

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – November 16, 2009**

Carl T. Secor Administration Center – Board Room

7:30 p.m.

Minutes

- I. President Horace Cole called the meeting to order at 7:42 p.m. and led those present in the Pledge of Allegiance. Secretary, Patricia Rosado called the roll.
- II. Members present were: James Brunkard, Horace Cole, Robert Gress, Bet Hays, Audrey Hocker (left at 10:12 p.m.), Keith Karkut, Donald Motts and William Searfoss. William Zacharias was absent.
- III. School personnel present: Michelle Arnold, Pat Bader, David A. Baker, Brian Borosh, Marianne Bridges, John Burrus, Angela Byrne, Anthony Calderone, Rick Carty, Mike Catrillo, Robert Dilliplane, Irene Duggins, Larry Dymond, Eric Forsyth, Gail Francis, Constance Kishbaugh, Gail Kulick, Sharon Laverdure, Irene Livingston, Jennifer Marmo, Fred Mill, Debra Ann Padavano, Patricia L. Rosado, Jim Shearouse, Oliver Trojak and Thomas Williams. Also present was: Tom Dirvonas and Christopher Brown – Solicitors.
- IV. Media Present: TV-13
Dan Berrett, Pocono Record
- V. Community members present: Nazim Ahmed, Hans Baltzersen, Scott Benner, Richard W. Berkowitz, Terrence Bomar, Lauren Buchalski, Katie Clogg, David Colarusso, Joseph D'Alessio, Dawn Davis, Devin Day, Megan Fox, Diane Hinson, Pamela S. Hudak, Kevin Kennedy, Trevel Leavy, Mike Meachem, Verona Meachem, Michal Peterson, Zack Rotz, Dale Santee, Chris Spinogotti, Gary Summers and Judy Summers.
- VI. **APPROVAL OF MINUTES AND AGENDA**

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the minutes for the meeting of October 19, 2009, (pages 1-20), and this agenda for November 16, 2009 (pages 1-20), as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Keith Karkut and carried unanimously, 8-0.

- VII. **ANNOUNCEMENT OF EXECUTIVE SESSION** -- An executive session was held this evening at 6:00 p.m. before this meeting for the purpose of discussing personnel, litigation and negotiations.
- VIII. **ANNOUNCEMENTS BY THE BOARD**
 - A. Mr. Cole announced that there is a Special Board meeting for budget purposes on Thursday, November 19, 2009 at 5:00 p.m. in the Administration Center Board room.
- IX. **SUPERINTENDENT'S REPORT**

- A. On behalf of PSBA (Pennsylvania School Boards Association), Mrs. Laverdure recognized and thanked: Mr. Donald Motts for 12 years of service, Mr. Robert Gress for 8 years of service and Mr. William Zacharias for 20 years of service. She stated that Mr. Zacharias could not be with us this evening due to having surgery and is recuperating very nicely. Mrs. Laverdure stated that although this is not the last meeting, she would like to thank Mr. Keith Karkut for his years of service on the Board and to the East Stroudsburg Area School District.
- B. Mr. Karkut stated that at the last meeting at the Monroe Career & Technical Institute (MCTI), they discussed his position because he was supposed to be the next chairperson but now a replacement has to be voted upon. He said that he hopes the Board will not have a problem filling his position because it is too important to lose. Mr. Karkut stated that the comprehensive plan needs to be looked at financially for the district and educationally for the students. Mr. Brunkard stated that two members were honored at the MCTI meeting, the chair and co-chair.

He said there are three directors of each school district that are part of the JOC (Joint Operating Committee). Mr. Brunkard stated that meetings proceed almost perfectly with most of the decisions made unanimously. He stated that a subject was dealt with in the end that has impact on the JOC budget as well as the district's budget. Mr. Brunkard stated that the item was the funding of the retirement system, PSERs. He stated that it was brought to their attention by the Business Manager that we will face a crisis in a few years, and if by 2013 we do not do something to augment the retirement system, we will face 35% of the budget going into paying for retirement costs. Mr. Brunkard stated that it was her suggestion that the money intended to return to the district, about \$100,000, be held aside and applied towards this potential crisis. He stated that she came up with numbers but it is difficult to say the accuracy of those numbers. Mr. Brunkard stated that this issue is frightening and will face all four school districts. He stated that on the addendum, a motion came forth that the whole of the budget, which is about \$700,000, be held aside to deal with this issue (Insert from the November 2, 2009, MCTI's Joint Operating Committee (JOC) meeting: Items for discussion: The JOC discussed retaining funds normally returned to the districts and to hold this money in reserve to mitigate some of the impact of retirement contribution increases that we have been informed about. ACTION BY THE BOARD: Motion was made by Mr. Karkut to reserve excess revenue, approximately \$771,000 for retirement projected rate increases and/or compensated absence payments for expected retirements to help offset related budget increases. Motion was seconded by Dr. Lladoc. Motion carried. Voting in favor: Mr. Karkut, Dr. Lladoc, Mr. Cole, Mr. Forte, Mr. Hoffman, Mr. Sabia, Mrs. Micklos, Mr. Polinski, Ms. Woods, Dr. Chandler, Yes-10; No- Mr. Brunkard - 1; Absent 1). Mr. Brunkard stated that although it will help the MCTI, everyone but him voted in favor of it because he has reservations. He stated that among other things, in anticipation, the amount due to us, whether it is 1/6 or 1/10, will not be coming back to the district. He stated that everyone said we deal with it now or later, but, it was brave of Mr. Karkut to apply the whole amount instead of part of it. Mr. Brunkard stated that he believes crucial matters should be examined carefully and not in an addendum. He stated that as we approach the budget process, every penny counts. Mr. Brunkard stated that whatever amount was supposed to come to the district will not be part of our budget. He stated that we have so little flexible or discretionary funds to deal with and when there is money we anticipate, it may be a problem. Mr. Brunkard stated that it is also a heads up for the district's retirement problem. He stated that it was a major decision-making process which affects the JOC and this school district. Mr. Brunkard stated that he loathes this decision on two grounds: one, dealing with this item as an addendum or dealing in a spurious and not in a fully proper fashion and two, he has a problem with the financial shape of the district. Mr. Karkut stated that Mr. Brunkard's explanation is somewhat correct. He said that from the MCTI's operating budget, there is a small amount of money that each year comes back to the district. Mr. Karkut stated that he said it is not hundreds of thousands of dollars but actually about \$70,000 which is a percentage share of last year's budget. He stated that what he stated at the MCTI meeting was that he felt, and other boards did too, that the financial basis of the MCTI is our responsibility no matter how we look at it. Mr. Karkut stated that we had change orders in excess of \$70,000 plus and we have one change order tonight that we are going to vote on, which is over \$50,000. Mr. Karkut stated that the reason for him making the motion was because we either pay for it now or in 2013; and, we will pay more since we were not planning for it. Mr. Karkut stated that he thinks, we as a Board, should look at PSERs in our own district. He stated that it is quite alarming the percentage of increase for the MCTI's budget and he doesn't know if this district has looked at it. He stated that the Board should review this issue because it cost the district millions and millions of dollars that we don't have and this is the reason why he made the motion. Mr. Karkut stated that he was one of the 12 votes. Mr. Brunkard stated that this was one way to go but he voted against it. He stated that it was something major and he does not like it when it happens as an addendum. Mr. Brunkard stated that it was about \$700,000 which is 22%. Mr. Karkut stated that the amount is closer to \$70,000 because the percentage is not 22%; because, it is based on students and they follow a formula. Mr. Brunkard stated that this topic is something that happened that night and he wanted to share it with everyone because we either deal with our expense now or later.

- C. Ms. Audrey Hocker stated that she does not have anything new to report on the Colonial IU 20.
- D. Mr. Hans E. Baltzersen, CIU 20 Director of Business Services, stated that the school district has had good claims experience within the last two years, which have led to the growth in reserve balances in the Employee Benefit Trust of Eastern Pennsylvania (EBTEP). Mr. Baltzersen stated that he is present tonight to assist Mrs. Bader in developing some numbers to help with the current budget and the 2010/2011 budget. He stated that good claims experience has grown and as of June 30, 2009, there were nine million dollars in the reserve fund which is a seven month reserve. Mr. Baltzersen stated that the trust requires a four-month reserve. He stated that he is here to give options to draw down the reserve. He explained three options:

Option 1, will allow for a two month funding holiday which means two monthly payments will be forgiven which is a 16% reduction. It will also be a 0% increase to the current rates for the 2010/2011 school year. There will also be a one month funding holiday for the 2010/2011 budget. You will get 16% reduction in 2009/2010, plus keep your funding rate at 0% increase, plus get a funding holiday at another 8% reduction. With this option the

district will have 6.22 months in reserve for the 2009/2010 school year and 5.29 months in reserve at the end of the 2010/2011 school year.

Option 2, will allow for a two month funding holiday in the 2009/2010 school year and reduce the 2010/2011 school year's funding rates down to the level needed, at a 3.2% reduction in health care cost and one month funding holiday. At the end of 2009/2010 the reserve balance will be at 6.22 months funding and in 2010/2011 there will be a 4.93 month funding. The reserve requirement is 4 months.

Option 3, will allow for a two month funding holiday in the 2009/2010 school but no funding holiday for the 2010/2011 school year. The months reserve at the end of the 2009/2010 school year would be 6.2 and at the end of the 2010/2011 would be 5.91.

Mr. Baltzersen stated that, as Trust Manager, he can approve a one month funding holiday but the two months would have to go to the full trustees who is comprised of school districts and vocational/technical school, etc. for approval.

Ms. Hocker asked if we have exceeded our fund balance requirement and asked by how much. He said as of the end of the 2009 school year, the district had 7.14% less which is 3 months in excess of where they need to be.

Ms. Hays asked why can we not reduce our monthly funding and adjust it so we do not overpay in order not to have excess in the future. She stated that our district is in such need and instead of having millions of dollars in a fund; we can use it in our own budget not to raise taxes. Ms. Hocker asked how do we get this reduced not to overfund. Mr. Baltzersen said he explained three options tonight. Ms. Hays said it will still leave overfunding for this year and next school year. Mr. Baltzersen stated that in the 2010/2011 school year, the funding rate is where they are projecting it to be. Ms. Hays asked if other districts have the same problem. Mr. Baltzersen stated that they have 6% excess. Ms. Hays asked why is our district higher. Mr. Baltzersen stated that it depend on the claims experience.

Ms. Hocker asked what is the possibility of just getting the money back to put into the budget. Mr. Baltzersen stated that they are trying to do that. He stated that there is a trust agreement and he has to follow it. Mr. Baltzersen stated that the district can petition to get the money back and all other trustees have to vote on it. He stated that he has to do an analysis to see what it will do to the overall reserves. Ms. Hocker asked how much it will be. He said the district has about 3 million dollars in the reserve. Ms. Hocker stated that the district can use that money.

