

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – July 19, 2010**

**Carl T. Secor Administration Center – Board Room**

**7:30 p.m.**

**Minutes**

- I. President Horace Cole called the meeting to order at 7:52 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, Douglas Freeman, Bet Hays and William Searfoss. Robert Cooke, Robert Gress, Audrey Hocker and Donald Motts were absent.
- III. **School personnel present:** Patricia Bader, Brian Borosh, Mark A. Brown, John Burrus, Anthony Calderone, Richard Carty, Maria Casciotta, Mike Catrillo, Casandra Dietz, Robert Dilliplane, Irene Duggins, Larry Dymond, Kim Holcomb, Lynda Hopkins, Carol Huffman, Constance Kishbaugh, Gail Kulick, Sharon Laverdure, Debra Padavano, Robert Presley, Carolina Rodriguez, Denise Rogers, Patricia Rosado, Paul H. Schmid, Jim Shearouse, Jennifer Spece and Ann Zannella. Also present were: Thomas Dirvonas and Christopher Brown, Solicitors.
- IV. **Community members present:** Patricia Baio, Reba Bell, Terrence Bomar, Barbara Capote, Manny Capote, Donald Corr, Robyn Coscia, Donna DaCuki, Mark Filbert, Linda Goodfeller, Tim Hegarty, Heather Hoard, Janet James, Regina Johnson, Debbie King, Justine Lopez, Chieyen Meachem, Mike Meachem, Verona Meachem, Taney Mullethil, Willie O'Brien, Regina J., Edwin Rivera, Shirley Rivera-Rodriguez, Anthony Rodriguez, Holly Wilds and Rebecca Willis.
- V. **APPROVAL OF MINUTES AND AGENDA**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the minutes for the meeting of June 17, 2010, (pages 1-11), June 28, 2010 (pages 1-55) and this agenda for July 19, 2010 (pages 1-17), 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 Bet Hays and carried unanimously, 5-0.

- VI. **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.
- VII. **ANNOUNCEMENTS BY THE BOARD**
- None
- VIII. **SUPERINTENDENT'S REPORT**
- A. Mr. Freeman stated that they learned something interesting at the Monroe Career & Technical Institute meeting. He stated that when they need to replace carpets in the building, they decided to put commercial tiling because it saves money in the long run. Mr. Freeman stated that you do not have to worry about mold, mildew or any problems. He stated that he would love to see the same thing happen in this district instead of replacing the carpets. Mr. Brunkard stated that the Monroe Career & Technical Institute thought that when they bid something it would come in as an add on but it came as a return or as a refund. He stated that if we can get a product that is better and cheaper, because we have always talked about it, so as the time comes to replace the carpets, they should look for this commercial tiling. Mr. Brunkard stated that it had an acronym but he could not remember the three letters. Mr. Meacham said that it is called Vinyl Composition Tiling (VCT). Mr. Brunkard stated that they had a reception for the new director and the food is always good. He stated that the Monroe Career & Technical Institute meetings always seem to go pretty smoothly because nothing ever seems that contentious. Mr. Freeman

stated that they also discussed a free -standing school. He stated that he discussed this with the new director and it is in his plans also.

B. Colonial IU 20 Update - None

- C. Mr. Shearouse stated that the Middle Smithfield Elementary Project continues at an aggressive pace. He stated that all relocatables are off the site and they are getting ready to regrade the back of the building to recreate the playing fields. Mr. Shearouse stated that they are hoping to get six additional classrooms within a week and a half. He stated that the rest of the project is right on schedule. Mrs. Laverdure asked what is right on schedule. Mr. Shearouse stated that right on schedule is the beginning of October but they are pushing to be done on September 1<sup>st</sup>. Mr. Shearouse stated that he is not betting on that date. Mrs. Laverdure stated that the completion date will then be on October. 1<sup>st</sup>. Mr. Shearouse agreed.

Mr. Shearouse stated that the High School South project will start at North Courtland Street on July 22<sup>nd</sup>. He stated that it was supposed to be on the 21<sup>st</sup> but they pushed it off a day. Mr. Shearouse stated that, during the next two weeks, they will finish all of the earth work to be done on site and the landscaping. Ms. Hays asked if they are going to fix the bumps on the roads. Mr. Shearouse said that they are. He stated that this item is on PennDot's punchlist. Mrs. Laverdure asked if the situation in the locker rooms in the basement will be taken care of. Mr. Shearouse stated that the work will commence on the 26<sup>th</sup>. Mrs. Laverdure asked how long will it take for them to complete the work. Mr. Shearouse stated that it will take one week to complete. He stated that they will be ready for the beginning of fall sports.

- D. Ms. Jamie Doyle, of Public Financial Management, stated that she brought a document that contains the results from the competitive internet sale that was held today to refund the district's old 2005A bonds. She stated that the long term fixed interest rate have remained very low since she's been here last, which is good news. Ms. Doyle stated that the document also contains the summary of 40 different bids they received from five different underwriting syndicates. She stated that the winning bid came from Janney Montgomery Scott. She stated that their true interest cost bid was just under 2.42%. Ms. Doyle stated that the insurance premium is by Assured Guaranty Municipal and the paying agent remained Bank of New York Mellon. Ms. Doyle stated that the new call date, which is roughly five years when we will be able to refund these bonds, market conditions permitting, is on November 15, 2015. She stated that the forty bids had five activation of the two minute rule, meaning that the auction was supposed to end at 11:15a.m.; but, there was so much competition and transferring of the first place position to the different firms, that the district got an extra four minutes and four seconds out of the auctions which translated into additional savings to the district. Ms. Doyle stated that Standard and Poors' credit report stated that the district maintained the excellent A+ credit rating. She said, "Kudos" to the Board and the administration for their prudent decision making that goes on all year round not just when it is bond issue time. Ms. Doyle stated that the first optional redemption date is November 15, 2010 and the final payment is still November 2018. She stated that they are just replacing the old higher interest rate with today's lower interest rates. Ms. Doyle stated that the lower rates generated savings of \$459,253.47, which is net to the district after the call of issuance are paid and the State get their share of about \$29,500. Ms. Doyle stated that, when the Board authorized this refunding in February of 2010, she showed them about \$376,000 in savings at that point in time and we set a 2% target, which would have been about \$191,000. She stated that the district actually recognized 4.79% with \$459,000, which are excellent results today. Ms. Doyle stated that if the Board accepts this proposal settlement, it would be on 8/23/10 and the yield of the issue of 2.36% will be reported to the IRS because we will effectively be refinancing these bonds. Ms. Doyle stated that Public Financial Management was very pleased with the competitive internet auction process today and recommends that the Board accept the Janney Montgomery Scott winning bid. She thanked Mrs. Bader for all of her help in getting to this point with the documents and preliminary official statement that is required. Ms. Doyle also thanked the legal team with Mr. Dirvonas and also thanked Rhoads & Sinon, who is present this evening.

Mr. Jonathan Cox stated that he and Mr. Dick Wood from Rhoads & Sinon, as the Board's bond council, are present here tonight to answer any questions on the resolution. He stated that, for the record, before the Board members is a resolution that was advertised as required by the Local Government Unit Debt Act and made available for inspection by the public and reviewed by our solicitor. It was advertised with certain blanks which are now filled in as a result of today's competitive sale. Mr. Cox informed Mr. Cole that when he considers the resolution for action on the motion in section 20, it has an amount of \$9,945,000 but as a result of today's sale it was reduced to \$9,685,000. He stated that the purpose of the project is to refund the school district's outstanding series A of 2005 bonds to issue a new series of bond series A of 2010 in the amount of \$9,685,000. He stated that in Section 1, you are authorizing the Issuance of the new bonds. Mr. Cox stated that in Section 4, the Board is accepting the proposal of the winning bidder today, Janney Montgomery Scott. He stated that in Section 11, it makes reference to the two exhibits. Mr. Cox said that in Exhibit A, it repeats the final terms of the bonds, the

maturities, the coupons and the yield to maturity which are the effective interest rate to the school district as required by the Debt Act. He stated that in Exhibit B, it contains the form of the bond that is being approved this evening. Mr. Cox said to note that the new bonds are subject to being called if savings are available in the market place in five years on 11/15/2015, which is a preferable call provision. He stated that in Section 17, there is the covenant required by the Local Government Unit Debt Act that the district is going to budget appropriately and pay the principal and interest when due on the bonds. Mr. Cox stated that we are also pledging our full faith, credit and taxing power.

### **Public Participation**

None

Ms. Jamie Doyle brought information regarding the Qualified School Construction Bonds Program (QSCB) that the Board has qualified to borrow within. She stated that, in the handout, it indicates that the Board was allocated by the Pennsylvania Department of Education \$1,220,000 of the Qualified School Construction Bonds or QSCBs like they call them for short. Ms. Doyle stated that the application was submitted for the J. T. Lambert Roof project to be completed over the summer of 2010. She stated that under the program highlights, the State Public School Building Authority will be the conduit issuer of this program. Ms. Doyle stated that it has spent down rules like any borrowing. She stated that 100% of the proceeds must be spent within three years. She stated that it is a little tighter than the normal tax exempt plain vanilla borrowings. Ms. Doyle stated that the bond proceeds will be held by the trustee, which is Wells Fargo, so there will be a requisition process in order to access the proceeds when you are ready to spend them. She stated that if you do spend any money prior to the settlement of the QSCBs, as long as it was after February 21, 2010, you can reimburse your general fund, capital reserve fund or wherever you fronted the money from. Ms. Doyle stated that the maximum maturity will be set by the treasury and it changes every month. She stated that it has been fluctuating 14-17 years over several months. Ms. Doyle stated that they are going to assume 17 years since that is where it is right now. Ms. Doyle stated that the way this will work is that there will be a bullet maturity but we are not allowed to have bullet maturities under State law. She stated that there will be annual sinking fund payments that we will make to the trustee and that money will be held in that sinking fund until the final maturity of the bond. Ms. Doyle stated that this works a little bit differently than the tax exempt financing that we have completed to date. She stated that we are looking at a level structure for this 17 year period because this is the most beneficial structure to the district economically. Ms. Doyle stated that the way this will work is that we will pay a taxable rate on the bonds and then we will receive a federal subsidy back. She stated that it is like when we received State reimbursement back on the Plancon project financings. Ms. Doyle stated that this will occur a little bit faster and we will not have to wait as long as we do on the Plancon reimbursements. She stated that the subsidy that we get back from the Federal Government will be the lesser of the actual taxable rate on the bond issue or the tax credit rate. Ms. Doyle stated that she will make assumptions on her example, and the rates will be the rate we pay. She stated that the rate we get back from the Federal Government will be fixed at the time of pricing so we will know what the payments will look like. She stated that the next step is the authorization to proceed, that is on the agenda tonight, which says that we want to participate in the program. Ms. Doyle stated that the next action is a parameter resolution which we will want to pass when we are ready to enter into the pool. She stated that there will be a couple of different tranches. Ms. Doyle stated that the first tranche is expected to settle in October 2010. Ms. Doyle brought an example of how this may work which, assumes that we are interested in the first tranche, it assumes the 17 year amortization. It assumes that we pay a taxable coupon rate of 6% and get a tax credit back from the Federal Government of 5.5%. Ms. Doyle stated that in her example, we pay net .5% interest. She stated that it might be 0% or other than .5%, but it is clearly less than what we pay on other tax exempt borrowings. Ms. Doyle stated that we will make payments two times a year. She stated that the bond holder does not get any principal back until year 17 and then they get all at one time. Ms. Doyle stated that we will have to make principal payments gradually. She stated that while the money is gradually deposited into the sinking fund, we will receive interest which will be about 3% or \$266,944.54. She stated that we will get a credit which will net out the 3% interest that we are earning. Ms. Doyle stated that there is no State aid. She stated that we will end up paying back \$1,056,755.46 which is less than we borrowed (\$1,220,000). Ms. Doyle stated that the millage equivalent is virtually nothing in the 2010/2011 school year and about 0.10% of a mil in the 2011/2012 school year.

