

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – June 28, 2010**

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

**7:30 p.m.**

**Minutes**

- I. President Horace Cole called the meeting to order at 7:34 p.m. and led those present in the Pledge of Allegiance. Secretary, Patricia Rosado called the roll.
- II. **Members present were:** James Brunkard, Horace Cole, Robert Cooke, Douglas Freeman, Robert Gress, Audrey Hocker and William Searfoss. Bet Hays and Donald Motts were absent.
- III. **School personnel present:** Patricia Bader, Mark A. Brown, John Burrus, Anthony Calderone, Ann Catrillo, Mike Catrillo, Kim Conklin, Casandra Dietz, Robert Dilliplane, Irene Duggins, Larry Dymond, Eric Forsyth, Lynda Hopkins, Gail Kulick, Sharon Laverdure, Philip Lazowski, Irene Livingston, Araina Maynard-Freed, Fred Mill, Daryle Miller, Annelle Prefontaine, Carolina Rodriguez, Patricia Rosado, Paul Schmid, Kim Stevens, Billie K. Trauschke, Steve Zall and Ann Zannella. Also present was: Thomas Dirvonas, Solicitor.
- IV. **Community members present:** Jay Armale, Barbara Capote, Bob Chartok, Tash Henderson, Lisa Hoey, Kenneth Koberlein, Mike Meachem and Rob Thompson.
- V. **APPROVAL OF MINUTES AND AGENDA**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the minutes for the meeting of May 10, 2010, (pages 1-7), May 17, 2010 (pages 1-18) and this agenda for June 28, 2010 (pages 1-47), 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 Robert Cooke and carried unanimously, 7-0.

- VI. **ANNOUNCEMENT OF EXECUTIVE SESSION** -- An executive session was held at the Special Board meeting on June 17, 2010 at 9:00 p.m. for the purpose of discussing litigation, negotiations and personnel. 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**
- A. None
- VIII. **SUPERINTENDENT'S REPORT**
- A. Mr. Freeman stated that at the last Monroe Career & Technical Institute meeting, they discussed a full day program with the new Superintendent. He stated that this will help the student's up North to spend a full day there instead of spending time traveling. Mr. Brunkard stated that the meetings always seem to go pretty well.
- B. Ms. Audrey Hocker stated that on the cover of the Colonial IU 20 periodical, The IU 20, Mrs. Irene Duggins graces the cover. She stated that the district had a team of people go over to work with the Intermediate 20. Ms. Hocker stated that the article read that at the IU 20 they facilitate the School Improvement Plan to get results. She stated that she brought copies for anyone who is interested. Ms. Hocker stated that at the IU 20, they are still trying to get the budget at hand.
- C. Ms. Billie Trauschke thanked the Board and administration for their support for the Bushkill Relay for Life Event for the American Cancer Society. She stated that the event was very successful. Ms. Trauschke stated that they raised over \$28,000. Ms. Trauschke stated that they had a new team record of 20 teams; 11 teams were

sponsored by staff and students, two teams were comprised of bus drivers who were the top fundraisers and 7 teams were comprised from the community. Ms. Trauschke stated the Deputy Mayor, a survivor, declared High School North stadium Hopetown. She stated that they honored 30 survivors and their families with a dinner serviced by the Junior National Honors Society and a Girls Scout Troop. Ms. Trauschke stated that the High School North chorus and band participated. She stated that at the luminary ceremony, they remembered those who died in their battle against cancer. Ms. Trauschke stated that she is proud to stand before you as a graduate and a teacher of this district. She stated that we truly are a school who stands behind the character education initiative of respect, responsibility and service. Ms. Trauschke stated that every staff member and student was so helpful and cooperative. She stated that as the chair and on behalf of the cancer patients who will directly benefit from this Relay Event for Life, she wants to thank the Board and Mrs. Laverdure for their continued support of an event that brings our schools and the local community together to fight for a worthwhile cause.

Ms. Lisa Hoey of the American Cancer Society thanked the Board and said that it was an absolute pleasure to work and be around such energetic and wonderful students.

Mr. Gress thanked them and said that his daughter participated in this worthwhile cause.

Mr. Cole stated that on behalf of the Board he thanks them.

- D. Mr. Rob Thompson of Engle-Hambright Davies (EHD) thanked the Board for their continued business. He stated that he sent a proposal last week. Mr. Thompson stated that the marketing summary sheet has the best situations and coverage that is best for the school district. He stated that under the coverage options there are several new coverages to look at. Mr. Thompson stated that the coverage for Violent Event would include death benefits of any people killed, funeral expenses, medical services, counseling, public relations, etc. He stated that the second coverage would be for the Wrap Policy Computer Fraud & Employee Dishonesty. Mr. Thompson stated that it would help with any computer fraud like other districts have experienced. He stated that there was a situation where a phishing email inputted the user name and password and hit enter putting it into cyber space. Mr. Thompson stated that luckily the account was closed because it was a hacker trying to get access to their money and at that point they would not have been covered for that. He stated that there are different options for computer fraud. Mr. Thompson stated that the third option is the coverage for pollution which includes leakage from oil tanks, any carpet fixtures installed in the building or animal waste. He stated that they pay for the clean up and any bodily injury or property damage as a result of the pollution. Mr. Thompson stated that this type of policy has a rider that you can add your underground storage tanks to the coverage. He stated that anyone who has an underground storage tank in Pennsylvania pays a small fee to the State of Pennsylvania to the underground storage fund which provides 1.5 million dollars per tank for cleanup but does not cover any third party clean up or legal expenses. Mr. Thompson reviewed deductibles because he tries to look at the best cost effective way for the district. He stated that he and his company had insurance carriers and various companies to quote different levels of deductible to see what premium savings they can generate. Mr. Thompson stated that in properties insurance, if you take a \$25,000 deductible instead of a \$1,000 deductible, you can save about \$25,000 per year. He stated that he looked at property losses over the last 5 years; therefore, if the district has a \$25,000 deductible, they would have incurred about \$168,000 of uninsured costs. Mr. Thompson stated that it does not make financial sense to him to select a higher deductible when you have the uninsured cost that comes out. He stated that the same holds true to every deductible level except for the \$2,500 deductible level which will save the district about \$9,000 a year in premium. Mr. Thompson stated that the district would have about \$8,000 a year in uninsured costs as the best scenario. He stated that our workers compensation policy, which is the largest piece of our commercial insurance program at a cost of about one million dollars. Mr. Thompson stated that the district had a lot of claim issues in the past several years. He stated that in the event that we chose the \$1,000 deductible, we can save about \$40,000 a year and with a 5,000 deductible the district can save even more. Mr. Thompson stated that with the \$5,000 deductible, we would have had about \$240,000 of uninsured costs. He stated that he does not believe it makes sense to move down to that level because \$1,000 is better; however, the cost savings is almost taken apart by the number of deductibles that we have had to pay. Mr. Thompson stated that he is looking everywhere to see where we can save. He stated that he brought the multi-year premium summary and exposure history of the district. Mr. Thompson stated that the driving force behind the total premium is the workers compensation policy. He stated that in the property and commercial package policies, we are paying the same fee as five years ago and we have almost twice as much coverage. Mr. Thompson stated that the auto policy fee is down significantly. He stated that the excess liability and school board's legal liability policies have been steady for the past several years. Mr. Thompson stated that the district has the builders risk policy in place due to the construction in the buildings occurring right now. He stated that there is a new piece of coverage available today, which is digital technology & professional liability or known as cyber liability available through PSBA. Mr. Thompson asked, "What is cyber liability"; it is for any third party damage or legal expenses incurred if network systems are breached. He stated, "For example, if someone gets hold of a credit card number, social security

numbers, etc and they are sold to corrupt identities". Mr. Thompson stated that because of lack of district's defense, we caused them the loss. He stated that the coverage pays for legal expense for these cases. Mr. Thompson stated that his concern is if any issues like the web cam issue that occurred in another district occurs, the district should have the coverage for it. He stated that right now we have property damage and bodily injury but he does not know how it would compare to these cases.

Ms. Hocker asked if the pollution coverage includes mold. Mr. Thompson said it does include mold and there is a \$100,000 sub-limit for it.

Mr. Gress stated that the worker's compensation coverage, which is the largest increase, does not look like it will be going down any time soon. He said since the last three years of the workers compensation stay with us, we are losing a relatively good year and a worse year will be coming up. Mr. Gress stated that the premiums would not come down for the next couple of years, unless some type of magic is done. He stated that he noticed the premium is 79 cents for the premium rate but are there different class codes for police officers. Mr. Thompson said that there is nothing; all payments go into the one. Mr. Gress stated that they are doing a lot with the Safety Committee with the rates going up due to the payroll dollars increasing; therefore, it will be doubled. Mr. Gress stated that he spoke to Mrs. Bader to see if down the road we can look at other options like self insurance because it is causing the district \$957,000 a year and will continue to cost us. Mr. Gress stated that it does not make sense to go with a higher deductible. He stated that he appreciates the information but he wishes they would have had this information a couple of weeks ago; because, now they have to look at the rates right away as well as other things. Mr. Gress stated that the Board needs to look at some type of self insurance and still have a broker. He stated that the district needs to set up a program because we are getting that big and this is the only way we can probably save money. Mr. Gress stated that he does not know about the new coverages and will ask Mrs. Bader and Mr. Dirvonas to see what to do about them because he understands some of them but not enough to make an informed decision. Mr. Thompson said that they recently took the Reading School District to be self insured and they saved about \$800,000 in the first year. Mr. Thompson stated that some of the tremendous progress that they made in the last two years was with the Safety Committee and with the recognition of administration that this is an issue. He stated that the district has cut their per claims cost by 50% from last year to this year. Mr. Thompson stated that we are heading in the right direction but it takes time. Mr. Gress stated that down the road we should do a return to work program. He stated they did this at the County where if they are out or work legitimately and then they are transitioned back to work to see what type of work they can do. Mr. Gress stated that the ultimate goal should be for them to return to work and not sit home to collect workers compensation.

Mr. Freeman asked what is the cost for the cyber insurance. Mr. Thompson said it is \$12,038.

Mrs. Bader stated that she spoke with Brian Borosh about the district's technology system. She stated that Mr. Borosh feels that nothing is faultless because with the technology that we have, there is a possibility that it can be hacked. Mrs. Bader stated that she is concerned when she sees other districts having potential losses. She stated that as far pollution, she believes it is a real possibility. Mrs. Bader stated that she wanted Mr. Thompson to come to speak on these coverages because she feels strongly that some of these issues might be a potential risk for the district. Mr. Cole asked for suggestions of where the Board can improve coverage in these areas and what amounts. Mrs. Bader stated that she does not want to comment on the violent event response coverage because she does not have any feeling one way or the other and does not know how the Board feels about it. She stated with the computer fraud coverage, even if we took the lowest amount of coverage, she would feel comfortable. Mr. Thompson stated that many districts and public entities that are picking up this coverage, probably 50%-75% of them are buying because they recognize that this is a big exposure. He stated that the district can handle a \$500,000 loss but if they incur a one million dollar or two million dollar loss, it would be a significant problem. Mr. Thompson stated that most of the districts have gone with a two million dollar limit. He stated that that they are looking at about two weeks exposure of their payroll bank account. Mrs. Bader stated that a bi-weekly payroll in our district is about \$4,000,000. Mr. Thompson stated that \$4,000,000 would be the amount that the district would be most at risk. He stated that small amounts do not raise a red flag but \$1,000,000 is \$1,000,000 more than the district would have if they lost it.

Mr. Cole asked if Mrs. Bader sees a necessity with the violent event response. Mrs. Bader said she has no comment on it. Mr. Cole asked what she felt about the pollution coverage. Mrs. Bader said that it makes sense to her because with all of the properties we have and all the exposures that we do not have covered, it is a risk.

Mr. Freeman said that in the violent event response the coverage has a list of exclusions on it which includes pollution, asbestos, lead, fungi or bacteria which may come from mold. He stated that in his opinion, he feels that they should not be excluded.

Mr. Thompson said that these are standard insurance industry exclusions. He stated that these will be excluded, because the intent of this violent event response coverage is to pay expenses related to an intruder coming into the district in an act of violence. Mr. Thompson stated that the expenses that will be paid are listed in the coverage and 12 items are listed. Mr. Thompson stated that the intent is not to provide coverage for pollution but for death benefits, the counseling and those types of issues.

Mrs. Hocker asked if they are we mixing the pollution and violent event response coverage. Mr. Thompson said they try to make it very clear to their clients what is covered and what is not. He stated that under the violent event response coverage, we have what is not covered and the pollution coverage has a different list of exclusions such as asbestos, lead paints, criminal fines, radioactive matter and any known pollution conditions that the district did not disclose in the application. Mrs. Hocker stated that the reason she asked about the mold was because the district recently had water damage and even though they removed the water they can never tell if mold will grow. She stated that she knows that in many policies mold is not covered when there is water damage and mold will appear but then the coverage will not pay for it. Ms. Hocker stated that this might be something to look at. She asked if this coverage included the removal of animal feces too because the district had a bat feces situation. Ms. Hocker stated that this area should be looked at, too.

Mr. Searfoss stated that this is something the Board members should have been given time to look at and think about it. He stated that he does not think anybody on this Board would go into their local Nationwide dealer and 20 minutes later hand them a check and buy insurance. Mr. Searfoss stated that there is a lot to look at and read. He stated that it has nothing to do with Mr. Thompson's presentation because he has done a great job but the Board is always handed a lot of stuff to look at. He stated that they are given newspaper articles, shotgun articles to look at and now they have to decide whether to spend money on deductibles. Mr. Searfoss stated that this is one of those things that they should say thank you and then they need to look at and decide what to buy at a later time just like they would do with their personal auto, home and life insurance.

Mr. Brunkard asked Mr. Dirvonas what is the process when we buy insurance from this insurance carrier that has provided us insurance over the years. He asked if we are obliged to put up bids on insurance. Mr. Brunkard asked if there are there any rules about ordering insurance. Mr. Dirvonas said, "No" but to keep in mind that EHD is our insurance advisor and they are not selling us insurance. Mr. Dirvonas stated that they went out and did shopping to get the district some quotes. He stated that they are here as an advisor and not to sell the district insurance.

Mr. Thompson said that Mr. Dirvonas is correct and informed Mr. Searfoss that it is okay with him if they do not make a decision tonight. He stated that his intent was to get this information to the Board because, as their advisor, it is something as a concern to him because it is his job to tell them what they have and what they don't have. Mr. Thompson stated that if the Board decides to self insure these issues, then that is fine with him. He stated that he just wanted everyone to be aware what is and what is not covered.

Mr. Gress asked if the workers compensation needs to be insured as of July 1. Mr. Thompson said, "Yes" but the other items are options. Mr. Gress stated that the district can add the other items at a later time. He stated that under the pollution coverage, we do not have underground storage tank included. Mr. Gress stated that if we have damage that is what it will be, a tank that leaks and it is not covered so it will need a separate coverage on it. He stated that this will be the biggest issue like at the bus compounds where we have underground storage.

Mrs. Laverdure stated that the first issue to decide is to see what expanded insurance the Board wants to purchase and then decide on the best price for the coverage. Mrs. Laverdure said that that the dialogue is excellent because this is the only time they have to talk about it.

Mr. Searfoss said that they cannot discuss this behind closed doors. He stated that we need to look at the pollution coverage with Jim Shearouse to discuss what they will need because every building that has been remodeled the district has paid for asbestos over the years. Mr. Searfoss stated that they need to look at the items on the coverage and have someone tell them that there is asbestos or if there is no asbestos left. He asked if there is coverage in the cyber insurance for employees if they forget to lock their laptops up and they go home with everyone's social security on it. Mr. Searfoss stated that there are a lot of little things to discuss before they purchase it. He stated that it is good to have the information because he did not know they sold these insurances and is glad that Mr. Thompson brought them to the Board's attention. Mr. Thomson said that he and his firm will be available to anyone who wants to form a committee to explore these items he will be happy to be part of it as an advisor.

Mrs. Laverdure stated that the insurances might be a good discussion for the Property/Facilities Committee. Mrs. Hocker stated that these issues would be good for the whole Board to discuss even though she is part of that committee. She stated that it would be wise for everyone to look over and discuss amongst themselves. Mrs. Hocker asked if they can be purchased anytime as riders. Mr. Thompson said traditionally the district's insurance is effective July 1<sup>st</sup> but if the Board wants to add a policy at another date the insurance carrier can write a short term policy which will expire the next July 1<sup>st</sup>.

### **Public Participation**

A. Mr. Robert Chartok asked if there is anything as far as on the technology insurance that will lower the premium. He stated that phishing scams were mentioned but it is not hacking. Mr. Chartok stated that it is cyber fraud. He stated that Mr. Thompson mentioned web scams but the Supreme Court two days ago said it is okay. Mr. Chartok stated that if you use technology that will not give you problems with viruses or trojans, will premium deductions be available. Mr. Chartok asked if EHD has someone who is technically aware of these items because all he heard is misinformation here. Mr. Thompson said he does not understand these items since he is not in that industry. He stated that EHD does have people on staff that know what he is talking about. Mr. Thompson stated that the premium levels and deductibles they have here is based on the answers on the application that were provided to the insurance company. Mr. Chartok stated that the underwriters are not technically trained in the latest technology. He asked if the district puts in security measures for their systems, will they get a deduction in their premium. Mr. Thompson said that he probably would say, "Yes". Mr. Chartok asked if anyone on the Board did any real technical research on what could be done to prevent some of it. He stated that phishing scams are not hacking and he hates when people say that. Mr. Chartok stated that the district can put in a lot of very inexpensive technology and keep premiums down. He stated that he knows that politicians and insurance companies all try to base everything on fear rather than on knowledge. Mr. Chartok stated that he thinks the Board should take a good look at what is going on right now in the technical market before they make a poor judgment or mistake. He stated that he has been an expert for 40 years in the computer field and has a teaching certification for Microsoft.

Mr. Cole thanked Mr. Thompson for his presentation and said that the Board will take their own advice and will decide on how to proceed. Mr. Thompson said if they need any help from him or his company to let him know.

B. Mrs. Bader stated that the district has been paid in full for the portable classrooms located at Middle Smithfield Elementary. She said that she believes that the Hazelton School District took their eight portables and the Pocono Medical Center will soon take their two. Mr. Darryl Miller confirmed that the Hazelton School District took their eight portables and the Pocono Medical Center will take their two on Wednesday, July 7<sup>th</sup>. Mrs. Bader stated that this date is within the timeframe that is necessary for the construction project.

C. Mrs. Laverdure stated that she distributed to the Board and the public the Summer Food Service Program report from Mr. Schmid. She stated that the success of the program is based on the number of children that eat. Mrs. Laverdure stated that the more students and families the district can service, the better the program will do. She stated that the district is hoping that the Summer Success Program will offset the loss of the Stroud Kids Program because it was canceled. Mrs. Laverdure stated that they are keeping an eye on it and will have weekly reports to help make decisions.

D. Mrs. Laverdure stated that as part of Addendum A, there are two policies, policy #138 Limited English Proficiency Program and policy # 214 Class Rank for first read only.

E. Mrs. Laverdure stated that all handbooks in draft form are on the web for review as well as newly created reference guides. She stated that these were put together based on Ms. Hocker's suggestion to make it more user friendly. Ms. Hocker stated that she also wanted more input especially parent input. She said that she thought there would be a lot more of parent input to review things that they find difficult. Ms. Hocker stated that a number of things that she has seen in the book, she wants to sit in the meeting and make suggestions. She stated that she will be sending some changes. Mrs. Laverdure stated that she will work around Ms. Hocker's schedule to meet and discuss the handbook.