Mr. Karkut stated that he has been saying, for years, that the district has been carrying a balance more than the minimal in the reserve fund. He stated that if this was not being discussed tonight then it would continue to go on for another year or two. Mr. Baltzersen stated that there are funding meetings yearly and the Business Managers set the rates. Mr. Baltzersen stated that there is input from administration as far as how the rates are set. Mr. Karkut stated that no one can understand the insurance trust because he has not been able to understand it for four years now. He stated that he was told that these are trust issues and we have to do this. Mr. Karkut stated that he has talked to members and they said that they determine together what has to be done. He stated that the trust agreement is unclear. Mr. Karkut asked how long ago did the district become part of the trust. Mr. Baltzersen stated that he believes about 8 or 10 years ago, the district joined the trust. Mr. Karkut stated that, therefore, the trust agreement has not changed over these years. Mr. Baltzersen stated that there have been minor changes. Mr. Karkut asked who is a member. Mrs. Bader stated that she is a member as well as Mr. Cole, Ms. Jennifer Schnaitman and Connie Kishbaugh. Mr. Karkut stated that the district is sitting on nine million dollars in a bank account since June that did not have to be there. Mrs. Bader stated that we did take a funding holiday which was allowed by the trust agreement. Ms. Hocker asked if we are entertaining a bond issue of eight million dollars. Ms. Hays said we cannot take all the money out. Ms. Hocker said it is our money and we are borrowing money when there is money that is our money in the reserves. Mrs. Bader said yes we have the eight million dollar debt. Ms. Hocker said there is three million dollars that we can use, if we can work it out, since our district is sitting on borrowed money and is bankrupt. Mr. Searfoss stated that since the fund, overall, cannot go over four months is there anybody under in any other district. Mr. Baltzersen stated that not as of the end of the 2008/2009 school year. Mr. Gress stated that, for the 2010/2011 school year, the district can budget about six million instead of nine million, which is an option. Mr. Gress stated that the Monroe Career & Technical Institute should look two years from now not to borrow more money. Mr. Gress stated that Mrs. Bader should plug in numbers and see what we can do including funding holidays. Mr. Gress stated that for the budget process we should see what works best for the district. He said we cannot solve this issue tonight. Mrs. Bader stated that she would like to use Option 1 for the preliminary budget because if we reduce the funding rate and claims experience get worse, the district would have the ability of not taking the funding holiday. She stated that with Option 1 the district

would not have to come up with money for the reserve. Mrs. Bader stated that this option is the more conservative approach. Ms. Hocker asked if Mrs. Bader is suggesting choosing Option 1. Mrs. Bader stated that she is and for the district to see where we can go from there. Mr. Baltzersen stated that this information is based on trends from before; but, we are only three months into the 2009/2010 school year and does not know if rates will have to increase next year.

Mr. Karkut stated that in the last four years, we have excess balances. He stated that he questioned this for four years and no one said anything. Mr. Karkut stated that he also asked the district to fund our own bank account like other large school districts. He stated that he was always told that this is a good idea but it got pushed off and he does not think it makes any sense.

Mr. Baltzersen stated that this is why he is here and can do any analysis to see what is driving the balances; because, it is not due to percentage increase but it is claim driven.

Ms. Hays asked how long have we been a part of the fund, "eight years"? Mr. Baltzersen stated that he would have to look up the information. Ms. Hays stated that she recalls, in the past, having to come up with more money so she would like to see the history over the past 10 years.

- E. Mrs. Patricia Bader, Interim Business Manager, reviewed the 2008-2009 Annual Financial Reports. She stated that the revenues and other sources of funds exceeded expenditures by \$18,350.00 which is excellent news for the district. Mrs. Bader stated that although the actual revenues were below budgeted revenues, due to collection rate used in the budget, the collection rate was very optimistic; but, collections were not that good. Mrs. Bader stated that the actual expenditures were less than budgeted expenditures due to the strategies that the former Superintendent, Dr. Heath, and former Business Manager, Mr. Kresefski, implemented. She stated that the strategies were implemented in preparation for the 2009/2010 budget. Mrs. Bader stated that the cost savings measures implemented were: a budget freeze in December 2008 for supplies and equipment; only necessary items were ordered. Another item cut back was overtime. Only essential staff did overtime and new hiring was suspended. Mrs. Bader stated that a lot of positions were left vacant when someone retired or resigned. She stated that the 2008/2009 budget included a PSERS retirement rate of 7.18% but the actual rate that was required to be paid was 4.76%, leaving a budgetary savings. She stated that the savings she converted into a PSERS future increase fund balance. Mrs. Bader stated that the district took one funding holiday from the EBTEP; therefore, did not make the 12th payment at a budgetary savings. She stated that the undesignated fund balance is currently \$7,097,129 and there is an additional fund balance for PSERS of \$1,380,000.

Mr. Brunkard asked if the fund balance includes the loan money that we received. Mrs. Bader asked if he is asking about the bond issue money. She stated that the bond issue money the district will see going forward.

- F. Middle Smithfield Elementary Project:

Mr. Dale Santee, The Architectural Studio, stated that the new cafeteria is occupied now. He stated that the project is on schedule. Mr. Gress asked if the change order on the agenda is from Penn Dot. Mr. Shearouse stated that it is all due to Penn Dot's specification changes which the district had to update our plan to meet their new standards, which happened after they gave us the highway occupancy permit. Mr. Shearouse stated that his change order reflects the changes that the district has to meet after they bid the project. Mr. Karkut asked why don't we wait until the end of the project to get Penn Dot's permit. Mr. Shearouse stated that we cannot bid a project with PDE until they have Penn Dot approval. Mr. Karkut asked if we approve these changes can Penn Dot make some more changes. Mr. Shearouse said they cannot because the job is completed. Mr. Cole stated that, at the last meeting, Mr. Santee stated that the project was at 50% completion and asked if they are almost complete. Mr. Santee said that the workers are ahead of schedule. Ms. Peterson asked if the drain issue is being resolved. Mr. Shearouse said all issues have been corrected.

- G. Mr. Gress asked if the side parking lot and the side road at the High School project will be done before Thanksgiving and will everything get repaved. Mr. Shearouse stated that it is anticipated that everything will be done within the next two weeks and gated. Ms. Hays asked about the dips in North Courtland Street. Mr. Shearouse stated that they are on the Penn Dot punch lists and will be repaired with final paving, too. He stated that it is also on the Borough's list. Mr. Searfoss asked if the road will be gated. Mr. Shearouse stated that it will be because the borough does not want the staff using Grove Street; but, it can only be used for large events. Mr. Searfoss stated that it will be easier for athletics to use the road. Ms. Hays said traffic flow will be better through Vine Street and Grove Street. Ms. Hays and Mr. Searfoss stated that it does not make sense for anyone not to be able to use that entrance. Ms. Hays said this should be revisited. Mr. Shearouse said if he is given direction he will approach the Borough. He said there will be a new study and it can be included. Mr. Shearouse said that a light may be needed at Maple Street as per the Borough. Mr. Karkut asked if sidewalks will be repaired at Maple

Street. Mr. Shearouse said they are all on the punch lists. Ms. Hays stated that some sidewalks on Maple Street look new but some look like they should be replaced because they are not holding up. Mr. Shearouse stated that they will all be replaced. Mr. Dymond stated that he was at the Borough today and did not see anything different with the traffic light expenses as expressed in the change order. He stated that it seems like another case of already done, at \$53,000, and nothing was in the plans and the district was not informed. Mr. Shearouse stated that there were meetings with Penn Dot and they changed requirements after they went to bid. Mr. Shearouse stated that ramps were changed and required another light outgoing; therefore instead of having one light now there are two. Ms. Hays stated that she does not understand, why when they get a permit, it cannot be grandfathered. She asked why is Penn Dot allowed to do this. Mr. Shearouse stated that Penn Dot can change standards. He stated that it happened in the Smithfield Elementary Project when Penn Dot decided to improve drainage after the fact. Mr. Santee stated that this happens in almost every project. Ms. Hays stated that this does not seem right that it can be done.

- H. Mrs. Duggins, Assistant Superintendent for Curriculum and Instruction, stated that principals from High School North, High School South, Resica Elementary and Bushkill Elementary will be presenting an overview of their School Improvement Plans. She stated that under the mandates of No Child Left Behind any school that failed to meet all categories proficiently in all sub groups need to present a plan to the State of Pennsylvania. Mrs. Duggins stated that although all schools did meet the overall proficiency targets in reading and math, these schools failed to meet proficiency in one or more categories. She stated that the State also then requires for the schools to form a school improvement team that consists of community members, parents and students, if applicable. Mrs. Duggins stated that the group looks through all PSSA data, trend data, their local assessments and try to identify root causes for the lack of progress or failure to meet targets. Mrs. Duggins stated that the group needs to come up with school improvement goals. She stated that the plans were then reviewed by members of the CIU20 and presented to the State. Mrs. Duggins stated that the Board received a full copy of the report and she has a summary page for the public. She stated that full plans will be available on each school's website. Mrs. Duggins stated that, in some cases, each subgroup may consist of one or two students that did not meet the target.

High School South

Mrs. Palio, Principal of High School South, stated that she is extremely proud of the staff and students at the high school. She said they met all standards from the State. For example:

The State required 64.9% in Reading and the High School South had 74.2%
The State required 55.4% in Math and the High School South had 59.4%
The State required 39.6% in Science and the High School South had 48%
The State required 82.8% in Writing and the High School South had 91.7%

Ms. Palio stated that the only reason the High School South did not meet AYP was due to two Alternative Education students who returned to the high school. She stated that they met 24 of the 25 targets. Ms. Palio stated that the reviewed strategies for last year and for this year and will change some areas. She stated that they are seeing a tremendous amount of success. Ms. Palio stated that they have made unbelievable progress in one year and because of two Alternative Education students they missed AYP. She stated that they are continuing to use map testing tools to look at strands to do cooperative teaming in the classroom. She stated that they implemented a pull-out program too, to take students who are not only on the cusp of basic to proficient but also those that are below basic to basic, too. Ms. Palio stated that the IEP students made AYP through the Safe Harbor program for the first time ever. She stated that, in reading, they started an initiative called Reading Apprenticeship. Ms. Palio stated that she restructured faculty meetings from informational to learning sessions for the teachers. She stated that teachers are taught a skill to take back to students. Ms. Palio stated that they have to show documentation on how students utilized the skills taught to them. She stated that if you cannot break down information, you cannot succeed. Ms. Palio stated that, in science, they are looking for final exams to align to the State test. Ms. Palio stated that they are reviewing the reading edge classes' reading and writing rubrics for students to understand what it means. She stated that the High School South's goals for next year is to move the students to 63% in math, 75% in reading, 53% in science and 92.5% in writing. Ms. Palio stated that they are continuing professional learning communities to reach all learners. She stated that they are also continuing strategies and adding Reading Apprenticeship, Performance Tracker and finding ways to group them to teach them strength. Ms. Palio stated that they have increased participation for after-school tutoring and extended-day learning activities. She stated that writing is also being increased which will be apparent in the hallways at the high school. Ms. Palio stated that power teaching in math took place in homerooms where they encouraged connections with study island and after-school tutoring.

Ms. Hays asked if the high school set the goals for next year or did the State. Ms. Palio stated that the high school set the goals. Ms. Hays asked what happens if they do not meet their goals will they meet AYP. Mrs. Duggins stated that they will need 50% in math and 63% in reading for next year, which they already have. She stated that by 2014,

everyone should be at 100%. Ms. Hays said that not everybody can be at 100% in math. Ms. Palio said not everyone can be at 100% in math or reading but we have our eye on the goal and students are invested as well as the staff to meet the goals.

Mr. Karkut stated that he commends the students and staff at High School South because they have suffered under construction and the State has not recognized that fact. He stated that he applauds Ms. Palio, staff and students for having met the targets. Mr. Karkut stated that he will look forward to seeing how much more they can accomplish now that the building is complete. Ms. Palio stated that now they can make a huge progress. Ms. Hays asked if Ms. Palio sees a difference in the students now that the project is complete. Ms. Palio stated, "Absolutely". She stated that the change occurred last year since there was less noise from the construction. Ms. Palio stated that the students and staff are flexible and invaluable to keep striving to meet AYP.

High School North

Mrs. Duggins stated that Mr. Zall, Principal of High School North, is out of town; therefore, two members of his School Improvement Committee, Angela Byrne, Secondary Literacy Coach and Debbie Padavano, Department Chair for special education will present tonight. Ms. Padavano said their mission is to motivate, inspire and promote the highest level performance throughout their entire school community. She said their scores were as follows:

The High School North had 50.0% in Math and the State required 55.4%
The High School North had 62.8% in Reading and the State required 64.9%
The High School North had 35.3% in Science and the State required 39.6%
The High School North had 85.4 in Writing and the State required 82.8%

Ms. Padavano stated that High School North exceeded the State's standards in writing. She stated that:

High School North's accomplishments were:

- They met 21 out of 25 targets
- Their writing PSSA test surpassed the State's standard by 2.6%
- Their graduation rate is at 93.86% which is 13.86% above the target
- Their reading subgroups closed the gap on proficiency
- Their math proficiency increased from 26% in 2007 to 50% in 2009 which was doubled in two years.