Ms. Hays asked how long will the roof last and will it be less than it takes to pay it back. Mr. Shearouse stated that it will last 30 years. Ms. Hays asked how old is J. T. Lambert. Mrs. Laverdure stated that it was built in 1992.

Mr. Cox stated that the Board has an administrative resolution which was drafted by bond council to the Qualified School Construction Bonds pool that affirms the district's interest in participating in the pool and that they intend to borrow \$1,220,000. He stated that you are authorizing your officers to engage the appropriate professionals to

assist you in the process. Mr. Cox stated that it makes explicit that this is not a debt incurrence resolution. He stated that there will be a resolution adopted by the Board under the terms of the Local Government Unit Debt Act that will provide for the final terms and conditions of the borrowing. Mr. Cox stated that in Section 4, it says that the Board will anticipate making use of the funds in the third quarter of this year. He stated that in Section 5, it states that this resolution will take effect immediately. Mrs. Laverdure stated to please note that the documents that you just mentioned said first quarter but it should state third quarter.

- E. Mrs. Sharon Laverdure stated that it is her pleasure to present Mrs. Patricia T. Bader with the Pennsylvania Registered School Business Administrator (PRsBA) award in recognition of her hard work on her part in professional development and her commitment to her management and technical skills which are updated on a regular basis.
- F. Marshalls Creek Fire Department – Not present
- G. Mrs. Denise Rogers, Business Education Chairperson and teacher of Personal Finance, and Mr. Mark Filbert, President/CEO of the NEPA Community Federal Credit Union brought a PowerPoint presentation. Mrs. Rogers stated that they would like to speak to the Board tonight regarding an exciting opportunity that the credit union has presented the High School South with; to open a student branch of the NEPA Credit Union at High School South. She stated that opening student branches of credit union banks is not a new concept but it is new to our County. Mrs. Rogers brought handouts for the Board of the presentation. She stated that the proposal is that they would like to open a branch of the credit union. Mrs. Rogers stated that they would like to partner with the school district to open a credit union branch which will be the first branch in Monroe County at the High School South. Mrs. Rogers stated that they turned it down until they spoke to the credit union because their biggest concern was that they did not want the students to be seen as commodities. She stated that the biggest draw about operating a branch is that it is a not for profit institution. Mrs. Rogers stated that once the students join the credit union, they will technically be members. She stated that they will have the benefits and interest rates that are afforded to all members. Mrs. Rogers stated that the Federal Credit Union was chartered in East Stroudsburg 50 years ago; therefore, they are definitely a local entity. She stated that it is available to all persons who live, work, worship and attend school in Monroe and Pike Counties. Mrs. Rogers stated that all students will be eligible for membership in this particular credit union, so no one would be excluded. She stated that this will also encompass the employees of the district who work in Monroe County irrelevant of where they live. Mrs. Rogers stated that they are community-oriented and focused on financial education. She stated that, in light of the recession and financial blows, often times financial education is pushed to the wayside. Mrs. Rogers stated that they provide guest speakers, a youth newsletter and financial seminars for the community and students regarding collegiate funding. She stated that the proposed location in High School South is next to the concession stand by the new gymnasium, in an empty space called the vending room that was originally intended to hold vending machines. Mrs. Rogers stated that Ms. Palio, former Principal, Mr. Catrillo, new Principal and Mr. Brown, the Director of Athletics and Activities, agreed for them to utilize that space, based on the credit union filling out the use of facilities form.

Mr. Filbert stated that one of the questions would be why are we looking to do something of this nature. He stated that, as a credit union, they are focused on aspects of the community beyond just providing financial services and one big part of that is education. Mr. Filbert stated that one of their core values is education and bringing more opportunities to their members so they can live more productive and organized financial lives. He stated that they provide seminars to the community already relating to college readiness, auto buying, retirement and money fund seminars for elementary students. Mr. Filbert stated that, in the past, they have been invited to other school districts for questions and answers. He stated that they would like to provide students an environment that gives them an opportunity to learn about finances. Mr. Filbert stated that, unfortunately, they see a young person when they have run up credit cards and ruined their credit. He stated that they would like the opportunity to reach out to students to avoid these situations. Mr. Filbert stated that the students will have a closer proximity to be able to see and be able to ask questions. He stated that for those individual students that will be working in the branch, they will have real hands on opportunities to see how a financial branch operates and will be considered employees of the credit union. Mr. Filbert stated that the sooner they have access to financial education, the sooner they will be able to avoid things that may have trapped people in the past. He stated that it is going to be a closer look to them when a teacher finds the need to invite representatives from the credit union in to talk about budget, reconciling checkbooks or credit. Mr. Filbert stated that they can encourage students even in smaller levels so they can begin to establish those goals now. He stated that the idea is not just for the credit union to impose what they think best but to give the students opportunities to have some input and creativity to share with one another. Mr. Filbert stated that the tellers would have an internal view of what is going on. He stated that, when hiring, the concept would be that the instructors would provide us with candidates and we would put them through the same interviews that other tellers do. Mr. Filbert stated that the credit union

would look to the teachers to ask them for assistance and there will be no cost to the district. He stated that all equipment, locks on doors and furniture would be paid by the credit union. Mr. Filbert stated that there will be an adult employee from the credit union to oversee all student teller transactions. He stated that all use of facilities mandated will be followed. Mr. Filbert stated that the tellers will be covered by the credit union's insurance. He stated that they are going to absorb all responsibilities. Mr. Filbert stated that the branch will be open on Mondays, Wednesdays and Fridays from 11:00 a.m. to 1:00 p.m. (during lunches). He stated that the branch is available to the East Stroudsburg Area School District students and employees. Mr. Filbert stated that, at this time, they would only be looking to establish savings accounts but if they require other services, they would need to go to the main branch. He stated that a permission form will be created for parents to be aware of what the students are doing. Mr. Filbert stated that once they are in the credit union, they will be able to deposit, withdraw and cash checks with a limited amount per day. He stated that if employees do not want student tellers to have their accounts that can be arranged. Mr. Filbert stated that there have been a variety of student branches in other school districts and there are websites available in case anyone has a question on a particular school district. He stated that Donald Carr, Chief Operations Officer and Ms. Holly Wilds, Marketing Specialist are also available to assist and answer any questions.

Mrs. Laverdure asked, since the branch would start in High School South, will it branch out to the North campus next year? Mr. Filbert stated that it is certainly something they can consider but, for right now, they are focusing on the South. He stated that this is brand new for them and it is their intent to do it the right way. Mr. Filbert stated that they want to make sure they have all the bells, whistles and bugs all worked out first. He stated that if the North campus is something that proves to be advantageous to both the credit union and the district then they will be interested in going to the North.

Mr. Searfoss asked where is their credit union located. Mr. Filbert stated that it is across from the Monroe County Library on Chipperfield Drive.

Mr. Freeman asked why can they not do this simultaneously with the North campus since they have the student branches in other districts and know what the process is. Mr. Filbert said that the other districts are not their credit union but are independent organizations; therefore, as you go across the State, different credit unions have different fields of memberships. Mr. Filbert stated that this would be their first student branch and it is their intent to have it in a way that is organized and productive to the East Stroudsburg Area School District and the credit union. He stated that this would be a test and then in the future they can entertain other options.

Mr. Searfoss stated that this is a cool pilot program to teach the kids instead of just giving them a dollar because when raising a teenager, we need to know that they are raising a young adult teaching them to balance their accounts. He stated that this program is a very nice consideration.

Mrs. Laverdure stated that this presentation is just informational tonight. She stated that in speaking to Mr. Cole, they felt it was best that the Board members have information and are able to ask questions. Mrs. Laverdure stated that if anyone has a question, to please forward them to her in order for her to get them to Mrs. Rogers and Mr. Filbert. Mrs. Laverdure stated that they are hoping to have this item go for approval on the August Board agenda. Mr. Filbert stated that he appreciates tonight's opportunity and if there is an interest in having more in depth discussion or questions he will entertain them. Mr. Filbert stated that if anyone wants to visit their credit union location, they are welcome to come. He thanked the Board again for giving him the opportunity.

Ms. Hays asked how long will it take them to make it a branch once they obtain Board approval. Mr. Filbert stated that they have some of the equipment that is needed. He stated that the issue is not about the physical presence itself but they will be at the liberty of Verizon to run the line. Mr. Filbert stated that the bigger issue would be selecting the student tellers and putting them through the selection and training process. He stated that they do not want to put someone in a position without proper training. Mr. Filbert stated that it would take six to eight weeks for the training because, for a typical teller, it takes four weeks.

Ms. Hays asked how many tellers would they hire. Mr. Filbert stated that they would hire two student tellers and the same two tellers would be in the position throughout the year because of the consistency of the training. He stated that the benefit comes from the potential interaction with faculty and presentations, as needed, because that is where they will be reaching out to the students to begin to explain the concept. Mr. Filbert stated that they will build their basic foundation in terms of a financial management future.

Mr. Freeman asked if there are any rules and regulations that say that they have to go through the State Banking Commission to set up another branch. Mr. Filbert stated that they are not regulated by the State Banking Commission but are a federally-chartered credit union. He stated that they are regulated by the National Credit

Union Administration. Mr. Filbert stated that he has been in contact with their regulators but, because of the fact that they have a community charter, there is no problem. Mr. Freeman asked if they have to give all branch locations to the Feds. Mr. Filbert stated that they will disclose the information to their regulators; therefore, from their prospective this is not a problem. He stated that this is something from the credit union industry that is commonly done. Mr. Filbert stated that, when they began to investigate insurability from the insurance prospective, they are insuring just another branch and this is commonly done.

Mr. Searfoss asked if they have any branches near the North campus. Mr. Filbert stated that they have one single location right now on 935 Clay Avenue. He stated that they have put a lot of emphasis on remote services in terms of home banking, audio responses, bill paying, etc. to enable them to bank away from a branch location. Mr. Filbert stated that this has suited the area very well. Mr. Filbert stated that there have always been discussions about the possibility of other locations. He stated that, based on the complexities of the Monroe and Pike Counties with different geographical areas, it is a matter of picking the one that would satisfy the most individuals. Mr. Filbert stated that, right now, this is not something they plan to do.

Ms. Hays asked if this will help the students establish their credit scores and do they report to three credit agencies. Mr. Filbert stated that this is not necessarily something they are promoting in the branch themselves but if the students qualify for a loan under the contents of the underwriting criteria, at that time, they would report it to the credit agencies. Ms. Hays asked if they can pay bills if they open up an account. Mr. Filbert stated that, hypothetically, if they open up a checking account they can do bill payer. He stated that the other entity, whoever they were paying, may report it also.

Mr. Cole stated that, in defense of the NEPA credit union, there is an awful lot of history that has been developed over the years between employees of the East Stroudsburg Area School District and retirees because the credit union is approximately 50 years old. He stated that the two previous CEO's came out of the East Stroudsburg Area School District. Mr. Cole stated that the recent CEO was Dottie Fox and prior to that was Dr. Jerrold Fritz. He stated that the new building on Clay Avenue is named after him. Mr. Cole stated that there has been a great relationship with the East Stroudsburg Area School District and he has had the personal experience of being a member of the credit union for many years and has used many services; therefore, he can speak highly of them.

### **Public Participation**

**Question:** How will you select the student tellers?

**Answer:** Mr. Filbert stated that the teachers would recommend students that they felt would have the maturity and perhaps some qualifications that would make them suitable to be a teller in the institution. He stated that they would then, much like any other employee, put them through the same type of interview questions that they would ask other employees. Mr. Filbert stated that they are looking for individuals who have confidence and someone that can multitask which are much of the same qualities that they would look for in regular tellers.

**Question:** Also, Mr. Filbert stated that the speakers will have to be called in by the teachers. So if it is their mission to teach students, why would they built in, that once a week in the class for the speaker to come and talk about the topic of the week?

**Answer:** Mr. Filbert stated that in terms of when they would come to instruct, they feel that they are an addition to the curriculum because they are not teachers but there may be a particular topic like budget or credit, the teacher may feel they want a professional to explain. He stated that they are not there to teach the students just to be there as a supplement.