F. Mr. Gress stated that since he might not be here in July to discuss Policy #214 Class Rank, he would like to give his comments. Mr. Gress stated that if this policy will start in July, it is problematic. He stated that some parents start planning for high school in 6<sup>th</sup> grade for their kids on what they will take in 7<sup>th</sup>, 8<sup>th</sup>, 9<sup>th</sup> and so on. Mr. Gress stated that if we start for next year are we recalculating 9<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> grades, if not, why not. Mr. Gress stated that it will throw everything into a mess. He stated that if you start next year in 12<sup>th</sup> grade, you can juggle what they have been planning all year regarding what is going to happen. Mr. Gress stated that he feels it is a bad thing to do to start the policy in July because students have already done their class schedule for next year based on the old grading schedule. He stated that parents start their schedules in 7<sup>th</sup> through 12<sup>th</sup> grades. Mr. Gress stated that by starting this policy in July, it is a firestorm that we do not want to get into right away. He stated that this is a first reading now that will be adopted on July 19<sup>th</sup>. Mr. Gress stated that all of a sudden three weeks later school starts and we are going to tell the students, by the way your grade point average and the way you value courses have changed now and the process has changed for grade ranks. Mr. Gress stated that the district and Board will get calls with questions on this change. He stated that he understands that something has to be done but we need to go slowly. He stated that kids that are watching to be the top ten will watch how it will affect them. Mr. Gress said he spoke to Mrs. Duggins about the students that take college classes but then the courses do not count for grade point average. He stated that he understands the reasoning on one hand but he doesn't on the other hand. Mr. Gress stated that they are pushing kids to do better and there are certain classes they won't take. He stated that in his opinion the electives will disappear more and more because the students will try to get the higher grade point average to get their class rank higher. Mrs. Laverdure stated that some of his points are happening now. Mrs. Laverdure asked if he wants his concerns to be addressed. Mr. Gress stated that others may have similar questions like he does. He stated that in July they will be rewriting the books and no one will see this until the first day of school. Mr. Gress stated that the district is going to have everyone flipping out.

Mr. Brunkard stated he had a couple of meetings with administration, principals, guidance counselors and Mrs. Duggins. He stated that as you talk about policy #214, it is a can of worms that we are opening. Mr. Brunkard stated that nothing seems to be right and nobody is happy with the policy that we have in place and there is an attempt to make the policy better. He stated that he is for the idea that we encourage the students to take college courses at Northampton or anywhere else to enhance their education and to be competitive with other students from public schools who are going and competing for some of the prestigious college admissions in the country. Mr. Brunkard stated that we would discourage them or cost them class rank by their attempt to do things on a higher level. He stated that he has the personal experience when his son who was valedictorian at High School South in 2004. Mr. Brunkard stated that while in high school his son took 49 college credits at a 4.0 average at East Stroudsburg University during the regular school year in place of regular high school classes, excelling in math. Mr. Brunkard stated that his son took some semesters of math beyond high school while still in high school. He stated that he thought that as slow as it went he had to give up music here because of conflicts but made up with it through other means. Mr. Brunkard stated that his experience made him a viable candidate to go on to viable colleges. He stated that it is a good program when you have a kid that can do extra. Mr. Brunkard stated that in the 11<sup>th</sup> hour, they tried to remove the privilege of being valedictorian because they came in with a different formula and tried to change things around because they felt he was taking college classes but the other kids took the classes in school. Mr. Brunkard stated that as a parent, he had the experience of watching rules change for something that had been in progress and something that had been part of his supposedly individual educational profile from early on. He stated that when you switch the rules on people and you switch the rules in ways that give less education, it is different with the students that are on the top level than it is for most of the kids. Mr. Brunkard stated that he received the kind of demonstration today that he got from people on how it worked and comparisons were made. He stated that he was looking, at best, work in progress and not something that he will vote for or can endorse nor does he support that policy that was revised in 2005 that we have in place right now. Mr. Brunkard stated that he knows the need to revise it and Mrs. Duggins has been very patient with him in trying to explain how the revisions that we have here are better. He stated that if they are better and they carry a lot of problems with it. Mr. Brunkard stated that this is curriculum and this is what we are doing here. He stated that we are educating our children and setting up a process. Mr. Brunkard stated that we should be aiming for better. He stated that, to him, this is a form of where we are settling for too little and not dealing with the issue at this time. Mr. Brunkard stated that he is not supporting this policy as he sees it and understands it. He stated that Mrs. Duggins is very good in explaining the revisions and she should be given a chance.

Mrs. Duggins stated that Ms. Dietz, a guidance counselor, Mr. Zall, a principal and Mrs. Catrillo, a teacher, are present tonight to answer questions that may arise from their point of view. She stated that this is a policy that came about because the current policy has a 6.0 weighted scale. Mrs. Duggins stated that when students go to college they sit down with the college people and they said they cannot look at the scale for

East Stroudsburg Area School District because they cannot compare it with theirs. She stated that changing the policy is an attempt to try to change the scale to be in line with other schools in order for the students to be compared and for our class rank to have value. Mrs. Duggins stated that the change came about due to the students' comments. She stated that they try to encourage students to take more rigorous programs. Mrs. Duggins stated that if you look at the current scale, there was not enough of a discrepancy between the applied classes, honors classes, the college prep classes and the advanced placement classes. She stated that in some cases students were not being rewarded and receiving top ten percent of the class awards because they had pursued a more rigorous curriculum and had not gotten the 99% that they may have gotten if they had taken an easier course. Mrs. Duggins stated that they have been working on this policy all year trying to run different scenarios through the computer system to see where they can change it. She stated that she had a parent that worked for John Hopkins and she provided her with some materials that said that there should be a two grade variable between the other courses and an advanced placement course so that students are encouraged to pursue higher courses. Mrs. Duggins stated that all schools struggle with class rank and some are trying to eliminate it totally. She stated that some are trying to eliminate valedictorians and salutatorians. She stated that as long as colleges put an emphasis on these things, we still need to keep them in place; therefore, we did not have an option but to revise the policy. Mrs. Duggins stated that concerning changing this in midstream, we looked at it and we need to let students know now what the change is. She stated that a couple of things come into play. Mrs. Duggins stated that our electives are weighted as well and our electives are mixed grades. She stated that if we phase this in you need to picture for example an honors film class where you may have 9<sup>th</sup> 10<sup>th</sup> 11<sup>th</sup> or 12<sup>th</sup> graders. She stated that in order for the system to calculate this class, the teacher would have to have four different numbers and four different classes. Mrs. Duggins stated that if a student moves from one grade to the next grade during a semester the teacher would have to remember this, too. She stated that there are too many possibilities for error so it wouldn't work. Mrs. Duggins stated that in 2005, they made the change in one sweep. She stated that they are not changing the graduation requirement. Mrs. Duggins stated that we are not telling a student in 8<sup>th</sup> grade that they need to have three science courses and then in 11<sup>th</sup> grade tell them that they need four science courses to graduate. Mrs. Duggins stated that they are not changing graduation requirements but we are changing the way we are going to rank the courses; therefore, it will impact everyone equally. Mrs. Duggins stated that in 2005, she was principal and there were no concerns because the change impacted everyone equally. Mrs. Duggins stated that they will freeze their current grades so nothing that the student has already done will change. She stated that they will have to keep maintaining all of the revision dates on the policy. Mrs. Duggins stated that if this one changes as of 2010, for some, it will be as of 2005. She stated that our computer system will keep that history. Mrs. Duggins stated that she cannot recommend phasing it in because there is too much of a potential for error and it will hurt the students. She stated that concerning college courses, we spent a lot of time debating it. Mrs. Duggins stated that we are trying to do dual enrollment and have students pursue a higher level. She stated that the reason why we are not counting it as class rank is because we want students to take the risk in taking a college course without the fear that they will not get an A and it won't have a negative impact on their class rank. Mrs. Duggins stated that it still will be recorded on their transcript so colleges will see that they have pursued a higher level of education. She stated that they also want to make sure that all students have equal opportunity since we are not paying for the college courses. Mrs. Duggins stated that we want to make sure that all students compete on a level playing field, as leveled as possible. She stated that as far as the July timeline, it is necessary in order for us to go back to our student record system and have them recalculate based on the new percentages for the ranking of the various levels of courses.

Mr. Brunkard asked that since applied courses are .9 and college prep are 1.0, if a student throughout high school took a mixture of applied and college preparatory classes, and got straight A's will they be able to receive a 4.0. Mrs. Duggins stated, "No" they are trying to encourage them to mix it up a little bit. She stated that this decision was unanimous by all department chairs both North and South. Mrs. Duggins stated that when you get strong people and everyone feels so strongly about one topic, this says a lot. Mr. Brunkard stated, "The quality of the stew is not always enhanced by the number of cooks that add spice to it." Mrs. Duggins stated that they wanted to give equal opportunity to everybody. She stated that they had math gurus help with the spreadsheets to make sure this would solve some of the problems.

Mr. Gress stated that they should go from a 0 to 100 scale and not four. He stated that you can get 92 or 1.25 and then 100 is 1.25. Mrs. Duggins stated that this has been changed in the calculations. She stated that it used to be 90-100 got the same and the highest they can get was 99 but now they can get 100. Mrs. Duggins stated that each grade within that will get a different quality point; therefore, students taking an advanced placement course and getting 100 or 98 or 97, will have a higher ranking than a person getting a lower grade. Mr. Gress asked where are these guidelines in the policy. Mrs. Duggins stated that it is not really explained in the policy but it is explained in how the computer system will calculate it. She stated that she can give him

a copy of the spreadsheet. Mr. Gress stated that it should be included in the policy. He stated that he may not be here in July for the vote but will probably call in. Mrs. Duggins stated that they can look at it again and if there is something she can explain, she will or something to be included in the policy, she can. She stated that usually part of the administrative regulations have how the computer system does the mathematical equations on an excel spreadsheet. Mrs. Duggins stated that the higher the percentage they get, the higher the GPA will be. Mrs. Hocker stated that the information is all interesting but it is better if they can see the formula that is being used. Mrs. Duggins stated that she can provide the Board with a copy of the spreadsheet. Mrs. Duggins stated that if there is something we can add to the policy to make it clearer, she can. Mrs. Duggins stated that it has never been added so she didn't think of adding it. Mrs. Hocker stated that other than the scale should make it equal to other schools, which makes sense, how it is done is still our question. Mrs. Duggins stated that our software program will figure it out. She stated that it will be a declining scale with 100 getting 1.25. Ms. Hocker asked how about if it is an advance placement course. Mrs. Duggins stated that the highest they get is .9 and declining from there .89, etc. She stated that she does not have the chart with her but she has looked at it and studied the grades. Mrs. Duggins stated that they compared courses and ran different scenarios. Mrs. Hocker said she would like to see the spreadsheet.

Mr. Gress asked if they will do anything with the intermediate levels to help kids transition because if they are not in the upper classes they will get stuck in the lower classes. He stated that when they get to the high schools, they will not get the shot at the upper classes and it will get worse from there. Mrs. Duggins stated that they are trying to encourage students as early as possible and are trying to get more advanced courses. Mr. Gress stated that if they are not in the challenge classes, then it goes back to the elementary level. Mrs. Laverdure stated that she agrees with Mr. Gress that they need to challenge students and place them appropriately. She stated that they need to encourage them along with their families to have them work at their greatest potential and not allow them to be comfortable in classes where they are not as challenged. Mrs. Duggins stated that they used to have the opposite occur where a student was very capable of taking an honors course but would take a college preparatory course instead. She stated that now through all of our assessments we have a better handle on who has the ability and we try to place them accordingly. Mrs. Duggins stated that, in the past, it was what the teacher recommended and what the students wanted to take but she believes since we have done the work at both high schools, we have shown some significant gains. Mrs. Laverdure stated that the work is starting at the elementary level and expanding into the intermediate level in preparation for the credit classes in high school.

Mr. Brunkard stated that the possibility of getting a maximum or a highest class rank is certainly enhanced by the number of honors and advance placement courses that we provide. He stated that this is an area that he hopes the Board will continue to support even if they have lower enrollment in them and despite that we are almost committed, if we set forward on this sort of process. Mr. Brunkard stated that he was surprised to read, in the Pocono Record a couple weeks ago, an intention of some factotums in the school to initiate some international baccalaureate programs. He stated that he never heard of it and he had been meeting with the administrators asking them about class rank and how things would work. Mr. Brunkard stated that the next day he opened the paper and there is a whole inquiry about a program that, from its self advertising, would replace the advance placement programs and honors programs that we have in place. Mr. Brunkard stated that since then he has asked questions about it. Mrs. Duggins stated that we are absolutely not looking to replace but to expand. She stated, that next year, they are adding an advanced placement language and composition course at the 11<sup>th</sup> grade level. Mrs. Duggins stated that we are trying to get the students to pursue these advance placement classes at a lower level. She stated that she is trying to work with social studies to get an advance placement European history class or something like that at the 10<sup>th</sup> grade level. Mrs. Duggins stated that the earlier we get these students understanding that college is important, doing their best is important and that education is critical in today's world, the better we will be. Mrs. Duggins stated that the United States needs people who can think and create, so we are really trying to put a lot of effort into that. She stated that she is getting calls from parents to see what can be done for their children with respect to enrichment classes. Mrs. Duggins stated that they are trying to get programs out there like Camp Invention for the Science Department. She stated that they have the Robotic Camp in the summer to get students creating and competing, in order for students to see what the world is like outside Pike County and Monroe County.

Mr. Brunkard stated that he as a Board member, and he is sure some Board members agree with him, prefers at times to at least speak about curriculum and educational issues instead of just money and the problems that come our way. He stated that we have been involved in building projects and other issues while he has been on the Board. Mr. Brunkard stated that he understands from people who have been on the Board longer than he that they do not often get a chance to look at the educational process of what we are doing and where we are going. He stated that the class rank, competition for grades and the possibility of moving on into the



realm of higher education is certainly one of our functions and is one of the things as a Board we should be concerned about. Mr. Brunkard stated that we should go forward in our discussion. He stated that in the end, when it comes to discussing money, what we are going to do and which of several approaches we will take, this is where the cost effectiveness of our education takes place. He stated that he welcomes the five year revision however small it is and however much he cannot support this, he still likes that, at least, we are looking at an issue that is about curriculum and about the process. Mr. Brunkard stated that it gives them a chance as a Board to have some input into where we are going with our schools and what our intentions are towards providing our kids with the best possible public education that we can.

Mrs. Duggins stated that she would like to take this opportunity to thank the Board for the ongoing support of the advance placement courses. She stated that we are looking at No Child Left Behind which means just that. Mrs. Duggins stated that if a child needs to be in a class with three or four students because they are severely incognizant, they do not think twice to make sure that their needs are provided. She stated that, on the other hand, if they have three or four students at the higher level that want to take an advance placement calculus class and they have only three students, we need to meet their needs as well. Mrs. Duggins stated that she appreciates that the Board has supported the advanced placement classes because this is the future of the United States. She stated that our children are 100% of our future so she truly appreciates their support. Mrs. Duggins stated that she will make sure the Board gets a copy of the spreadsheet because it will explain the grades.

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

A. None

- X. **PERSONNEL ITEMS**

A. **Support Staff - Uncompensated Leave of Absence**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the uncompensated leaves of absence to the support staff designated, in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

**1. Uncompensated Leave of Absence – In Accordance with School Board Policy #539**

<b>Name</b>	<b>Position Held</b>
a. Coon, Melvyn	Custodian (3rd shift) – North Campus Effective Date: July 2, 2010 Length of Leave: August 15, 2010
b. Ortiz, Gladys	Student Helper – High School South Effective Date: June 16, 2010 Length of Leave: August 31, 2010
c. Petrancosta, Linda	Student Helper – Middle Smithfield Elementary Effective Date: June 10, 2010 Length of Leave: June 16, 2010
d. Van Why, Susan	Cafeteria Worker (part-time) – J. M. Hill Elementary Effective Date: May 3, 2010 Length of Leave: September 30, 2010

(Requests for Leaves of Absence Received)

**B. Professional Staff - Uncompensated Leave of Absence**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the uncompensated leave of absence to the professional staff designated, in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Audrey Hocker and carried unanimously, 7-0.

**1. Uncompensated Leave of Absence – In Accordance with School Board Policy #439**

<b>Name</b>	<b>Position Held</b>
a. Newman, Julianne	Speech & Language teacher – East Stroudsburg Elementary Effective Date: August 26, 2010 Length of Leave: December 10, 2010

**C. Support Staff**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the resignations, changes of status, reassignments, leaves of absence 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 William Searfoss and carried unanimously, 7-0.

**1. Resignations**

<b>Name</b>	<b>Position Held</b>
a. Huddleston, Christopher	Custodian (2 <sup>nd</sup> shift) - North Campus Effective Date: at the end of the workday on June 2, 2010.
b. MacMoyle, Patricia	Secretary (part-time, 4 hours) – Central Administration (Access) Effective Date: at the end of the workday on June 18, 2010.
c. Michael, Rodney	Bus Driver – Transportation Effective Date: at the end of workday on May 5, 2010.

(See pages 48-50)

**2. Changes of Status**

<b>Name</b>	<b>Position Held</b>
a. Klingele, Barbara	From: Secretary (part-time, 4 hours) - East Stroudsburg Elementary To: Secretary (part-time, 900 hour yearly maximum) – East Stroudsburg Elementary Effective Date: July 1, 2010
b. Justiniano, Edward	From: Student Helper (Step 1) - East Stroudsburg Elementary To: Custodian (1 <sup>st</sup> shift) (Step 1) - East Stroudsburg Elementary Hourly: \$12.09 Effective Date: June 17, 2010 Edward replaces Kyle Bentzoni who was reassigned.

- c. Rodriguez, Deborah                      From: Cafeteria Worker (part-time) (Step 1) - North Campus  
To: Cafeteria Cook (full-time) (Step 1) – North Campus  
Hourly: \$10.14 (plus \$1.50/per hour differential)  
Effective Date: May 18, 2010  
Deborah replaces Marilyn Possinger who was reassigned.

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

- | <b>Name</b>       | <b>Position Held</b>   |
|-------------------|--|
| a. Coon, Melvyn   | Custodian (3rd shift) – North Campus<br>Effective Date: April 7, 2010<br>Length of Leave now through: July 1, 2010 |
| b. Sutton, Deanna | Instructional Aide - Smithfield Elementary<br>Effective Date: March 16, 2010<br>Length of Leave: April 23, 2010    |

**4. Change of Date - Uncompensated Leave of Absence - In accordance with School Board Policy #539**

- | <b>Name</b>        | <b>Position Held</b>  |
|--------------------|---|
| a. Gonzales, Jesse | Bus Driver - Transportation<br>Effective Date: March 5, 2010<br>Length of Leave now through: May 18, 2010 |

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

- | <b>Name</b>           | <b>Position Held</b>   |
|-----------------------|--|
| a. Cawley, Nina       | Cafeteria Worker (full-time) - East Stroudsburg Elementary<br>Effective Date: May 12, 2010<br>Length of Leave: end of the 2009-2010 school year. |
| b. Orenstein, Carol   | Student Helper – East Stroudsburg Elementary<br>Effective Date: May 14, 2010<br>Length of Leave: June 3, 2010                                    |
| c. Ortiz, Gladys      | Student Helper – High School South<br>Effective Date: June 4, 2010<br>Length of Leave: June 15, 2010   |
| d. Petrancosta, Linda | Student Helper – Middle Smithfield Elementary<br>Effective Date: April 19, 2010<br>Length of Leave: June 9, 2010                                 |
| e. Stocker, Harold    | Bus Mechanic – Transportation<br>Effective Date: June 3, 2010<br>Length of Leave: six weeks  |

(Applications for Leaves of Absence received)

## 6. Appointments - Long Term Substitutes

<b>Name</b>	<b>Appointment</b>
a. Gatpo, Reynaldo	Custodian (3rd shift) (Step 1) – J. T. Lambert Intermediate (LTS) Hourly: \$12.73 (plus \$.50/per hour shift differential) Effective Date: July 1, 2010 Through: September 9, 2010 Reynaldo replaces Edward Sargent who is on a leave.
b. Harris, Deanna	Custodian (2nd shift) (Step 1) – High School South (LTS) Hourly: \$12.73 (plus \$.40/per hour shift differential) Effective Date: July 1, 2010 Through: on or about June 30, 2011 Deanna replaces Elaine Bender who is on worker's compensation.
c. Jacobsen, Norman	Custodian (3rd shift) (Step 1) – High School South (LTS) Hourly: \$12.73 (plus \$.50/per hour shift differential) Effective Date: July 1, 2010 Through: on or about September 2, 2010 Norman replaces Steven Kraeber who is on a leave.
d. Magdziak, Malgorzata	Cafeteria Worker (part-time, 4 hours) (Step 1) – North Campus (LTS) Hourly: \$10.14 Effective Date: January 28, 2010 Now Through: June 15, 2010 Malgorzata replaces Bonnie Kleiner who was temporarily reassigned.

## 7. Temporary Bus Mechanic/Student Intern for the 2010-11 School Year

<b>Name</b>	<b>Appointment</b>
a. Ecenbarger, Adam	Temporary Bus Mechanic Student Intern - Transportation Hourly Rate: \$8.00 Effective Date: July 6, 2010 End Date: the last student day of the 2010-2011 school year.