Ms. Byrne stated that, on the reading, all of the predicted proficiency groups met or exceeded a years worth of growth according to the State. She stated that their scores were significantly above the predicted means score for last year. Ms. Byrne stated that the math accomplishments are part of a three year trend of positive growth and, last year, all groups except the advanced group met or exceeded a years worth of growth. Ms. Byrne stated that the black sub group closed the achievement gap from last year.

Mrs. Duggins stated that the schools worked hard on these plans by identifying the problem and focusing on where they can make improvements.

Bushkill Elementary

Mr. Richard Carty, Principal of Bushkill Elementary, stated that in the elementary schools, grades 3, 4 and 5 are tested. He stated that in 2008/2009, Bushkill Elementary met 24 out of 25 goals. Mr. Carty stated that the only goal they did not meet was reading for IEP students. He stated that in 2007/2008, Bushkill Elementary failed by three categories; therefore, they improved in one year. Mr. Carty stated that the sub groups made AYP with special provisions. He stated that the staff and students take tests very seriously and have worked hard to prepare for them. Mr. Carty stated that some accomplishments have been:

Bushkill Elementary surpassed the attendance target by 2.7%.
Bushkill Elementary met the Reading target by 63%
Bushkill Elementary exceeded the Math target by 14.7%
Bushkill Elementary had 79% of their fourth graders that were Proficient/Advanced in Science
Bushkill Elementary had 58% of the fifth graders that were Proficient on the Writing

Mr. Carty stated that the staff had several concerns with the PSSA Reading:

Grades 4 and 5 did not meet the performance target
IEP subgroup did not meet the performance target
Bushkill Elementary lost a special education teaching position.

Mr. Carty stated that the Bushkill Elementary staff plans to address these concerns by:

- ✓ They have designed to allow 90-minute uninterrupted reading instruction and 60 minute uninterrupted math instructions across all grade levels.
- ✓ They have a daily 35-minute enrichment/intervention period to optimize reading instructional time and meet students' needs
- ✓ They have monthly grade-level team meetings to analyze student data, discuss students' progress and design differentiated instruction
- ✓ They are planning to implement in 2010/2011 a School-Wide Positive Behavior Support Plan.
- ✓ They have tutoring in math and reading available to students as needed
- ✓ They have online learning opportunities for all students
- ✓ They have district literacy and math coaches' support
- ✓ They have grade-level math and reading content and resources available to be closely aligned to match students' IEP goals.

Mr. Brunkard stated that all schools have different problems; but, Bushkill Elementary has problems with overcrowding. He said this can end up with teachers on a cart. Mr. Brunkard stated that Middle Smithfield renovations may alleviate this problem. He asked what happens year to year that Bushkill Elementary numbers warrant switching around. Mr. Carty stated that, this year, they are better and no one is on a cart. He stated that the only time they need the room and have teachers are on a cart, is when testing is occurring; therefore, it is only temporary. Mr. Carty stated that Kindergarten numbers are high but we are working on it. He stated that students are working hard and the results of their goals of 24 out of 25 are not bad.

Resica Elementary

Ms. Gail Kulick, Principal of Resica Elementary School, stated that she is proud to be principal because she has a dedicated staff as well as parents and students who work hard. She stated that, last year, they did not make AYP due to the IEP sub group. Ms. Kulick stated that she looked at the number of students who took the test not the percentages. Ms. Kulick stated that she went through major transitions last year. She stated that she lost approximately 50 students to East Stroudsburg Elementary but gained 140 students from Middle Smithfield Elementary and had approximately 40 students new to the community. Ms. Kulick stated that a lot of students were identified as special needs and had a few months to get them to be proficient. She stated that:

Resica Elementary had 80.5% in Math and the State required 56%
Resica Elementary had 70.2% in Reading and the State required 63%
Resica Elementary had 90.2% in Science and the State required 83%
Resica Elementary had 69.6% in Writing and the State required 58.1%

Ms. Kulick stated that students with IEP were 35% proficient, 60% basic and 5% below basic in writing. She stated that students with IEP were 23.1% advanced, 38.5% proficient, 30.8% basic and 7.7% below basic in science. Ms. Kulick stated that this is phenomenal for these students who are working hard despite their disabilities. She stated that they are using intervention/enrichment period at the end of each day. Ms. Kulick stated that they have enrichment writing to include six traits (Voice, Style, Focus, Content, Organization and Conventions). She stated that they are continually assessing students and helping them based on needs, data, interest and abilities. Ms. Kulick stated that they have integrated, for IEP students, guided reading, working on specific skill level deficiencies, and they are monitored by their case manager on a monthly basis. She stated that she also has level team meetings every six weeks to review data and make any changes necessary to student intervention plans. Ms. Kulick stated that Resica Elementary continues to excel in Writing and Science PSSA assessments. She stated that Resica will also have a web page to include all work and have teachers use to post information. Ms. Kulick stated that they will also create a parent survey to determine parent workshops and needs.

Mrs. Laverdure stated that the State gave the district a short timeline to turn around school improvement plans in regards to writing then, having them reviewed by IU 20 and then prepared for Board review. She stated that the district needs to submit the report to the State before the end of December.

- I. Mr. Mike Catrillo, Principal of J. T. Lambert Intermediate School, thanked teachers, custodial, maintenance, etc because they took something bad and turned it into an exercise of teamwork. He stated that their goal is to bring back students into the building for instruction. Mr. Catrillo stated that one scenario is to change parent/teacher conferences that were scheduled for 11/24/09 and 11/25/09 to 11/19/09 and 11/20/09 for students in order to have students return to school for three days next week. Mr. Catrillo stated that this will enable the staff to make preparations needed. He stated that he does not know when students will come back because it will depend on circumstances of the building.

Mr. Catrillo stated that the better case scenario is that if the 6th grade floor is not going to be operational but the 7th and 8th grade floors will be, then the 6th graders can occupy TLC. Mr. Catrillo stated that if the 6th and 7th grade floors are not available, then the 7th graders will go into TLC and the 6th graders will be split by team to Smithfield Elementary and J. M. Hill Elementary. He stated that teachers will be at work all week to work on scenarios and be ready to handle the students instructionally. Mr. Catrillo stated that the team from Servpro is great and the district is in excellent hands; because, they have been making a tremendous amount of progress.

Mrs. Laverdure stated that Servpro Company was approved by the insurance company to clean up. Ms. Dawn Davis, President and Owner of Servpro of Easton, Bethlehem and Whitehall stated that Scott Benner, who is her Large Loss Coordinator, is present to give the details. She stated that she is also present to answer any questions. Mr. Benner stated that he is sure that everyone wants to know, "When will the job be done?" He stated that he is pushing to get the 2nd floor, which is the 7th grade floor, done by Monday but is not 100% sure. Mr. Benner stated that, tomorrow, they will move all furniture and the day after that they will open walls to see how wet the walls are to see what else needs to be done. He wants to assure that when the staff and students come back everything is okay for them to come back to. Mr. Benner stated that the 6th grade floor will start the next week but does not know how long it will take to complete. He stated that they had a walkthrough, talked about scenarios with adjusters from the insurance company and received some approval. Mr. Benner stated that carpets that were wet are out because they are cutting down on smells. Mrs. Laverdure stated that all furniture has been moved and cleaned. She stated that she received approval from the insurance company to bring in the district's own staff to start the process before Servpro got there, in order for water not to sit where it did not have to. Mr. Benner stated that staff did an amazing job in removing all water and they were being accommodating to help Servpro. Mrs. Laverdure stated that the damage was contained to the floors and walls. She stated that the technology is good. Mrs. Laverdure stated that the problem is that the cabinets in the walls that are so tight they must be pulled out from the wall to be dried. Mr. Benner said since it is a commercial building, it has a channel and they have to check to see that there is no moisture in the walls.

Mr. Cole stated that, sometime early Sunday morning around 6:00 a.m., a four inch water line that runs through the second floor ceiling ruptured. He stated that, before it was detected, an awful lot of water came through the building. Mr. Cole stated that they are not sure why this happened. He stated that it could have been some unusual pressure but, nonetheless, it ruptured a valve in a closet area on the second floor. Mr. Cole stated that when it was discovered and turned off, then clean up needed to be done.

Public Participation

A. Ms. Petersen asked if the library at J. T. Lambert was affected. Mrs. Laverdure stated that it happened in the classroom corridor on the 1st and 2nd floors and then water went down the stairs through the middle towers. She stated that all other parts of the building are fine. Mr. Benner stated that, at this time, they have containment of where it occurred. Mrs. Laverdure stated that the lockers were not affected. Mr. Catrillo stated that the gym was not affected; therefore, the H1N1 shots will still be given in the gym on Wednesday and Saturday as planned. Mrs. Laverdure stated that the gym entrance area will be used.

B. Ms. Hocker asked, if after they move the cabinets from the walls, will Servpro treat it with any anti microbial treatment. Mr. Benner stated that Servpro has treated areas, will treat each cabinet and plans to retreat again. Ms. Hocker asked if they will have air scrubbing. Mr. Benner stated that they will have air scrubbing/air filtration on each floor. Ms. Hocker asked if any ozone will be used to treat mold. Mr. Benner stated that everyone has their own thoughts on how to treat mold but they do not use ozone. He stated that at the end of everything, there will be air sampling testing done before any students are allowed back into the classrooms.

C. Mr. Searfoss stated that when he went on the tour of the building he asked about the possible mold or health concerns situation. Mr. Benner stated that this is why they felt it was best to take out all cabinets to make sure that there are no future problems. He stated that he knows it is an inconvenience for everyone now but it is in the best interest for everyone's health.

D. Mr. Devin Day stated that J. T. Lambert was built in 1991 and a galvanized 4-inch pipe was installed and asked if this was the pipe. Mr. Motts stated that it was a 4-inch plastic pipe. Mr. Day asked if this is code and standard. Mr. Motts said, "Yes".

E. Mrs. Meachem asked when was the incident discovered. Mr. Cole said around 6:00 a.m. Mrs. Laverdure stated that she received a call around 6:25 a.m. She stated that what happened was it affected the fire alarm, which sent the call to the control center, which dispatched the Marshalls Creek Fire Chief and the district's own police officer who turned off the water. Mrs. Laverdure stated that she got to the school at 6:25 a.m. and could see some water from the back pressure but it stopped in 15 minutes.

F. Mr. Dymond said that he thought when the galvanized pipe was removed that the district installed copper. Mr. Shearouse stated that they did install copper. He stated that they did install copper through the main line which comes from the boiler room on the second floor to this custodial closet. Mr. Shearouse stated that it is in a location where

they used scheduled 80 PBC pipe. He stated that, before the galvanized pipe was removed, there was an automatic water filter and that was piped into the system with scheduled 80 PBC pipe. Mr. Shearouse stated that once copper was installed, we removed the filter and placed at Middle Smithfield Elementary and it was a piece of a valve that the pipe just broke off of. Ms. Hocker asked if this would have happened if it was a copper pipe. Mr. Shearouse stated that the scheduled 80 PBC pipe is as strong as copper. Ms. Hocker stated that the reality is that since it did not happen where the copper was, can we replace the PBC pipe with copper. Mr. Shearouse stated that the district can do that.

G. Ms. Peterson asked what load did the pipe bare because East Stroudsburg's pressure is about 100 pounds. Mr. Shearouse stated that the pressure was about 60 pounds. Ms. Peterson said that East Stroudsburg usually runs more. Mr. Shearouse said it runs more in the flats but we are in the elevated side. Ms. Peterson asked if the pressure would not be at that side. Mr. Shearouse stated that she is correct and the pressure in the boiler room is monitored.

Mrs. Meachem asked what happens if mold occurs after next week when the students return because mold does not appear immediately. Mr. Benner said mold happens where there is moisture but the moisture will be gone; therefore, it would not occur. Mr. Meachem asked Mr. Benner if he is proposing that they are going to take care of all moisture and; therefore, he is offering a guarantee that there will be no mold. Mr. Benner stated that his company is going to take care of all the moisture from this loss by removing the water from wherever it was and that is why they are taking out the cabinets.

Mr. Shearouse stated that they are going to have air quality tests before students come back to school. Mr. Meachem said if there is mold in the future then the company should make sure to take care of it. Mr. Meachem asked if all buildings were checked to see that this will not occur again. Mrs. Laverdure said that Mr. Motts spoke to Mr. Shearouse about checking all other buildings. Mrs. Hocker said that all buildings should be checked to see that there are no plastic pipes but only copper pipes.