**Question:** Will the School Board allow students to list this program on their transcript so when they go to other endeavors it will show that they participated in this program?

**Answer:** Mrs. Laverdure stated, "Absolutely", especially since there is a partnership between the school district and NEPA. She stated that students can place many activities that may not be associated with the school itself but this would be something that can be officially on the bottom of the transcript. Mrs. Laverdure stated that she believes this would be a possibility since it is a partnership.

**Question:** Will the students get monthly statements with the savings account?

**Answer:** Mr. Filbert stated that, if it is a savings account, they will get quarterly savings but if they have a checking account they can get monthly statements. He stated that they will also have access online to look at their account anytime they want to. Mr. Filbert stated that they can also go into the branch and ask for balances.

**Question:** If this is approved, will this start in the fall or in the spring?

**Answer:** Mr. Filbert stated that it will not start in the beginning of the school year but sometime in the fall.

**Question:** Can students be interviewed over the summer to speed up the process?

**Answer:** Mr. Filbert stated that they hope they can begin the process as soon as possible.

**Question:** Is there a grade/age requirement for the student tellers?

**Answer:** Mrs. Rogers said they are looking for older students with more experience, like the seniors, instead of hiring a sophomore and having them work for three years.

**Question:** So you are looking for one-year term?

**Answer:** Mr. Filbert said, "Yes" to get more exposure to the students.

**ACTION BY THE BOARD:**

Motion was made by Bet Hays to open the agenda. Motion was seconded by Douglas Freeman and carried unanimously, 5-0.

**ACTION BY THE BOARD:**

Motion was made by Bet Hays to allow the Northeast Pennsylvania Federal Credit Union (NEPA) to open a branch in the High School South. Motion was seconded by Douglas Freeman and carried unanimously, 5-0.

**Public Participation**

- A. **Question:** Mr. Meachem stated that his concern is that when will the program come to the North Campus? Mr. Cole said they already outlined this question. Mr. Cole stated that, at this point, they first have to get the program up and running. Mr. Meachem asked when will the Board be looking at it to review and take it up North. Mr. Freeman stated that NEPA has to review it. Mr. Meachem stated that NEPA already made crystal clear what they intend to do and went as far to say that they would consider it. He stated that he has been a member of the district for a long time and he would like to find out when will the Board consider it for review. Ms. Hays stated that a teacher from the North would have to approach the Board just like Mrs. Rogers approached them from South. Mr. Meachem said, "So you are putting the onus upon the North teaching staff". Ms. Hays stated that it came from the staff at South and it is not the Board's job to open branches of banks. She stated that they are here to agree. Mr. Meachem stated that NEPA said that they will consider it for the school district; therefore, the onus would be on the Board to consider when they are going to bring this to the people of your district not NEPA. Ms. Hays stated that it was coordinated through Denise Rogers and her program. Mr. Meachem stated that she is a member of the staff at South; therefore, if you are saying that that is going to be the onus of the FBLA representative of the school to bring this to the Board, then my question to the Superintendent is, when will this be discussed with the head of the North to make this happen. Mr. Freeman stated that he asked this question. Mr. Meachem stated that he asked NEPA but it is not up to them. Mr. Freeman stated that he said the Board would like to do it at the same time since it is not costing us a dime. Mr. Meachem said that NEPA said that he is not considering it. Mr. Searfoss asked Mr. Meachem if he is asking for a drop dead date when the Board will say the pilot program will be successful or not. Ms. Hays said we just found out about it tonight. Mr. Meachem stated that Ms. Hays made the decision and opened the agenda so why is it such a difficult decision. Ms. Hays stated that she does not look at it as South and North. She stated that a lot of things happen up North or South; therefore, if it can benefit the South it can benefit the North and Mr. Filbert said that they would consider it up North. Mr. Meachem stated that the dynamics of the district is not opened to NEPA's consideration but it is opened to the East Stroudsburg Area School District Board.

Mrs. Laverdure stated that, in her first meeting, she brought this concern to NEPA. Mr. Meachem stated that he was not privy to her first meeting. She stated that it was a meeting to discuss the possibilities before they brought it to the Board. Mr. Meachem stated that now he is presenting this question before the public tonight and he does not feel it is a hard question. Mrs. Laverdure stated that they will review the initiative to look and see the success

of the program in preparation in taking it up North. Mrs. Laverdure stated that we have to find an area and a person to assist, like we have here, and she is sure we will have buy in. She stated that we want to make sure that it is successful here and then we will review the criteria to make sure it is successful. Mr. Meachem said, "Please allow the record to reflect this".

- B. Mrs. Kishbaugh stated that, since it is the first time that this is being brought up, they should set up a special meeting to allow for some time to discuss this program and to allow people to have time to think about what questions they may want to ask. She stated that this is a major decision to be making when hearing about this for the first time. Ms. Kishbaugh stated that not all Board members are here, either, to make this decision. Mr. Searfoss stated that sometimes we postpone things and we question it to death on something as innocent as this. He stated that it seems that it has a lot of benefits to it. Mr. Searfoss stated that, at some point, we have to run the pilot program and then come back in the end of June and say "this did not work or this is wonderful let's put three tellers and let's put it up North". Mr. Searfoss stated that we may turn around and say you have one branch in Stroudsburg but do the people in Pike County want to drive to Stroudsburg to a branch or would a credit union in that area better serve the North campus. He stated that it is a great pilot program where a lot of these little issues can be worked out. Mr. Searfoss stated that NEPA already took steps to cover people's accounts from students. He stated that certain concerns can be put into place but you look at it and say this is a pilot program which may work and there may be walls but we should move forward and not tax it to death because, like everything else in congress, it will not happen. Ms. Kishbaugh asked if the Board members called any of the other districts to see how it worked for them. Ms. Hays stated that if it does not work then it doesn't. Mr. Freeman stated that it is a free trial. Mr. Brunkard stated that they have been aware of this for quite some time although not in full form and there has been some consideration; therefore, this comes as no surprise to the Board. He stated that they have had limited discussion about this whether they can have the program South and North. Mr. Brunkard stated that, since they have had preliminary discussions, this is not a totally new idea that they have mulled over.

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

- A. Ms. Robyn Coscia stated that she is here tonight to represent the Cavalier Football Club. She stated that she is going to read a written statement that has been prepared by the members of the Cavalier Football Club. Ms. Coscia asked members from the Cavalier Football Club to raise their hands if they were in agreement with the statement. Members of the Cavalier Football Club raised their hands that they were in agreement. Ms. Coscia read as follows: "The Cavalier Football Club is a non-profit organization that has successfully run the football concession over the last few years down at the stadium. This concession is the football club's primary source of funding for our organization. We realize the need for change in the concession since the new stadium is a multipurpose facility that hosts other sports. We reviewed the concession plan proposal prepared by FBLA and the Athletic Department and presented it at our regularly scheduled meeting with our members this past week. After much discussion, the membership had voted. The Cavalier Football Club unanimously decided that, if the current proposal gets approved by the School Board, we will respectfully bow out for this year. In the past, we managed and stocked the concession and gave the other clubs the opportunity to work games. The proposed plan requires that the Football Club work 20 fall events which is 75% more events than they worked over the last three years and the projected income is over 20% less than what the Football Club has averaged over the last three years. Fiscally, this is not a good decision for the Football Club. While reviewing the proposal, we were reminded that during the first meeting Mark Brown and Amy Polmounter stressed that if the club could not man the stand properly on their assigned game, a fine would be imposed. We cannot afford to lose any more money. Again, while the club does not challenge the proposal and actively supports any organization that benefits the student body, it cannot participate at this time. If the Athletic Department decides to go back to the drawing board and modify the plan, we will welcome the opportunity to review it and present it to the Cavalier Football Club for a decision.

Mrs. Laverdure stated that they had a second meeting and she believes that the President of the Cavalier Football club attended. At this meeting, the fine was taken off the table. Ms. Coscia stated, "Fine or no fine it is still not a good idea for the club to participate". Mrs. Laverdure stated that another issue that was discussed was that if they couldn't man a game, you can give them back but you won't get paid for them and another group can pick up that game and money. Mrs. Laverdure stated that they had football representatives at that meeting. Ms. Coscia stated that she was at that meeting. Mrs. Laverdure asked her if she heard that the fines were taken off. Ms. Coscia said she didn't. Mrs. Laverdure stated that they are asking to walk away and not make any money whatsoever. Mrs. Coscia stated that under the proposed plan that is correct. Mrs. Laverdure stated that, therefore, this opens up opportunities for other clubs to make more money.



- B. Ms. Janet James stated that she is not understanding what the Football Club is saying because Mrs. Laverdure said they will not make any money at all. Mrs. Laverdure stated that they will not make money working the concession stand but will have other fundraisers, which they are now limited, by following the policy procedures. Mrs. James asked if the reason for their discontent is because they do not want to share the funds that are raised. Mrs. Laverdure stated that she does not want to speak for the football club but believes that it is about the change. She stated that the district, at one point, asked the band to take it over but then it was given back to the football club. Mrs. Laverdure stated that, in reviewing the whole process, there are other organizations that wanted opportunities to make money as well. She stated that, as a district, she felt that it was important for the district to take over the ownership and FBLA would manage it under the auspices of Athletics and Activities Department to share the responsibilities. Mrs. Laverdure stated that other groups had come to us to ask for the opportunity and to have a share in the money as well. Ms. James stated that she wanted some clarification because her son is in golf and parents don't have opportunities to raise money. She stated that they pay out-of-pocket for whatever the students need. Ms. James stated that this would be a great opportunity if they can share in it. She stated that she wanted clarity because she did not understand why the football club is giving it up. Mr. Brunkard asked if this issue is going to be discussed under item H, under Concession Stand.

Mrs. Laverdure stated that this is in the agenda to be voted on tonight; therefore, if parents have questions under public participation we can address their concerns now. Mr. Searfoss stated that this is a great opportunity for the golf team. He stated that as Band Parent President at High School South, they worked one time last year at the concession stand and received a check. Mr. Searfoss stated that the band is fundraising all the time so he will cherish the opportunity to work more times with other parents to make more money. He stated that the golf club and other clubs should also take advantage of the opportunity. Ms. James said she needed clarity to see if she can also be part of it. Mrs. Laverdure said it is not just for the students to participate in but also for the parents.

- C. Mrs. Verona Meachem stated that she believes that we have declining enrollment with the number of students in the district and would like to know why we have 724 teachers when we use to have 656 teachers yet the enrollment is going down. Mrs. Laverdure stated that she is watching enrollment everyday and it is not going down at this point. She stated that district is gaining some and losing others. Mrs. Laverdure stated that as far as numbers of teachers, she is not sure where Mrs. Meachem is getting those numbers. Mrs. Laverdure stated that the district retired 16 teachers' positions last year that were not filled. Mrs. Meachem asked if we are having smaller class sizes. Mrs. Laverdure stated that we have lost in the elementary level 200 students but it is very difficult to tell. She stated that she keeps asking every week what are the numbers and they are very stagnant at this point. Mrs. Laverdure stated that they looked at class sizes and they are staying the same. She stated that if we have lower numbers of kindergarteners registering, they are holding tight on it. Mrs. Laverdure stated that we are realigning teachers as teachers retire. She stated that they are moving teachers into different locations throughout the district. Mrs. Meachem stated that, therefore, the district does not have an explanation for why we have a change and the numbers are going up.