## 8. Temporary Cafeteria Cooks for the Summer of the 2009-10 School Year

<b>Name</b>	<b>Appointment</b>
a. Bogart, Freda	Substitute Temporary Cafeteria Cook – J. M. Hill Elementary Hourly Rate: \$11.00
b. Krueger, Rosanne	Substitute Temporary Cafeteria Cook – J. M. Hill Elementary Hourly Rate: \$11.00
c. Litts, Lorrie	Temporary Cafeteria Cook – J. M. Hill Elementary Hourly Rate: \$11.00 Effective: July 6, 2010 through July 16, 2010
d. Marasco, Amy	Temporary Cafeteria Cook – J. M. Hill Elementary Hourly Rate: \$11.00 Effective: July 19, 2010 through July 30, 2010

- e. Miller, Patricia                      Temporary Cafeteria Cook – J. M. Hill Elementary  
Hourly Rate: \$11.00  
Effective: June 21, 2010 through July 2, 2010
- f. Rodriguez, Deborah                      Temporary Cafeteria Cook – J. M. Hill Elementary  
Hourly Rate: \$11.00  
Effective: August 2, 2010 through August 13, 2010
- g. Smith, Eileen                              Substitute Temporary Cafeteria Cook – J. M. Hill Elementary  
Hourly Rate: \$11.00

**9. Temporary ITEC Interns for the Summer of the 2009-10 School Year**

- | <b>Name</b>           | <b>Appointment</b>  |
|-----------------------|---|
| a. Cassar, Lawrence   | Temporary Summer Intern - ITEC<br>Hourly Rate: \$8.00<br>Effective Date: on or about June 21, 2010<br>End Date: on or about August 25, 2010 |
| b. Rodriguez, Brianna | Temporary Summer Intern - ITEC<br>Hourly Rate: \$8.00<br>Effective Date: on or about June 21, 2010<br>End Date: on or about August 25, 2010 |
| c. Stephens, Thomas   | Temporary Summer Intern - ITEC<br>Hourly Rate: \$8.00<br>Effective Date: on or about June 21, 2010<br>End Date: on or about August 25, 2010 |

**10. Temporary Maintenance Workers for the Summer of the 2009-10 School Year**

- | <b>Name</b>            | <b>Appointment</b>   |
|------------------------|--|
| a. Fylstra, Stephen J. | Temporary Summer Maintenance Worker<br>Hourly Rate: \$9.40<br>Effective Date: June 21, 2010<br>End Date: on or about August 27, 2010 |
| b. Hirsch, Matthew     | Temporary Summer Maintenance Worker<br>Hourly Rate: \$9.40<br>Effective Date: June 21, 2010<br>End Date: on or about August 27, 2010 |
| c. Kelly, James        | Temporary Summer Maintenance Worker<br>Hourly Rate: \$9.40<br>Effective Date: June 21, 2010<br>End Date: on or about August 27, 2010 |
| d. Miller, Brett       | Temporary Summer Maintenance Worker<br>Hourly Rate: \$9.40<br>Effective Date: June 21, 2010<br>End Date: on or about August 27, 2010 |
| Strunk, Harold         | Temporary Summer Maintenance Worker<br>Hourly Rate: \$9.40<br>Effective Date: June 21, 2010<br>End Date: on or about August 27, 2010 |

**11. Substitute Appointments**

Name	Position(s)
a. Bellis, Sean	Instructional Aide
b. Careri, William	Custodian, Security Guard
c. Mackay, Sherliene	Instructional Aide
d. Maldonado, Laila	Cafeteria Aide, Cafeteria Worker
e. Patrick, Lauren	Instructional Aide
f. Wetklow, Tracy	Custodian

**D. Support Staff - Substitute Support Pay Rates for the 2010-2011 Fiscal Year**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the substitute support pay rates for the 2010-2011 fiscal year as follows. Motion was seconded by Audrey Hocker and carried unanimously, 7-0.

Position	Per Hour
Bus Driver	\$12.50
Cafeteria Aide	\$ 8.00
Cafeteria Worker	\$ 8.00
Crossing Guard	\$ 8.25
Custodian	\$ 9.75
Health Room Assistant Nurse	\$ 9.50
Instructional Aide	\$ 9.00
Maintenance I Worker	\$10.50

Position	Per Hour
Media I Worker	\$11.00
School Police Officer	\$12.00
Secretary	\$ 9.50
Security Guard	\$10.00
Student Hall Monitor	\$ 7.50
Student Helper	\$ 8.00
Study Hall Monitor	\$ 7.50

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

**ACTION BY THE BOARD:**

Motion was made by Audrey Hocker to approve the following support staff hourly salary compensations for the 2010-2011 fiscal year in accordance with the 2006-2011 contractual agreement with the East Stroudsburg Area Education Support Professional Association. Motion was seconded by William Searfoss and carried unanimously, 7-0.

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

	Last Name	First Name	Hours	Step	2010-11
1.	Ahulm, Sr.	Edwin	(8 hour)	8	\$21.62
2.	Almodovar	Matilde	(8 hour)	2	\$14.38
3.	Alpaugh	Judy	(6 hour)	4	\$15.30
4.	Asplint	George	(8 hour)	4	\$16.10
5.	Bader	Vicky	(8 hour)	5	\$17.66
6.	Bertola II	Francis	(6 hour)	1	\$13.74
7.	Blaha	Timothy	(6 hour)	1	\$13.74
8.	Boyle	Cecilia	(6 hour)	1	\$13.74
9.	Brenner	Michael	(6 hour)	1	\$13.74
10.	Buckley	Thomas	(8 hour)	9	\$24.30
11.	Bussiere	Joseph	(6 hour)	1	\$13.74
12.	Byrne	George	(6 hour)	1	\$13.06
13.	Camara	Trindade	(8 hour)	4	\$16.10
14.	Cavanaugh	Lorraine	(8 hour)	4	\$16.10
15.	Cestone	Victor	(8 hour)	2	\$14.38
16.	Cole	Christie	(6 hour)	1	\$13.74
17.	Cole	Marie	(8 hour)	7	\$19.59
18.	Conklin	Cheryl	(6 hour)	3	\$14.97
19.	Counterman, Sr.	Boyd	(8 hour)	11	\$27.70

20.	Cron	Wanda	(6 hour)	1	\$13.74
21.	Curras	Odette	(6 hour)	4	\$15.30
22.	Dalfol	Nilo	(6 hour)	1	\$13.74
23.	Daly-Rispin	Mary	(6 hour)	1	\$13.74
24.	Delgado	Vivianna	(8 hour)	1	\$13.74
25.	Dildine	Vincent	(8 hour)	11	\$27.70
26.	Dymond	Larry	(8 hour)	4	\$16.10
27.	Dymond	Patricia	(8 hour)	3	\$14.97
28.	Eberly	Jennifer	(8 hour)	2	\$13.67
29.	Echevarria	Wanda	(6 hour)	1	\$13.74
30.	Fahl	Sharon	(6 hour)	5	\$16.78
31.	Fiorot	Linda	(6 hour)	1	\$13.74
32.	Fisher	James	(6 hour)	1	\$13.74
33.	Foppiano	Maria	(6 hour)	1	\$13.74
34.	Fuchs	Tammy	(6 hour)	3	\$14.97
35.	Fylstra	Stephen	(8 hour)	5	\$17.66
36.	Gaggero	Janet	(6 hour)	2	\$14.38
37.	Gallo	Vincent	(6 hour)	1	\$13.74
38.	Galunic	Victor	(8 hour)	5	\$17.66
39.	Galvan	Doriann	(6 hour)	3	\$14.97
40.	Gargan	Michael	(8 hour)	2	\$14.38
41.	Gawlik	Irena	(6 hour)	2	\$14.38
42.	George	Thomas	(8 hour)	7	\$19.59
43.	Giannolla	Janice	(8 hour)	4	\$16.10
44.	Gonzales	Jesse	(6 hour)	1	\$13.74
45.	Graceffa	Tammy	(8 hour)	1	\$13.74
46.	Gramberg	Karen	(6 hour)	2	\$14.38
47.	Graver	Clifford	(8 hour)	5	\$17.66
48.	Graver	Melinda	(8 hour)	5	\$17.66
49.	Greenway	Teresa	(6 hour)	1	\$13.06
50.	Grotz	Maureen	(6 hour)	1	\$13.74
51.	Hamilton	Crystal	(8 hour)	5	\$17.66
52.	Harris	Jimmie	(8 hour)	1	\$13.74
53.	Hayes	Denise	(8 hour)	8	\$21.62
54.	Hendel	Marianne	(6 hour)	3	\$14.97
55.	Hendel	Thomas	(8 hour)	8	\$21.62
56.	Hoover	Jere	(6 hour)	2	\$14.38
57.	Horne Jr	Phillip	(8 hour)	2	\$14.38
58.	Huck	Nona	(8 hour)	1	\$13.74
59.	Johnson	Annie	(8 hour)	4	\$16.10
60.	Johnston	James	(8 hour)	3	\$14.97
61.	Kishbaugh	Constance	(8 hour)	4	\$16.10
62.	Knight	Celestine	(6 hour)	1	\$13.74
63.	Knitter	Jefferey	(6 hour)	2	\$14.38
64.	Kresge	Judy	(8 hour)	9	\$24.30
65.	Kurtz	Ninette	(6 hour)	2	\$14.38
66.	LeBar	Edward	(8 hour)	9	\$24.30
67.	Lloyd	Charles	(6 hour)	4	\$16.10
68.	Lynch	Linda	(8 hour)	5	\$17.66
69.	Lyons	Scott	(6 hour)	1	\$13.74
70.	Madison	Dale	(8 hour)	10	\$25.92
71.	Medina	Edwin	(8 hour)	2	\$14.38
72.	Miller	Linda	(6 hour)	9	\$24.30

73.	Molloy	Nannette	(8 hour)	2	\$14.38
74.	Muti	Paula	(6 hour)	7	\$19.59
75.	Nelson	Joseph	(6 hour)	1	\$13.74
76.	Nevil	Jacqueline	(8 hour)	9	\$24.30
77.	Ogg	Brian	(8 hour)	8	\$21.62
78.	O'Grady	Joseph	(6 hour)	3	\$14.97
79.	O'Keefe	Allan	(6 hour)	1	\$13.74
80.	Ortiz	Michelle	(6 hour)	1	\$13.74
81.	Parke	Tina	(8 hour)	5	\$17.66
82.	Pomara	Denise	(8 hour)	3	\$14.97
83.	Pope	Angela	(6 hour)	1	\$13.06
84.	Poplawski	Robert	(6 hour)	1	\$13.74
85.	Presco	Debra	(6 hour)	6	\$18.49
86.	Radick	Kirk	(8 hour)	7	\$19.59
87.	Reish	Lawrence	(6 hour)	1	\$13.74
88.	Roberts	Elaine	(8 hour)	5	\$17.66
89.	Rocheny	Patricia	(6 hour)	1	\$13.74
90.	Rodriguez	Bernadette	(6 hour)	2	\$14.38
91.	Rogers	Charlene	(8 hour)	5	\$16.78
92.	Rogers	Paul	(8 hour)	4	\$16.10
93.	Romeo	Melissa	(6 hour)	1	\$11.79
94.	Scarnecchia	Nancy	(8 hour)	4	\$16.10
95.	Seeley	Ralph	(6 hour)	1	\$13.74
96.	Sierra	Therese	(6 hour)	1	\$13.74
97.	Siska	Charlene	(8 hour)	7	\$19.59
98.	Soto	Lourdes	(6 hour)	3	\$14.97
99.	Sotomayor	Angel	(8 hour)	9	\$24.30
100.	Spiotta	Anthony	(6 hour)	6	\$18.49
101.	Stang	Jennene	(8 hour)	1	\$13.74
102.	Steimer	Cheryl	(6 hour)	4	\$16.10
103.	Stocker	Scott	(6 hour)	1	\$13.06
104.	Stofik	Kevin	(6 hour)	3	\$14.97
105.	Strunk	Geraldine	(8 hour)	4	\$16.10
106.	Strunk, Jr.	Harold	(8 hour)	4	\$16.10
107.	Tallada	Royd	(6 hour)	5	\$17.66
108.	Thomas	Glenn	(8 hour)	3	\$14.97
109.	Titus	Lori	(8 hour)	3	\$14.97
110.	Turner	Cory	(8 hour)	10	\$25.92
111.	Turner	Sandra	(8 hour)	7	\$19.59
112.	Vieira	Ricardo	(6 hour)	1	\$13.74
113.	Vinti	Virginia	(6 hour)	2	\$14.38
114.	Warlix	Kathy	(8 hour)	1	\$13.74
115.	Watkins	Virginia	(6 hour)	1	\$13.74
116.	Wells	Barbara	(8 hour)	4	\$16.10
117.	Whittaker	Deborah	(6 hour)	1	\$13.74
118.	Whittaker	Dora	(8 hour)	1	\$13.74
119.	Wilczewski	Bogdan	(6 hour)	1	\$13.74
120.	Wolfe	Ellen	(6 hour)	4	\$16.10
121.	Wood	Dorothy	(8 hour)	4	\$16.10



**2. Business Office Personnel – Salary Compensation for the 2010-2011 Fiscal Year**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Classification</b>	<b>Step</b>	<b>2010-11</b>
1.	Burch	Sonya	Bookkeeper I	BOP II	1	\$15.32
2.	Cassieri	Donna Marie	Bookkeeper I	BOP II	3	\$16.63
3.	Kelly	Diane	Accountant	BOP III	3	\$20.63
4.	Kroll	Kathy	Tax clerk	BOP III	4	\$23.54
5.	Maximenko	Brenda	Payroll clerk	BOP II	1	\$15.32
6.	Nicolais	Elizabeth	Secretary	BOP I	2	\$15.13
7.	Nietz	Deborah	Payroll clerk	BOP II	3	\$16.63
8.	Rosado	John	Accounts payable	BOP II	2	\$16.13
9.	Schnaitman	Jennifer	Benefits clerk	BOP II	2	\$16.13
10.	Schroeder	Cynthia	Accounts payable	BOP II	2	\$16.13
11.	Trainer	Robin	Purchasing/inventory (.6, part-time)	BOP III	2	\$20.49
12.	Vitulli	Susan	Payroll clerk	BOP II	3	\$16.63
13.	Wade	Jessica	Secretary	BOP I	2	\$15.13
14.	Wescott	Jeanne	Bookkeeper II (.5, part-time)	BOP III	5	\$27.93

**3. Cafeteria Aides (part-time) – Salary Compensation for the 2010-2011 Fiscal Year**

	<b>Last Name</b>	<b>First Name</b>	<b>Location</b>	<b>Step</b>	<b>2010-11</b>
1.	Baliatico	Eileen	Bushkill Elementary School	1	\$10.53
2.	Barvig	Eileen	East Stroudsburg Elementary School	1	\$10.53
3.	Blackmore	Helen	J. T. Lambert Intermediate School	4	\$13.24
4.	Brazdzionis	Araceli	Middle Smithfield Elementary School	1	\$10.53
5.	Caputo-Cottone	Linda	Middle Smithfield Elementary School	1	\$10.53
6.	Deacon	Sandra	Lehman Intermediate School	3	\$11.80
7.	Eriksen	Judy	J. T. Lambert Intermediate School	1	\$10.53
8.	Hetner	Theresa	Resica Elementary School	1	\$10.53
9.	Hezel	Deborah	J. T. Lambert Intermediate School	4	\$13.24
10.	Hudon	Donna	Resica Elementary School	1	\$10.53
11.	Jacoby	Eileen	High School South	1	\$10.53
12.	Kakakios	Carmen	Middle Smithfield Elementary School	1	\$10.53
13.	Kulyeshie	Deborah	High School North	1	\$10.53
14.	Kump	Lucia	East Stroudsburg Elementary School	1	\$10.53
15.	Lynn	Ann Marie	Smithfield Elementary School	4	\$13.24
16.	Mallalieu	Diane	High School South	6	\$16.51
17.	Miller	Carol	J. M. Hill Elementary School	7	\$18.85
18.	Monke	Marion	High School South	2	\$11.02
19.	Montague	Margaret	Lehman Intermediate School	5	\$14.17
20.	Nestor	Susan	High School North	1	\$10.53
21.	Nigro	Kathy	Smithfield Elementary School	4	\$13.24
22.	Nubile	Linda	Resica Elementary School	3	\$11.80
23.	Orley	James	High School South	6	\$16.51
24.	Osoria	Aurea	Lehman Intermediate School	3	\$11.80
25.	Paolucci	Lucy	Middle Smithfield Elementary School	1	\$10.53
26.	Pappas	Plato	High School North	3	\$11.80
27.	Schuon	Kelly	High School North	2	\$11.02
28.	Skidmore	Rose	J. M. Hill Elementary School	4	\$13.24
29.	Stumpp	Rhonda	J. T. Lambert Intermediate School	1	\$10.53
30.	Vitale	Diane	Resica Elementary School	3	\$11.80
31.	Wetklow	Tracy	Bushkill Elementary School	1	\$10.53
32.	Williams	Vivian	East Stroudsburg Elementary School	1	\$10.53

4. Cafeteria Workers – Salary Compensation for the 2010-2011 Fiscal Year

	Last Name	First Name	Location	p/t or f/t	Cook	Step	2010-11 Base Rate
1.	Anderson	Dawn	North Campus	(part-time)		2	\$11.17
2.	Bogart	Freda	Bushkill Elementary School	(full-time)	(Cook*)	5	\$14.61
3.	Bonser	Janie	J. T. Lambert Intermediate	(part-time)		1	\$10.67
4.	Bunnell	Joann	Resica Elementary School	(full-time)	(Cook*)	4	\$12.59
5.	Butler	Jennifer	J. T. Lambert Intermediate	(part-time)		1	\$10.67
6.	Carmel	Lisa	North Campus	(part-time)		3	\$11.87
7.	Carmel	Maureen	Resica Elementary School	(full-time)		3	\$11.87
8.	Casals	Jennifer	North Campus	(part-time)		1	\$10.67
9.	Cawley	Nina	East Stroudsburg Elementary	(full-time)		4	\$12.59
10.	Cioffi	Maureen	Resica Elementary School	(part-time)		1	\$10.67
11.	Cuff	Lena	East Stroudsburg Elementary	(part-time)		1	\$10.67
12.	Dekmar	Bonnie	J. T. Lambert Intermediate	(full-time)		4	\$12.59
13.	Fields	Sharon	North Campus	(full-time)		3	\$11.87
14.	Foley	Cindy	High School South	(full-time)		4	\$12.59
15.	Francis	Yolanda	High School South	(part-time)		1	\$10.67
16.	Gallagher	Cathy	East Stroudsburg Elementary	(part-time)		1	\$10.67
17.	Goff-Deigert	Debra	North Campus	(part-time)		1	\$10.67
18.	Halterman	Grace	Middle Smithfield Elementary	(full-time)		4	\$12.59
19.	Harlander	Janette	High School South	(full-time)		4	\$12.59
20.	Hicks	Donna	East Stroudsburg Elementary	(part-time)		1	\$10.67
21.	Hirsch	Karen	J. T. Lambert Intermediate	(part-time)		1	\$10.67
22.	Jensen	Diane	North Campus	(full-time)		4	\$11.96
23.	Jesus	Carmen	North Campus	(part-time)		2	\$11.17
24.	Jezowski	Alicja	North Campus	(full-time)		4	\$12.59
25.	Johnson	Kay	High School South	(part-time)		3	\$11.87
26.	Joyce	Diane	Bushkill Elementary School	(part-time)		1	\$10.67
27.	Kleiner	Bonnie	North Campus	(part-time)		3	\$11.87
28.	Krueger	Rosanne	J. T. Lambert Intermediate	(full-time)	(Cook*)	4	\$12.59
29.	Lapping	Eileen	High School South	(part-time)		1	\$10.67
30.	Lapping	Sarah	J. T. Lambert Intermediate	(full-time)		1	\$10.67
31.	Litts	Anne	North Campus	(full-time)		4	\$12.59
32.	Litts	Lorrie	Smithfield Elementary School	(full-time)	(Cook)*	4	\$12.59
33.	Lugo	Catherine	High School South	(part-time)		1	\$10.67
34.	Marasco	Amy	East Stroudsburg Elementary	(full-time)	(Cook)*	1	\$10.67
35.	Martinez	Dianne	North Campus	(part-time)		3	\$11.87
36.	Marx	Renee	North Campus	(part-time)		1	\$10.67
37.	Masucci	Christina	J. T. Lambert Intermediate	(part-time)		1	\$10.67
38.	Mayo	Eileen	North Campus	(part-time)		1	\$10.67
39.	McMickle	Attiche	North Campus	(part-time)		2	\$11.17
40.	McPherson	Susan	North Campus	(part-time)		1	\$10.67
41.	Medina	Angela	North Campus	(part-time)		3	\$11.87
42.	Miller	Patricia	High School South	(full-time)	(Cook*)	6	\$18.79
43.	Mora	Nellie	Bushkill Elementary School	(part-time)		1	\$10.67
44.	Moran	Young	North Campus	(part-time)		3	\$11.87
45.	Neglia	Rose Marie	High School South	(full-time)		4	\$12.59
46.	Obara	Domenica	J. T. Lambert Intermediate	(part-time)		1	\$10.67
47.	Okurowski	Mary Alice	North Campus	(part-time)		3	\$11.87
48.	Orlando	Barbara	J. T. Lambert Intermediate	(full-time)		4	\$12.59
49.	Reyes	MaryEllen	North Campus	(full-time)		4	\$12.59
50.	Rodriguez	Deborah	North Campus	(full-time)	(Cook)*	1	\$10.67

51.	Rogalinski	Kathleen	Resica Elementary School	(part-time)		2	\$11.17
52.	Rose	Jennifer	Middle Smithfield Elementary	(part-time)		1	\$10.67
53.	Safin	Sheri	J. M. Hill Elementary School	(full-time)		3	\$11.87
54.	Sargent	Veronica	East Stroudsburg Elementary	(part-time)		1	\$10.67
55.	Scalercio	Susan	High School South	(full-time)		4	\$12.59
56.	Schmidt	Diane	J. T. Lambert Intermediate	(part-time)		1	\$10.67
57.	Searfoss	Barbara	J. T. Lambert Intermediate	(full-time)	(Cook*)	4	\$12.59
58.	Shamey	Carol	Middle Smithfield Elementary	(part-time)		4	\$12.59
59.	Smith	Eileen	Middle Smithfield Elementary	(full-time)	(Cook*)	2	\$11.17
60.	Stasolla	Deborah	North Campus	(part-time)		3	\$11.87
61.	Stockman	Susan	High School South	(part-time)		1	\$10.67
62.	Tumminello	Tracy	Smithfield Elementary School	(full-time)		4	\$12.59
63.	Ullo	Janet	Bushkill Elementary School	(full-time)		6	\$18.79
64.	Van Why	Rose	High School South	(full-time)	(Cook*)	3	\$11.87
65.	Van Why	Susan	J. M. Hill Elementary School	(part-time)		4	\$12.59

\*The differential for Cooks is an additional \$1.50/per hour.