Ms. Hays asked if a valve busted loose and blew. Mr. Shearouse stated it occurred where the pipe connected to the valve and the valve broke. Ms. Hays asked if there is anyway to have an automatic shut off for the water. Mr. Gress stated that the fire system may be an issue. Mr. Shearouse said the fire system is different and was not affected. Mr. Searfoss stated this was a lot of pressure coming out at a short time. Mr. Shearouse said it was 80 gallons per minute. Mr. Searfoss asked if there is anything that shuts the system down when there are too many gallons of water being lost. Mr. Shearouse said he does not know of any system but he can look into it. Ms. Hays asked if this incident has anything to do with the new development. Mr. Shearouse said it does not; but, this is just something that we'd probably not see happen again. Mr. Motts stated that it is just an accident and it can happen with copper. Ms. Hays said it did happen to her and it is horrible. Ms. Hocker asked if Mr. Motts believes that it could have happened with copper, too. Mr. Motts stated, "Yes". Mr. Karkut asked why the instructional program will not be ready until Monday. Mr. Catrillo stated that Monday will be the return date. Mrs. Laverdure said they made a Connect Ed call to all students not to come back tomorrow but could not make an announcement yet for the other days because they have not been Board approved.

Mr. Karkut asked if there is anyway of utilizing other buildings before they fix this problem because they are going to be out for a week. Mrs. Laverdure said they were going to be out two days next week so technically they are only out one more day by switching the parent/teacher conferences to this week. Mr. Karkut stated that when he had a school in his town that was burned down they were able to put classrooms in gyms or libraries. Mrs. Laverdure said they are prepared to do this starting on Monday. Mr. Catrillo said that his staff will be ready for Monday because if they bring the students in earlier, they will not be ready for them. Mr. Catrillo stated that if it were elementary students, it would be easier but they do not want to bring them into a baby sitting service but want to be ready with supplies and lesson plans. Mr. Searfoss stated that the staff that responded put sticky tapes on everything. He stated that everything was labeled, so that the right furniture goes back into the right classroom. Mr. Searfoss stated that he was very impressed because they did a very good job. Mr. Catrillo said that teachers were able to assess their materials and a lot, like textbooks, were not lost.

ADDENDUM B

XIV. STUDENT ITEMS

D. Revised Calendar

ACTION BY THE BOARD:

Motion was made by William Searfoss to modify the 2009-2010 school calendar for the J.T. Lambert Intermediate School as follows: Motion was seconded by James Brunkard and carried unanimously, 8-0.

OLD DATE	NEW DATE	REASON
November 24, 2009	November 19, 2009	Parent/teacher conference (Act 80)
November 25, 2009	November 20, 2009	Parent/teacher conference (Act 80)

Mr. Karkut asked if the teachers will be available if parents cannot attend on these parent/teacher conference dates. Mr. Catrillo said if a parent cannot come in, they can request a phone conference and teachers will also make appointments on other dates as needed. Mr. Catrillo said if a parent has scheduled a vacation and students cannot come into school on Monday or Tuesday when the school is opened then student's absence will be forgiven.

Public Participation Regarding Revised Calendar

A. Ms. Kishbaugh said that, as a parent, she is concerned that many will be absent since the dates are close to a holiday. Mrs. Laverdure said that this will accommodate more parents now than at the end of the year when more students will be absent due to summer vacation plans.

Mr. Searfoss said that this is a teachable moment because this is minor for the students and everyone can come together to make sacrifices to get back to normal as soon as possible.

- X. PUBLIC PARTICIPATION** -- Federal Programs
Title I
Title VI
Other Concerns

- A. Mr. Meachem asked what is Federal III. Mrs. Duggins stated that Federal III is a program that supports the English Language Learner for ESL (English as a Second Language) students and it is a federal program.
- B. Ms. Peterson stated that The Architectural Studio said they would address the cracked sidewalks in the front of Administration Center and she brought pictures for the Board to see. She stated that the ditches are not draining because the drains are uphill. Ms. Peterson stated that the architects and contractors need to look at them in order to have them repaired. Mr. Gress stated that the drains were designed through the storm management plan that is why they were purposely designed that way. Ms. Peterson asked how does the water drain. Mr. Gress stated that if it gets above that point it goes in the drain. Ms. Peterson asked if they are supposed to have three feet of water before it drains. Mr. Shearouse stated that all water should be retained into the grassy area and go into the soil but if it goes above the drain then it goes into the drain. Mrs. Peterson asked what is there to prevent the water from going into the parking lot and sidewalks. Mr. Shearouse stated that the barrier is constructed with fabric that keeps the water in it. Mrs. Peterson asked does the water then evaporate. Mr. Shearouse stated that it evaporates and seeps into the soil and that is the way it was designed.

XI. PERSONNEL ITEMS

A. First Level Supervisor

ACTION BY THE BOARD:

Motion was made by Donald Motts to approve the temporary appointment of the First Level Supervisor staff designated. Motion was seconded by William Searfoss and carried unanimously, 8-0.

1. **Appointment**

Name	Appointment
a. Possinger, Marilyn	Acting Assistant Food Service Director (10 month) – North Hourly Rate: \$15.75 Effective Date: October 26, 2009 through on or about June 30, 2010 only. Marilyn replaces Mary Ann McCracken who resigned.

(See page 21)

B. Uncompensated Leaves – In accordance with School Board Policy #539

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the uncompensated leaves for the support staff designated in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Donald Motts and carried unanimously, 8-0.

Name	Position Held
a. Harris, Jimmie	Bus Driver – Transportation Effective Date: October 27, 2009 Length of Leave: December 4, 2009
b. Sargent, Edward	Custodian (1 st shift) – J. T. Lambert Intermediate Effective Date: November 17, 2009 Length of Leave: January 7, 2010

(Requests received)

C. Support Staff

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the resignations, retirement, changes of status, leaves of absence, appointments, workday hour changes and salary changes to the support staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Donald Motts and carried unanimously, 8-0.

1. **Resignations**

Name	Position Held
a. Hickman, Karen	Custodian (3 rd shift) – High School South Effective Date: October 20, 2009
b. Moylan, Merri Ann	Instructional Aide – Lehman Intermediate Effective Date: October 22, 2009
c. Sizer, Priscilla	Student Helper (part-time) - Smithfield Elementary Effective Date: October 23, 2009
d. Stephens, Leanne	Bus Driver – Transportation Effective Date: November 4, 2009

(See pages 22-25)

2. **Retirement**

Name

Position Held

a. Love, Billy

Bus Driver – Transportation
Effective Date: December 19, 2009

(See page 26)

3. **Extension of Leave of Absence - In accordance with School Board Policy #535**

Name

Position Held

a. Sargent, Edward

Custodian (1st shift) J. T. Lambert Intermediate
Effective Date: August 19, 2009
Length of Leave now through: November 16, 2009

(Request received)

4. **Leaves of Absence - In accordance with School Board Policy #535**

Name

Position Held

a. Dreisbach, Katherine

Confidential Secretary – Central Administration
Effective Date: October 26, 2009
Length of Leave: November 6, 2009

b. Sierra, Therese

Bus Driver – Transportation
Effective Date: October 13, 2009
Length of Leave: November 9, 2009

c. Wright, Patricia

Secretary – High School North
Effective Date: November 5, 2009
Length of Leave: November 23, 2009

d. Young, William

Maintenance II (2nd shift) Worker – District
Effective Date: October 5, 2009
Length of Leave: twelve weeks

(Applications for Leaves of Absence received)

5. **Changes of Status**

Name

Appointment

a. Nigro, Christopher

From: Instructional Aide (Step 1) – Lehman Intermediate (LTS)
To: Instructional Aide (Step 1) – Lehman Intermediate (regular)
Hourly Rate: \$13.28
Effective Date: October 23, 2009
Christopher replaces Merri Ann Moylan who resigned.

b. Rodriguez, Deborah

From: Cafeteria Worker (part-time, 4 hours) (Step 1) – North Campus
To: Cafeteria (Cook) (full-time, 8 hours) Worker (Step 1) – North Campus
Hourly Rate: \$10.14 (plus \$1.50/per hour cook differential)
Effective Date: November 2, 2009 through on or about the last student day of the 2009-2010 school year only.
Deborah temporarily replaces Marilyn Possinger who was temporarily reassigned as Acting Assistant Food Service Director-North.

c. Transue, Scott

From: Custodian (2nd shift) (Step 1) – North Campus (LTS)
To: Custodian (2nd shift) (Step 1) – North Campus (regular)
Hourly Rate: \$12.09 (plus \$.40/per hour shift differential)
Effective Date: November 4, 2009
Scott replaces Rolf Diefenbach.

6. Appointments - Regular

Name

Appointment

a. Foppiano, Maria

Bus Driver (6 hour) (Step 1) – Transportation
Hourly Rate: \$13.06
Effective Date: November 11, 2009
Maria replaces Leanne Stephens who resigned.

b. Halker, Donald

Custodian (1st shift, Tues-Sat) (Step 1) – High School South
Hourly Rate: \$12.09
Effective Date: November 17, 2009
Donald replaces Karen Hickman who resigned.

7. Appointment - Long Term Substitute

Name

Appointment

a. Harris, DeAnn

Custodian (2nd shift) (Step 1) – High School South (LTS)
Hourly Rate: \$12.09 (plus \$.40/per hour shift differential)
Effective Date: November 17, 2009 through on or about June 30, 2010 only.
DeAnn replaces Elaine Bender who is on worker's compensation.

8. Workday Hour Changes - Regular

	Name:	Position:	From:	To:	Effective Date:
a.	Galvan, Doriann	Bus Driver	6 hour	8 hour	11/2/09
b.	Steimer, Cheryl	Bus Driver	8 hour	6 hour	8/31/09

9. Salary Changes - Regular

	Name:	Position:	Hourly Rate From:	Hourly Rate To:	Effective Date:
a.	Greenway, Teresa	Bus Driver (6 hour)	\$12.41	\$13.06	July 1, 2009
b.	Stang, Jennene	Bus Driver (6 hour)	\$12.41	\$13.06	July 1, 2009

10. Supplemental Position

Name

Appointment

a. Rosado, John

Accounts Payable Clerk (Business Office) appointed to the twelve (12) month supplemental position of telephone caller for substitute support employees for the 2009-2010 fiscal year.
Hourly Rate: \$8.89
Effective Date: October 25, 2009 through June 30, 2010
Maximum hours is 531.

11. Substitute Appointments

Name	Position(s)
a. Agridiano, Zulma	Instructional Aide
b. Clay, Takisha	Cafeteria Aide, Cafeteria Worker, Custodian
c. Counterman, Joseph	Custodian
d. Dillard, Marquis	Custodian
e. Henry, George	Custodian
f. Love, Billy	Bus Driver
g. Stocker, Scott	Bus Driver
h. Titlow, John	Custodian
i. Vulcano, Thomas	Custodian
j. Webb, Joe	Student Helper
k. Young, Robert	Custodian

D. First Level Supervisor

ACTION BY THE BOARD:

Motion was made by Donald Motts to approve the appointment to the First Level Supervisor staff designated, in accordance with the approved applicable policies and procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*]. Motion was seconded by William Searfoss and carried unanimously, 8-0.

1. Appointment - Regular

Name	Appointment
a. Eppley, Daniel II	Maintenance Supervisor - District Hourly Rate: \$23.00 Effective Date: November 23, 2009 Daniel replaces Kurt Lancaster who was reassigned.

E. Professional Staff

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the resignation, retirements, leaves of absence, appointments, reassignments, salary changes and tenure to the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by William Searfoss and carried unanimously, 8-0.

1. Resignation

Name	Position Held
a. Romagnoli, Alex	English teacher – High School South Effective Date: at the end of the workday on the last teacher day of the first semester of the 2009-2010 school year.

(See page 27)

2. Retirements

Name	Position Held
a. Hymes, Stephanie	Grade 3 teacher – East Stroudsburg Elementary Effective Date: at the end of the workday on January 4, 2010.

b. Osswald, Helene

Guidance Counselor – High School South

Effective Date: at the end of the workday on February 22, 2010.