Mrs. Laverdure stated that she does not know how the numbers are going up. Mr. Searfoss asked what were the numbers that Mrs. Meachem gave. Mrs. Meachem said that it was 656 and now they are 724. Mrs. Laverdure asked Mrs. Meachem to show her where on the agenda it states this number. Mrs. Meachem said it is not on the agenda. Ms. Hays asked what was the timeframe and when was it 656. Mrs. Meachem said she would have to look at the dates. Mr. Brunkard stated that he has some understanding of these figures because it gets very confusing when you are trying to count teachers. He stated that some people who are part of the teacher's union are guidance counselors or others that are not classroom teachers. He stated that right now we have about 650. Mrs. Laverdure stated that she believes we will have less than that at the beginning of the year. Mr. Brunkard stated that another position may be counted like an Act 93 administrator or teachers on special assignments. He stated that when you have people in every school that fit some kind of a category, you can come up with funny numbers. Mr. Brunkard stated that, occasionally, we get some half time people. He stated that they are doing a scrupulous headcount and right at this point we are out of stasis. Mr. Brunkard stated that we have largely the same numbers of teachers and students that we had year to year. He stated that there has just been some change from teacher to teacher and student to student. Mr. Brunkard stated that he would have noticed a big number like that while he was going through the entire alphabetical check list trying to figure out where the exceptions are and how people fit into the different categories. He stated that he would have notice this large difference in the number, at that point. Mr. Searfoss asked if Mrs. Laverdure can give the Board a comparison for the last five years of how many teachers there have been. He stated that he would like 2005 to the current year. Mr. Searfoss asked for Mrs. Meachem to also get a copy of this comparison. Mrs. Laverdure stated that she will send this information to the Board and Mrs. Meachem.

Mrs. Meachem asked about page 7 of the agenda regarding the ISS at High School North and asked what does it mean that it was classified from support to professional. Mrs. Laverdure stated that at both high schools they had instructional aides in these positions. She stated that we felt that it would be better served to have certified high school secondary teachers in that position who are highly qualified at the high school level to help assist and deliver the programs to the children when they may be assigned an ISS. Mrs. Meachem asked if in April of 2010, they did not have a professional teacher in the ISS room. Mrs. Laverdure stated that they had highly qualified instructional aides and it was absolutely legal and that was not the problem but she felt that they needed highly qualified secondary instructional staff members. Mrs. Laverdure stated that they were able to make that shift this year to start in August. Mrs. Meachem asked how would this change the atmosphere in the ISS room. Mrs. Laverdure stated that it would be more academic. She stated that they will have computer banks in the rooms and staff members will have access to students' schedules and to make it more conducive for learning. Mrs. Meachem asked if the block program will be occurring in the ISS room. Mrs. Laverdure stated that they will be delivered their program as closely as possible. She stated, "Can it be identical? Not necessarily, but it will be delivered by a highly qualified teacher." Mrs. Laverdure stated that it may be an English, Social Studies or Math teacher. She stated that they will have special education people stopping by to insure that IEPs are being followed as well.

- D. Mr. Larry Dymond stated that he believes that the numbers Mrs. Meachem is quoting is from last month's supporting documentation. He stated that there was a section that described that we have 719 highly qualified teachers and 4 or 5 non-qualified teachers. Mrs. Laverdure asked if it said highly qualified professionals staff or teachers because the PIMS report just went in and it includes administrators and other categories and not just teachers. She stated that it is a State requirement that we all have to fit under the highly qualified category. Mr. Dymond stated that he believes that was it. Mrs. Laverdure stated that it includes all others in that category.
- E. Mr. Terrance Bomar stated that he has to say what is on his heart. He said he is starting to learn that he rather be respected than liked. Mr. Bomar stated that he has done a lot in this school district. He stated that he has done every job in the book except for a teaching job. Mr. Bomar stated that he has worked in the North and South. He said that he feels that he is being robbed of something that he is due. Mr. Bomar stated that he has seen in the school district, because he grew up in the school district and does not understand how cousins, brothers-in-laws, sisters, etc. get jobs because they know somebody. He stated that he busts his hump to try to get a job here and he gets short-changed every time. Mr. Bomar stated that this is how he feels he has done his homework and he hopes the district is ready. He stated that he does not understand it and he needs answers.
- F. Miss Chieyen Meachem, student at High School North, stated that in April she received ISS. She stated that during lunch, they were only allowed to eat certain foods. Miss Meachem stated that the students were only allowed to receive a hot lunch when they have a hot lunch line, a salad line and a snack line. She said that she wants to know why students who are in ISS are not allowed to get food from the snack line, like if they were in regular lunch. Miss Meachem stated that they have been penalized once and they do not have to be penalized twice. She asked when will this be discussed or fixed. Mr. Cole asked Miss Meachem if she took her concern to her high school principal. Miss Meachem said, "No" because she felt she should come to the Board. Mr. Cole said she should see her principal first.
- G. Ms. Barbara Capote stated that she had one concern with what was said. She stated that the concession stand has always been open to any other team when they had it and 50% of the profit was given out to various teams. Ms. Capote stated that they made it sound that it was all or nothing. She stated that they worked with field hockey, soccer, cheerleading, etc. and profits were split 50/50. Ms. Capote stated that they do not mind the change. She stated that she is a big supporter of FBLA but the football parents voted that we cannot do this. Ms. Capote stated that it was more of the amount of games that the football parents were expected to run which were 20 games in the fall alone. Mrs. Laverdure stated that she appreciates her concern but at the meeting they did say that if the football parents felt they could not do all of the 20 games they could have let other teams run it but they wouldn't get all the money. Mrs. Laverdure stated that when FBLA looked at the ratio, they were trying to get football the most money as possible because they have the most students they work with, so they were taking that into consideration by giving them as many opportunities as possible. Mrs. Capote said she appreciates that and Ms. Polmounter is fantastic but they do not want to commit to 20 games and does not know if they can do that or not. She stated that they are working 75% more and making 20% less. Ms. Capote stated that as a business person, it does not make sense to work more and make less. She stated that she wanted to clarify that they do give the opportunity to all clubs to make money. Mrs. Laverdure stated that she does not know if all clubs are aware of that. Mrs. Capote stated that they do let all coaches know and some coaches approach them and they welcome everyone.

- H. Mr. Brunkard stated that he would like to comment on this subject and this subject should be discussed when they vote on the concession stand. He stated that he attended both meetings that were held. Mr. Brunkard stated that they discussed how we fundraise and where is there enough for everybody. He stated that the first meeting no one knew what it was. He stated that it was framed pretty well as to what would be happening and people came away a little bit more comfortable and they were not worried as they had been. Mr. Brunkard stated that they waited until July to look at some numbers and at the second meeting, administration came back with a revised plan to a smaller audience of people. He stated that even after that revision, it still looked like there were an awful lot of questions. Mrs. Laverdure stated that she only received two questions; one from the women's basketball club and one from the football club. Mr. Brunkard stated that he heard things from different people from the community. Mrs. Laverdure stated that she was not around to answer those questions from community members. Mr. Brunkard stated that now the football parents are here tonight. He stated that it is strange that you have those meetings and go through some changes but there are still questions. Mrs. Laverdure stated that the football parents had a meeting and if she was invited she would have attended to answer all questions. She stated that she has responded or called people back who had concerns or questions. Mrs. Laverdure stated that when anyone has questions, they should call and she will be there to answer any questions.

Mr. Searfoss stated as Band Club President and Board member, he received calls about the concession stand. He stated that he called Sharon to discuss this issue because there was so much misinformation being pushed around when it was first discussed. Mr. Searfoss stated that he finally spoke to the athletic secretary to get some insight since he was driving and needed to answer some phone calls. Mr. Searfoss stated that he is looking at the information on how they want to staff the concession stand. He stated that unless someone can pinpoint a problem instead of listening to rumors, this looks like they tried to do a very amicable and equitable job in dividing the concession stand between the groups in who's manning what and what they are doing. Mr. Searfoss stated that he dislikes when rumors start; because, by the time it gets to the Board members, it is completely changed. He stated that this is what happened when it first came out and that is why he started getting phone calls. Mr. Searfoss stated that, first he heard that the split was 60%/40% now it is 25%/75%. He stated that when he heard that it was 60%/40% of everything, FBLA was getting 40% to restock the concession stand but that was not the case. Mr. Searfoss stated that this was misinformation and it just snowballed. He stated that nobody wants to miss their own kid's events. Mr. Searfoss stated that on Turkey Day, no one showed up to work in the concession stand so he and some band parents worked the concession stand and missed the game. He stated that they worked with some college kids but no one wants to miss their kid's event but if they have to they do it. Mr. Searfoss stated that, this is not to slam the football parents, but there was a mob at the concession stand and only four people were there. He stated that he would have rather stocked the shelves and collected the check and sit in the football stands but working it will make them their money. Mr. Searfoss suggested that they please look at what is laid out and go by what is being presented.

Ms. Hays stated that she personally cannot support this as she mentioned in a previous meeting. She stated that she looks at it like this venue has increased because of what the football parents did by getting the district a million dollars from the State. Ms. Hays stated that now all of a sudden we have the bigger track and a bigger venue and because of that, they are now taking away the concession stand from the football parents. She stated that they will make less money and they are the ones that need it the most. Ms. Hays stated that they are the ones, why everybody is coming because they are putting on a football show and the sports. There was a comment from the audience that they all pay their taxes to have what they have. Ms. Hays stated that she was not finished with her comments and she will have to wait until she is done because she has the floor right now. Mr. Cole called order to the meeting and said that a Board member has the floor right now. Ms. Hays stated that it has nothing to do against one group or the other groups such as band or football because that is not the point. She stated that the concession stand was taken away from a group that was doing a fine job. Ms. Hays stated that if we have more venues there then you let the band parents, football parents, soccer parents and the additional venues, that bring more people in open it up to other clubs or to FBLA. She stated that she just thinks that when talking about misinformation she received, it was that it was very slanderous against the football parents. Ms. Hays stated that she did not like it at all and thought it was very unfair. She stated that there may be a lot of misinformation going back and forth; but, she thought it was very unfair against the football parents to try to get this pushed through so the business group could go and take over the concession stand. Ms. Hays stated that she does not want to see the business group pitted against the football group but she thinks we all have to work together. She stated that she did not like the way it was done; therefore, she is not going to support this and thinks it should be done differently.

- I. Ms. Robyn Coscia stated that there has been a lot of misinformation and conversation about the Turkey Day Game. She stated that they did not know that they were having the game until the Friday before the Turkey Day on Thursday. Ms. Coscia stated that they had extra playoff games that bumped people up to work the concession stand, so come Turkey Day, they did not have a group to work it. She stated that they scurried around and Debbie

Brown, from the Athletics Office helped them tremendously. Ms. Coscia stated that Debbie tried to get the word out and so did they. She stated that it was a holiday; therefore, it was hard to reach people. Ms. Coscia stated that they had some alumni kids who volunteered to work the concession stand. She stated that she worked every moment of the Turkey Day game, while her son played his last game on that football field. Ms. Coscia stated that she did not see a single minute of that game. She stated that she takes it as a personal insult when others say that the football club was unsuccessful in running that concession stand for the Turkey Day Game because she was there every moment and she missed her son playing.

**X. PERSONNEL ITEMS**

**A. Change of June 28, 2010 Agenda Minutes**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the change of minutes of the June 28, 2010 agenda as follows. Motion was seconded by Bet Hays and carried unanimously, 5-0.

**E. Support Staff Salary Compensation for the 2010-2011 Fiscal Year**

**1. Bus Drivers – Salary Compensation for the 2010-2011 Fiscal Year**

|      | Last Name | First Name | Hours                        | Step | 2010-11 |
|------|-----------|------------|------------------------------|------|---------|
| 24.  | Delgado   | Vivianna   | <del>(8 hour)</del> (6 hour) | 1    | \$13.74 |
| 40.  | Gargan    | Michael    | <del>(8 hour)</del> (6 hour) | 2    | \$14.38 |
| 74.  | Muti      | Paula      | <del>(6 hour)</del> (8 hour) | 7    | \$19.59 |
| 85.  | Presco    | Debra      | <del>(6 hour)</del> (8 hour) | 6    | \$18.49 |
| 101. | Stang     | Jennene    | <del>(8 hour)</del> (6 hour) | 1    | \$13.74 |
| 114. | Warlix    | Kathy      | <del>(8 hour)</del> (6 hour) | 1    | \$13.74 |
| 116. | Wells     | Barbara    | <del>(8 hour)</del> (6 hour) | 4    | \$16.10 |
| 118. | Whittaker | Dora       | <del>(8 hour)</del> (6 hour) | 1    | \$13.74 |

**B. Uncompensated Leaves of Absence**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the uncompensated leaves of absence in accordance with the approved applicable policies and procedures. Motion was seconded by Bet Hays and carried unanimously, 5-0.