### 5. Custodians – Salary Compensation for the 2010-2011 Fiscal Year

	Last Name	First Name	Location	Shift	Step	2010-11 Base Rate
1.	Altemose	Dale	High School South (custodian/receiving)	1st shift	4	\$14.07
2.	Archond	Peter	J. T. Lambert Campus	3rd shift	6	\$15.60
3.	Bachelor	Lorne	North Campus (Tues-Sat)	2nd shift	1	\$12.73
4.	Bartron	Barry	High School South	2nd shift	6	\$15.60
5.	Bass	James	Resica Elementary School	1st shift	6	\$15.60
6.	Bell	Morris	High School South	3rd shift	1	\$12.73
7.	Bellis	Jonathan	Bushkill Elementary School	2nd shift	1	\$12.73
8.	Bender	Elaine	High School South	1st shift	5	\$11.97
9.	Benfield	David	North Campus	3rd shift	6	\$15.60
10.	Bentzoni	Kyle	Middle Smithfield Elementary School	1st shift	6	\$15.60
11.	Cardillo	Gerard	Middle Smithfield Elementary School	2nd shift	6	\$15.60
12.	Circelli	Mark	J. M. Hill Elementary School	2nd shift	6	\$15.60
13.	Coon	Melvyn	North Campus	3rd shift	1	\$12.73
14.	Cross	Donald	High School South	3rd shift	6	\$15.60
15.	Darlington	Thomas	High School South (cafeteria)	1st shift	10	\$24.07
16.	Darlington	Kent (Harry)	J. M. Hill Elementary School	1st shift	7	\$16.78
17.	Del Guercio	Anthony	Middle Smithfield Elementary School	1st shift	6	\$15.60
18.	Doyle	John	North Campus	1st shift	7	\$16.78
19.	Feal	Joseph	High School South	1st shift	4	\$14.07
20.	Figueroa	Anthony	North Campus	2nd shift	6	\$15.60
21.	Fuzio	Antonio	Resica Elementary School	2nd shift	6	\$15.60
22.	Gannon	Michael	North Campus	3rd shift	1	\$12.73
23.	Garris	Steven	High School South	2nd shift	8	\$18.80
24.	Garris	Robert D.	North Campus (receiving)	1st shift	6	\$15.60
25.	Garris	Richard	North Campus (Tuesday-Saturday)	1st shift	2	\$13.32
26.	Garris	Randy	Smithfield Elementary School	1st shift	9	\$20.47
27.	Gatpo	Wilma	J. T. Lambert Campus	2nd shift	5	\$14.69
28.	Ginlack	Willie	East Stroudsburg Elementary School	1st shift	1	\$12.73
29.	Goeller	Robert	J. T. Lambert Campus	2nd shift	6	\$15.60
30.	Gomez	Charles	High School South	2nd shift	6	\$15.60
31.	Gomez	Brenda	Resica Elementary School (part-time)	2nd shift	2	\$13.32
32.	Goodridge	Marcia	East Stroudsburg Elementary School	2nd shift	1	\$12.73
33.	Grodzki	John	North Campus	3rd shift	5	\$14.69

34.	Halker	Donald	High School South	1st shift	1	\$12.73
35.	Houghtaling	Richard	J. T. Lambert Campus (cafeteria)	1st shift	6	\$15.60
36.	Johnson	Todd	High School South	2nd shift	1	\$12.73
37.	Johnson	Robert	J. M. Hill Elementary School	2nd shift	1	\$12.73
38.	Jones	Thomas	Resica Elementary School	2nd shift	6	\$15.60
39.	Justiniano	Edward	East Stroudsburg Elementary School	1st shift	1	\$12.09
40.	Kofel	John	J. T. Lambert Campus	1st shift	7	\$16.78
41.	Kohler	Kathleen	North Campus	1st shift	6	\$15.60
42.	Kraeber	Steven	High School South	3rd shift	1	\$12.73
43.	Kraeber	Jeanie	Middle Smithfield Elementary School	2nd shift	1	\$12.73
44.	Lassiter	Wayne	North Campus	2nd shift	6	\$15.60
45.	Liatto	Cheryl	North Campus	3rd shift	1	\$12.73
46.	Liatto	Joseph	North Campus	3rd shift	1	\$12.73
47.	Miller	Donald	High School South	3rd shift	5	\$14.69
48.	Miller	Thomas	High School South	3rd shift	1	\$12.73
49.	Montalvo	Eric	J. T. Lambert Campus	2nd shift	6	\$14.79
50.	Montuori	Jason	Bushkill Elementary School	1st shift	6	\$15.60
51.	Nannery	William	Middle Smithfield Elementary School	2nd shift	1	\$12.73
52.	Olson	Carl	J. T. Lambert Campus	3rd shift	5	\$14.69
53.	Paflitzko	Thomas	North Campus	2nd shift	1	\$12.73
54.	Parton	Matthew	J. M. Hill Elementary School	2nd shift	1	\$12.73
55.	Philhower	Kyle	J. T. Lambert Intermediate School	3rd shift	1	\$12.73
56.	Picciotti	Theodore	Smithfield Elementary School	2nd shift	9	\$20.47
57.	Prothro	Clotelda	North Campus	2nd shift	1	\$12.73
58.	Prothro	Robert	North Campus	1st shift	1	\$12.73
59.	Renna	Domenick	High School South	1st shift	8	\$18.80
60.	Rivera Jr	Ruben	High School South	3rd shift	2	\$13.32
61.	Romanowski	Joseph	North Campus	2nd shift	4	\$13.34
62.	Rosado II	John	East Stroudsburg Elementary School	2nd shift	1	\$12.73
63.	Santiago	George	High School South	2nd shift	6	\$15.60
64.	Sargent	Edward	J. T. Lambert Campus	1st shift	6	\$14.79
65.	Schoonover	Jonathan	Bushkill Elementary School	2nd shift	6	\$15.60
66.	Shoemaker	Michael	North Campus	3rd shift	5	\$14.69
67.	Siptroth	Kenneth	Smithfield Elementary School	2nd shift	1	\$12.73
68.	Smith	David	Bushkill Elementary School (.5 part-time)	2nd shift	1	\$12.73
69.	Smith	Thomas	Smithfield Elementary School	2nd shift	6	\$15.60
70.	Smith-Fuller	Yolanda	North Campus	2nd shift	6	\$15.60
71.	Spannagel	Edward	East Stroudsburg Elementary School	2nd shift	1	\$12.73
72.	Suarez	Nicholas	Resica Elementary School	2nd shift	1	\$12.73
73.	Taybron	Jerry	Middle Smithfield Elementary School	2nd shift	1	\$12.73
74.	Temple	Jeffrey	J. T. Lambert Campus	1st shift	1	\$12.73
75.	Transue	Scott	North Campus	2nd shift	1	\$12.73
76.	Tyree	Otis	High School South	3rd shift	1	\$12.73
77.	Van Why	Scott	High School South (cafeteria/courier)	1st shift	1	\$12.73
78.	VanSolkema	Gerrit	J. T. Lambert Campus (through 7/30/10)	2nd shift	7	\$16.78
79.	Velez	Mildred	Bushkill Elementary School	2nd shift	1	\$12.73
80.	Velez	Arquelio	North Campus (cafeteria)	1st shift	5	\$14.69
81.	Vinson	James	Resica Elementary (through 7/31/10)	2nd shift	6	\$15.60
82.	Willette	Daniel	East Stroudsburg Elementary School	1st shift	1	\$12.73

**Shift differentials:**  
**2<sup>nd</sup> shift - \$0.40/per hour**  
**3<sup>rd</sup> shift - \$0.50/per hour**

**6. Health Room Assistant Nurses – Salary Compensation for the 2010-2011 Fiscal Year**

	<b>Last Name</b>	<b>First Name</b>	<b>Location</b>	<b>Step</b>	<b>2010-11</b>
1.	Klammer	Evelyn	High School South	4	\$16.82
2.	Leeds	Dorothelee	Lehman Intermediate	2	\$15.19
3.	Nicholls	Rhonda	High School South	4	\$16.82
4.	Novotny	Barbara	North Campus	3	\$15.65
5.	Parrish	Kathleen	J. T. Lambert Intermediate School	5	\$21.79
6.	Viernstein	Dale	Itinerant (all elementary schools)	1	\$14.52

**7. Instructional Aides – Salary Compensation for the 2010-2011 Fiscal Year**

	<b>Last Name</b>	<b>First Name</b>	<b>Location</b>	<b>Position</b>	<b>Step</b>	<b>2010-11</b>
1.	Allen	Nichelle	High School North		1	\$13.97
2.	Ambrose	Joanne	Lehman Intermediate School		3	\$15.47
3.	Andrews	Julie	Lehman Intermediate School		1	\$13.97
4.	Aponte	Betty	Lehman Intermediate School		5	\$16.68
5.	Aquino	Evelyn	Lehman Intermediate School		1	\$13.97
6.	Banks	Anne	Smithfield Elementary School	(Reading)	3	\$15.47
7.	Barlieb	Mary	J. T. Lambert Intermediate School	(ISS)	5	\$16.68
8.	Bastian	Debra	Resica Elementary School		2	\$14.60
9.	Berardi	Ann Marie	Middle Smithfield Elementary School		3	\$15.47
10.	Bianchi	Mary	J. M. Hill Elem. (PA Accountability Grant)		1	\$13.97
11.	Bianchi	Elaine	East Stroudsburg & J. M. Hill Elementary	(Library)	5	\$16.68
12.	Biddulph	Arlene	Bushkill, Resica & Smithfield Elementary	(Library)	4	\$16.25
13.	Bigio	Camille	High School North	(Library)	5	\$16.68
14.	Billips	Mayla	East Stroudsburg Elementary School		5	\$16.68
15.	Bishow	Laurel	High School South (EAP Tutor Grant)		2	\$14.60
16.	Bogart	Jenny	High School South		4	\$16.25
17.	Botts	William	J. T. Lambert Intermediate School		2	\$14.60
18.	Branigan	Linda	High School North		5	\$16.68
19.	Cali	Barbara	Resica Elementary School		5	\$16.68
20.	Camaerei	Albert	High School South		5	\$16.68
21.	Capizzi	Deborah	J. M. Hill Elementary School	(Reading)	5	\$16.68
22.	Careri	Karin	Bushkill Elem. (PA Accountability Grant)		1	\$13.97
23.	Cavanaugh	Theresa	High School North		1	\$13.97
24.	Cepin	Marisol	High School North		5	\$16.68
25.	Connors	Patricia	High School South		5	\$16.68
26.	Conti	Ronda	High School South		1	\$13.97
27.	Costiera	Mary Jane	East Stroudsburg Elementary School		4	\$16.25
28.	Cuiffo	Helen	Lehman Intermediate School		5	\$16.68
29.	Dell'Orto	Roberta	J. T. Lambert Intermediate School		5	\$16.68
30.	Denico	Kristi	Middle Smithfield Elementary School	Reading	1	\$13.97
31.	Deuerlein	Alice	High School South		5	\$16.68
32.	DiCola	Michelle	J. T. Lambert Intermediate School		1	\$13.97
33.	Donegan	Siobhan	High School South		1	\$13.97
34.	Douglas	Patricia	Smithfield Elementary School		4	\$16.25
35.	Eilber	Ruthann	High School South	(Library)	3	\$15.47
36.	Fetherman	Jane	High School South		2	\$14.60
37.	Finver	Mary	Bushkill Elementary School		5	\$16.68
38.	Flaherty	Stephanie	Bushkill Elementary School	(Reading)	2	\$14.60
39.	Flotz	Patricia	High School North (EAP Tutor Grant)		1	\$13.97
40.	Fonash	Charlene	East Stroudsburg Elementary School	(Reading)	1	\$13.97
41.	Francis	Gail	Lehman Intermediate School		5	\$16.68

42.	Gabriel	Sheila	East Stroudsburg Elementary School		1	\$13.97
43.	Garcia	Gladys	East Stroudsburg Elementary School		5	\$16.68
44.	Garrity	Terri	Bushkill Elementary School		5	\$16.68
45.	Grant	Gail	Lehman Intermediate School		3	\$15.47
46.	Hall	Rebecca	High School North		1	\$13.97
47.	Hennings	Gina	J. M. Hill Elementary School		3	\$15.47
48.	Hernandez	Belinda	J. T. Lambert Intermediate School		3	\$15.47
49.	Hidalgo	JoAnn	High School North (EAP Tutor Grant)		1	\$13.97
50.	Horvath	Justine	High School South		2	\$14.60
51.	Houser	Douglas	J. M. Hill Elementary School		3	\$15.47
52.	Hudson	Claudette	High School South (EAP Tutor Grant)		2	\$14.60
53.	Illingworth	Sharon	J. T. Lambert Intermediate School		5	\$16.68
54.	Israel	Alicia	J. T. Lambert Intermediate School		2	\$14.60
55.	Jablonski	Alison	Bushkill Elementary School	(Reading)	5	\$16.68
56.	Jagger	Darlene	J. T. Lambert Intermediate School		5	\$16.68
57.	Johnson	Jo Ann	Middle Smithfield Elementary School	(Reading)	5	\$16.68
58.	Keesser	Bridget	Middle Smithfield Elementary School		1	\$13.97
59.	Kizer	Ann Marie	Middle Smithfield Elementary School		5	\$16.68
60.	Konitsky	Carol	J. T. Lambert Intermediate School		5	\$16.68
61.	Korculanic	Ginger	High School South		2	\$14.60
62.	Krumanoeker	Catherine	Bushkill Elementary School		2	\$13.87
63.	Kubrak	Rita	J. T. Lambert Intermediate School		5	\$16.68
64.	Leone	Pauline	Lehman Intermediate School	(Library)	1	\$13.97
65.	Lipe	Diane	J. T. Lambert Intermediate School	(Library)	5	\$16.68
66.	Malachowsky	Paul	High School North		1	\$13.97
67.	Malvagno	Catherine	Lehman Intermediate School		3	\$15.47
68.	Masi	Carol	J. M. Hill Elementary School		5	\$16.68
69.	Masonis	Laurel	J. T. Lambert Intermediate School		3	\$15.47
70.	Matthews	Ann	East Stroudsburg Elementary School		1	\$13.97
71.	McCue	Catherine	J. T. Lambert Intermediate (EAP Tutor Grant)		1	\$13.97
72.	McGee	Mary Ann	Resica Elementary School	(Reading)	5	\$16.68
73.	McGlynn	Mary Jane	Bushkill Elementary School		1	\$13.97
74.	McMahon	Beverly	High School South		2	\$14.60
75.	Melchiorre	Mariaelena	Middle Smithfield Elementary School		1	\$13.97
76.	Melvin	C. Millie	Lehman Intermediate School		2	\$14.60
77.	Mignosi	Lisa	Resica Elementary School		3	\$15.47
78.	Miller	Lorette	Lehman Intermediate School		1	\$13.97
79.	Miller	Lynda	Resica Elementary School		3	\$15.47
80.	Mitchell	Sarah	High School South (EAP Tutor Grant)		2	\$14.60
81.	Mondello	Patricia	High School North		2	\$14.60
82.	Morris	Gary	High School North (EAP Tutor Grant)		1	\$13.97
83.	Navas	Yesenia	Lehman Intermediate School		1	\$13.28
84.	Nigro	Christopher	Lehman Intermediate School		1	\$13.97
85.	Noia	Donna	Bushkill Elementary School		4	\$16.25
86.	O'Brien	Patricia	J. T. Lambert Intermediate School		5	\$16.68
87.	Orak	Linda	High School South		1	\$13.97
88.	Pacheco	Amy	Bushkill Elementary School		1	\$13.97
89.	Parkes	Jo	Smithfield Elementary School		1	\$13.97
90.	Pearson	Eileen	Lehman Intermediate School		5	\$16.68
91.	Peters	Karen	High School South		3	\$15.47
92.	Peters	Nancy	High School South		3	\$15.47
93.	Poloway	Mary	J. M. Hill Elementary School		2	\$14.60
94.	Prendergast	Frances	Lehman Intermediate School	(ISS)	3	\$15.47

95.	Rambone	Kelly	High School North		5	\$16.68
96.	Rivera	Nilsa	East Stroudsburg Elementary School		5	\$16.68
97.	Rosenberger	Janice	Resica Elementary School		5	\$16.68
98.	Roth	Susan	East Stroudsburg Elementary School	Reading	1	\$13.97
99.	Rourke	Jennifer	Resica Elementary School	(Reading)	5	\$16.68
100.	Rozsay	Marilyn	High School North		5	\$16.68
101.	Sanita	Sharon	Smithfield Elementary School		1	\$13.97
102.	Schram	Jessica	J. M. Hill Elementary School		1	\$13.97
103.	Schumann	Linda	J. T. Lambert Intermediate School		5	\$16.68
104.	Senior	Caren	Resica Elementary (PA Accountability Grant)		1	\$13.97
105.	Sherman	Diane	High School North		5	\$16.68
106.	Shukaitis	Sandra	High School South		2	\$14.60
107.	Sintes	Carmen	J. T. Lambert Intermediate School		5	\$15.84
108.	Slama	Susan	Middle Smithfield (PA Accountability Grant)		1	\$13.97
109.	Smith	Donna	High School South		3	\$15.47
110.	Snapp	Donna	High School South		3	\$15.47
111.	States-DelCane	Denise	Smithfield Elementary School		2	\$14.60
112.	Stevens	Miriam	High School North		1	\$13.97
113.	Sutton	Deanna	Smithfield Elementary School		3	\$15.47
114.	Thompson	Teresa	Resica Elementary School		1	\$13.97
115.	Toczykowski	Dorothy	Middle Smithfield Elementary School		5	\$16.68
116.	Treat	Janet	Lehman Intermediate School		3	\$15.47
117.	Tritto	JoAnn	Smithfield Elementary School		1	\$13.97
118.	Umphrey	Lisa	J. T. Lambert Intermediate School		5	\$16.68
119.	Varkanis	Samantha	Middle Smithfield Elementary School		1	\$13.28
120.	Vigorito	Brenda	High School North		1	\$13.97
121.	Weinstein	Lenard	High School South (EAP Tutor Grant)		2	\$14.60
122.	Wetklow	Nancy	Bushkill Elementary School		1	\$13.97
123.	Winkler	Mary	East Stroudsburg Elementary School	Reading	1	\$13.97
124.	Zacharias	Deborah	J. M. Hill Elementary School		2	\$14.60
125.	Zepeda	Carmen	J. T. Lambert Intermediate School		5	\$16.68