(See pages 28-29)

3. Leaves of Absence - In Accordance with School Board Policy #435 and Child Rearing Leave

Name

Position Held

a. Detrick, Karra

Art teacher – High School North

Effective: January 4, 2010

Length of Leave: through the end of the 2009-2010 school year.

b. Zavertnik, Louise

Reading teacher – Lehman Intermediate

Effective: April 14, 2010

Length of Leave: through the end of the 2009-2010 school year.

(Applications for Leaves of Absence received)

4. Leave of Absence - In Accordance with School Board Policy #435

Name

Position Held

a. Goodwin, Nora

Library Science teacher – J. M. Hill and Smithfield Elementary

Effective: September 24, 2009

Length of Leave: December 21, 2009

(Application for Leave of Absence received)

5. Leave of Absence - In Accordance with School Board Policy #434

Name

Position Held

a. Goodwin, Nora

Library Science teacher – J. M. Hill and Smithfield Elementary

Effective: December 22, 2009

Length of Leave: January 25, 2010

(Application for Leave of Absence received)

6. Changes of Dates - Leaves of Absence – In Accordance with School Board Policy #435 and Child Rearing Leave

Name

Position Held

a. Bozzuto, Jenifer

Special Education teacher – Smithfield Elementary

Effective: March 24, 2009

Length of Leave Now through: April 8, 2010

b. Rovi, Lauren

Guidance Counselor – Smithfield Elementary

Now Effective: November 2, 2009

Length of Leave: the last teacher day of the third marking period of the 2009-2010 school year.

(Requests received)

7. Extension of Leave of Absence – In Accordance with School Board Policy #435

Name	Position Held
a. Glaser, Kyle (Request received)	Music (Instrumental) teacher – High School South Now Effective: August 27, 2009 Length of Leave Now through: November 9, 2009

8. Reassignments - Regular

Name	Appointment
a. Furst, Kane	From: English teacher – High School North To: English teacher – High School South Effective Date: the first teacher day of the second semester of the 2009-2010 school year. Kane replaces Alex Romagnoli who resigned.
b. Glaser, Kyle	From: Music (Instrumental) teacher – High School South To: Music (Instrumental) teacher – J. T. Lambert Intermediate Effective Date: November 10, 2009 Through: the last teacher day of the 2009-2010 school year only. Kyle temporarily replaces Matthew Whitney.
c. Whitney, Matthew	From: Music (Instrumental) teacher – J. T. Lambert Intermediate To: Music (Instrumental) teacher – High School South Effective Date: August 27, 2009 Through: the last teacher day of the 2009-2010 school year only. Matthew temporarily replaces Kyle Glaser.

9. Appointment - Regular

Name	Appointment
a. Tramutola, Stacey (See page 30)	Special Education (Life Skills) teacher – High School North (TPE) Salary: \$38,920.00, prorated (Step 1 Column 1) Effective Date: November 6, 2009 Stacey replaces Stephanie Hoelper who resigned.

10. Appointment - Long Term Substitute

Name	Appointment
a. Brathwaite, Mearcy (See page 31)	Library Science teacher – J. M. Hill and Smithfield Elementary (LTS) Salary: \$38,920.00, prorated (Step 1 Column 1) Effective Date: November 9, 2009 Through: January 25, 2010 only Mearcy replaces Nora Goodwin who is on a leave.

11. Extensions of Appointments - Long Term Substitutes

- | Name | Appointment |
|------------------------|--|
| a. Clogg, Katye | Music (Instrumental) teacher – J. T. Lambert Intermediate (LTS)
Effective Date: August 27, 2009
Now through: November 9, 2009 only
Katye replaces Matthew Whitney who was temporarily reassigned to High School South to replace Kyle Glaser who is on a leave. |
| b. Petrovsky, Jennifer | Special Education teacher – Smithfield Elementary (LTS)
Effective Date: August 27, 2009
Now through: April 8, 2010
Jennifer replaces Jenifer Bozzuto who is on a leave. |

12. Tenure in accordance with Article IX, Section 1121 of Pennsylvania School Code

	Last Name	First Name	Certification	Location
a.	Cruz	Ivez	Special Education	Lehman Intermediate
b.	Milasch-McIntyre	Jennifer	Special Education	J. T. Lambert Intermediate
c.	Prince	Samantha	Social Studies	High School North

13. Substitute Appointments

- | Name | Certification |
|-----------------------|--------------------------|
| a. Brathwaite, Mearcy | em (all areas) |
| b. Buursma, Jason | em (all areas) |
| c. Caso, Sandra | Elementary (NJ) |
| d. Clogg, Katye | Music |
| e. Cole, Susan | School Nurse |
| f. Cullin, Richard | Biology, General Science |
| g. Fox, Lynda | Elementary (NY) |
| h. Grindle, Aliya | Elementary |
| i. Jackson, Elizabeth | Elementary |
| j. Lubin, Francois | em (all areas) |
| k. Parrish, Kenneth | em (all areas) |
| l. Pesotini, Marla | Elementary |
| m. Robinson, Diane | Elementary |
| n. Taylor, Olivette | em (all areas) |
| o. Williams, Jasmin | Elementary |

14. Homebound Appointments

- | Name | Certification |
|------------------------|-------------------------------|
| a. Lapadula, Salvatore | Special Education, Elementary |
| b. Premo, Mary | Special Education, Elementary |
| c. Vitulli, Lisa | Elementary |

F. Salary Changes

ACTION BY THE BOARD:

Motion was made by Donald Motts to approve the following salary changes according to the 2005-2010 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. All salaries are prorated and effective December 24, 2009. Motion was seconded by William Searfoss and carried unanimously, 8-0.

	Name	From:	To:
1.	Allison, Richard	(\$44,089) Step 5 Col. 2	(\$44,514) Step 5, Col. 3
2.	Beal, Hillary	(\$40,345) Step 3, Col. 2	(\$40,770) Step 3, Col. 3
3.	Bealer, Brett	(\$53,501) Step 9, Col. 8	(\$54,026) Step 9, Col. 9
4.	Broderick, Kristen	(\$39,920) Step 2, Col. 1	(\$41,195) Step 2, Col. 4
5.	Brotherton, Regina	(\$60,334) Step 10, Col. 5	(\$60,759) Step 10, Col. 6
6.	Burns, Holly	(\$59,484) Step 10, Col. 3	(\$59,909) Step 10, Col. 4
7.	Byrne, Angela	(\$44,939) Step 5, Col. 4	(\$46,764) Step 5, Col. 7
8.	Camilleri-Yip, Marlene	(\$54,026) Step 8, Col. 9	(\$54,576) Step 8, Col. 10
9.	Christian, Cindy	(\$63,309) Step 12, Col. 10	(\$63,884) Step 12, Col. 11
10.	Corso, Christopher	(\$45,789) Step 5, Col. 6	(\$46,764) Step 5, Col. 7
11.	Daning, Robin	(\$50,751) Step 8, Col. 3	(\$51,176) Step 8, Col. 4
12.	DeLong, Jennifer	(\$44,514) Step 4, Col. 3	(\$44,939) Step 4, Col. 4
13.	DeLong, Ryan	(\$51,601) Step 8, Col. 5	(\$52,026) Step 8, Col. 6
14.	DeRenzi, Sandra	(\$55,151) Step 9, Col. 11	(\$55,751) Step 9, Col. 12
15.	DiBonaventura, Hilary	(\$44,089) Step 6, Col. 2	(\$44,939) Step 6, Col. 4
16.	Dietz, Casandra	(\$53,001) Step 7, Col. 7	(\$53,501) Step 7, Col. 8
17.	Dougherty, Cynthia	(\$78,065) Step 16, Col. 12	(\$79,340) Step 16, Col. 14
18.	Dunn, Heather	(\$65,109) Step 11, Col. 13	(\$65,759) Step 11, Col. 14
19.	Franks, Suzanne	(\$60,334) Step 10, Col. 5	(\$60,759) Step 10, Col. 6
20.	Fuller, Jennifer	(\$44,089) Step 4, Col. 2	(\$44,514) Step 4, Col. 3
21.	Gibboney, Daniel	(\$73,915) Step 16, Col. 5	(\$74,340) Step 16, Col. 6
22.	Glaser, Kyle	(\$61,734) Step 12, Col. 7	(\$63,884) Step 12, Col. 11
23.	Hartopp, Cynthia	(\$39,920) Step 2, Col. 1	(\$40,345) Step 2, Col. 2
24.	Jennings, Jill	(\$44,089) Step 5, Col. 2	(\$44,514) Step 5, Col. 3
25.	Jones, Gwendolyn	(\$51,601) Step 8, Col. 5	(\$53,001) Step 8, Col. 7
26.	Kesselring, William	(\$44,089) Step 6, Col. 2	(\$44,514) Step 6, Col. 3
27.	Krammes, Barry	(\$44,089) Step 5 Col. 2	(\$44,514) Step 5, Col. 3
28.	Kruger, Nancy	(\$44,514) Step 5, Col. 3	(\$44,939) Step 5, Col. 4
29.	Lantz, David	(\$76,890) Step 16, Col. 10	(\$77,465) Step 16, Col. 11
30.	Leyrer, Brian	(\$63,309) Step 12, Col. 10	(\$63,884) Step 12, Col. 11
31.	Lord, Elizabeth	(\$44,089) Step 4, Col. 2	(\$44,514) Step 4, Col. 3
32.	Lowe, Angelica	(\$44,939) Step 5, Col. 4	(\$45,364) Step 5, Col. 5
33.	Lowe, Deatrice	(\$44,939) Step 6, Col. 4	(\$45,364) Step 6, Col. 5
34.	Massa, Anthony	(\$40,345) Step 3 Col. 2	(\$40,770) Step 3, Col. 3
35.	Moletto, Denise	(\$48,914) Step 5, Col. 11	(\$49,514) Step 5, Col. 12
36.	Newman, Julianne	(\$51,176) Step 9, Col. 4	(\$51,601) Step 9, Col. 5
37.	Niznik, Tosha	(\$52,026) Step 9, Col. 6	(\$53,001) Step 9, Col. 7
38.	Padavano, Debra	(\$62,759) Step 11, Col. 9	(\$63,309) Step 11, Col. 10
39.	Parrish, Jill	(\$46,764) Step 4, Col. 7	(\$47,789) Step 4, Col. 9
40.	Partington, Kara	(\$39,920) Step 3, Col. 1	(\$40,345) Step 3, Col. 2
41.	Pattison, Gayle	(\$49,514) Step 6, Col. 12	(\$50,139) Step 6, Col. 13
42.	Pellington, Cynthia	(\$44,939) Step 6, Col. 4	(\$45,364) Step 6, Col 5
43.	Perkins, Rose	(\$39,920) Step 3, Col. 1	(\$40,345) Step 3, Col. 2
44.	Plytage, Michael	(\$45,364) Step 6, Col. 5	(\$46,764) Step 6, Col. 7
45.	Price, Mark	(\$51,176) Step 7, Col. 4	(\$51,601) Step 7, Col. 5
46.	Prusik, Julia	(\$44,514) Step 4, Col. 3	(\$44,939) Step 4, Col. 4
47.	Putt, Marcia	(\$68,299) Step 15, Col. 10	(\$68,874) Step 15, Col. 11
48.	Ridner, Fred	(\$51,176) Step 7, Col. 4	(\$51,601) Step 7, Col. 5
49.	Romagnoli, Alex	(\$44,939) Step 4, Col. 4	(\$45,364) Step 4, Col. 5
50.	Saeger, Blaec	(\$51,176) Step 7, Col. 4	(\$51,601) Step 7, Col. 5
51.	Schaller, Linda	(\$77,465) Step 16, Col. 11	(\$78,065) Step 16, Col. 12
52.	Smith, Kaitlin	(\$40,770) Step 3, Col. 3	(\$41,195) Step 3, Col. 4
53.	Smith, KellyJo	(\$44,089) Step 5, Col. 2	(\$44,514) Step 5, Col. 3
54.	Sowers, Ann	(\$65,324) Step 14, Col. 5	(\$65,749) Step 14, Col. 6
55.	Spece, Jennifer	(\$77,465) Step 16, Col. 11	(\$78,065) Step 16, Col. 12
56.	Stein, Linda	(\$54,026) Step 8, Col. 9	(\$54,576) Step 8, Col. 10
57.	Sywensky, John	(\$73,915) Step 16, Col. 5	(\$74,340) Step 16, Col. 6
58.	Szumski, Amie	(\$70,099) Step 13, Col. 13	(\$70,749) Step 13, Col. 14