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

| Name                 | Position Held   |
|----------------------|---|
| a. Eppley, Daniel II | Maintenance Supervisor – District<br>Effective Date: June 29, 2010<br>Length of Leave: August 19 , 2010                                       |
| b. Miller, Donald    | Custodian (3 <sup>rd</sup> Shift) – High School South<br>Effective Date: April 21, 2010<br>Length of Leave: end of the 2009-2010 school year. |

(Requests for Leave of Absence received)

### C. Support Staff

#### **ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the retirement, terminations, leaves of absence, change of work hours and appointments 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 Bet Hays and carried unanimously, 5-0.

#### 1. Retirement

| <b>Name</b>        | <b>Position Held</b>  |
|--------------------|---|
| a. McGee, Mary Ann | Instructional (Reading) Aide – Resica Elementary<br>Effective Date: July 31, 2010 |

(See page 18)

#### 2. Terminations

| <b>Name</b>         | <b>Position Held</b>   |
|---------------------|--|
| a. Edwards, Josette | Bus Driver – Transportation<br>Effective Date: July 20, 2010 |
| b. Ferdinand, Marc  | Bus Driver – Transportation<br>Effective Date: July 20, 2010 |
| c. Greenway, Teresa | Bus Driver – Transportation<br>Effective Date: July 20, 2010 |

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

| <b>Name</b>          | <b>Position Held</b>   |
|----------------------|--|
| a. Cestone, Victor   | Bus Driver – Transportation<br>Effective Date: April 12, 2010<br>Length of Leave: June 4, 2010                             |
| b. George, Thomas    | Bus Driver – Transportation<br>Effective Date: April 6, 2010<br>Length of Leave: end of the 2009-2010 school year.         |
| c. Miller, Donald    | Custodian (3 <sup>rd</sup> shift) – High School South<br>Effective Date: March 25, 2010<br>Length of Leave: April 20, 2010 |
| d. Searfoss, Barbara | Cafeteria Cook (full-time) – J. T. Lambert Intermediate<br>Effective Date: May 21, 2010<br>Length of Leave: twelve weeks   |

(Applications for Leaves of Absence received)

**4. Change of Work Hours - Regular**

| <b>Name</b>       | <b>Appointment</b>  |
|-------------------|---|
| a. Fields, Sharon | From: Cafeteria Worker (full-time, 5.5 hours) – North Campus<br>To: Cafeteria Worker (full-time, 7 hours) – North Campus<br>Effective Date: August 24, 2010 |

**5. Appointment - Regular**

| <b>Name</b>         | <b>Appointment</b>   |
|---------------------|--|
| a. Murrell, Raymond | Custodian (2 <sup>nd</sup> shift) (Step 1) – North Campus<br>Hourly Rate: \$12.73 (plus \$.40/per hour shift differential)<br>Effective Date: July 12, 2010<br>Raymond replaces Christopher Huddleston who resigned. |

**6. Appointment – Supplemental Position**

| <b>Name</b>     | <b>Appointment</b>  |
|-----------------|---|
| a. Rosado, John | Accounts Payable Clerk (Business Office) appointed as substitute for the supplemental position of telephone caller for substitute support employees.<br>Hourly Rate: \$8.89 |

**7. Substitute Appointments**

| <b>Name</b>      | <b>Position(s)</b>  |
|------------------|---|
| a. Berry, Judith | Cafeteria Aide, Cafeteria Worker, Instructional Aide, Secretary, Student Helper, Student Hall Monitor, Study Hall Monitor |
| b. Tritto, Joann | Student Helper  |

**D. Job Description – Support**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the job description for Secretary – Director of Federal Programs, Grants and Virtual Academy. Motion was seconded by Bet Hays and carried unanimously, 5-0.

(See pages 18a-18b)

**E. Professional Staff**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the resignations, leaves of absence, changes of status, reassignments, appointments, tenure and change of salary 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 Bet Hays and carried unanimously.

**1. Resignations**

| <b>Name</b>        | <b>Position Held</b>  |
|--------------------|---|
| a. Bennett, Laurie | School Nurse – East Stroudsburg Elementary<br>Effective Date: August 25, 2010 |

b. Bozzuto, Jenifer Special Education teacher – Smithfield Elementary  
Effective Date: at the end of the workday on September 10, 2010.

c. Fetter, Lori Special Education teacher – Lehman Intermediate  
Effective Date: August 5, 2010

(See pages 19-21)

**2. Leaves of Absence (date changes) - In accordance with School Board Policy #435 & Child Rearing Leave**

| <b>Name</b>         | <b>Position Held</b>   |
|---------------------|--|
| a. Erb, Sandra      | Kindergarten teacher – Middle Smithfield Elementary<br>Effective Date: August 26, 2010<br>Length of Leave now through: the last teacher day of the first semester of the 2010-2011 school year.    |
| b. Youngkin, Sylvia | Special Education teacher – Smithfield Elementary<br>Effective Date: April 16, 2010<br>Length of Leave now through: the last teacher day of the third marking period of the 2010-2011 school year. |

(Applications for Leaves of Absence received)

**3. Changes of Status – Regular**

| <b>Name</b>      | <b>Appointment</b>  |
|------------------|---|
| a. Cole, Susan   | From: School Nurse (.5 – Job Share) – Resica Elementary<br>To: School Nurse (full-time) – East Stroudsburg Elementary<br>Effective Date: August 26, 2010<br>Susan replaces Laurie Bennett who resigned.   |
| b. Early, Eileen | From: School Nurse (.5 – Job Share) – Resica Elementary<br>To: School Nurse (full-time) – Resica Elementary<br>Effective Date: August 26, 2010<br>The job share position shared with Susan Cole is eliminated due to Susan Cole being reassigned into a full-time position. |

**4. Reassignments – Regular**

| <b>Name</b>          | <b>Appointment</b>   |
|----------------------|--|
| a. Allison, Richard  | From: Health & Physical teacher – J. T. Lambert Intermediate and High School South<br>To: Health & Physical Education teacher – High School South<br>Effective Date: August 26, 2010<br>This position was reassigned due to student needs. |
| b. Dailey, Elizabeth | From: Guidance Counselor – Bushkill and Middle Smithfield Elementary<br>To: Guidance Counselor – J. M. Hill Elementary<br>Effective Date: August 26, 2010<br>Elizabeth replaces Albert Fonash who retired.                                 |

- c. Furst, Kane  
 From: English teacher – High School South  
 To: Internal Suspension (ISS) teacher – High School South  
 Effective Date: August 26, 2010  
 The ISS position was reclassified from support to professional.  
 Kane replaces Sandra Magnes who retired. The position was  
 reassigned due to student needs.
- d. Masker, Leisa  
 From: Grade 2 teacher – Bushkill Elementary  
 To: Grade 3 teacher - Resica Elementary  
 Effective Date: August 26, 2010  
 Leisa replaces Dustin Wood who resigned.
- e. Milenkowic, Patricia  
 From: Library Science teacher – Bushkill Elementary  
 To: Library Science teacher – J. M. Hill and Smithfield  
 Elementary  
 Effective Date: August 26, 2010  
 Patricia replaces Nora Goodwin who retired.
- f. Perini, Brenda  
 From: Grade 5 teacher – Bushkill Elementary  
 To: Grade 4 teacher - Resica Elementary  
 Effective Date: August 26, 2010  
 Brenda replaces Mary Gasdaska who retired. The position was  
 reassigned due to student needs.
- g. Remsnyder, Devon  
 From: Grade 1 teacher – Smithfield Elementary  
 To: ESL teacher - Smithfield Elementary  
 Effective Date: August 26, 2010 through the end of the 2010-2011  
 school year only.  
 Devon temporarily replaces Laura Weeks who is on a leave.
- h. Smith, Dawn  
 From: Kindergarten teacher – Bushkill Elementary  
 To: Kindergarten teacher - East Stroudsburg Elementary  
 Effective Date: August 26, 2010  
 Dawn replaces Ulrike Perdomo who retired. The position was  
 reassigned due to student needs.
- i. Wagner, Timothy  
 From: Grade 6 teacher – Lehman Intermediate  
 To: Grade 5 teacher - J.M. Hill Elementary  
 Effective Date: August 26, 2010  
 Timothy replaces Diane Piatt who retired.
- j. Wescott, Shawn  
 From: Grade 3 teacher – J. M. Hill Elementary  
 To: Instructional Technology Specialist - District  
 Effective Date: August 26, 2010  
 Shawn replaces Deborah Harris (Elementary Math Coach) who  
 retired. This position is fully funded by the ABG grant.
- k. York-Viney, Sally  
 From: Elementary Literacy Coach – District  
 To: Kindergarten teacher - Smithfield Elementary  
 Effective Date: August 26, 2010  
 Sally replaces Janet Zimmerman who retired.

##### 5. Reassignments – Involuntary Transfers

- | <b>Name</b>       | <b>Appointment</b>   |
|-------------------|--|
| a. Coke, Lucianna | From: English teacher – J. T. Lambert Intermediate<br>To: English teacher - High School South<br>Effective Date: August 26, 2010<br>Lucianna replaces Kane Furst who was reassigned. |



- b. Erm, Christine  
From: Biology teacher – High School North  
To: Biology teacher - High School South  
Effective Date: August 26, 2010  
Christine replaces Arlene Kleinsorge who retired.
- c. Gonda, George  
From: Gifted teacher – Lehman Intermediate  
To: Biology teacher - High School North  
Effective Date: August 26, 2010  
George replaces Christine Erm who was reassigned.
- d. Gurry, Erin  
From: Grade 6 teacher – Lehman Intermediate  
To: Grade 5 teacher - J.M. Hill Elementary  
Effective Date: August 26, 2010  
Erin replaces Shawn Wescott who was reassigned.
- e. Lewis, Jeffrey  
From: Gifted teacher – High School North  
To: Gifted teacher - High School North and Lehman Intermediate  
Effective Date: August 26, 2010  
This position was reassigned due to student needs.
- f. Leyer, Brian  
From: Grade 7 Social Studies teacher – J. T. Lambert Intermediate  
To: Social Studies teacher - High School South  
Effective Date: August 26, 2010  
Brian replaces Anthony Massa who was reassigned.
- g. Massa, Anthony  
From: Social Studies teacher – High School South  
To: Social Studies teacher - High School North  
Effective Date: August 26, 2010  
Anthony replaces Waldemar Szepletowski who was reassigned.
- h. Miley, Jacqueline  
From: Technology Education teacher – J. T. Lambert Intermediate  
To: Technology Education teacher - High School North  
Effective Date: August 26, 2010  
Jacqueline replaces Glenn Eyer who retired.
- i. Murphy, Kenneth  
From: Technology Education teacher – High School South  
To: Technology Education teacher - J. T. Lambert Intermediate  
Effective Date: August 26, 2010  
Kenneth replaces Jacqueline Miley who was reassigned.
- j. Naser, Paul  
From: Math teacher – Lehman Intermediate  
To: Grade 6 teacher - Lehman Intermediate  
Effective Date: August 26, 2010  
Paul replaces Timothy Wagner who was reassigned.
- k. Sinkaus, Stephanie  
From: Grade 7 Science teacher – J. T. Lambert Intermediate  
To: Biology teacher - High School South  
Effective Date: August 26, 2010  
Stephanie replaces Kelly May-Clouse who resigned.
- l. Testa, Maria  
From: Math teacher – J. T. Lambert Intermediate  
To: Math teacher - Lehman Intermediate  
Effective Date: August 26, 2010  
Maria replaces Paul Naser who was reassigned.

m. Szepletowski, Waldemar

From: Social Studies teacher – High School North  
 To: Internal Suspension (ISS) teacher – High School North  
 Effective Date: August 26, 2010  
 The ISS position was reclassified from support to professional.  
 Waldemar replaces Robert Green who retired. The position was  
 reassigned due to student needs.