**8. Maintenance I and II Workers – Salary Compensation for the 2010-2011 Fiscal Year**

**Maintenance I Workers:**

	Last Name	First Name	Class	Shift	Step	2010-11 Base Rate
1.	Ems, Jr.	Douglas	(Class I)	(1st shift)	3	\$15.08
2.	Foppiano	John	(Class I)	(2nd shift)	1	\$12.93
3.	Iannia	Joseph	(Class I)	(1st shift)	2	\$13.60
4.	James	Darryl	(Class I)	(1st shift)	1	\$12.93
5.	Klein	Donald	(Class I)	(1st shift)	3	\$15.08
6.	Metzgar	Harold	(Class I)	(1st shift)	2	\$13.60
7.	Monik	Kevin	(Class I)	(1st shift)	1	\$12.93
8.	Sourwine	Arthur	(Class I)	(1st shift)	2	\$13.60
9.	Starkes	Alonzo	(Class I)	(1st shift)	3	\$15.08

**Shift differential: 2<sup>nd</sup> shift - \$0.40/per hour**

**Maintenance II Workers:**

	Last Name	First Name	Class	Shift	Step	2010-11 Base Rate
1.	Beam	Curtis	(Class II)	(2nd shift)	1	\$14.45
2.	Blackmore	Richard	(Class II)	(1st shift)	7	\$23.90
3.	Chiarello	James	(Class II)	(2nd shift)	5	\$18.26
4.	Counterman, Jr.	Boyd	(Class II)	(1st shift)	4	\$16.96
5.	Hafler	Douglas	(Class II)	(1st shift)	4	\$16.96

6.	Kleintop Jr.	Wilbert	(Class II)	(2nd shift)	3	\$16.52
7.	Lancaster	Kurt	(Class II)	(2nd shift)	4	\$16.96
8.	Marvin	Gary	(Class II)	(2nd shift)	5	\$18.26
9.	Pearson	Glenn	(Class II)	(2nd shift)	1	\$14.45
10.	Romansky	John	(Class II)	(1st shift)	6	\$19.27
11.	Szulborski	Bruce	(Class II)	(2nd shift)	3	\$16.52
12.	Young, Jr.	William	(Class II)	(1st shift)	4	\$16.96

**Shift differential: 2<sup>nd</sup> shift - \$0.40/per hour**

**9. Mechanics – Salary Compensation for the 2010-2011 Fiscal Year**

	Last Name	First Name	Class	Shift	Step	2010-11
1.	Fleming	Timothy	(Class II)	(1st shift)	2	\$17.09
2.	Hedgelon	William	(Class II)	(1st shift)	2	\$17.09
3.	Stocker	Harold	(Class II)	(1st shift)	1	\$16.33

**10. Media Technicians – Salary Compensation for the 2010-2011 Fiscal Year**

	Last Name	First Name	Position	Classification	Step	2010-11
1.	Biddulph	George	Administrative System Analyst	Media III	2	\$23.47
2.	Carbajal	Louis	ITEC Analyst	Media III	2	\$23.47
3.	Chamberlin	James	Administrative System Analyst	Media III	1	\$22.65
4.	Cooper	David	Network Analyst	Media III	1	\$22.65
5.	Fitzpatrick	Brad	Telecommunications System Analyst	Media III	3	\$26.36
6.	Hoffman	Nicholas	ITEC Analyst	Media II	1	\$20.22
7.	Lazor	Terry	Help Desk	Media I	1	\$19.64
8.	MacMahon	Gary	ITEC Analyst	Media III	1	\$22.65
9.	Malave	Edwin	Server Analyst	Media III	3	\$26.36
10.	Page	Manvel	Server Analyst	Media III	2	\$23.47
11.	Renna	John	ITEC Analyst	Media II	1	\$20.22
12.	Rodriguez	Robinson	ITEC Analyst	Media II	2	\$21.16
13.	Trojak	Oliver	Help Desk (2nd shift)	Media I	1	\$19.64
14.	Vitulli	William	ITEC Analyst	Media II	1	\$20.22

**11. Secretaries – Salary Compensation for the 2010-2011 Fiscal Year**

	Last Name	First Name	Building	Step	2010-11
1.	Antoni	Barbara	Lehman Intermediate School (Guidance)	3	\$13.84
2.	Arawjo	Karen	Middle Smithfield Elementary School	1	\$11.81
3.	Armitage	Susan	Administration Center (Special Education Department)	4	\$15.02
4.	Balmoos	Linda	Resica Elementary School	8	\$20.24
5.	Barnes	Joyce	High School South	3	\$13.84
6.	Bartlett	Carol	J. T. Lambert Intermediate School	1	\$11.81
7.	Behme	Beth	Lehman Intermediate School	2	\$12.87
8.	Borer	Robin	Administration Center (Special Education Department)	3	\$13.84
9.	Brown	Deborah	High School South (Athletic Office) (.5, part-time)	3	\$13.84
10.	Bush	Tracy	J. M. Hill Elementary School	1	\$11.81
11.	Carmeci	Dawn	Lehman Intermediate School	3	\$13.84
12.	Chamberlin	Annemarie	Administration Center (Special Education Department)	2	\$12.97
13.	Cirnigliaro	Rose	High School North (Guidance)	3	\$13.84
14.	Crowl	Maureen	Administration Center (Curriculum Office)	3	\$13.84
15.	Determan	Martha	J. T. Lambert Intermediate School (Cafeteria) (10 month, 7.5 hour)	3	\$13.84
16.	Dolinish	Kris	J. T. Lambert Intermediate School (Guidance)	8	\$20.24
17.	Dunn	Rita	Administration Center (Grants)	8	\$20.24



18.	Ecenbarger	Debra	High School South	1	\$11.81
19.	Frantz	Linda	East Stroudsburg Elementary School	5	\$16.02
20.	Heitz	Maria	Administration Center (ITEC Department)	1	\$11.81
21.	Horton	Marisela	Administration Center (Maintenance & Custodial Departments)	1	\$11.81
22.	Joffe	Kathaleen	High School South (Band Office) (part-time, 900 hour maximum)	2	\$12.87
23.	Johnson	Gail	High School North (Athletic Office)	3	\$13.84
24.	Kirk	Joyce	Middle Smithfield Elementary School	3	\$13.84
25.	Kirschner	Karen	High School South	2	\$12.87
26.	Klinge	Barbara	East Stroudsburg Elementary School (part-time, 900 hour maximum)	1	\$11.81
27.	Kolcun	Elizabeth	High School South (Athletic Office)	3	\$13.84
28.	Krueger	Jessie	J. M. Hill Elementary School	1	\$11.81
29.	Males	Linda	High School South	4	\$15.02
30.	Massaro	Ellen	High School North	2	\$12.87
31.	McGrath	Francine	High School North	1	\$11.81
32.	McKeown	Janice	Administration Center (Curriculum Office)	6	\$17.05
33.	Menditto	Marguerite	High School North	2	\$12.87
34.	Michaels	Kristine	Administration Center (Transportation Department)	7	\$18.71
35.	Nevin	Angela	Administration Center (Transportation Department) (part-time, 5 hours)	1	\$11.81
36.	Newberry	Jessica	Smithfield Elementary School	2	\$12.87
37.	North	Kathy	Resica Elementary School	3	\$13.84
38.	Raffa	Diane	Bushkill Elementary School	1	\$11.81
39.	Rivadeneira	Gloria	High School South (Guidance)	1	\$11.81
40.	Salmon	Lynn	High School South	3	\$13.84
41.	Schaal	Denise	Lehman Intermediate School	1	\$11.81
42.	Schnaitman	Dana	Bushkill Elementary School	1	\$11.81
43.	Sheats	Michele	East Stroudsburg Elementary School	1	\$11.81
44.	Simerson	Carol	High School North	2	\$12.87
45.	Snee	Tammy	High School South	3	\$13.84
46.	Snyder	Amy	Administration Center (Pupil Services)	4	\$15.02
47.	Sourwine	Judy	Administration Center (Transportation Department)	3	\$13.84
48.	Staples	Wanda	Smithfield Elementary School	9	\$20.96
49.	Varner	Lisa	J. T. Lambert Intermediate School	3	\$13.84
50.	Walck	Martha	J. T. Lambert Intermediate School	3	\$13.84
51.	Wisotsky	Debra	Administration Center (Special Projects)	2	\$12.87
52.	Wright	Patricia	High School North	3	\$13.84

**12. Student Helpers – Salary Compensation for the 2010-2011 Fiscal Year**

	<b>Last Name</b>	<b>First Name</b>	<b>Location</b>	<b>Step</b>	<b>2010-11</b>
1.	Aguiles	Amalia	Smithfield Elementary School	1	\$10.71
2.	Barbera	Raquel	Bushkill Elementary School	1	\$10.71
3.	Bartholomew	Kara	High School South	3	\$11.86
4.	Bianco	Ellen	J. M. Hill Elementary School	1	\$10.71
5.	Botke	Beth	Resica Elementary School	1	\$10.71
6.	Brome	Cianie	Lehman Intermediate School	1	\$10.71
7.	Brown	Tyeace	J. T. Lambert Intermediate School	1	\$10.71
8.	Butz	Connie	Resica Elementary School	1	\$10.71
9.	Calascibetta	JoAnn	Bushkill Elementary School	1	\$10.71
10.	Cali	Charlotte	Lehman Intermediate School	1	\$10.71
11.	Conway	Karen	Resica Elementary School	1	\$10.71

12.	Cramer	Leslie	Bushkill Elementary School	2	\$11.37
13.	Cruz	Lisa	High School North	1	\$10.71
14.	Dalia	Teresa	High School North	2	\$11.37
15.	Douse	Lillie	High School North	1	\$10.71
16.	Duval	Elvira	Lehman Intermediate School	2	\$11.37
17.	Eilers	Deborah	Smithfield Elementary School	1	\$10.71
18.	Finn	Kelly	Resica Elementary School	1	\$10.17
19.	Fish	Joy	East Stroudsburg Elementary School	2	\$11.37
20.	Flores	Marta	J. M. Hill Elementary School	1	\$10.71
21.	Frederick	Charissa	J. T. Lambert Intermediate School	1	\$10.71
22.	Giove	Miriam	Bushkill Elementary School	1	\$10.71
23.	Glinska	Izabella	East Stroudsburg Elementary School	1	\$10.71
24.	Hagmaier	Nancy	Bushkill Elementary School	1	\$10.71
25.	Harris	Marianne	East Stroudsburg Elementary School	2	\$11.37
26.	Henry	Judy	J. T. Lambert Intermediate School	2	\$11.37
27.	Hillegas	Deborah	Middle Smithfield Elementary School	1	\$10.71
28.	Hussein	Bibi	Resica Elementary School	1	\$10.71
29.	Imbert	Lisa	East Stroudsburg Elementary School	2	\$11.37
30.	Jenkins	Sandra	Lehman Intermediate School	1	\$10.71
31.	Johnson	Beverly	High School North	1	\$10.71
32.	Kallai	Eileen	High School North	1	\$10.71
33.	Lear	Debra	High School South	4	\$12.73
34.	LoCascio	Lina	Lehman Intermediate School	1	\$10.71
35.	Locke	Gina	Smithfield Elementary School	1	\$10.17
36.	McDermott	Amy	High School South	1	\$10.71
37.	Meduri	Nancy	Lehman Intermediate School	1	\$10.71
38.	Orenstein	Carol	East Stroudsburg Elementary School	5	\$13.19
39.	Ortiz	Gladys	High School South	3	\$11.86
40.	Palmer	Michelle	East Stroudsburg Elementary School	1	\$10.71
41.	Pardellas	Evelyn	Lehman Intermediate School	1	\$10.71
42.	Pavlovski	AnnaMarie	Bushkill Elementary School	1	\$10.71
43.	Perez	Wanda	J T Lambert Intermediate School	2	\$11.37
44.	Perry	Raymond	High School North	2	\$11.37
45.	Pesiri	Carmela	Middle Smithfield Elementary School	1	\$10.71
46.	Petrancosta	Linda	Middle Smithfield Elementary School	1	\$10.71
47.	Pettinato	Bernice	Middle Smithfield Elementary School	1	\$10.71
48.	Rue	Viola	High School South	4	\$12.73
49.	Savage	Nicole	High School South	2	\$11.37
50.	Schneebeli	Rachael	Bushkill Elementary School	1	\$10.71
51.	Sivertsen	Robin	East Stroudsburg Elementary School	1	\$10.71
52.	Smith	Melissa	J. M. Hill Elementary School	1	\$10.71
53.	Stitch	Melody	High School North	1	\$10.71
54.	Tonkin	Lisa	Lehman Intermediate School	5	\$13.19
55.	Totero	Stacy	High School South	5	\$13.19
56.	Valedofsky	Jennifer	J. T. Lambert Intermediate School	1	\$10.17
57.	Weiss	Donna	Resica Elementary School	1	\$10.71
58.	Wesselius	Kathleen	East Stroudsburg Elementary School	1	\$10.71
59.	Wilson	Robin	High School South	1	\$10.71

**13. Student Hall Monitors – Salary Compensation for the 2010-2011 Fiscal Year**

	<b>Last Name</b>	<b>First Name</b>	<b>Location</b>	<b>Step</b>	<b>2010-11</b>
1.	Barrett	Maureen	Resica Elementary School	1	\$10.05
2.	Beniamino	Robin	Bushkill Elementary School	1	\$10.05
3.	Clare	Linda	J. M. Hill Elementary School	1	\$10.05
4.	Dunleavy	Susan	High School North	1	\$10.05
5.	Mahon	Barbara	Middle Smithfield Elementary School	1	\$10.05
6.	Mertz	Susan	High School South	1	\$10.05
7.	Miller	Karen	Middle Smithfield Elementary School	1	\$10.05
8.	Pappas	Elizabeth	High School South	4	\$11.98
9.	Ponce de Leon	Yolanda	Lehman Intermediate School	1	\$10.05
10.	Vazquez	Daisy	East Stroudsburg Elementary School	1	\$10.05
11.	Williams	Wendy	J. T. Lambert Intermediate School	1	\$10.05

**14. Study Hall Monitors – Salary Compensation for the 2010-2011 Fiscal Year**

	<b>Last Name</b>	<b>First Name</b>	<b>Location</b>	<b>Step</b>	<b>2010-11</b>
1.	Furst	Pamela	High School South	2	\$10.94
2.	Rose	Tracy	High School South	1	\$10.05
3.	Soldo	Mindy	High School North	2	\$10.94

**F. Support Staff Salary Compensation for the 2010-2011 Fiscal Year – Non-Bargaining Unit**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the non-bargaining support staff salary compensation for the 2010-2011 Fiscal Year. Motion was seconded by William Searfoss and carried unanimously, 7-0.

**1. Crossing Guards (non-bargaining unit) – Salary Compensation for the 2010-2011 Fiscal Year**

	<b>Last Name</b>	<b>First Name</b>	<b>Step</b>	<b>2010-11</b>
1.	Dias	Patricia	2	\$11.37
2.	McKellick	Debora	1	\$10.71
3.	Orley	James	6	\$14.23
4.	Sochinsky	Dorothy	4	\$12.73
5.	Welter	Jean	7	\$15.06

**2. School Police Officers (non-bargaining unit) – Salary Compensation for the 2010-2011 Fiscal Year**

	<b>Last Name</b>	<b>First Name</b>	<b>Location</b>	<b>Shift</b>	<b>Step</b>	<b>2010-11 Base Rate</b>
1.	Coddington	Joseph A	District	(1 <sup>st</sup> shift, 12 month)	2	\$15.13
2.	Cullen	Thomas	District	(3 <sup>rd</sup> shift, 12 month)	2	\$15.13
3.	Czajkowski	Joseph	J. T. Lambert Intermediate	(1 <sup>st</sup> shift, 10 month)	5	\$18.26
4.	Fehrle	Richard	Lehman Intermediate	(1 <sup>st</sup> shift, 12 month)	1	\$14.45
5.	Feinberg	Terre	District	(2 <sup>nd</sup> and 3 <sup>rd</sup> shift, 12 month)	1	\$14.45
6.	Gouger	William	District	(2 <sup>nd</sup> shift, 12 month)	4	\$16.96
7.	Harvey	Patrick	High School North	(1 <sup>st</sup> shift, 12 month)	4	\$16.96
8.	Klinge	Albert	High School North	(1 <sup>st</sup> shift, 10 month)	4	\$16.96

**Shift differentials:**  
                                   2<sup>nd</sup> shift - \$0.40/per hour  
                                   3<sup>rd</sup> shift - \$0.50/per hour

3. Security Guards (non-bargaining unit) – Salary Compensation for the 2010-2011 Fiscal Year

	Last Name	First Name	Location	Shift	Step	2010-11 Base Rate
1.	Bryfogle	Linda	High School South	(1 <sup>st</sup> shift, 10 month)	3	\$15.08
2.	Cicccone	Judy	High School North	(1 <sup>st</sup> shift, 10 month)	3	\$15.08
3.	Coddington	Joseph	Lehman Intermediate	(1 <sup>st</sup> shift, 10 month)	3	\$15.08
4.	Famighetti Jr	Michael	High School North	(1 <sup>st</sup> shift, 10 month)	2	\$13.60
5.	Fetherman	John	High School South	(1 <sup>st</sup> shift, 10 month)	1	\$12.93
6.	Genovese	Patricia	High School North	(1 <sup>st</sup> shift, 10 month)	1	\$12.93
7.	Grant	William	J. T. Lambert Intermediate	(1 <sup>st</sup> shift, 10 month)	2	\$13.60
8.	Huffman	Brooke	J. T. Lambert Intermediate	(1 <sup>st</sup> shift, 10 month)	3	\$15.08
9.	Johnson	Robeen	J. T. Lambert Intermediate and High School South	(2 <sup>nd</sup> shift, 10 month)	1	\$12.93
10.	Livingston	Kenneth	Administration	(1 <sup>st</sup> shift, 12 month)	2	\$13.60
11.	Malvagno	Victor	Lehman Intermediate	(1 <sup>st</sup> shift, 10 month)	3	\$15.08
12.	Maye Jr	Riley	High School South	(1 <sup>st</sup> shift, 10 month)	1	\$12.93
13.	Moran	Donald	J. T. Lambert Intermediate	(1 <sup>st</sup> shift, 10 month)	4	\$16.25
14.	Palaia	Karen	High School South	(2 <sup>nd</sup> shift, 10 month)	1	\$12.93
15.	Parham	Hasana	High School South	(1 <sup>st</sup> shift, 10 month)	1	\$12.93
16.	Petersen	Alvin	High School South	(1 <sup>st</sup> shift, 10 month)	1	\$12.93
17.	Pietrofere	Maria	High School North	(1 <sup>st</sup> shift, 10 month)	2	\$13.60
18.	Santiago	Timothy	High School South	(1 <sup>st</sup> shift, 10 month)	1	\$12.93
19.	Sarer	Janet	Lehman Intermediate	(1 <sup>st</sup> shift, 10 month)	3	\$15.08
20.	Wells	Jacquelyn	High School North	(1 <sup>st</sup> shift, 10 month)	1	\$12.93

Shift differential: 2<sup>nd</sup> shift - \$0.40/per hour

G. Professional Staff

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the resignations, retirement, reassignments, leaves of absence and appointments to the professional staff designated, in accordance with the approved applicable policies, procedures [subject to proper completion of all necessary documents and obtaining all necessary positive clearances] and contractual agreement. Motion was seconded by William Searfoss and carried unanimously, 7-0.

1. Resignations

- | Name                  | Position Held   |
|-----------------------|---|
| a. Bock, Elizabeth    | Grade 3 teacher – East Stroudsburg Elementary<br>Effective Date: August 25, 2010        |
| b. Perdomo, Ulrike    | ESL teacher – High School North<br>Effective Date: August 25, 2010                      |
| c. Ruschman, Lisa     | Guidance Counselor - Lehman Intermediate<br>Effective Date: August 5, 2010              |
| d. Williamson, Maggie | Special Education teacher – East Stroudsburg Elementary<br>Effective Date: July 1, 2010 |

(See pages 51-54)

## 2. Retirement

Name	Position Held
a. Zimmerman, Janet (See page 55)	Kindergarten teacher – Smithfield Elementary Effective Date: at the end of the workday on June 16, 2010.