59.	Taylor, Letitia	(\$54,026) Step 9, Col. 9	(\$54,576) Step 9, Col. 10
60.	Tobin, Snoann	(\$40,345) Step 3, Col. 2	(\$40,770) Step 3, Col. 3
61.	Tosh, Christopher	(\$44,089) Step 5, Col. 2	(\$45,364) Step 5, Col. 5
62.	Tosh, Jacqueline	(\$44,939) Step 5, Col. 4	(\$45,364) Step 5, Col. 5
63.	Tscheschlog, Helene	(\$44,514) Step 4, Col. 3	(\$45,364) Step 4, Col. 5
64.	Varner, Amanda	(\$51,601) Step 9, Col. 5	(\$53,001) Step 9, Col. 7
65.	Vitulli, Lisa	(\$43,664) Step 5, Col. 1	(\$44,089) Step 5, Col. 2
66.	Wallen, Annamarie	(\$67,749) Step 13, Col. 9	(\$68,299) Step 13, Col. 10
67.	Winshuh, Beth	(\$51,601) Step 7, Col. 5	(\$52,026) Step 7, Col. 6
68.	Yohe, Zahra	(\$41,620) Step 3, Col. 5	(\$43,020) Step 3, Col. 7
69.	Zaso, Anita	(\$61,734) Step 10, Col. 7	(\$62,234) Step 10, Col. 8
70.	Zerfoss, Jon	(\$51,601) Step 8, Col. 5	(\$52,026) Step 8, Col. 6
71.	Zisa, Jessica	(\$51,601) Step 8, Col. 5	(\$53,001) Step 8, Col. 7

G. EAP Tutoring Program

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the appointments in accordance with approved applicable policies and procedures. These positions are fully funded through the Education Assistance Program Grant for the 2009-2010 school year. Motion was seconded by Keith Karkut and carried unanimously, 8-0.

1. Appointments

	Last Name	First Name	Grade	Building	Rate
1.	Borer	Meghan	Reading & Mathematics	Bushkill Elementary	\$28.00/hour
2.	Burlein-Pitz	Carrie	Reading Grade 5	Bushkill Elementary	\$28.00/hour
3.	Finver	Mary	Reading & Mathematics	Bushkill Elementary	\$28.00/hour
4.	Garrity	Terri	Mathematics Grade 5	Bushkill Elementary	\$28.00/hour
5.	Gittens	Linda	Reading & Math. Grade 1	Bushkill Elementary	\$28.00/hour
6.	Govus	Diana	Reading & Mathematics	Bushkill Elementary	\$28.00/hour
7.	Parrish	Jill	Reading & Mathematics	Bushkill Elementary	\$28.00/hour
8.	Pacheco	Amy	Substitute	Bushkill Elementary	\$28.00/hour
9.	Billips	Mayla	Mathematics – Grade 4	East Stroudsburg Elementary	\$28.00/hour
10.	Peters	JoAnn	Reading	East Stroudsburg Elementary	\$28.00/hour
11.	Shadle	Mary	Substitute	East Stroudsburg Elementary	\$28.00/hour
12.	Steakin	Susan	Mathematics Grade 1	East Stroudsburg Elementary	\$28.00/hour
13.	DeHart	Teri	Substitute	J.M. Hill Elementary	\$28.00/hour
14.	Hogan	Karin	Reading Grade 3	J.M. Hill Elementary	\$28.00/hour
15.	Husson	Jennifer	Reading Grades 4 & 5	J.M. Hill Elementary	\$28.00/hour
16.	Marshall	Stephanie	Mathematics Grades 4 & 5	J.M. Hill Elementary	\$28.00/hour
17.	Miller	Robbi	Reading Grade 4	J.M. Hill Elementary	\$28.00/hour
18.	Smith	Matthew	Mathematics – Grade 3	J.M. Hill Elementary	\$28.00/hour
19.	Calpin	MaryAnn	Reading	J.T. Lambert Intermediate	\$28.00/hour
20.	Endres	James	Mathematics	J.T. Lambert Intermediate	\$28.00/hour
21.	Falbo	Tina	Reading – Grades 6-8	J.T. Lambert Intermediate	\$28.00/hour
22.	Fisher	Marijo	Science	J.T. Lambert Intermediate	\$28.00/hour
23.	Greenwood	Jill	Reading	J.T. Lambert Intermediate	\$28.00/hour
24.	Kelly	Linda	Mathematics	J.T. Lambert Intermediate	\$28.00/hour
25.	Milasch-McIntyre	Jennifer	Reading	J.T. Lambert Intermediate	\$28.00/hour
26.	Schneider	Christian	Mathematics – Grade 6	J.T. Lambert Intermediate	\$28.00/hour
27.	Bealer	Heather	Mathematics – Grade 4	Middle Smithfield Elementary	\$28.00/hour
28.	Berardi	Ann Marie	Mathematics – Grade 5	Middle Smithfield Elementary	\$28.00/hour

	Last Name	First Name	Grade	Building	Rate
29.	Denico	Kristi	Reading - Grade 2	Middle Smithfield Elementary	\$28.00/hour
30.	Johnson	JoAnn	Reading – Grades 4 & 5	Middle Smithfield Elementary	\$28.00/hour
31.	Keesser	Bridget	Mathematics – Grade 2	Middle Smithfield Elementary	\$28.00/hour
32.	Kizer	AnnMarie	Mathematics – Grade 3	Middle Smithfield Elementary	\$28.00/hour
33.	Lauchaire	Nancy	Reading – Grade 3	Middle Smithfield Elementary	\$28.00/hour
34.	Bastian	Debra	AM Tutoring	Resica Elementary	\$28.00/hour
35.	Cali	Barbara	PM Tutoring	Resica Elementary	\$28.00/hour
36.	Crosswell	Hadiyah	Reading – AM	Resica Elementary	\$28.00/hour
37.	Finley Welsh	Susan	Mathematics/Reading PM	Resica Elementary	\$28.00/hour
38.	Hussein	Bibi	AM/PM Tutoring	Resica Elementary	\$28.00/hour
39.	Mignosi	Lisa	AM/PM Tutoring	Resica Elementary	\$28.00/hour
40.	Miller	Lynda	AM Tutoring	Resica Elementary	\$28.00/hour
41.	Rourke	Jennifer	Reading – Grade 1	Resica Elementary	\$28.00/hour
42.	Wood	Dustin	AM Tutoring	Resica Elementary	\$28.00/hour
43.	McGovern	Theresa	Reading – Grades K & 1	Smithfield Elementary	\$28.00/hour
44.	Sayer	Vicki	Mathematics Grades 2 & 3	Smithfield Elementary	\$28.00/hour
45.	Schoenherr	Catherine	Reading – Grades 2 and 3	Smithfield Elementary	\$28.00/hour
46.	Siptroth	Michelle	Math& Reading-Grades 4 & 5	Smithfield Elementary	\$28.00/hour
47.	Weeks	Laura	Mathematics – Grades K & 1	Smithfield Elementary	\$28.00/hour
48.	Allen	Suzanne	Mathematics – Grades 9-12	High School South	\$28.00/hour
49.	Bresnyan	Gilliam	Reading – Grades 9-12	High School South	\$28.00/hour
50.	Cunningham	Rebecca	Mathematics – Grades 9-12	High School South	\$28.00/hour
51.	Keaney	James	Mathematics – Grades 9-12	High School South	\$28.00/hour
52.	Pawlowski	Walter	Mathematics – Grades 9-12	High School South	\$28.00/hour
53.	Rogers	Thomas	Mathematics – Grades 9-12	High School South	\$28.00/hour
54.	Stinger	Gloria	Reading – Grades 9-12	High School South	\$28.00/hour
55.	Tiernan	Trish	Reading – Grades 9-12	High School South	\$28.00/hour
56.	Agosto	Carolyn	Reading – Grades 9-12	High School North	\$28.00/hour
57.	Byrne	Angela	Reading – Grades 9-12	High School North	\$28.00/hour
58.	Chester	Christine	Mathematics – Grades 9-12	High School North	\$28.00/hour
59.	DeLeon	Karla	Mathematics – Grades 9-12	High School North	\$28.00/hour
60.	Panepinto	Carrie	Mathematics – Grades 9-12	High School North	\$28.00/hour
61.	Reiche	Amanda	Reading – Grades 9-12	High School North	\$28.00/hour
62.	Smith	Kelly-Jo	Reading – Grades 9-12	High School North	\$28.00/hour
63.	Van Winkle	Catherine	Mathematics – Grades 9-12	High School North	\$28.00/hour

H. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Donald Motts to approve the resignations, rescissions and appointments according to the 2005-2010 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. Motion was seconded by William Searfoss and carried unanimously, 8-0.

1. Resignations

Name	Position
a. Detrick, Karra	Art Department Chairperson – Lehman Intermediate & High School North Effective Date: January 4, 2010

- b. Gabriel, Sheila Detention Supervisor – East Stroudsburg Elementary
Effective Date: October 20, 2009
- c. LaBar, Keith Crew II Club Advisor – Lehman Intermediate
Effective Date: October 27, 2009
- d. Reese, Michele Mentor for Andronikki Andrews – East Stroudsburg Elementary
Effective Date: September 1, 2009

(See pages 32-35)

2. Rescissions

Name	Position
a. Carr, Sean	Wrestling Varsity Assistant Coach – High School South
b. DeLeon, Karla	Moving Forward Club Co-Advisor – High School North
c. Francis, Gail	Girls' Basketball Intramural Advisor – Lehman Intermediate
d. Gonda, George	Girls' Head Soccer Coach – Lehman Intermediate
e. Goodwin, Nora	Library Club Advisor – Smithfield Elementary
f. Panepino, Carrie	Moving Forward Club Co-Advisor – High School North
g. Zelinski, Jan	Cheerleading Varsity Assistant Coach (winter) – High School North

(See pages 36-42)

3. Mentor Appointments for the 2009-2010 School Year

	Last Name	First Name	Position	Location	Rate
a.	Dreibebebis	Susan	Mentor for Stefanie Sinkaus	J. T. Lambert Intermediate	\$600.00
b.	Minnichbach	Lisa	Mentor for Leanne Guerin	High School North	\$600.00
c.	Mooney	Edward	Mentor for Clifton Nelson	High School South	\$600.00
d.	Mouchan	Karen	Mentor for Alexis Vagni (effective 10/6/09)	High School North	\$600.00 (prorated)
e.	Reese	Michele	Mentor for Eleni Angelopoulos (through 2/22/10)	East Stroudsburg Elementary	\$600.00 (prorated)

4. Appointments for the 2009-2010 School Year

	Last Name	First Name	Position	Building	Rate
a.	Buksa	Erik	Intramural Girls' Soccer Advisor	High School North	\$23.00/hour (48 hour maximum)
b.	Chester	Christine	Dance Club Advisor (effective 12/1/09)	High School North	\$1,069.00 (prorated)
c.	DeLeon	Karla	Moving Forward Intramural Co-Advisor	High School North	\$23.00/hour (24 hour maximum)
d.	Estabrook	Mary	Intramural Girls' Basketball Co-Advisor	High School North	\$23.00/hour (24 hour maximum)
e.	Kennedy	Kevin	Intramural Boys' Basketball Advisor	High School North	\$23.00/hour (48 hour maximum)
f.	Kennedy	Kevin	Boys' Track and Field Head Coach	High School North	\$4,840.00
g.	Laverdure	Bryan	Volunteer Boys' Basketball Coach	High School North	not applicable
h.	Panepinto	Carrie	Moving Forward Intramural Co-Advisor	High School North	\$23.00/hour (24 hour maximum)
i.	Svoboda	Lauren	Girls' Basketball Varsity Assistant Coach	High School North	\$4,022.00
j.	Zelinski	Jan	Cheerleading Varsity Assistant Co-Coach (winter)	High School North	\$1,235.00 (prorated)
k.	Cole	Adam	Intramural Girls' Basketball Advisor	High School South	\$23.00/hour (48 hour maximum)

