect a decrease of $1,418,903.00 over the 2025-2026 approved final budget. Also, the $25,683,886.00 projected revenue includes a 2.55% tax increase that will be formally adopted at the June voting meeting.

Beth Hough asked about the tax increase. Jon explained that rate would be voted on in June.
Sam Ring asked for an explanation as to the proposed expenditure difference since last week's meeting. Jon explained the decrease and adjustments made such as reducations in staffing, budgetary reserve, capital reserve transfer and increased revenue projected to ¾ of the proposed state budget numbers. Sam then shared concerns that in the past, committee meeting discussions were held for months in regards to the budget. He is concerned this Kristy Bolte shared her thoughts in support of Jon's work on the budget and she suggested that next year, we perhaps implement a Budget Ad Hoc committee. Other directors shared that serious work needs to happen regarding consolidation of the elementary schools and that there has to be other areas where costs can be decreased. Jon noted that our staff and benefits are roughly 68% of our expenditures. It was stated that this is not a fiscally responsible budget and more direction needs to be provided to administration. More directors added that a plan must be developed to address the ongoing deficit and the future of the district in regards to consolidation. Mr. Lehman commented that he had reached out to a company who assists with a deep look at future capital spending. It was also suggested to seek out an outside agency to assist administration in providing data on a potential consolidation.

Roll Call Vote: Bolte, YES; Dalaba, NO; Fawcett, YES; Hough, NO; Kumar, YES; Peppers, YES; Rice, NO; Ring, NO; Swanson, YES.

Motion carried, 5-4-0.

<u>8. NEW BUSINESS-EDUCATION</u>

A. Motion: 2026-2027 Community Country Day School Agreement

It was moved by Mark Swanson and seconded by Dan Peppers that Northwestern School District enter into an agreement with Community Country Day School, for the 2026-2027 school year to provide instruction to students with educational needs as necessary and required by the student's educational plans at a daily cost not to exceed $108 per day as outlined in the attached agreement.

Voice Vote: The ayes carried, 9-0-0.

B. Motion: 2026-2029 Refocus Room Contract with Sarah A. Reed Children's Center

It was moved by Mark Swanson and seconded by Meghan Dalaba to table this motion.

Voice Vote: The ayes carried, 9-0-0.

Moved by_______________ seconded by _______________ that the Northwestern School District enter into a 3-year agreement with Sarah A. Reed's Children Center to provide services for NWSD's Refocus Room, at the annual cost of $145,969 beginning July 1, 2026 through June 30, 2029.

Voice Vote:

C. Motion: Center for Hearing & Deaf Services, Inc. Service Agreement

It was moved by Meghan Dalaba and seconded by Dan Christensen that Northwestern School District enter into an agreement with the Center for Hearing & Deaf Services, Inc. to provide interpreting services to identified students as needed beginning July 1, 2026 through June 30, 2027. The district will be billed according to the rates outlined on pages 5-6 of the attached agreement.

Voice Vote: The ayes carried, 9-0-0.

D. Motion: 2026-2027 Achievement Center Agreement

It was moved by Mark Swanson and seconded by Dan Peppers that the Northwestern School District approve the agreement with the Achievement Center, Inc. to provide outpatient therapy services via the school-based satellite clinic and includes a provision for district allotted funds for direct services ($2,250) and non-direct services ($1,750) when third-party funding cannot be obtained.

Voice Vote: The ayes carried, 9-0-0.

<u>9. NEW BUSINESS-BUILDING & GROUNDS</u>

<u>10. ADDENDUM ITEMS</u>

A. Motion: Assessment Appeals Engagement Letter

It was moved by Mark Swanson and seconded by Meghan Dalaba to authorize the business manager to proceed with execution of the engagement letter with Knox McLaughlin Gornall & Sennett, P.C. to provide legal services in connection with tax assessment appeals pursuant to board policy. Legal service fees will be billed as follows: attorney's rate range from $175.00 per hour to a maximum of $260.00 per hour and paralegal's rate is $125.00 per hour.

Voice Vote: The ayes carried, 9-0-00

11. CLOSE OF MEETING

A. Critique & Review

B. Announcements & Future Meetings

Day	Date	Time	Meeting	Location
Monday	June 15, 2026	6:30 p.m.	Committee of the Whole/Study Session Meeting	District Office
Monday	June 22, 2026	7:00 p.m.	Board Voting Meeting	District Office

C. Motion: Adjournment

It was moved by Mark Swanson and seconded by Meghan Dalaba that the meeting be adjourned at 7:59 p.m.

Voice Vote: The ayes carried, 9-0-0.

Respectfully submitted,

Tammie R. Clinger

Tammie R. Clinger
Board Secretary