## 3. Reassignments – Regular

Name	Appointment
a. Clogg, Katye	From: Music (Instrumental) teacher – J. T. Lambert Intermediate To: Music (Instrumental) teacher – High School South Effective Date: August 26, 2010 Katye replaces Matthew Whitney who was reassigned.
b. Whitney, Matthew	From: Music (Instrumental) teacher – High School South To: Music (Instrumental) teacher – J. T. Lambert Intermediate Effective Date: August 26, 2010 Matthew replaces Katye Clogg who was reassigned.

## 4. Leave of Absence (Date Change) – In Accordance with School Board Policy #435 and Child Rearing Leave

Name	Position Held
a. Detrick, Karra	Art teacher – High School North Effective Date: January 4, 2010 Length of Leave now through: January 12, 2011

## 5. Leaves of Absence (Date Changes) – In Accordance with School Board Policy #435

Name	Position Held
a. English, Elizabeth	Grade 3 teacher - Bushkill Elementary Now Effective: April 12, 2010 Length of Leave: May 31, 2010
b. McKelvin, Wanda	Reading Specialist - High School North Effective: May 4, 2010 Length of Leave Now Through: end of the 2009-2010 school year.
c. Milasch-McIntyre, Jennifer	Special Education teacher - J. T. Lambert Intermediate Now Effective: June 1, 2010 Length of Leave: end of the 2009-2010 school year.
d. Piccotti, Stacy	Grade 5 teacher - Resica Elementary Now Effective: May 14, 2010 Length of Leave: end of the 2009-2010 school year.

## 6. Leaves of Absence – In Accordance with School Board Policy #435

Name	Position Held
a. Formica, Joseph	Guidance Counselor – High School South Effective Date: June 1, 2010 Length of Leave: end of the 2009-2010 school year.

- b. LeFevre, Nikolya Health & Physical Education teacher – High School South  
Effective Date: May 3, 2010  
Length of Leave: end of the 2009-2010 school year.

(Applications for Leaves of Absence received)

**7. Leaves of Absence – In Accordance with School Board Policy #435 and Child Rearing Leave**

- | <b>Name</b>          | <b>Position Held</b>   |
|----------------------|--|
| a. Donahue, Kimberly | Grade 5 teacher – Smithfield Elementary<br>Effective Date: August 26, 2010<br>Length of Leave: end of the 2010-2011 school year.             |
| b. Erb, Sandra       | Kindergarten teacher – Middle Smithfield Elementary<br>Effective Date: August 26, 2010<br>Length of Leave: end of the 2010-2011 school year. |

(Applications for Leaves of Absence received)

**8. Substitute Appointments**

- | <b>Name</b>         | <b>Certification</b>        |
|---------------------|-----------------------------|
| a. Deacon, Natalie  | Health & Physical Education |
| b. Puccetti, Jaclyn | Elementary                  |
| c. Young, Susan     | Elementary                  |

**H. Supplemental Days for the 2010-2011 Fiscal Year**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the following guidance counselors and special education consultants' additional supplemental days for the 2010-2011 Fiscal Year, effective July 1, 2010 through June 30, 2011. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

**1. Elementary Guidance Counselors**

	<b>Name</b>	<b>Supplemental Days</b>
a.	Dailey, Elizabeth	13 days
b.	Dollar-Krell, Beverly	13 days
c.	Fries, Sarah	13 days
d.	Meyers, Loriann	13 days
e.	Osmun, Jonathan	13 days
f.	Rovi, Lauren	13 days
g.	Shultz, Cathleen	13 days

**2. Intermediate Guidance Counselors**

	<b>Name</b>	<b>Supplemental Days</b>
a.	Christian, Cynthia	16 days
b.	Jones, Deborah	16 days
c.	Peeke, Lachlan	16 days
d.	Reichert, Eric	16 days

**3. High School Guidance Counselors**

	<b>Name</b>	<b>Supplemental Days</b>
a.	Dietz, Casandra	23 days
b.	Falbo, David	20 days
c.	Formica, Joseph	20 days
d.	Huffman, Carol	20 days
e.	Kerzner, Philip	20 days
f.	Kule, Jay	20 days

g.	Lavelle, Rosemary	20 days
h.	Mazzei, Elizabeth	20 days
i.	North, Alison	20 days
j.	Reichl, Jeffrey	20 days

4. **Special Education Consultants**

	Name	Supplemental Days
a.	Burke, Mary	20 days
b.	Hamilton, Gail	20 days
c.	Lee, Mary Katherine	20 days
d.	Morro, Sherry	20 days
e.	Murphy, Cheryl	20 days

I. **Professional Staff - Substitute Teacher/School Nurse Pay Rate for the 2010-2011 School Year**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the per diem substitute teacher/school nurse rate for the 2010-2011 school year as \$80.00 per day. After thirty (30) days of substituting in this capacity, the substitute teacher/school nurse will be eligible for a \$500.00 bonus. The thirty (30) days do not have to be consecutive and are calculated for time substituted within the 2010-2011 school year and will not carry over to subsequent school years. Motion was seconded by Audrey Hocker and carried unanimously, 7-0.

J. **On-line Summer School for the Summer of the 2009-2010 School Year**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the appointments **at no cost to the district** in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). These teaching positions are for the summer of the 2009-2010 school year. All rates are \$28.00 per hour up to 32 hours (not to exceed 32 hours). **Pending enrollment.** Motion was seconded by William Searfoss and carried unanimously, 7-0.

1. **Appointments for the Summer of the 2009-2010 School Year**

	Name	Subject
1.	DeLeon, Karla	Math – Algebra II
2.	Dobrowolski, Darrin	Math – Trigonometry &/or Statistics
3.	Espinoza, Marilyn	Math – Algebra &/or Geometry
4.	Panepinto, Carrie	Math – Geometry
5.	Szepietowski, Waldemar	Social Studies – World Studies II
6.	Szepietowski, Waldemar	Social Studies – American Studies I
7.	Szepietowski, Waldemar	Social Studies – World Studies I
8.	Szepietowski, Waldemar	Social Studies – American Studies II
9.	Yavorski, Jennifer	Environmental
10.	Soskil, Lori	Biology I
11.	Yavorski, Jennifer	Science – General Science
12.	Fisher, Marijo	Biology 11
13.	Hahn, Elizabeth	English 12
14.	Marmo, Jennifer	English 11
15.	Susic, Stacy	English 10
16.	Turner, Trish	English 9

**K. Summer Quick Start Kindergarten Program for the 2009-2010 School Year**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the appointments in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). These teaching positions are fully funded through the Title 1 Grant 2009-2010 "Summer Quick Start Kindergarten Program". All rates are \$28.00 per hour. Motion was seconded by Audrey Hocker and carried unanimously, 7-0.

**1. Appointments for Quick Start Instructors for the Summer of the 2009-2010 School Year**

	<b>Name</b>	<b>School</b>	<b>Amount</b>
1.	Christensen, Marie	Bushkill Elementary	24 hrs @ \$28.00 – Not to exceed \$672.00
2.	Casella, Lois	East Stroudsburg Elementary	24 hrs @ \$28.00 – Not to exceed \$672.00
3.	Leonard, Jacilyn	J. M. Hill Elementary	24 hrs @ \$28.00 – Not to exceed \$672.00
4.	Hewitt, Erin	Middle Smithfield Elementary	24 hrs @ \$28.00 – Not to exceed \$672.00
5.	Britton, Angela	Resica Elementary School	24 hrs @ \$28.00 – Not to exceed \$672.00
6.	McGovern, Theresa	Smithfield Elementary	24 hrs @ \$28.00 – Not to exceed \$672.00

**L. Summer Quick Start Kindergarten Program for the 2009-2010 School Year**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the appointments in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). These teaching positions are fully funded through the Title 1 Grant 2009-2010 "Summer Quick Start Parent Presentation Presenters". All rates are \$28.00 per hour. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

**1. Appointments for Quick Start Parent Presenters for the Summer of the 2009-2010 School Year**

	<b>Name</b>	<b>School</b>	<b>Amount</b>
1.	Jablonski, Allison	Bushkill Elementary School	12 hours @ \$28.00 = \$336.00 1 ½ hours training @ \$28.00 = \$42.00 Not to exceed \$378.00
2.	Aeillo, Katrina	East Stroudsburg Elementary School	12 hours @ \$28.00 = \$336.00 1 ½ hours training @ \$28.00 = \$42.00 Not to exceed \$378.00
3.	Hogan, Karin	J.M. Hill Elementary School	12 hours @ \$28.00 = \$336.00 1 ½ hours training @ \$28.00 = \$42.00 Not to exceed \$378.00
4.	Heeter, Patricia	Middle Smithfield Elementary School	12 hours @ \$28.00 = \$336.00 1 ½ hours training @ \$28.00 = \$42.00 Not to exceed \$378.00
5.	Byrne, Angela	Resica Elementary School	12 hours @ \$28.00 = \$336.00 1 ½ hours training @ \$28.00 = \$42.00 Not to exceed \$378.00
6.	Byrne, Angela	Smithfield Elementary School	12 hours @ \$28.00 = \$336.00 1 ½ hours training @ \$28.00 = \$42.00 Not to exceed \$378.00

**M. Summer Success Program for the 2009-2010 School Year**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the appointments in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). These teaching positions are fully funded through the Title 1 Grant 2009-2010 Summer Success Program. All rates are \$28.00 per hour. Motion was seconded by James Brunkard and carried unanimously, 7-0.



1. **Appointments for the Summer of the 2009-2010 School Year**

	<b>Name</b>	<b>School</b>	<b>Amount</b>
1.	Capizzi, Deborah	Bushkill Elementary	Substitute
2.	Flaherty, Stephanie	Bushkill Elementary	47.5 hours x \$28.00/hour = \$1,330.00
3.	Finley-Welsh, Susan	Bushkill Elementary	47.5 hours x \$28.00/hour = \$1,330.00
4.	Parrish, Jill	Bushkill Elementary	47.5 hours x \$28.00/hour = \$1,330.00
5.	DeHart, Theresa	J.M. Hill Elementary	47.5 hours x \$28.00/hour = \$1,330.00
6.	Hogan, Karin	J.M. Hill Elementary	47.5 hours x \$28.00/hour = \$1,330.00
7.	Schoenherr, Catherine	J.M. Hill Elementary	47.5 hours x \$28.00/hour = \$1,330.00
8.	Steakin, Susan	J.M. Hill Elementary	47.5 hours x \$28.00/hour = \$1,330.00
9.	Wescott, Shawn	J.M. Hill Elementary	47.5 hours x \$28.00/hour = \$1,330.00
10.	Winkler, Mary	J.M. Hill Elementary	47.5 hours x \$28.00/hour = \$1,330.00
11.	Crosswell, Hadiyah	Resica Elementary	47.5 hours x \$28.00/hour = \$1,330.00
12.	Heeter, Patricia	Resica Elementary	47.5 hours x \$28.00/hour = \$1,330.00
13.	Hegarty, Susan	Resica Elementary	47.5 hours x \$28.00/hour = \$1,330.00
14.	McGovern, Theresa	Resica Elementary	47.5 hours x \$28.00/hour = \$1,330.00
15.	Sorrentino, Jaymie	Resica Elementary	Substitute

**N. Extra Responsibility**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the rescissions and appointments according to the 2005-2010 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. Motion was seconded by Audrey Hocker and carried unanimously, 7-0.

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

**Name**

**Position**

- a. Malachowsky, Paul
- b. Naser, Paul

- Intramural Weightroom Co-Supervisor (spring) – High School North
- Intramural Weightroom Co-Supervisor (spring) – High School North

(See pages 56-57)

2. **Appointments for the 2009-2010 School Year**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Building</b>	<b>Rate</b>
1.	Malachowsky	Paul	Intramural Weightroom Co-Supervisor (spring, 1 <sup>st</sup> half)	High School North	\$23.00/hour (24 hour maximum)
2.	Malachowsky	Paul	Intramural Weightroom Co-Supervisor (spring, 2 <sup>nd</sup> half)	High School North	\$23.00/hour (24 hour maximum)
3.	Naser	Paul	Intramural Weightroom Co-Supervisor (spring, 1 <sup>st</sup> half)	High School North	\$23.00/hour (24 hour maximum)
4.	Naser	Paul	Intramural Weightroom Co-Supervisor (spring, 2 <sup>nd</sup> half)	High School North	\$23.00/hour (24 hour maximum)
5.	Rose	Anthony	Intramural Weightroom Supervisor (summer 1 <sup>st</sup> half)	High School South	\$23.00/hour (48 hour maximum)
6.	Rose	Anthony	Intramural Weightroom Supervisor (summer 2 <sup>nd</sup> half)	High School South	\$23.00/hour (48 hour maximum)
7.	Partington	Kara	Intramural Field Hockey Co-Advisor	High School South	\$23.00/hour (24 hour maximum)
8.	Leyrer	Brian	Intramural Weightroom Supervisor (summer)	J. T. Lambert Intermediate	\$23.00/hour (48 hour maximum)
9.	Gullstrand	Marjorie	Mentor for Mearcy Brathwaite	J. M. Hill & Smithfield	\$600.00 (prorated)
10.	Bakner	Paul	Summer Band Advisor	High School North	\$28.00/hour (34 hours)

	Last Name	First Name	Position	Building	Rate
11.	Conklin	Kimberly	Summer Band Advisor	J. T. Lambert Intermediate	\$28.00/hour (47 hours)
12.	Flicker	Matthew	Summer Band Advisor	Lehman Intermediate	\$28.00/hour (51 hours)
13.	Parnell	Catherine E.	Summer Band Advisor	Bushkill Elementary	\$28.00/hour (32 hours)
14.	Perkins	Rose	Summer Band Advisor	Resica Elementary	\$28.00/hour (55 hours)
15.	Shamp	Melodie	Summer Band Advisor	Middle Smithfield Elem	\$28.00/hour (55 hours)
16.	Whitney	Matthew	Summer Band Advisor	J. T. Lambert Intermediate	\$28.00/hour (26 hours)

### 3. Appointments for the 2010-2011 School Year

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
1.	Aponte	Betty	Girls' Tennis Head Coach	High School North	\$2,685.00	(plus \$250.00 longevity stipend)
2.	Archer	Maria	Science Olympiad Club Advisor	High School North	\$1,069.00	
3.	Ashcraft	Colien	Sophomore Class Advisor	High School North	\$1,160.00	
4.	Bakner	Paul	Band Director	High School North	\$6,415.00	(plus \$250.00 longevity stipend)
5.	Bakner	Paul	Jazz Band Director	High School North	\$1,463.00	(plus \$250.00 longevity stipend)
6.	Bigio	Camille	Freshman Class Advisor	High School North	\$1,160.00	
7.	Bigio	Jaclyn	Field Hockey Varsity Assistant Coach	High School North	\$3,200.00	
8.	Bomar	Terrence	Girls' Basketball Varsity Assistant Coach	High School North	\$4,022.00	
9.	Boyd	Dorrie	Assistant Athletic Trainer	High School North	\$6,956.00	
10.	Broderick	Kristin	Intramural Softball Co-Advisor	High School North	\$23.00/hour (48 hour maximum between 2 advisors)	
11.	Broderick	Kristin	Softball Head Coach	High School North	\$4,783.00	
12.	Buksa	Erik	Boys' Soccer Head Coach	High School North	\$4,522.00	(plus \$250.00 longevity stipend)
13.	Carmeci	Dawn	Cheerleading Head Coach (fall)	High School North	\$2,279.00	(plus \$250.00 longevity stipend)
14.	Carmeci	Dawn	Cheerleading Head Coach (winter)	High School North	\$2,279.00	(plus \$250.00 longevity stipend)
15.	Carson	Jessica	Mock Trial Head Coach	High School North	\$2,435.00	
16.	Cepin	Marisol	Detention Supervisor	High School North	\$28.00/hour	
17.	Clouse	Denise	Girls' Track & Field Varsity Assistant Coach	High School North	\$3,517.00	(plus \$250.00 longevity stipend)
18.	Cloward	Daniel	Foreign Language Club Advisor	High School North	\$1,069.00	
19.	Cloward	Daniel	Speech & Debate Team Advisor	High School North	\$1,467.00	
20.	Cramer	Bryan	Scholastic Scrimmage Head Coach	High School North	\$1,704.00	
21.	Cruz	Lisa	Detention Supervisor	High School North	\$28.00/hour	
22.	Dailey	Charles	Associate Athletic Director	High School North	\$7,072.00	(plus \$250.00 longevity stipend)
23.	Dailey	Charles	Football Head Coach (11 or more years experience)	High School North	\$7,598.00	
24.	Davidge	Samuel	Boys' Soccer Junior Varsity	High School North	\$2,666.00	(plus \$250.00

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
			Coach			longevity stipend)
25.	DeLong	Ryan	Rifle Team Varsity Assistant Coach	High School North	\$2,133.00	(plus \$250.00 longevity stipend)
26.	Diehl	Matthew	Girls' Volleyball Varsity Assistant Coach	High School North	\$3,200.00	
27.	Dobrowolski	Darrin	Math Club Advisor	High School North	\$1,069.00	
28.	Douse	Lillie	Detention Supervisor	High School North	\$28.00/hour	
29.	Doyle	Dina	Swim Team Head Coach	High School North	\$4,522.00	(plus \$250.00 longevity stipend)
30.	Edwards	Sean	Stage Manager	High School North	\$3,710.00	(plus \$250.00 longevity stipend)
31.	Eich	Holly	Intramural Field Hockey Co-Advisor	High School North	\$23.00/hour (48 hour maximum between 2 advisors)	
32.	Eich	Holly	Field Hockey Head Coach	High School North	\$4,522.00	(plus \$250.00 longevity stipend)
33.	Flicker	Matthew	Assistant Band Director	High School North	\$3,884.00	(plus \$250.00 longevity stipend)
34.	Flotz	Marissa	Cheerleading Varsity Assistant Coach (winter)	High School North	\$1,235.00	
35.	Flotz	Patricia	Senior Class Co-Advisor	High School North	\$1,366.00 (prorated)	
36.	Flotz	Marissa	Cheerleading Varsity Assistant Coach (fall)	High School North	\$1,235.00	
37.	Fuller	Joshua	Wrestling Varsity Assistant Coach	High School North	\$4,022.00	
38.	Gullstand	Marjory	Reading Olympics Club Advisor	High School North	\$1,069.00	
39.	Hartopp	Cynthia	Art Club Advisor	High School North	\$1,069.00	
40.	Hendricks	Sara	Boys' Soccer Varsity Assistant Coach	High School North	\$3,200.00	(plus \$250.00 longevity stipend)
41.	Johnson	Beverly	Step Team Club Advisor	High School North	\$1,069.00	
42.	Kennedy	Kevin	Boys' Basketball Head Coach	High School North	\$5,727.00	(plus \$250.00 longevity stipend)
43.	Kennedy	Kevin	Boys' Track and Field Head Coach	High School North	\$4,840.00	
44.	Kirkpatrick	Jason	Baseball Head Coach	High School North	\$4,783.00	(plus \$250.00 longevity stipend)
45.	Kirkpatrick	Jason	Intramural Baseball Co-Advisor	High School North	\$23.00/hour (48 hour maximum between 2 advisors)	
46.	Kolankoski	Laura	National Honor Society Advisor	High School North	\$928.00	
47.	Krupski	David	Boys' Track and Field Varsity Assistant Coach	High School North	\$3,517.00	
48.	LaBar	Keith	Choral Director	High School North	\$3,545.00	(plus \$250.00 longevity stipend)
49.	LaBar	Keith	Director of School Productions (spring)	High School North	\$1,982.00	(plus \$250.00 longevity stipend)
50.	LaBar	Keith	Chorale Club Advisor	High School North	\$1,069.00	
51.	Leap	Jason	Girls' Track and Field Head Coach	High School North	\$4,840.00	(plus \$250.00 longevity stipend)