	Last Name	First Name	Position	Building	Rate
l.	Fetherman	John	Volunteer Wrestling Coach	High School South	not applicable
m.	Luchowski	Patrick	Volunteer Girls' Basketball Advisor	High School South	not applicable
n.	Malmquist	Mary	Assistant Director School Productions (fall)	High School South	\$1,391.00
o.	Molin	Maurice	Model UN Club Advisor	High School South	\$1,069.00
p.	Molin	Maurice	Intramural Wallyball Advisor	High School South	\$23.00/hour (48 hour maximum)
q.	Fisher	Marijo	Science Club Advisor (effective 11/2/09)	J. T. Lambert Intermediate	\$1,069.00 (prorated)
r.	Henritz	Anthony	Girls' Basketball Head Coach	J. T. Lambert Intermediate	\$2,927.00 (plus \$250.00 longevity stipend)
s.	Lanfrank	Anthony	Girls' Basketball Assistant Coach	J. T. Lambert Intermediate	\$2,029.00
t.	Rowe	Michael	Wrestling Assistant Coach	J. T. Lambert Intermediate	\$2,927.00
u.	Timpson	Daniel	Girls' Soccer Assistant Coach	J. T. Lambert Intermediate	\$1,450.00
v.	Corso	Christopher	Wrestling Assistant Coach	Lehman Intermediate	\$2,927.00
w.	Francis	Gail	Girls' Basketball Head Coach	Lehman Intermediate	\$2,927.00
x.	Francis	Gail	Intramural Girls' Basketball Co-Advisor	Lehman Intermediate	\$23.00/hour (24 hour maximum)
y.	Mullaney	Matthew	Boys' Basketball Head Coach	Lehman Intermediate	\$2,927.00
z.	Nigro	Christopher	Intramural Girls' Basketball Co-Advisor	Lehman Intermediate	\$23.00/hour (24 hour maximum)
aa.	Nigro	Christopher	Girls' Basketball Assistant Coach	Lehman Intermediate	\$2,029.00
bb.	Pietrofere	Gerard	Boys' Basketball Assistant Coach	Lehman Intermediate	\$2,029.00

I. Professional Staff – Teacher on Temporary Special Assignment

ACTION BY THE BOARD:

Motion was made by James Brunkard to approve Adam Cole, Grade 5 teacher at East Stroudsburg Elementary School, as a Teacher on Temporary Special Assignment under the direction of Irene Livingston, Principal of East Stroudsburg Elementary School, effective November 3, 2009 through December 4, 2009 only. Mr. Cole will temporarily replace Lauren Baughman who is on a leave. This temporary assignment will include a stipend of \$30.00 per day. Motion was seconded by Donald Motts and passed 7-0-1 abstention. Horace Cole abstained.

J. Act 93 Staff

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the changes of resignation dates of the designated Act 93 staff. Motion was seconded by William Searfoss and carried unanimously, 8-0.

1. Resignations

Name	Position Held
a. Meehan, Terrance	Assistant Principal - High School South Effective Date: at the end of the workday on October 23, 2009.
b. Parks, William A.	Assistant Principal - High School North Effective Date: at the end of the workday on November 6, 2009.

(See pages 43-44)

XII. REVISED AGREEMENT

ACTION BY THE BOARD:

Motion was made by Donald Motts to approve the revised Concurrent Enrollment Agreement between the East Stroudsburg Area School District and Seton Hill University. Motion was seconded by William Searfoss and carried unanimously, 8-0.

(See page 45-50)

XIII. CONTRACTS

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the contracts listed for their specific services, rates and effective dates. Motion was seconded by Keith Karkut and carried unanimously, 7-0 (Ms. Hocker was absent and did not vote).

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Beacon School	One to One Paraprofessional as per IEP for student #09160604	\$20.00 per hour	District	7/1/09-6/30/10
2.	Carbon Lehigh IU #21	Job Coaching Services	\$21.86/hour (retroactive), not to exceed 96 hours \$2,099.00	District Special Education/Stimulus Fund	11/23/08-6/18/09
3.	Carbon Lehigh IU #21	Job Coaching Services	\$22.75/hour, not to exceed 324 hours \$7,371.00	Stimulus Fund	8/23/09-6/4/10 or upon graduation
4.	Clogg, Katie	Marching Band Staff for High School South	\$500.00	Music Department	8/31/09-11/6/09
5.	Colonial IU 20	Autistic Support	\$26,928.93	District Special Education	10/19/09-end of the 2009/2010 school year
6.	Conklin, Donna	ESL Parent Academics	\$728.00	Title III Grant	10/20/09, 10/27/09, 11/3/09, 11/12/09, 11/19/09, 12/3/09, 12/10/09, 12/17/09; 1/7/10, 1/14/10, 1/21/10, 1/28/10
7.	Cox, Leslie	My Pyramid for Health and Wellness	\$87.50	Professional Development	11/2/09
8.	Cox, Leslie	My Pyramid for Health and Wellness	\$87.50	Professional Development	11/9/09
9.	Creative Marketing Alliance (Robert Jones)	Assembly program – Motivational Speaker	\$500.00	High School South	2/18/10
10.	Gittens, Linda	Parent Academics, ESL Outreach	\$728.00	Title III Grant	10/5/09, 10/19/09, 10/26/09; 11/2/09, 11/9/09, 11/16/09, 11/23/09; 12/7/09, 12/14/09, 12/21/09; 1/4/10, 1/11/10; 2/1/10
11.	Halligan, John	Cyber bullying and Teen suicide Assembly presentation.	\$2,000.00	PTSA	2/8/10-2/9/10
12.	Lee, Kate	PASA Training/Form Review/Transmath training	\$250.00	Professional Development	10/13/09
13.	Lee, Kate	CPI Training	\$350.00	Professional Development	10/23/09
14.	Lehmann-Deming,	Family Time: Reading and	\$50.00	Title I Grant	12/7/09

	Donna	Learning Together			
15.	Litts, Diane	NWEA Reporting Update	\$100.00 (co-presenter)	Professional Development	10/12/09
16.	Ludwig, Sue	Digital Cameras/iPhoto	\$150.00	Professional Development	10/26/09
17.	Ludwig, Sue	Moodle	\$150.00	Professional Development	11/9/09
18.	Morro, Sherry	CPI Training	\$225.00	Professional Development	10/13/09
19.	Morro, Sherry	IEP Writing/Tienet Training	\$175.00	Professional Development	10/13/09
20.	Nicoletta, Anna	My Pyramid for Health and Wellness	\$87.50	Professional Development	10/28/09
21.	Nicoletta, Anna	My Pyramid for Health and Wellness	\$87.50	Professional Development	11/4/09
22.	Pattison, Gayle	iPhoto & iMovie	\$100.00 (co-presenter)	Professional Development	10/23/09
23.	Perkins, Rose	Marching Band Staff for High School South	\$1,900.00	Music Department	8/3/09-11/25/09
24.	Pocono Medical Center	Pocono Occupational Medicine	Not to exceed \$2,800.00	Transportation Dept.	8/09-7/10
25.	Prato, Brian	Instruction of Color Guard for High School North	\$200.00	Music Department	10/26/09-10/31/09
26.	S & W Technology	Technology Support for Sitewise Virtual Tours	\$412.00	Special Projects	1/1/10-12/31/10
27.	Sayer, Vicky	Family Time: Reading and Learning Together	\$50.00	Title I Grant	12/7/09
28.	Severn, Ron	Class of 2010 Prom DJ	\$750.00	Student Activity Fund	5/15/10
29.	Trescavage, Bobbie	High School North Visual Coordinator for Marching Band Program	\$800.00	Music Department	9/26/09-11/17/09
30.	Weller, Travis J.	Commission/Guest Conductor for High School North	\$2,000.00	Music Department	3/8/10-3/9/10
31.	Wilson, Martin	Tutoring for ESASD 12 th Grade Students (Study Island)	\$1,260.00	EAP Grant	2009/2010 School Year
32.	Zacharias, Debbie	Family Time: Reading and Learning Together	\$50.00	Title I Grant	12/7/09
33.	Zelinski, Jan	iPhoto & iMovie	\$100.00 (co-presenter)	Professional Development	10/23/09
34.	Zimmerman, Janet	Family Time: Reading and Learning Together	\$50.00	Title I Grant	12/7/09
35.	Zimmerman, Lindsey	Parent Academics, ESL Outreach	\$728.00	Title III Grant	10/5/09, 10/19/09, 10/26/09; 11/2/09, 11/9/09, 11/16/09, 11/23/09; 12/7/09, 12/14/09, 12/21/09; 1/4/10, 1/11/10; 2/1/10
36.	Whitney, Nicole	Marching Band Staff for High School South	\$1,900.00	Music Department	8/3/09-11/25/09
37.	Wittchen, Andrea	Harp Soloist w/North Band	\$400.00	Music Department	12/8/09-12/10/09
		TRANSPORTATION CONTRACTS			
38.	Davis, Christine	Contract Transportation	\$98.53/day	Transportation Dept.	10/6/09
39.	Gerst, Neil	Contract Transportation	\$205.85/day	Transportation Dept.	10/6/09
40.	Gerst, Neil	Contract Transportation	\$218.13/day	Transportation Dept.	10/16/09
41.	Gilmore, Rosalyn	Contract Transportation	\$243.02/day	Transportation Dept.	10/1/09
42.	Holmes, Deborah	Contract Transportation	\$93.27/day	Transportation Dept.	9/30/09
43.	Holmes, Deborah	Contract Transportation	\$72.39/day	Transportation Dept.	10/9/09
44.	Krupski, Diane	Contract Transportation	\$194.48/day	Transportation Dept.	9/24/09

45.	Krupski, Diane	Contract Transportation	\$198.40/day	Transportation Dept.	9/29/09
46.	LaBar, Karla	Contract Transportation	\$330.64/day	Transportation Dept.	9/16/09
47.	Lastra, Steve	Contract Transportation	\$112.20/day	Transportation Dept.	9/16/09
48.	Lastra, Steve	Contract Transportation	\$80.66/day	Transportation Dept.	10/5/09
49.	Prevost, Barbara	Contract Transportation	\$139.17/day	Transportation Dept.	9/21/09
50.	Prevost, Barbara	Contract Transportation	\$148.89/day	Transportation Dept.	9/22/09
51.	Prevost, Barbara	Contract Transportation	\$127.09/day	Transportation Dept.	9/23/09

XIV. STUDENT ITEMS

A. Placement

ACTION BY THE BOARD:

Motion was made by Donald Motts to approve the agreed upon alternative placement for the student listed for specific school and time indicated. Motion was seconded by Keith Karkut and carried unanimously, 7-0 (Ms. Hocker was absent and did not vote).

	Student Number
a.	09020903

(See page 51)

B. Field Trips – 75 Miles or More

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the 75 miles or more field trips listed. The proposal and itinerary for the field trips meet the required Board Policy #121. Motion was seconded by Donald Motts and carried unanimously, 7-0 (Ms. Hocker was absent and did not vote).

	Name	Activity	Location	Dates
1.	Mark, Kelly	Resica Grade 4 students to the Capitol Building/State Museum	Harrisburg, PA	4/29/10
2.	Ritter, Chris	H. S. South Band/Color Guard Competition at the St. Patrick's Day Parade	New York, NY	3/17/10
3.	Whitney, Matthew	H. S. South Band to perform in Rockefeller Center.	New York, NY	12/13/09

(See pages 52-54)

C. Release and Settlement Agreements

1.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the Release and Settlement Agreement between the East Stroudsburg Area School District and the parents of student #09160601. Motion was seconded by Donald Motts and carried unanimously, 7-0 (Ms. Hocker was absent and did not vote).

(See pages 55-61)

2.