**6. Appointments - Regular**

**Name**

**Appointment**

a. Fogelsanger, Monika

Guidance Counselor – Lehman Intermediate (TPE)  
 Salary: \$42,020.00 (Step 1 Column 7)  
 Effective Date: August 26, 2010  
 Monika replaces Lisa Ruschman who resigned.  
 This position includes an additional fifteen (15) supplemental days for the  
 2010-2011 fiscal year.

b. Nicosia, Faith

Guidance Counselor – High School South (TPE)  
 Salary: \$43,020.00 (Step 2 Column 7)  
 Effective Date: August 26, 2010  
 Faith replaces Linda Keglovits who retired.  
 This position includes an additional twenty (20) supplemental days for the  
 2010-2011 fiscal year.

(See pages 22-23)

**7. Tenure**

|    | <b>Last Name</b> | <b>First Name</b> | <b>Certification</b>         | <b>Building</b>              |
|----|------------------|-------------------|------------------------------|------------------------------|
| a. | Contino          | Diane             | Special Education            | Lehman Intermediate          |
| b. | Daning           | Robin             | Elementary                   | Resica Elementary            |
| c. | Gurry            | Erin              | Elementary/Special Education | Lehman Intermediate          |
| d. | Kesselring       | William           | Elementary                   | Bushkill Elementary          |
| e. | Krupski          | David             | Social Studies               | High School North            |
| f. | LaBar            | Keith             | Music                        | High School North            |
| g. | Lloyd            | Amy               | Elementary                   | Resica Elementary            |
| h. | Lopez            | Kaitlin           | Elementary                   | East Stroudsburg Elementary  |
| i. | Marston-Roses    | Dawn              | Elementary                   | Bushkill Elementary          |
| j. | Massa            | Anthony           | Social Studies               | High School South            |
| k. | Millard          | John              | Special Education            | High School North            |
| l. | Moletto          | Denise            | Business Education           | High School South            |
| m. | Moskovitz        | Scott             | Health & Physical Education  | High School North            |
| n. | Naser            | Paul              | Elementary/Mid-Level Math    | Lehman Intermediate          |
| o. | Newman           | Shelley           | Elementary                   | East Stroudsburg Elementary  |
| p. | Nichols          | Monica            | Elementary                   | Middle Smithfield Elementary |
| q. | Partington       | Kara              | Elementary                   | East Stroudsburg Elementary  |
| r. | Pawlowski        | Walter            | Math                         | High School South            |
| s. | Perkins          | Rose              | Music                        | Resica Elementary            |
| t. | Prusik           | Julia             | Elementary                   | East Stroudsburg Elementary  |
| u. | Rade             | Ronald            | Chemistry                    | High School South            |
| v. | Szepletowski     | Waldemar          | Social Studies               | High School North            |
| w. | Tobin            | Snoann            | Elementary                   | Middle Smithfield Elementary |
| x. | Whitney          | Matthew           | Music                        | High School South            |
| y. | Williamson       | Maggie            | Elementary                   | East Stroudsburg Elementary  |
| z. | Widger           | Stephanie         | Music                        | Lehman Intermediate          |

**8. Salary Change**

|    | <b>Name</b>    | <b>From</b>                        | <b>To</b>                          | <b>Effective Date</b> |
|----|----------------|------------------------------------|------------------------------------|-----------------------|
| a. | Massa, Anthony | \$40,345, prorated (Step 3 Col. 2) | \$40,770, prorated (Step 3 Col. 3) | 8/27/09 to 12/23/09   |

**F. Supplemental Day for the 2010-2011 Fiscal Year**

**ACTION BY THE BOARD:**

Motion was made by Bet Hays to approve the following guidance counselor's additional supplemental day for the 2010-2011 Fiscal Year, effective July 1, 2010. Motion was seconded by William Searfoss and carried unanimously, 5-0.

**1. Intermediate Guidance Counselor**

|    | Name           | Supplemental Day |
|----|----------------|------------------|
| a. | Ruschman, Lisa | 1 day            |

**G. Extra Responsibility Positions**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the 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 James Brunkard and carried unanimously, 5-0.

**1. Appointment for the 2009-2010 School Year**

|    | Last Name | First Name | Position            | School            | Salary                   |
|----|-----------|------------|---------------------|-------------------|--------------------------|
| a. | Clogg     | Katy       | Summer Band Advisor | High School South | \$28.00/hour ( 50 hours) |

**2. Appointments for the 2010-2011 School Year**

|    | Last Name     | First Name | Position                                | Building                     | Rate                              |
|----|---------------|------------|---|------------------------------|-----------------------------------|
| a. | Baker         | Richard    | Intramural Boys' Basketball Advisor     | High School South            | \$23.00/hour<br>(48 hour maximum) |
| b. | Falbo         | David      | Student Council Advisor                 | High School North            | \$1,577.00                        |
| c. | Fetherman     | John       | Volunteer Wrestling Coach               | High School South            | not applicable                    |
| d. | Konawalik     | Terry      | Volunteer Boys' and Girls' Soccer Coach | High School South            | not applicable                    |
| e. | Luhrs         | Melinda    | Student Council Club Advisor            | Middle Smithfield Elementary | \$1,069.00                        |
| f. | Mason-Caiazzo | Laura      | Cross Country Varsity Assistant Coach   | High School South            | \$2,343.00                        |
| g. | Prothro       | Aileen     | Spirit Squad Club Advisor (winter)      | Lehman Intermediate          | \$1,069.00                        |
| h. | Prothro       | Aileen     | Spirit Squad Club Advisor (fall)        | Lehman Intermediate          | \$1,069.00                        |
| i. | Smith         | Christina  | FBLA Club Advisor                       | High School North            | \$1,069.00                        |
| j. | Wisotsky      | Matthew    | Football Assistant Coach                | Lehman Intermediate          | \$1,450.00                        |

**3. Department Chairpersons for the 2010-2011 School Year**

|    | Last Name  | First Name | Position                        | Schools  | Salary     |
|----|------------|------------|---------------------------------|--|------------|
| a. | Calpin     | Maryann    | Reading                         | J. T. Lambert Intermediate                       | \$3,772.00 |
| b. | Carson     | Wayne      | Math                            | High School South                                | \$3,772.00 |
| c. | Catrillo   | Ann        | English                         | High School South                                | \$3,772.00 |
| d. | Cramer     | Patricia   | Foreign Language                | High School South and J. T. Lambert Intermediate | \$3,772.00 |
| e. | Dailey     | Charles    | Health/Physical Education       | Lehman Intermediate and High School North        | \$3,772.00 |
| f. | Dietz      | Casandra   | Guidance (secondary)            | Lehman Intermediate and High School North        | \$3,772.00 |
| g. | Dougherty  | Cynthia    | Health Services (Grades 6 - 12) | all secondary schools                            | \$3,376.00 |
| h. | Dougherty  | Kenneth    | Health/Physical Education       | J. T. Lambert Intermediate                       | \$3,376.00 |
| i. | Dreibelbis | Susan      | Science                         | J. T. Lambert Intermediate                       | \$3,772.00 |
| j. | Ellison    | Aimee      | Health/Physical Education       | High School South                                | \$3,772.00 |

|     | <b>Last Name</b> | <b>First Name</b> | <b>Position</b>                                 | <b>Schools</b>                                   | <b>Salary</b>            |
|-----|------------------|-------------------|---|--|--------------------------|
| k.  | Formica          | Joseph            | Guidance (Secondary)<br>Co-Chairperson          | J. T. Lambert Intermediate and High School South | \$3,772.00<br>(prorated) |
| l.  | Fuehrer          | Kelly             | Special Education                               | Lehman Intermediate                              | \$3,772.00               |
| m.  | Gasda            | Lawrence          | Social Studies                                  | High School South                                | \$3,772.00               |
| n.  | Gubernot         | Joseph            | Social Studies                                  | Lehman Intermediate                              | \$3,772.00               |
| o.  | Gullstrand       | Marjory           | Library Science (Grades K-12)<br>Co-Chairperson | all schools                                      | \$3,772.00<br>(prorated) |
| p.  | Hnasko           | Scott             | Fifth Grade/Technology                          | all elementary schools                           | \$3,772.00               |
| q.  | Hopstetter       | Jessica           | Business Education (Grades 9-12)                | High School North                                | \$3,376.00               |
| r.  | Jansen           | Peggy             | Health Services (Grades K-5)                    | all elementary schools                           | \$3,376.00               |
| s.  | Kule             | Jay               | Guidance (Secondary)<br>Co-Chairperson          | J. T. Lambert Intermediate and High School South | \$3,772.00<br>(prorated) |
| t.  | LaBar            | Robert            | Social Studies                                  | J. T. Lambert Intermediate                       | \$3,772.00               |
| u.  | Lazowski         | Philip            | Technology Education (Grades 6-12)              | Lehman Intermediate and High School North        | \$3,772.00               |
| v.  | Leight           | Donna             | English   | Lehman Intermediate                              | \$3,772.00               |
| w.  | Leonard          | Jacilyn           | Kindergarten/Social Studies                     | all elementary schools                           | \$3,772.00               |
| x.  | Long             | Craig             | Technology Education (Grades 6-12)              | J. T. Lambert Intermediate and High School South | \$3,376.00               |
| y.  | Ludwig           | Suzanne           | Second Grade/Communication Arts                 | all elementary schools                           | \$3,772.00               |
| z.  | Marmo            | Jennifer          | English   | High School North                                | \$3,772.00               |
| aa. | McIlvaine        | Stephanie         | Art (Grades 6 - 12)                             | J. T. Lambert Intermediate and High School South | \$3,376.00               |
| bb. | Metzger          | Sally             | First Grade/Communication Arts                  | all elementary schools                           | \$3,772.00               |
| cc. | Miller           | Barbara           | Reading   | all elementary schools                           | \$3,772.00               |
| dd. | Mochan           | Karen             | Math  | High School North                                | \$3,772.00               |
| ee. | Mooney           | Edward            | Special Education                               | High School South                                | \$3,772.00               |
| ff. | Nace             | Kevin             | Social Studies                                  | High School North                                | \$3,772.00               |
| gg. | Ostroski         | Deana             | Special Education                               | J. T. Lambert Intermediate                       | \$3,772.00               |
| hh. | Padavano         | Debra             | Special Education                               | High School North                                | \$3,772.00               |
| ii. | Partel           | Jane              | Math  | J. T. Lambert Intermediate                       | \$3,772.00               |
| jj. | Rescigno         | Barbara           | Fourth Grade/Science                            | all elementary schools                           | \$3,772.00               |
| kk. | Rogers           | Denise            | Business Education (Grades 9 - 12)              | High School South                                | \$3,376.00               |
| ll. | Ruhl             | Jessica           | English   | J. T. Lambert Intermediate                       | \$3,772.00               |
| mm. | Schaller         | Linda             | Vocal Music (Grades K - 12)                     | all schools                                      | \$3,772.00               |
| nn. | Shamp            | Melodie           | Instrumental Music                              | all Grades 4 through 12                          | \$3,772.00               |
| oo. | Skeldon          | Heather           | Science   | High School South                                | \$3,772.00               |
| pp. | Soskil           | Lori              | Science   | the High School North                            | \$3,772.00               |
| qq. | Spering          | Laureen           | Math  | Lehman Intermediate                              | \$3,772.00               |
| rr. | Steigerwalt      | Jan               | Third Grade/Math                                | all elementary schools                           | \$3,772.00               |
| ss. | Stein            | Linda             | Science   | Lehman Intermediate                              | \$3,772.00               |
| tt. | Streisel         | Susan             | Art (Grades K - 5)                              | all elementary schools                           | \$3,376.00               |
| uu. | Tischler         | Julie             | Art   | Lehman Intermediate and High School North        | \$3,376.00               |
| vv. | Weseloh          | Corinne           | English as a Second Language<br>(Grades K-12)   | all schools                                      | \$3,772.00               |
| ww. | Wilson           | Robert            | Health/Physical Education                       | all elementary schools                           | \$3,772.00               |
| xx. | Wilson           | Susan             | Library Science (Grades K-12)<br>Co-Chairperson | all schools                                      | \$3,772.00<br>(prorated) |

**H. Professional Staff – Dean of Students**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve David Evans, mathematics teacher assigned to the High School North, as a Dean of Students under the direction of Mr. Michael Catrillo, Principal of the High School South. This temporary assignment is due to the resignation of Terrance Meehan, Assistant Principal of the High School South and is effective August 26, 2010 through the last teacher day of the 2010-2011 school year only. Mr. Evans will receive a \$30.00 daily stipend for this temporary assignment and will return to his mathematics teaching assignment commencing the 2011-2012 school year. Motion was seconded by Bet Hays and carried unanimously, 5-0.