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
52.	Massaro	Ellen	Yearbook Assistant Editor Advisor	High School North	\$1,467.00	
53.	Massaro	Ellen	Detention Supervisor	High School North	\$28.00/hour	
54.	Metzgar	Richard	Rifle Team Head Coach	High School North	\$3,049.00	(plus \$250.00 longevity stipend)
55.	Metzgar	Richard	Intramural Rifle Advisor	High School North	\$23.00/hour (48 hour maximum)	
56.	Minnichbach	Joseph	Football Varsity Assistant Coach	High School North	\$5,036.00	
57.	Mitchell	Brian	Football Freshman Head Coach	High School North	\$4,587.00	
58.	Montgomery	Res	Boys' Tennis Head Coach	High School North	\$2,685.00	(plus \$250.00 longevity stipend)
59.	Montgomery	Res	Girls' Tennis Junior Varsity Coach	High School North	\$1,739.00	(plus \$250.00 longevity stipend)
60.	Myers	John	Football Varsity Assistant Coach	High School North	\$5,036.00	(plus \$250.00 longevity stipend)
61.	Naser	Paul	Football Varsity Assistant Coach	High School North	\$5,036.00	
62.	Nevil	Jeffrey	Golf Head Coach	High School North	\$2,685.00	
63.	Nevil	Jeffrey	Intramural Golf Advisor	High School North	\$23.00/hour (48 hour maximum)	
64.	Novotny	Barbara	Intramural Softball Co-Advisor	High School North	\$23.00/hour (48 hour maximum between 2 advisors)	
65.	Novotny	Barbara	Softball Varsity Assistant Coach	High School North	\$3,490.00	
66.	Pellington	Cathleen	Swim Team Varsity Assistant Coach	High School North	\$3,200.00	
67.	Pilz	David	Cross Country Head Coach	High School North	\$3,349.00	
68.	Pilz	David	Intramural Cross Country Advisor	High School North	\$23.00/hour (48 hour maximum)	
69.	Plytage	Michael	Chess Team Coach	High School North	\$1,588.00	
70.	Plytage	Michael	Intramural Chess Advisor	High School North	\$23.00/hour (48 hour maximum)	
71.	Reith	Daryl	Detention Supervisor	High School North	\$28.00/hour	
72.	Saeger	Blaec	Football Varsity Assistant Coach	High School North	\$5,036.00	(plus \$250.00 longevity stipend)
73.	Saeger	Blaec	Baseball Varsity Assistant Coach	High School North	\$3,490.00	(plus \$250.00 longevity stipend)
74.	Shields	Robert	Boys' Track and Field Varsity Assistant Coach	High School North	\$3,517.00	
75.	Shields	Robert	Wrestling Varsity Assistant Coach	High School North	\$4,022.00	
76.	Shields	Robert	Football Freshman Assistant Coach	High School North	\$3,764.00	
77.	Simerson	Carol	Yearbook Business Advisor	High School North	\$1,682.00	
78.	Stalker	Michael	Wrestling Head Coach	High School North	\$5,727.00	
79.	Stevens	Miriam	Fitness Club Advisor	High School North	\$1,069.00	
80.	Suarez	Matthew	Baseball Junior Varsity Coach	High School North	\$3,039.00	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
81.	Suarez	Matthew	Intramural Baseball Co-Advisor	High School North	\$23.00/hour (48 hour maximum between 2 advisors)	
82.	Susic	Stacy	Key and Leo Club Advisor	High School North	\$1,069.00	
83.	Susic	Stacy	Yearbook Editor Advisor	High School North	\$2,550.00	
84.	Susic	Stacy	Senior Class Co-Advsiior	High School North	\$1,366.00 (prorated)	
85.	Svoboda	Lauren	Girls' Track & Field Varsity Assistant Coach	High School North	\$3,517.00	
86.	Svoboda	Lauren	Girls' Basketball Varsity Assistant Coach	High School North	\$4,022.00	
87.	Tramutola	Stacey	S.A.D.D. Club Advisor	High School North	\$1,069.00	
88.	Turner	Patricia	Newspaper Advisor	High School North	\$2,307.00	
89.	Van Winkle	Catherine	Junior Class Advisor	High School North	\$1,250.00	
90.	Widger	Stephanie	Drama Musical Director	High School North	\$1,467.00	
91.	Zaso	Patricia	Girls' Volleyball Head Coach	High School North	\$4,522.00	(plus \$250.00 longevity stipend)
92.	Armitage	Jay	Rifle Team Head Coach	High School South	\$3,049.00	
93.	Bealer	Brett	Football Freshman Assistant Coach	High School South	\$3,764.00	
94.	Bedell	Elaine	Softball Head Coach	High School South	\$4,783.00	
95.	Bedell	Elaine	Intramural Softball Tri-Advisor	High School South	\$23.00/hour (48 hour maximum between 3 advisors)	
96.	Bedell	Elaine	Girls' Tennis Head Coach	High School South	\$2,685.00	(plus \$250.00 longevity stipend)
97.	Beresk	Lucas	Volunteer Boys' Soccer Coach	High School South	not applicable	
98.	Beshaw	Christine	Band Front Advisor	High School South	\$2,983.00	
99.	Bickart	Charles	Boys' Track and Field Varsity Assistant Coach	High School South	\$3,517.00	
100.	Bishamber	Breanna	Volunteer Cheerleading Coach	High School South	not applicable	
101.	Bogart	Jenny	Sophomore Class Co-Advisor	High School South	\$1,160.00 (prorated)	
102.	Boylan	Brian	Intramural Baseball Tri-Advisor	High School South	\$23.00/hour (48 hour maximum between 3 advisors)	
103.	Boylan	Brian	Baseball Junior Varsity Coach	High School South	\$3,039.00	
104.	Brotherton	Regina	Crafts for Kindness Club Co-Advisor	High School South	\$1,069.00 (prorated)	
105.	Bukoski	Gary	Football Varsity Assistant Coach	High School South	\$5,036.00	(plus \$250.00 longevity stipend)
106.	Catrillo	Ann	Freshman Class Co-Advisor	High School South	\$1,160.00 (prorated)	
107.	Catrillo	Ann	Intramural Reading Olympics Advisor	High School South	\$23.00/hour (48 hour maximum)	
108.	Christian	Edward	Football Head Coach (11 or more years)	High School South	\$7,598.00	
109.	Christopher	Michelle	Art Club Advisor	High School South	\$1,069.00	
110.	Clogg	Katye	Band Director	High School South	\$6,415.00	
111.	Clogg	Katye	Jazz Band Director	High School South	\$1,463.00	
112.	Clogg	Katye	Drama Musical Director	High School South	\$1,467.00	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
113.	Coffman	Adam	Swim Team Head Coach	High School South	\$4,522.00	(plus \$250.00 longevity stipend)
114.	Cole	Adam	Girls' Basketball Head Coach	High School South	\$5,727.00	(plus \$250.00 longevity stipend)
115.	Cole	Adam	Intramural Girls' Basketball Advisor	High School South	\$23.00/hour (48 hour maximum)	
116.	Deibler	Sharon	Cross Country Head Coach	High School South	\$3,349.00	
117.	Deuerlein	Alice	Junior Class Advisor	High School South	\$1,250.00	
118.	Dreibelbis	Susan	Girls' Tennis Junior Varsity Coach	High School South	\$1,739.00	(plus \$250.00 longevity stipend)
119.	Ems	Tammy	Cheerleading Head Coach (winter)	High School South	\$2,279.00	
120.	Ems	Tammy	Cheerleading Head Coach (fall)	High School South	\$2,279.00	
121.	Finelli, Jr.	John	Football Freshman Head Coach	High School South	\$4,587.00	
122.	Finelli, Jr.	John	Girls' Track and Field Varsity Assistant Coach	High School South	\$3,517.00	(plus \$250.00 longevity stipend)
123.	Fodness	Peter	Boys' Soccer Head Coach	High School South	\$4,522.00	(plus \$250.00 longevity stipend)
124.	Fodness	Peter	Girls' Soccer Head Coach	High School South	\$4,522.00	(plus \$250.00 longevity stipend)
125.	Fodness	Peter	Intramural Boys' Soccer Co-Advisor	High School South	\$23.00/hour (48 hour maximum between 2 advisors)	
126.	Fodness	Peter	Intramural Girls' Soccer Co-Advisor	High School South	\$23.00/hour (48 hour maximum between 2 advisors)	
127.	Foley	Patricia	Director of School Productions (spring)	High School South	\$1,982.00	(plus \$250.00 longevity stipend)
128.	Formica	Joseph	Detention Supervisor	High School South	\$28.00/hour	
129.	Furst	Kane	Baseball Varsity Assistant Coach	High School South	\$3,490.00	
130.	Furst	Kane	Intramural Baseball Tri-Advisor	High School South	\$23.00/hour (48 hour maximum between 3 advisors)	
131.	Henritz	Anthony	Football Varsity Assistant Coach	High School South	\$5,036.00	
132.	Ippolito	Cynthia	Freshman Class Co-Advisor	High School South	\$1,160.00 (prorated)	
133.	Jordan	Susan	Director of School Productions (fall)	High School South	\$1,982.00	(plus \$250.00 longevity stipend)
134.	Keaney	James	Math/Computer Club Advisor	High School South	\$1,069.00	
135.	Kernan	Paul	Mock Trial Head Coach	High School South	\$2,435.00	(plus \$250.00 longevity stipend)
136.	Kerzner	Phillip	Softball Junior Varsity Coach	High School South	\$3,039.00	
137.	Kirschner	Karen	Sophomore Class Co-Advisor	High School South	\$1,160.00 (prorated)	
138.	Kirschner	Karen	Intramural Step Team Co-Advisor	High School South	\$23.00/hour (48 hour maximum between 2 advisors)	
139.	Kolcun	Brian	Boys' Tennis Head Coach	High School South	\$2,685.00	(plus \$250.00 longevity stipend)
140.	Kolcun	Brian	Golf Head Coach	High School South	\$2,685.00	(plus \$250.00

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
						longevity stipend)
141.	Kruczek	Laurie	Scholastic Scrimmage Head Coach	High School South	\$1,704.00	
142.	Lantz	David	Choraliers Club Advisor	High School South	\$1,069.00	
143.	Lantz	David	Choral Director	High School South	\$3,545.00	(plus \$250.00 longevity stipend)
144.	Laverdure	Bryan	Boys' Soccer Varsity Assistant Coach	High School South	\$3,200.00	
145.	Laverdure	Bryan	Intramural Boys' Soccer Co-Advisor	High School South	\$23.00/hour (48 hour maximum between 2 advisors)	
146.	Lewis	Daniel	Boys' Soccer Junior Varsity Coach	High School South	\$2,666.00	
147.	Litts	Randall	Wrestling Head Coach	High School South	\$5,727.00	
148.	Madas	John	Assistant Director School Productions (fall)	High School South	\$1,391.00	
149.	Martinelli	Armand	Associate Athletic Director	High School South	\$7,072.00	(plus \$250.00 longevity stipend)
150.	Martinelli	Armand	Athletic Trainer	High School South	\$11,593.00	(plus \$250.00 longevity stipend)
151.	McGee	Amanda	Girls' Volleyball Head Coach	High School South	\$4,522.00	
152.	McGee	Amanda	Intramural Volleyball Advisor	High School South	\$23.00/hour (48 hour maximum)	
153.	McMahon	Beverly	Intramural Step Team Co-Advisor	High School South	\$23.00/hour (48 hour maximum between 2 advisors)	
154.	Mitchell	Daniel	Intramural Baseball Tri-Advisor	High School South	\$23.00/hour (48 hour maximum between 3 advisors)	
155.	Mitchell	Daniel	Baseball Head Coach	High School South	\$4,783.00	
156.	Moletto	Denise	Student Council Advisor	High School South	\$1,577.00	
157.	Moletto	Denise	Senior Class Advisor	High School South	\$1,366.00	
158.	Moletto	Denise	Yearbook Assistant Editor Advisor	High School South	\$1,467.00	
159.	Molin	Maurice	Model UN Club Advisor	High School South	\$1,069.00	
160.	Molin	Maurice	Intramural Wallyball Advisor	High School South	\$23.00/hour (48 hour maximum)	
161.	Molin	Maurice	Boys' Track and Field Varsity Assistant Coach	High School South	\$3,517.00	(plus \$250.00 longevity stipend)
162.	Mosher	Stanley	Chess Team Coach	High School South	\$1,588.00	(plus \$250.00 longevity stipend)
163.	Mosher	Stanley	Intramural Chess Advisor	High School South	\$23.00/hour (48 hour maximum)	
164.	Partington	Kara	Field Hockey Varsity Assistant Coach	High School South	\$3,200.00	
165.	Piedra	Gisela	SASA/SADD Club Advisor	High School South	\$1,069.00	
166.	Polmounter	Amy	FBLA Club Advisor	High School South	\$1,069.00	
167.	Ridner, Jr.	Fred	Science Olympiad Club Advisor	High School South	\$1,069.00	
168.	Rose	Anthony	Football Varsity Assistant Coach	High School South	\$5,036.00	(plus \$250.00 longevity stipend)

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
169.	Rose	Anthony	Intramural Weight Room Supervisor (2nd half, spring season)	High School South	\$23.00/hour (48 hour maximum)	
170.	Rose	Anthony	Intramural Weight Room Supervisor (1st half, spring season)	High School South	\$23.00/hour (48 hour maximum)	
171.	Rowe	Pamela	Crafts for Kindness Club Co-Advisor	High School South	\$1,069.00 (prorated)	
172.	Ruhl	Steven	Softball Varsity Assistant Coach	High School South	\$3,490.00	
173.	Ruhl	Steven	Football Varsity Assistant Coach	High School South	\$5,036.00	
174.	Sagan	Mary	Speech & Debate Team Advisor	High School South	\$1,467.00	
175.	Sanker	Donald R.	Key Club Advisor	High School South	\$1,069.00	
176.	Schaller	Linda	Assistant Director of Productions (spring)	High School South	\$1,391.00	(plus \$250.00 longevity stipend)
177.	Sedlak	Elizabeth	Cheerleading Varsity Assistant Coach (winter)	High School South	\$1,235.00	
178.	Sedlak	Elizabeth	Cheerleading Varsity Assistant Coach (fall)	High School South	\$1,235.00	
179.	Segond	Angelic	Girls' Soccer Varsity Assistant Coach	High School South	\$3,200.00	
180.	Senese	Cara	Intramural Field Hockey Co-Advisor	High School South	\$23.00/hour (48 hour maximum between 2 advisors)	
181.	Senese	Cara	Field Hockey Head Coach	High School South	\$4,522.00	
182.	Silvoy	Michael	Stage Manager	High School South	\$3,710.00	(plus \$250.00 longevity stipend)
183.	Swineford	John	Swim Team Varsity Assistant Coach	High School South	\$3,200.00	
184.	Swineford	John	Intramural Swimming Advisor	High School South	\$23.00/hour (48 hour maximum)	
185.	Tiernan	Patricia	Yearbook Editor Advisor	High School South	\$2,550.00	
186.	Tiernan	Patricia	Yearbook Business Advisor	High School South	\$1,682.00	
187.	Tosh	Christopher	Girls' Basketball Varsity Assistant Coach	High School South	\$4,022.00	
188.	Whitney	Matthew	Assistant Band Director	High School South	\$3,884.00	
189.	Wilson	Robert	Boys' Track and Field Head Coach	High School South	\$4,840.00	(plus \$250.00 longevity stipend)
190.	Winschuh	Beth	Newspaper Advisor	High School South	\$2,307.00	
191.	Woolsey	Lawrence	Girls' Track and Field Varsity Assistant Coach	High School South	\$3,517.00	(plus \$250.00 longevity stipend)
192.	Allison	Richard	Boys' Soccer Head Coach	J. T. Lambert Intermediate	\$2,076.00	
193.	Allison	Richard	Intramural Boys' Soccer Advisor	J. T. Lambert Intermediate	\$23.00/hour (48 hour maximum)	
194.	Barlieb	Mary	Detention Supervisor	J. T. Lambert Intermediate	\$28.00/hour	
195.	Bartlett	Carol	Field Hockey Assistant Coach	J. T. Lambert Intermediate	\$1,450.00	
196.	Bedell	Elaine	Intramural Tennis Co-	J. T. Lambert	\$23.00/hour (48 hour	