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the Release and Settlement Agreement between the East Stroudsburg Area School District and the parents of student #09190102. Motion was seconded by Donald Motts and carried unanimously, 7-0 (Ms. Hocker was absent and did not vote).

(See pages 62-71)

XV. OLD AND NEW BUSINESS

XVI. REQUEST TO ESTABLISH A SPECIAL ACTIVITY

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the request to establish a special activity fund for the Stamp and Scrap Club at J. T. Lambert Intermediate School. Motion was seconded by Keith Karkut. A roll call vote was taken and passed 4-3. James Brunkard, Robert Gress, Bet Hays and Donald Motts voted yes. Horace Cole, Keith Karkut and William Searfoss voted no. (Ms. Hocker was absent and did not vote).

(See page 72)

XVII. RESCHEDULING OF REORGANIZATION MEETING

ACTION BY THE BOARD:

Motion was made by Donald Motts that the Reorganization Meeting of the Board originally scheduled for December 1, 2009, be rescheduled for December 7, 2009 at 5:00 p.m. in the Board Room of the Carl T. Secor Administration Center, 50 Vine Street, East Stroudsburg, PA. The Secretary of the Board is authorized and directed to advertise and post notice thereof. Motion was seconded by Keith Karkut and carried unanimously, 7-0 (Ms. Hocker was absent and did not vote).

XVIII. FISCAL ITEMS

A. PlanCon K

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the submission of the PlanCon K for the General Obligation Bonds, Series A of 2009 to the Pennsylvania Department of Education. Motion was seconded by Keith Karkut and carried unanimously, 7-0 (Ms. Hocker was absent and did not vote).

(See page 73)

B. Change Order – Smithfield Elementary Project

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve change order # PC-1 for Lagana Construction Services to adjust the contract in the amount of \$ 800.00 (deduct) for direct payment by East Stroudsburg Area School District to Keystone Diversified for fire pump test in the Smithfield Elementary School Project. Motion was seconded by Donald Motts and carried unanimously, 7-0 (Ms. Hocker was absent and did not vote).

(See page 74)

C. Change Order – Middle Smithfield Elementary Project

ACTION BY THE BOARD:

Motion was made by Donald Motts to approve change order G-01 for E. R. Stuebner, Inc. in the amount of an additional \$52,145.57 to provide the labor and material required to complete the scope of work associated with the Highway Occupancy Permit issued by the Pennsylvania Department of Transportation for the Middle Smithfield Project. Motion was seconded by William Searfoss and passed 6-1. Keith Karkut voted no. (Ms. Hocker was absent and did not vote).

(See page 75)

D. Revised/Corrected Award of Contracts for High School North Toilet Facilities

ACTION BY THE BOARD:

Motion was made by James Brunkard to approve a revision/correction to the resolution for the award of contracts for the construction of toilet facilities at the High School North as approved at the October 19, 2009 regular meeting to reflect an award in the total amount of \$691,288.00 (rather than \$690,788.00) and to reflect an alternate G-1 deduct in the amount \$5,000.00 (rather than \$5,500.00) and a General Construction Contract amount of \$439,000.00 (rather than \$438,500.00) in the formal resolution as presented by the Solicitor. (This correction has been requested by the Solicitor in order to correct a clerical/typographical in his preparation of the award resolutions and results in a net increase of \$500.00 to properly reflect the bids as received). Motion was seconded by Donald Motts and carried unanimously, 7-0 (Ms. Hocker was absent and did not vote).

E. Appointment of Engineer for JM Hill Project

ACTION BY THE BOARD:

Motion was made by William Searfoss to engage CMX to provide professional engineering services in connection with the demolition and design/construction of access and parking facilities at JM Hill Elementary for the total lump sum fee of \$33,500.00 for basic services as presented to the District. The officers of the Board are authorized to execute a formal agreement for such services as shall be approved by the Administration and Solicitor. Motion was seconded by Keith Karkut and carried unanimously, 7-0 (Ms. Hocker was absent and did not vote).

F. Grant of Homestead Exclusion and Approval of Refund

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve/acknowledge the grant of the Homestead exclusion for Monroe County Tax Code Parcel #09/5A/4/10 and to approve the issuance of a refund in the amount of \$393.33 for overpayment of 2009-2010 school taxes made by the taxpayer prior to the approval of the exclusion. Motion was seconded by Donald Motts and carried unanimously, 7-0 (Ms. Hocker was absent and did not vote).

(See page 76)

G. Bond Payment

ACTION BY THE BOARD:

Motion was made by Donald Motts to approve the current invoices for construction and related costs associated with the Bond Issue 2008: \$1,490,417.30. Motion was seconded by William Searfoss and carried unanimously, 7-0 (Ms. Hocker was absent and did not vote).

(See pages 77-78)

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H. Use of Facilities

1.

ACTION BY THE BOARD:
 Motion was made by James Brunkard to approve the requests for use of facilities as listed for Class 1 school-related activities (no facility fees will be incurred as per Policy #707). Motion was seconded by William Searfoss and carried unanimously, 7-0 (Ms. Hocker was absent and did not vote).

CLASS 1 – SCHOOL-RELATED USE OF FACILITIES – (Sports Feeder Programs/Student Educational Enrichment Programs)

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fee Waived
11/16/09	Lehman	11/17/09	02/26/10	Timberwolves Junior Wrestling Club	Wrestling Practice	Policy
11/16/09	Lehman	11/21/09 & 12/12/09	11/21/09 & 12/12/09	Pocono Family YMCA*	Swim Meet	Policy
11/16/09	Lehman	11/28/09	11/28/09	Pocono Family YMCA*	Swim Meet	Policy
11/16/09	Lehman	2/22/10	6/16/10	East Stroudsburg Football Club	Soccer Practice & Games	Policy
11/16/09	Resica	11/18/09	6/9/10	Girl Scouts in the Heart of PA	Brownie Meetings	Policy
11/16/09	Resica	11/20/09	3/10/10	ESYA Youth Basketball	Basketball Practices & Games	Policy
11/16/09	Resica	1/14/10	04/07/10	East Stroudsburg Football Club	Indoor Soccer Practice	Policy
11/16/09	Resica	6/28/10	7/16/10	Camp Invention (Run by a district staff member; a stipend will be donated back to the district.)	Science Camp	Policy
11/16/09	Smithfield	11/20/09	3/10/10	ESYA Youth Basketball	Basketball Practices & Games	Policy
11/16/09	Smithfield	12/15/09 Snow date 12/22/09	12/15/09 Snow date 12/22/09	Girl Scouts in the Heart of PA	Ceremony/Potluck Dinner	Policy

* Personnel Fees will be assessed.

(See pages 79-89)

2.

ACTION BY THE BOARD:
 Motion was made by Bet Hays to approve the request for use of facilities as listed for Class 1 school-related activities (no facility fees incurred as per Policy #707). Please note: This organization is also requesting a waiver of personnel fees for their Saturday/Sunday events. Special permission by the Board must be granted in order to waive personnel fees for days when custodial and/or security staff is not on duty in the requested building. Motion was seconded by James Brunkard and passed 6-1. Keith Karkut voted no. (Ms. Hocker was absent and did not vote).

CLASS 1 – SCHOOL-RELATED USE OF FACILITIES – (Sports Feeder Programs/Student Educational Enrichment Programs)

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fee Waived
11/16/09	HS-North	1/09/10	2/7/10	Timberwolves Junior Wrestling Club	Wrestling Matches	Policy

(See pages 90-91)

3.

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the requests for use of facilities as listed for Class 2 Governmental Agency (no facility fees incurred as per Policy #707). Motion was seconded by Keith Karkut. A roll call vote was taken and passed 4-3 Horace Cole, Bet Hays, Keith Karkut and Donald Motts voted yes. James Brunkard, Robert Gress and William Searfoss voted no. (Ms. Hocker was absent and did not vote).

CLASS 2 – GOVERNMENTAL AGENCY USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Assessed
11/16/09	JM Hill	6/18/10	8/20/10	Stroud Region Open Space and Recreation	Summer Day Camp for 4-5 year olds	N
11/16/09	Smithfield	11/23/09 & 12/07/09	11/23/09 & 12/07/09	Smithfield Township*	Public Meeting	N

***PERSONNEL FEES WILL BE ASSESSED.**

(See pages 92-94)

ACTION BY THE BOARD:

Motion was made by Bet Hays to reconsider the previous motion. Motion was seconded by James Brunkard and passed 6-1. Keith Karkut voted no. (Ms. Hocker was absent and did not vote).

ACTION BY THE BOARD:

Motion was made by Bet Hays to postpone indefinitely the approval for the request for use of facilities as listed for Class 2 Governmental Agency (no facility fees incurred as per Policy #707). Motion was seconded by James Brunkard and passed 6-1. Keith Karkut voted no. (Ms. Hocker was absent and did not vote).

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Assessed
11/16/09	JM Hill	6/18/10	8/20/10	Stroud Region Open Space and Recreation	Summer Day Camp for 4-5 year olds	N

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the request for use of facilities as listed for Class 2 Governmental Agency (no facility fees incurred as per Policy #707). Motion was seconded by Bet Hays and passed 6-1. Keith Karkut voted no. (Ms. Hocker was absent and did not vote).

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Assessed
11/16/09	Smithfield	11/23/09 & 12/07/09	11/23/09 & 12/07/09	Smithfield Township*	Public Meeting	N

***PERSONNEL FEES WILL BE ASSESSED.**

4.

ACTION BY THE BOARD:
 Motion was made by William Searfoss to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Motion was seconded by Keith Karkut and passed 6-1. James Brunkard voted no. (Ms. Hocker was absent and did not vote).

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Assessed
11/16/09	Resica	12/05/09	12/05/09	Mountain Stream Baptist Church*	Christmas Concert	Y

***PERSONNEL FEES IN ADDITION TO FACILITIES FEES WILL BE ASSESSED.**

(See page 95)

I. Budget Transfers, Payment of Bills and Treasurer’s Report

ACTION BY THE BOARD:
 Motion was made by William Searfoss to approve the Budget Transfers, Payment of Bills and Treasurer’s Report listed in this agenda for the 2009-2010 fiscal year, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the Auditor General. Motion was seconded by Donald Motts and passed 6-1. Keith Karkut voted no. (Ms. Hocker was absent and did not vote).

1. Budget Transfers - (See pages 96-109)
2. Payment of Bills - (See pages 110-148)
3. Treasurer’s Report - (See pages 149-159)

XIX. ANNOUNCEMENT OF EXECUTIVE SESSION -- The Board broke for an executive session at 10:50 p.m. for the purpose of discussing personnel. They reconvened at 10:57 p.m.

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING - November 16, 2009**

Carl T. Secor Administration Center – Board Room

7:30 P.M.

ADDENDUM A

XI. PERSONNEL ITEMS

K. Administrative Staff

ACTION BY THE BOARD:

Motion was made by Donald Motts to appoint Patricia Bader as District Business Manager for a term of three years effective December 1, 2009 at a minimum annual salary of \$90,000.00, prorated on a school/fiscal year basis. The form and content of the contract for this appointment shall be mutually agreed upon by the Business Manager and the Board and shall provide for benefits at least equal to those which she is currently receiving. Motion was seconded by William Searfoss and carried unanimously, 7-0. (Ms. Hocker was absent and did not vote).

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING - November 16, 2009**

Carl T. Secor Administration Center – Board Room

7:30 P.M.

ADDENDUM C

XI. PERSONNEL ITEMS

L. Administrative Staff

ACTION BY THE BOARD:

Motion was made by James Brunkard to appoint Sharon Laverdure as District Superintendent for a term of three years effective December 1, 2009 at a minimum annual salary of \$130,000.00, prorated on a school/fiscal year basis. The form and content of the contract for this appointment shall be mutually agreed upon by the Superintendent and the Board and shall provide for benefits at least equal to those which she is currently receiving. Motion was seconded by Bet Hays and passed 6-1. Keith Karkut voted no. (Ms. Hocker was absent and did not vote).

XX. ANNOUNCEMENTS/INFORMATION

XXI. ADJOURNMENT 11:00 P.M.

Respectfully submitted,

Patricia L. Rosado
Board Secretary