**I. Professional Staff – Dean of Students**

**ACTION BY THE BOARD:**

Motion was made by Bet Hays to approve Debra Padavano, special education teacher assigned to the High School North, as a Dean of Students under the direction of Mr. Steven Zall, Principal of the High School North. This temporary assignment is due to the resignation of William A. Parks, Assistant Principal of the High School North and is effective August 26, 2010 through the last teacher day of the 2010-2011 school year only. Mrs. Padavano will receive a \$30.00 daily stipend for this temporary assignment and will return to her special education teaching assignment commencing the 2011-2012 school year. Motion was seconded by James Brunkard and carried unanimously, 5-0.

**J. Act 93 Staff – Leave of Absence**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the leave of absence for the Act 93 Staff designated, in accordance with approved applicable policies, procedures and current Administrative Compensation Plan. Motion was seconded by Bet Hays and carried unanimously, 5-0.

**1. Leave of Absence - In accordance with School Board Policy #335**

| Name                | Position Held  |
|---------------------|--|
| a. Arnold, Michelle | Principal – J. M. Hill Elementary<br>Effective Date: June 23, 2010<br>Length of Leave: twelve (12) weeks |

(Application for Leave of Absence received)

**K. Memorandum of Understanding – Involuntary Transfers (Bumping)**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the Memorandum of Understanding between the East Stroudsburg Board of Education and the East Stroudsburg Area Education Association with respect to Involuntary Transfers and Bumping rights. Motion was seconded by Bet Hays and carried unanimously, 5-0

(See pages 24-25)

**XI. MEMORANDUM OF UNDERSTANDING**

**ACTION BY THE BOARD:**

Motion was made by Bet Hays to approve the Memorandum of Understanding by and between the East Stroudsburg Area School District and the Stroud Area Regional Police (SARP). This agreement shall be subject to review and re-authorization in July, 2011. Motion was seconded by William Searfoss and carried unanimously, 5-0.

(See pages 26-34)

**XII. 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 Bet Hays and carried unanimously, 5-0.

|     | <b>NAME</b>                      | <b>SERVICE</b>  | <b>RATE</b>                                   | <b>PAYMENT FROM</b>  | <b>EFFECTIVE DATE</b> |
|-----|----------------------------------|---|---|----------------------|-----------------------|
| 1.  | Burdett, Laurie                  | Percussion instruction for H.S. North Marching Band   | \$1,890.00                                    | Music Dept.          | 8/9/10-11/15/10       |
| 2.  | Bushkill<br>Emergency Corps.     | Standby Ambulance Coverage for designated Home Football games at High School North                            | \$500.00                                      | Athletics Dept.      | 8/16/10-11/30/10      |
| 3.  | Bushkill<br>Emergency Corps.     | Standby Ambulance Coverage for designated Home Football games (JV & Jr. High - Freshman) at High School North | \$1,000.00                                    | Athletics Dept.      | 8/16/10-11/30/10      |
| 4.  | Bushkill<br>Emergency Corps.     | Standby Ambulance Coverage for designated Home Football games (Middle School) at Lehman Intermediate          | \$900.00                                      | Athletics Dept.      | 8/16/10-11/30/10      |
| 5.  | Davis, Bruce                     | Employee Physician – Bus Drivers  | \$60.00 per employee                          | Transportation Dept. | 8/31/10-6/30/11       |
| 6.  | Delong, Jennifer                 | On-Line Curriculum Development - Environmental Science  | 45 hours @28/hour<br>Not to Exceed \$1,260.00 | Virtual Academy      | 7/10-8/26/10          |
| 7.  | East Stroudsburg University      | Athletic Trainer Graduate Assistant Program for J. T. Lambert Intermediate Athletics                          | Not to exceed \$17,950.00                     | Athletics Department | 8/16/10-2011-Spring   |
| 8.  | East Stroudsburg University      | Athletic Trainer Graduate Assistant Program for Lehman Intermediate Athletics                                 | Not to exceed \$17,950.00                     | Athletics Department | 8/16/10-2011-Spring   |
| 9.  | Hahn, Elizabeth                  | On-Line Curriculum Development - English 12   | 45 hours @28/hour<br>Not to Exceed \$1,260.00 | Virtual Academy      | 7/10-8/26/10          |
| 10. | Lord, Kristin                    | Love and Logic  | \$150.00                                      | Staff Development    | 8/11/10               |
| 11. | Mochan, Karen                    | Advanced Excel and Office 2007 – AM Session   | \$225.00                                      | Staff Development    | 8/9/10                |
| 12. | Mochan, Karen                    | Advanced Excel and Office 2007 – PM Session   | \$225.00                                      | Staff Development    | 8/9/10                |
| 13. | Morro, Sherry                    | CPI Training – De-escalation  | \$700.00                                      | Security Dept.       | 7/13/10 & 8/6/10      |
| 14. | Northwest Evaluation Association | Internet Version of NWEA’s computerized measures of academic progress – renewal of fees for District-wide     | \$84,675.00                                   | Curriculum Dept.     | 7/1/10-6/30/11        |
| 15. | Panepinto, Carrie                | On-line Curriculum Development –Geometry  | 45 hours @28/hour<br>Not to Exceed \$1,260.00 | Virtual Academy      | 6/10-8/26/10          |
| 16. | Suburban EMS                     | Standby Ambulance Coverage for designated Varsity Home/District Playoff Football Games at High School South   | \$1,080.00                                    | Athletics Dept.      | 8/16/10-11/30/10      |
| 17. | Suburban EMS                     | Standby Ambulance Coverage  | \$990.00                                      | Athletic Dept.       | 8/16/10-11/30/10      |

|     |                       |   |   |                 |                  |
|-----|-----------------------|---|---|-----------------|------------------|
|     |                       | for designated JV and Jr. High Home Football Games                                |   |                 |                  |
| 18. | Suburban EMS          | Standby Ambulance at J. T. Lambert for Home Football Games                        | \$900.00  | Athletic Dept.  | 8/16/10-11/30/10 |
| 19. | Turner, Trish         | On-line Curriculum Development – English 9  | 45 hours<br>@\$28/hour<br>Not to Exceed<br>\$1,260.00 | Virtual Academy | 7/10-8/26/10     |
| 20. | Young-Morrison, Fauve | Color Guard instruction and creation of show choreography for North Marching Band | \$2,200.00  | Music Dept.     | 8/9/10-11/15/10  |

### XIII. STUDENT ITEMS

#### A. 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 itineraries for the field trips meet the required Board Policy #121. Motion was seconded by James Brunkard and carried unanimously, 5-0.

|    | Name  | Activity   | Location    | Dates    |
|----|---|--|-------------|----------|
| 1. | Turner, Trish   | High School North – English Classes to Renaissance Faire | Manheim, PA | 10/20/10 |
| 2. | Hahn, Elizabeth – Ippolito, Cynthia – Lambert, Thomas & Catrillo, Ann | High School South – English Classes to Renaissance Faire | Manheim, PA | 10/20/10 |

(See pages 35-36)

#### B. Foreign Exchange Students

##### **ACTION BY THE BOARD:**

Motion was made by Bet Hays to accept the recommendation of the Superintendent for the admission of two foreign exchange students sponsored by ASSE International Student Exchange Programs for the 2010-2011 school year, in accordance with the approved applicable policies and procedures [subject to proper completion of all necessary documents]. Motion was seconded by Douglas Freeman and carried unanimously, 5-0.

(See pages 37-40)

#### C. Student Handbooks

##### **ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the following student handbooks for the 2010-2011 school year: Motion was seconded by Bet Hays and carried unanimously, 5-0.

1. Elementary School
2. Intermediate School
3. High School
4. Athletics

### XIV. OLD AND NEW BUSINESS

**XV. REQUESTS TO CLOSE SPECIAL ACTIVITIES**

**ACTION BY THE BOARD:**

Motion was made by Bet Hays to approve the requests to close the special activities funds for the following: Motion was seconded by Douglas Freeman and carried unanimously, 5-0.

1. Timberwolf Athletic Trainer      High School North
2. Volleyball                              High School North

(See pages 41-42)

**XVI. BOARD POLICIES**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to table the Board policy #214 Class Rank for use in the East Stroudsburg Area School District. Motion was seconded by William Searfoss and carried unanimously, 5-0 to table.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the Board policy listed for use in the East Stroudsburg Area School District. Motion was seconded by Horace Cole and carried unanimously, 5-0.

1. # 138      Limited English Proficiency Program

(See pages 43-50)

**XVII. TEXTBOOK**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the textbook listed for use in the East Stroudsburg Area School District. Motion was seconded by Bet Hays and carried unanimously, 5-0.

| <b>Title of Book</b> | <b>Author/Publisher</b> | <b>Copyright Date</b> | <b>Grade Level</b> |
|----------------------|-------------------------|-----------------------|--------------------|
| PSSA Coach/Writing   | Triumph Learning        | 2007                  | 5                  |

**XVIII. PSBA 2010 LEGISLATIVE POLICY COUNCIL**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the following voting delegates, Robert Cooke, Bet Hays and Douglas Freeman to the PSBA 2010 Legislative Policy Council with the meeting to be held on Thursday, October 14, 2010 during the School Leadership Conference in Hershey, PA. Motion was seconded by William Searfoss and carried unanimously, 5-0.

(See pages 51-52)

**XIX. SCHOOL BUS DRIVER HANDBOOK**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the East Stroudsburg Area School District bus driver handbook for the 2010-2011 school year. Motion was seconded by William Searfoss and carried unanimously, 5-0.



**XX. FISCAL ITEMS**

**A. Bond Sale**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to adopt the formal Resolution as presented by Bond Counsel authorizing the issuance of General Obligation Bonds, Series A of 2010, in the Aggregate Principal Amount of \$9,685,000, which formal Resolution has been presented at this meeting and is incorporated herein by reference. Motion was seconded by James Brunkard. A roll call vote was taken and carried unanimously, 5-0. James Brunkard, Horace Cole, Douglas Freeman, Bet Hays and William Searfoss voted yes.

(See pages 53-94)

**B. School Construction Bond Financing**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to adopt the formal Resolution as presented by PFM approving and authorizing the District's participation in the state QSCB financing program for the JTL roofing project. Such approval shall be subject to further review by the Solicitor, Bond Counsel and the Administration. Motion was seconded by Douglas Freeman. A roll call vote was taken and carried unanimously, 5-0. James Brunkard, Horace Cole, Douglas Freeman, Bet Hays and William Searfoss voted yes.

(See pages 95-97)

**C. Fiscal Year End**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the Business Manager to perform all year-end budget transfers and fund designation for the 2009-2010 as needed. Motion was seconded by Bet Hays and carried unanimously, 5-0.

**D. Designated Fund Balance**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the Business Manager to create a Designated Fund Balance account in the amount of \$2,000,000 for the 2010-2011 debt service. Motion was seconded by Douglas Freeman and carried unanimously, 5-0.

**E. High School South Band Box Truck**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to authorize the Business Manager to obtain quotes for a new Box Truck not to exceed \$50,000 for the High School South Band Department. Motion was seconded by James Brunkard and carried unanimously, 5-0.

**F. Public Official Bonds**

1.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss that the Board authorize payment of \$400.00 to Engle-Hambright & Davies, Inc. to obtain Public Official Bond through Hartford Fire Insurance Company for a four 4 year period for Mr. Robert Cooke. Motion was seconded by Horace Cole and carried unanimously, 5-0.

(See page 98)

2.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss that the Board authorize payment of \$375.00 to Engle-Hambright & Davies, Inc. to obtain Public Official Bond through Hartford Fire Insurance Company for a one year period for Mrs. Patricia T. Bader as Interim School Board Treasurer. Motion was seconded by Douglas Freeman and carried unanimously, 5-0.

(See page 99)

3.

**ACTION BY THE BOARD:**

Motion was made by James Brunkard that the Board authorize payment of \$250.00 to Engle-Hambright & Davies, Inc. to obtain Public Official Bond through Hartford Fire Insurance Company for a one year period for Mrs. Patricia T. Bader as Business Manager. Motion was seconded by Douglas Freeman and carried unanimously, 5-0.

(See page 99)

**G. Apple Macbook Computers**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to purchase seventy (70) Apple Macbook computers with seventy (70) protection plans, two (2) Bretford Mobile Carts and ten (10) Apple iPod Learning Lab Carts at a total cost of \$148,266.10. The total cost of this purchase to be paid through ARRA (American Recovery and Reinvestment Act) IDEA funds. Pricing is per the Chester County IU CCSDJP Apple Bid 2010. Motion was seconded by Bet Hays and carried unanimously, 5-0.

(See pages 100-101)

**H. Concession Stand**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to designate the Future Business Leaders of America ("FBLA") as the group responsible for the operation of the High School South Concession Stand under the direction and supervision of the Athletic Department. The Athletic Department shall implement policies and procedures for the operation which shall be generally in accordance with the Plan as presented to the Board. Motion was seconded by Horace Cole and passed 3-2. James Brunkard and Bet Hays voted no.

(See pages 102-111)

Mr. Searfoss asked Mr. Mark Brown to clarify this process since all sports fall under the Athletic Department and he believes this idea originated from his office. Mr. Brown stated that Mr. Searfoss put it very well when he said that they are not trying to take away anything from anyone. Mr. Brown stated that they are trying to expand upon the philosophy that has been communicated to him by the Board of Education that the stadium is a multi-purpose stadium. He stated that they have tripled the number of events that they have hosted, not just in the fall but in winter and spring as well. Mr. Brown stated that we have gone from having the worst facility in the region to having the best. He stated that they have hosted more playoff athletic events in the last year than they have in the previous ten years. Mr. Brown stated that, more importantly, they are looking to give everyone an equal opportunity to raise funds. He stated that Mrs. Rogers and Ms. Polmounter have put together a wonderful plan that based this on the number of participants that we have in activities. Mr. Brown stated that he would like to, respectfully, correct one thing that he heard tonight and say that football is not the only group that is putting on a show. He stated that on the night of a football game, we have about 90-100 band members, about 15 cheerleading and a number of other people. Mr. Brown stated that the Pennsylvania State Athletic Directors Association has communicated to them, last spring, that there is a law that is in committee in the House and the Senate that will audit our programs. Mr. Brown stated that one thing that is related to Title IX, is that we are going to have to justify that we are giving equal opportunity in fundraising to all groups, regardless if they are male or female groups. He stated that all these things coming into play, forced them to make this decision. Mr. Brown stated that a very good fundraising opportunity would be at the Thanksgiving Day football game. He stated that there would be no reason why there would not have been a Thanksgiving Day football game unless there was a playoff game that would have been played the same day. Mr. Brown stated that they have many, many more games being played in our stadium as well as in our gymnasium and in the spring time, on our track. Mr. Brown stated that they are trying to equalize opportunities for all of our groups and children to make money and raise funds. He stated that they are looking to

do this equitably, regardless if they are male or female sports. Mr. Brown stated that, most important, we are also looking to make sure that the district does not receive a black eye not having a concession stand open for an event. Mr. Brown stated that we are trying to serve all of our teams by making sure a concession stand is available every time there is a game. Mr. Brown stated that Mrs. Laverdure was at all meetings and they did not sneak around or try to hide this from anyone. Mr. Brown stated that they have been in constant communication with Mrs. Laverdure and all the coaches. He stated that this came about last winter when they were informed a week before basketball season began, that the boys' basketball booster club was not going to be able to staff a concession stand for all boys' basketball games. Mr. Brown stated that he went to Ms. Polmounter and Mrs. Rogers and they provided an opportunity for the FBLA to run the concession stand. He stated that, to say that it went well would be a great understatement. Mr. Brown stated that they did a tremendous job. He stated that FBLA also staffed the concession for track meets, invitational meets, J.T. Lambert and Lehman track meets, night soccer games and day soccer games. Mr. Searfoss stated that he wanted Mr. Brown to speak, to clarify everything because everyone is thinking that this is a slap in the face to a particular group. Mr. Searfoss stated that he was told that they use this fundraising to buy equipment, which makes him question if they are not funding enough for them to buy equipment. He stated that this money should come out of the Athletic Department's budget and not fundraising. Mr. Searfoss stated that this would be just like if the band needed instruments, they should come out of the band budget. Ms. Hays stated that everything should then come out of the budget like all the meals the students get when they go on the bus to away games. She stated that this is what the football parents provide. Ms. Hays said that the equipment was for everyone and not just for the football students. Ms. Hays stated that she is in total disagreement and believes it is wrong, what is being done. She stated that she feels they are penalizing the football group. Ms. Hays stated that she is all for fairness and all teams not just football. She stated that band and cheerleaders would not exist if it weren't for a team to cheer for. Ms. Hays stated that the way it was run seemed to work but now they are taking something away from them. Mr. Brown stated that for 50 years the concession stand was run by the Athletic Department, by Mr. Burrows who retired in 1983. He stated the job description was given to the Assistant Athletic Director who was Al Snyder and he ran the concession stand exactly as it states in this proposal until he retired. Mr. Brown stated that, after this time, there was no Athletic Director for about a year but then the Associate Athletic Director could not handle it because he had to teach full time. Mr. Brown stated that it was then delegated to the Football Mothers' Club who ran it for several years but then they said they could no longer staff it. Mr. Brown stated that it was then given to band parents who ran it for three years. He stated that it was then given to the Cavaliers Football Club. He stated this proposal is no different than when it was run for about 50 years. Ms. Hays stated that the Cavalier Football Club did not relinquish the concession stand but it is being taken away from them. Mr. Brown stated that the concession stand is not being taken away from anyone. Ms. Hays stated that there are hard feelings and this is a public relations nightmare. She stated that she is voting against it. Ms. Hays stated that they paid for many things down there and have shared it with other groups. She stated that she does not like how this is being done. Ms. Hays stated that the very reason we have such a big venue is because of the football organization; because, they got us the million dollars and helped us to expand our stadium. She stated that they are now being penalized and the concession stand is being taken away from them. Mr. Freeman asked if the football club is going to lose any money. Mr. Brown stated that it is the intent of the plan to give all groups equal opportunity to raise funds and there will a significant amount of games played in the stadium.

Mr. Brunkard stated that Mr. Brown brings up Title IX and equal access to all groups; therefore, what is being done about High School North and their fundraising. He asked if we are going to use a similar plan up there. Mr. Brown stated that he does intend for this to occur but, right now, there is not as nearly a large group of FBLA people up North like we have at South. Mr. Brown stated that since Ms. Polmounter took over FBLA, participation at South has increased to 212 students. He stated that we do not have near that much participation up North. Mr. Brown stated that he has discussed this with the Superintendent to do the same up North. Mr. Brown stated that there were entire athletic seasons without a concession stand but we are looking to the new season. Mr. Brunkard stated that when he said we have to comply with Title IX, but we also have to comply with Board policies. He stated that we should carry same policies from South to North. Mr. Brunkard stated that he and administration have been very open. He stated that even after attending the two meetings, his best efforts still did not carry forward to them or the acceptance or participation from the audience. Mr. Brunkard stated that, when they are making purchases over the years, it is hard to put aside a \$4,000 grill that the football parents purchased. Mr. Brunkard stated that he would not say that Mr. Brown has not made an effort and come a long way but with the degree of dissatisfaction we are hearing, you are not to the point where you have consensus. Mr. Brunkard stated that we talk about it and we are going to vote on it and people who have been involved many years will be upset. Ms. Hays stated that they should let the football organization run it the way they have been and any other events FBLA can handle.

Mrs. Laverdure stated that there is a co-mingling of supplies and it becomes a problem instead of using all the same items for all. Mrs. Laverdure stated that the grill that is used is the same one that has been used for many years. Mr. Brunkard stated that he heard money would not be available for the football group because of the \$4,000 grill that was purchased. Mr. Brown stated that they bought weights for all students to use, not a grill.

Mr. Brown stated that if we continue as we have we will have to be moving items back and forth for each group that wants to use the concession stand. He stated that, logistically, it is not possible to store a number of different groups' food and keep it from going bad or lock it up so others won't use it. Mr. Brown stated that if we didn't staff the concession stand on Turkey

Day, which is the biggest bi-annual payday, how are we going to staff the football season, soccer, field hockey and playoff games and that is just in the fall.

Mr. Searfoss stated that he does not know what supplies they buy but is this going to hurt your budget. Mr. Brown stated that he does not think so. Ms. Hays said it would because they won't do it anymore. Mr. Brown said we are doubling the events and that is what they will have. Ms. Hays said then the concession stand should be split it up by seasons. Mrs. Laverdure stated that there are other sports in each season; therefore, they would all have to be moving around for each game and carrying their supplies back and forth. Mrs. Laverdure stated that she was disappointed that the football parents did not ask for more clarification because she would have attended their meeting. She stated that she was told about the meeting by another person, by another organization and was asked to attend by them. Mrs. Laverdure stated that she said she was not going to go because she was not invited by the football club. Ms. Hays stated that she was told that someone called Mrs. Laverdure and she would not meet with them. Mrs. Laverdure stated that this was not true. Mr. Searfoss stated that he was told that there was not going to be any concession stand and that was misinformation. Mr. Brunkard stated that they went a long way from the first meeting because in the second meeting the FBLA trimmed back on what they were going to do. He stated that they are going to do more and get less which is what FBLA should learn that they will be working harder and making more money. Mrs. Laverdure stated that changes were made because they heard the concerns from the first meeting and went back to the drawing board and amended the plan. Mr. Brunkard stated that it is a great plan but if you do not have everyone in agreement, then it is not a great plan. Mrs. Laverdure stated that this gives all groups a chance to participate by getting the adults and students to get involved. Ms. Hays stated that if they wanted to change then it should be discussed with all groups to get their feedback. She stated that, instead, it was decided for them and she does not like how it was done; therefore, she will not be voting for it.

Mr. Brunkard asked Mr. Dirvonas if the plan needed a majority of the Board to vote on it in order to pass or if they needed a majority of those Board members present tonight. Mr. Dirvonas stated that they need a majority of the Board members that are present tonight.

**I. Bond Payment**

**ACTION BY THE BOARD:**  
 Motion was made by Douglas Freeman to approve the current invoices for construction and related costs associated with the Bond Issue 2008: \$741,376.92. Motion was seconded by William Searfoss and carried unanimously, 5-0.

(See page 112)

**J. Use of Facilities**

**ACTION BY THE BOARD:**  
 Motion was made by William Searfoss to approve the request 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 Douglas Freeman and carried unanimously, 5-0.

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

| <b>Board Agenda</b> | <b>BUILDING</b> | <b>DATE from</b> | <b>DATE to</b> | <b>ORGANIZATION</b> | <b>EVENT</b>                            | <b>Facility Fees Waived</b> |
|---------------------|-----------------|------------------|----------------|---------------------|---|-----------------------------|
| 7/19/10             | H.S. South      |                  | 9/25/10        | Resica PTO          | Fundraiser for Resica Elementary School | Y                           |

(See pages 113-119)

**K. Payment of Bills and Treasurer's Report**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the 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 Bet Hays and carried unanimously, 5-0.

1. Payment of Bills - (See pages 120-143)
2. Treasurer's Report - (See pages 144-148)

**XXI. ANNOUNCEMENTS/INFORMATION**

**XXII. ADJOURNMENT 10:25 P.M.**

Respectfully submitted,

Patricia L. Rosado  
Board Secretary