	Last Name	First Name	Position	Building	Rate	Longevity Stipend
			Advisor	Intermediate	maximum between 2 advisors)	
197.	Bove	Sheila	Science Olympiad Club Advisor	J. T. Lambert Intermediate	\$1,069.00	
198.	Bove	Sheila	Pocono Academic Challenge Eighth (PACE) Club Advisor	J. T. Lambert Intermediate	\$1,069.00	
199.	Bukoski	Gary	Detention Supervisor	J. T. Lambert Intermediate	\$28.00/hour	
200.	Bybee	Steven	Girls' Soccer Assistant Coach	J. T. Lambert Intermediate	\$1,450.00	
201.	Bybee	Steven	Cross Country Head Coach	J. T. Lambert Intermediate	\$2,076.00	
202.	Conklin	Kimberly	Jazz Band Director	J. T. Lambert Intermediate	\$1,463.00	(plus \$250.00 longevity stipend)
203.	Conklin	Kimberly	Band Director	J. T. Lambert Intermediate	\$2,191.00	(plus \$250.00 longevity stipend)
204.	Dell'Orto	Roberta	Detention Supervisor	J. T. Lambert Intermediate	\$28.00/hour	
205.	DiCola	Michelle	Detention Supervisor	J. T. Lambert Intermediate	\$28.00/hour	
206.	DiMino	Diana	Boy's Soccer Assistant Coach	J. T. Lambert Intermediate	\$1,450.00	
207.	Dreibelbis	Susan	Intramural Tennis Co-Advisor	J. T. Lambert Intermediate	\$23.00/hour (48 hour maximum between 2 advisors)	
208.	Favini	Laurie	Assistant Director of School Production	J. T. Lambert Intermediate	\$1,391.00	(plus \$250.00 longevity stipend)
209.	Fisher	Marijo	Science Club Advisor	J. T. Lambert Intermediate	\$1,069.00	
210.	Hartle	Brent	Football Assistant Coach	J. T. Lambert Intermediate	\$1,450.00	
211.	Henritz	Anthony	Girls' Basketball Head Coach	J. T. Lambert Intermediate	\$2,927.00	(plus \$250.00 longevity stipend)
212.	Henritz	Anthony	Girls' Track & Field Head Coach	J. T. Lambert Intermediate	\$2,076.00	
213.	Illingworth	Sharon	Detention Supervisor	J. T. Lambert Intermediate	\$28.00/hour	
214.	Jagger	Darlene	Detention Supervisor	J. T. Lambert Intermediate	\$28.00/hour	
215.	Johnson	Frank	Intramural Basketball Advisor	J. T. Lambert Intermediate	\$23.00/hour (48 hour maximum)	
216.	Johnson	Sarah	Softball Head Coach	J. T. Lambert Intermediate	\$2,076.00	
217.	Kolcun	Brian	Intramural Golf Advisor	J. T. Lambert Intermediate	\$23.00/hour (48 hour maximum)	
218.	Konitsky	Carol	Fitness Club Co-Advisor	J. T. Lambert Intermediate	\$1,069.00 (prorated)	
219.	Konitsky	Carol	Detention Supervisor	J. T. Lambert Intermediate	\$28.00/hour	
220.	LaBar	Robert	Digital Video/Photography Club Advisor	J. T. Lambert Intermediate	\$1,069.00	
221.	Lanfrank	Anthony	Girls' Basketball Assistant	J. T. Lambert	\$2,029.00	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
			Coach	Intermediate		
222.	Lee	MaryKatherine	Intramural Ski Advisor (Grade 6)	J. T. Lambert Intermediate	\$23.00/hour (48 hour maximum)	
223.	Leyrer	Brian	Football Head Coach	J. T. Lambert Intermediate	\$2,076.00	
224.	Leyrer	Brian	Baseball Head Coach	J. T. Lambert Intermediate	\$2,076.00	
225.	Ludka	Shannon	Intramural Cross Country Advisor	J. T. Lambert Intermediate	\$23.00/hour (48 hour maximum)	
226.	Mason	Todd	Cavalier Voices Club Advisor	J. T. Lambert Intermediate	\$1,069.00	
227.	Mason	Todd	Choral Director (Grades 7 & 8)	J. T. Lambert Intermediate	\$2,364.00	(plus \$250.00 longevity stipend)
228.	Mason	Todd	Choral Director (Grade 6)	J. T. Lambert Intermediate	\$1,688.00	(plus \$250.00 longevity stipend)
229.	McCue	Catherine	Detention Supervisor	J. T. Lambert Intermediate	\$28.00/hour	
230.	Mercuri	Paula	Fitness Club Co-Advisor	J. T. Lambert Intermediate	\$1,069.00 (prorated)	
231.	Mosher	Stanley	Chess Club Advisor	J. T. Lambert Intermediate	\$1,069.00	
232.	Murphy	Kenneth	Boys' Track and Field Head Coach	J. T. Lambert Intermediate	\$2,076.00	
233.	Nearhoof	Bryan	Football Assistant Coach	J. T. Lambert Intermediate	\$1,450.00	
234.	O'Brien	Patricia	Detention Supervisor	J. T. Lambert Intermediate	\$28.00/hour	
235.	Osborn-Hallet	Michelle	Detention Supervisor	J. T. Lambert Intermediate	\$28.00/hour	
236.	Osborn-Hallet	Michelle	Intramural Ski Advisor	J. T. Lambert Intermediate	\$23.00/hour (48 hour maximum)	
237.	Osborn-Hallet	Michelle	Spirit Squad Club Advisor	J. T. Lambert Intermediate	\$1,069.00	
238.	Peeke	Lachlan	Engineering & Physics Club Advisor	J. T. Lambert Intermediate	\$1,069.00	
239.	Rowe	Michael	Wrestling Assistant Coach	J. T. Lambert Intermediate	\$2,927.000	
240.	Ruhl	Jessica	Yearbook Editor Advisor	J. T. Lambert Intermediate	\$1,826.00	
241.	Schoupe	Stephen	Associate Athletic Director	J. T. Lambert Intermediate	\$5,370.00	(plus \$250.00 longevity stipend)
242.	Shemansky	Mercy	Art Club Advisor	J. T. Lambert Intermediate	\$1,069.00	
243.	Shemansky	Mercy	Director of School Productions	J. T. Lambert Intermediate	\$1,982.00	(plus \$250.00 longevity stipend)
244.	Terwilliger	Jaclyn	Field Hockey Head Coach	J. T. Lambert Intermediate	\$2,076.00	
245.	Timpson	Daniel	Girls' Soccer Head Coach	J. T. Lambert Intermediate	\$2,076.00	
246.	Timpson	Daniel	Detention Supervisor	J. T. Lambert Intermediate	\$28.00/hour	
247.	Toth	Donald	Intramural Ski Advisor	J. T. Lambert	\$23.00/hour (48 hour	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
			(Grade 7)	Intermediate	maximum)	
248.	Toth	Donald	Stage Manager	J. T. Lambert Intermediate	\$2,806.00	(plus \$250.00 longevity stipend)
249.	Toth	Donald	Good Morning JTL Video Club Advisor	J. T. Lambert Intermediate	\$1,069.00	
250.	Umphrey	Lisa	Detention Supervisor	J. T. Lambert Intermediate	\$28.00/hour	
251.	Varner	Lisa	Yearbook Assistant Editor Advisor	J. T. Lambert Intermediate	\$1,345.00	
252.	West	Melissa	Detention Supervisor	J. T. Lambert Intermediate	\$28.00/hour	
253.	Allbaugh	David	Boys' Soccer Assistant Coach	Lehman Intermediate	\$1,450.00	
254.	Behme	Beth	Yearbook Assistant Editor Advisor	Lehman Intermediate	\$1,345.00	
255.	Berryman	John	Baseball Head Coach	Lehman Intermediate	\$2,076.00	
256.	Borer	Meghan	Softball Head Coach	Lehman Intermediate	\$2,076.00	
257.	Bowen	Karleigh	Field Hockey Head Coach	Lehman Intermediate	\$2,076.00	
258.	Corso	Christopher	Wrestling Assistant Coach	Lehman Intermediate	\$2,927.00	
259.	Flicker	Matthew	Band Director	Lehman Intermediate	\$2,191.00	(plus \$250.00 longevity stipend)
260.	Flicker	Matthew	Jazz Band Director	Lehman Intermediate	\$1,463.00	(plus \$250.00 longevity stipend)
261.	Fluhr	Joseph	Detention Supervisor	Lehman Intermediate	\$28.00/hour	
262.	Francis	Gail	Intramural Girls' Basketball Advisor	Lehman Intermediate	\$23.00/hour (48 hour maximum)	
263.	Francis	Gail	Girl's Track & Field Head Coach	Lehman Intermediate	\$2,076.00	
264.	Francis	Gail	Girls' Basketball Head Coach	Lehman Intermediate	\$2,927.00	
265.	Francis	Gail	Detention Supervisor	Lehman Intermediate	\$28.00/hour	
266.	Fuehrer	Kellie	Yearbook Editor Advisor	Lehman Intermediate	\$1,826.00	
267.	Gonda	George	Boys' Soccer Head Coach	Lehman Intermediate	\$2,076.00	(plus \$250.00 longevity stipend)
268.	Kopcza	Jennifer	Choral Co-Director (Grade 6)	Lehman Intermediate	\$1,688.00 (prorated)	(plus \$125.00 longevity stipend)
269.	Kopcza	Jennifer	Choral Co-Director (Grades 7 & 8)	Lehman Intermediate	\$2,364.00 (prorated)	(plus \$125.00 longevity stipend)
270.	LaBar	Keith	Choral Co-Director (Grades 7 & 8)	Lehman Intermediate	\$2,364.00 (prorated)	(plus \$125.00 longevity stipend)
271.	LaBar	Keith	Choral Co-Director (Grade 6)	Lehman Intermediate	\$1,688.00 (prorated)	
272.	Leap	Jason	Football Head Coach	Lehman Intermediate	\$2,076.00	
273.	Leone	Pauline	Detention Supervisor	Lehman Intermediate	\$28.00/hour	
274.	Mitchell	Brian	Associate Athletic Director	Lehman Intermediate	\$5,370.00	(plus \$250.00 longevity stipend)
275.	Mullaney	Matthew	Boys' Basketball Head Coach	Lehman Intermediate	\$2,927.00	(plus \$250.00 longevity stipend)
276.	Nigro	Christopher	Girls' Basketball Assistant Coach	Lehman Intermediate	\$2,029.00	
277.	Nigro	Christopher	Girls' Soccer Assistant Coach	Lehman Intermediate	\$1,450.00	
278.	Nigro	Christopher	Football Assistant Coach	Lehman Intermediate	\$1,450.00	
279.	Pearson	Eileen	Student Council Advisor	Lehman Intermediate	\$1,577.00	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
280.	Pietrofere	Gerard	Boys' Basketball Assistant Coach	Lehman Intermediate	\$2,029.00	
281.	Reith	Daryl	Cross Country Head Coach	Lehman Intermediate	\$2,076.00	
282.	Reith	Daryl	Boys' Track and Field Head Coach	Lehman Intermediate	\$2,076.00	
283.	Vitulli	Lisa	Girls' Soccer Head Coach	Lehman Intermediate	\$2,076.00	
284.	Watson	Mark	Girls' Volleyball Head Coach	Lehman Intermediate	\$2,076.00	
285.	Camilleri-Yip	Marlene	Young Authors Club Co-Advisor	Bushkill Elementary	\$1,069.00 (prorated)	
286.	Falzone	Robert	Science Fiction Club Advisor	Bushkill Elementary	\$1,069.00	
287.	Falzone	Robert	Intramural Spring Sports Advisor	Bushkill Elementary	\$23.00/hour (48 hour maximum)	
288.	Falzone	Hollie	Intramural Health & Fitness Advisor	Bushkill Elementary	\$23.00/hour (48 hour maximum)	
289.	Falzone	Robert	Intramural Fall Sports Advisor	Bushkill Elementary	\$23.00/hour (48 hour maximum)	
290.	Gonda	George	Intramural Soccer Advisor	Bushkill Elementary	\$23.00/hour (48 hour maximum)	
291.	Krumanocker	James	Detention Supervisor	Bushkill Elementary	\$28.00/hour	
292.	Krumanocker	James	Art Club Advisor	Bushkill Elementary	\$1,069.00	
293.	Libby	Tina	Young Authors Club Advisor	Bushkill Elementary	\$1,069.00	
294.	Litts	Diane	Intramural Ski Group Advisor	Bushkill Elementary	\$23.00/hour (48 hour maximum)	
295.	Randall	Steven	Intramural Lego Advisor	Bushkill Elementary	\$23.00/hour (48 hour maximum)	
296.	Rusk	Daniel	Intramural Ski Group Advisor	Bushkill Elementary	\$23.00/hour (48 hour maximum)	
297.	Vitchers	Elyse	Detention Supervisor	Bushkill Elementary	\$28.00/hour	
298.	Worobij	Nadia	Intramural Recorder Advisor	Bushkill Elementary	\$23.00/hour (48 hour maximum)	
299.	Worobij	Nadia	Intramural African Drumming Group Advisor	Bushkill Elementary	\$23.00/hour (48 hour maximum)	
300.	Worobij	Nadia	Choral Director	Bushkill Elementary	\$1,688.00	(plus \$250.00 longevity stipend)
301.	Andrews	Andronikki	K-Kids Club Advisor	East Stroudsburg Elementary	\$1,069.00	
302.	Parton	James	PowerPoint for the Classroom Club Advisor	East Stroudsburg Elementary	\$1,069.00	
303.	Parton	James	Detention Supervisor	East Stroudsburg Elementary	\$28.00/hour	
304.	DeHart	Theresa	Recycling Club Advisor	J. M. Hill Elementary	\$1,069.00	
305.	DeHart	Theresa	Environmental Club Advisor	J. M. Hill Elementary	\$1,069.00	
306.	Finelli, Jr.	John	Intramural Sports Advisor	J. M. Hill Elementary	\$23.00/hour (48 hour maximum)	
307.	Hatcher	Kevin	Detention Supervisor	J. M. Hill Elementary	\$28.00/hour	
308.	Husson	Jennifer	Student Council/Character Club Advisor	J. M. Hill Elementary	\$1,069.00	
309.	Husson	Jennifer	Odyssey of the Mind Club Advisor	J. M. Hill Elementary	\$1,069.00	
310.	Marshall	Stephanie	Odyssey of the Mind Club Advisor	J. M. Hill Elementary	\$1,069.00	

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Building</b>	<b>Rate</b>	<b>Longevity Stipend</b>
311.	Tynemouth	Catherine	Choral Director	J. M. Hill Elementary	\$1,688.00	(plus \$250.00 longevity stipend)
312.	Bealer	Brett	Intramural Ski Group Co-Advisor	Middle Smithfield Elementary	\$23.00/hour (48 hour maximum between 2 advisors)	
313.	Bealer	Brett	Intramural Spring Sports (Gymnastics & Tennis) Co-Advisor	Middle Smithfield Elementary	\$23.00/hour (48 hour maximum between 2 advisors)	
314.	Heard	Jeffrey	Intramural Fall Sports (Football & Soccer) Co-Advisor	Middle Smithfield Elementary	\$23.00/hour (48 hour maximum between 2 advisors)	
315.	Keesser	Bridget	Detention Supervisor	Middle Smithfield Elementary	\$28.00/hour	
316.	Kuchinski	Kevin	Intramural Fall Sports (Football & Soccer) Co-Advisor	Middle Smithfield Elementary	\$23.00/hour (48 hour maximum between 2 advisors)	
317.	Kuchinski	Kevin	Intramural Spring Sports (Gymnastics & Tennis) Co-Advisor	Middle Smithfield Elementary	\$23.00/hour (48 hour maximum between 2 advisors)	
318.	Kuchinski	Kevin	Intramural Ski Group Co-Advisor	Middle Smithfield Elementary	\$23.00/hour (48 hour maximum between 2 advisors)	
319.	Lauer	Danny	Art Club Advisor	Middle Smithfield Elementary	\$1,069.00	
320.	Tobin	Snoann	Detention Supervisor	Middle Smithfield Elementary	\$28.00/hour	
321.	Trauschke	Billie	Character Club Advisor	Middle Smithfield Elementary	\$1,069.00	
322.	Ellis	Susan	Intramural Youth Garden Group Advisor	Resica Elementary	\$23.00/hour (10 hour maximum)	
323.	Henry	Jeffrey	Intramural Sports Advisor (Grade 5)	Resica Elementary	\$23.00/hour (24 hour maximum)	
324.	Henry	Jeffrey	Intramural Sports Advisor (Grade 4)	Resica Elementary	\$23.00/hour (24 hour maximum)	
325.	Hnasko	Scott	Chess Club Advisor	Resica Elementary	\$1,069.00	
326.	Macaluso	Stefanie	Intramural Ski Group Advisor	Resica Elementary	\$23.00/hour (18 hour maximum)	
327.	Macaluso	Stefanie	Intramural Student Council Advisor	Resica Elementary	\$23.00/hour (24 hour maximum)	
328.	Rispoli	Yvonne	Choral Director	Resica Elementary	\$1,688.00	(plus \$250.00 longevity stipend)
329.	Weiss	Jacqueline	Detention Supervisor	Resica Elementary	\$28.00/hour	
330.	Banks	Anne	Intramural Ski Group Co-Advisor	Smithfield Elementary	\$23.00/hour (48 hour maximum between 2 advisors)	
331.	Gambill	Geofrey	Study Club Advisor	Smithfield Elementary	\$1,069.00	
332.	Keller	Elhannan	Choral Director	Smithfield Elementary	\$1,688.00	(plus \$250.00 longevity stipend)
333.	Kirkwood	Arlene	Science Olympiad Club Co-Advisor	Smithfield Elementary	\$1,069.00 (prorated)	
334.	Kirkwood	Arlene	Environmental Club Co-Advisor	Smithfield Elementary	\$1,069.00 (prorated)	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
335.	Lupinacci	Tina	Intramural Spring Sports Co-Advisor	Smithfield Elementary	\$23.00/hour (48 hour maximum between 2 advisors)	
336.	Martin	Zachary	Detention Supervisor	Smithfield Elementary	\$28.00/hour	
337.	Remsnyder	Devon	Intramural Spring Sports Co-Advisor	Smithfield Elementary	\$23.00/hour (48 hour maximum between 2 advisors)	
338.	Remsnyder	Devon	Science Olympiad Club Co-Advisor	Smithfield Elementary	\$1,069.00 (prorated)	
339.	Remsnyder	Devon	Yearbook Club Advisor	Smithfield Elementary	\$1,069.00	
340.	Wilson	Robert	Intramural Fall and Winter Sports Advisor	Smithfield Elementary	\$23.00/hour (48 hour maximum)	
341.	Wilson	Robert	Intramural Ski Group Co-Advisor	Smithfield Elementary	\$23.00/hour (48 hour maximum between 2 advisors)	
342.	Opitz	Cindy	Environmental Club Co-Advisor	Smithfield Elementary	\$1,069.00 (prorated)	

**O. Revisions to the Summer Youth Employment Program**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the revisions to the previously approved appointments of the professional staff listed for employment in the Summer Youth Employment Program for the summer of the 2009-2010 school year. All salaries are fully funded by Monroe County. Motion was seconded by William Searfoss and carried unanimously, 7-0.

	Last Name	First Name	Position	Total Hours	Total Salary (excluding benefits)
a.	Kernan	Paul	Program Co-Coordinator/Teacher	135	\$3,375.00
b.	Mooney	Edward	Program Co-Coordinator/Teacher	125	\$3,125.00
c.	Formica	Joseph	Teacher	60	\$1,500.00
d.	Hnasko	Scott	Teacher	32	\$800.00
e.	Phillips	Daniel	Teacher	85	\$2,125.00

**XI. 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 James Brunkard and carried unanimously, 7-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Beacon School	Alternative Education	\$79.00 per day per student	District	7/1/10-6/30/11
2.	Beacon School	Day Intensive Special Education	\$137.00 per day per student	District	7/1/10-6/30/11
3.	Beacon School	Day Special Education	\$115.00 per day per student	District	7/1/10-6/30/11
4.	Beacon School	Extended School Year (ESY)	\$90.00 per day per student	District	7/1/10-6/30/11
5.	Behavioral Health Services	Alternative Education	\$60.00/day	District	7/1/10-6/30/11
6.	Catrillo, Ann	Creating Test for Summer Reading	\$325.00	Professional Development	8/23/10

7.	Center on Teaching and Learning	DIBELS Data System Benchmark Reporting Service	Not to Exceed \$4,000	Curriculum	7/1/10-6/30/11
8.	Colonial IU20	Summer Psychological Evaluations	Not to Exceed \$41,720	IDEA Flow-through funds and/or ACCESS	6/21/10-8/27/10
9.	Colonial IU20	One to one paraprofessional	\$34, 102	District	8/30/10-6/30/11
10.	Davis, Bruce	Employee Physician – Cafeteria Monitors	\$60.00/employee	Personnel Department	2010-2011 Fiscal Year
11.	Davis, Bruce	Employee Physician – Cafeteria Workers	\$60.00/employee	Cafeteria Funds	2010-2011 Fiscal Year
12.	DeLeon, Karla	On-line Curriculum Development – Algebra II	\$28.00/hr. Not to Exceed \$1,260.00	Virtual Academy	6/10-8/26/10
13.	DeLeon, Karla	On-line Curriculum Development – Fundamentals of Math	\$28.00/hr. Not to Exceed \$1,680.00	Virtual Academy	6/10-8/26/10
14.	Edwards, Sean	On-line Curriculum Development – World Studies II	\$28.00/hr. Not to Exceed \$1,260.00	Virtual Academy	6/10-8/26/10
15.	Edwards, Sean	On-line Curriculum Development – Psychology	\$28.00/hr. Not to Exceed \$1,680.00	Virtual Academy	6/2010-8/26/10
16.	Espinoza, Marilyn	On-line Curriculum Development – Algebra I	\$28.00/hr. Not to Exceed \$1,260.00	Virtual Academy	6/10-8/26/10
17.	Fisher, Marijo	On-line Curriculum Development – Biology II	\$28.00/hr. Not to Exceed \$1,260.00	Virtual Academy	6/10-8/26/10
18.	Marmo, Jennifer	On-line Curriculum Development – English II	\$28.00/hr. Not to Exceed \$1,260.00	Virtual Academy	6/10-8/26/10
19.	Moskovitz, Scott	On-line Curriculum Development – Sports Nutrition	\$28.00/hr. Not to Exceed \$1,680.00	Virtual Academy	6/10-8/26/10
20.	Nicoletti, Ann	Differentiated Supervision	\$112.50 (co-presenter)	Professional Development	8/23/10
21.	Nicoletti, Ann	Differentiated Supervision – Refresher	\$75.00 (co-presenter)	Professional Development	8/24/10
22.	Patel, Prapti	Translator for Parent Contact	\$54.00	J.M. Hill Elementary	1/26/10-5/14/10
23.	PA Treatment and Healing (PATH)	Alternative Education	\$69.41/day	District	7/1/10-6/30/11
24.	Rasely, Susanne	On-line Curriculum Development – Creative Writing II	\$28.00/hr. Not to Exceed \$1,680.00	Virtual Academy	6/10-8/26/10
25.	Rasely, Susanne	On-line Curriculum Development – Spanish	\$28.00/hr. Not to Exceed \$1,680.00	Virtual Academy	6/10-8/26/10
26.	Ruhl, Jessica	Differentiated Supervision	\$112.50 (co-presenter)	Professional Development	8/23/10
27.	Ruhl, Jessica	Differentiated Supervision-Refresher	\$75.00 (co-presenter)	Professional Development	8/24/10
28.	Shawnee Academy	One to one paraprofessional	\$20 per hour for 6 hours per day (\$120 per day), Not to Exceed \$4,800.00	District	5/6/10-6/30/10
29.	Soskil, Lori	On-line Curriculum Development – Biology I	\$28.00/hr. Not to Exceed \$1,260.00	Virtual Academy	6/10-8/26/10

30.	Step by Step Learning	Professional Development for Principals plus Instructional and Assessment materials.	\$615,180.00	ABG Grant, Title I, IIA & III Grants, EAP Grant and ACCESS	10/31/10, 12/23/10 & 3/31/10
31.	Stine, Rick	On-line Curriculum Development – General Science	\$28.00/hr. Not to Exceed \$1,260.00	Virtual Academy	6/10-8/26/10
32.	Susic, Stacy	On-line Curriculum Development – English 10	\$28.00/hr. Not to Exceed \$1,260.00	Virtual Academy	6/10-8/26/10
33.	Szepietowski, Waldemar	On-line Curriculum Development – American Studies I	\$28.00/hr. Not to Exceed \$1,260.00	Virtual Academy	6/10-8/26/10
34.	Study Island	Internet Based Product Licensed on a Subscription Basis	\$32,709.60	EAP Grant	7/1/10-7/1/11
35.	Zerfoss, Jon	On-line Curriculum Development – American Studies II	\$28.00/hr. Not to Exceed \$1,260.00	Virtual Academy	6/10-8/26/10
36.	Zerfoss, Jon	On-line Curriculum Development – World Studies I	\$28.00/hr. Not to Exceed \$1,260.00	Virtual Academy	6/10-8/26/10
		<b>TRANSPORTATION</b>	<b>CONTRACTS</b>		
37.	Davis, Christine	Contract Transportation	\$121.69/day	Transportation Dept.	5/3/10
38.	Frascella, Maria	Contract Transportation	\$218.35/day	Transportation Dept.	4/19/10
39.	Frascella, Maria	Contract Transportation	\$133.97/day	Transportation Dept.	4/26/10
40.	Frascella, Maria	Contract Transportation	\$227.73/day	Transportation Dept.	4/28/10
41.	Frascella, Maria	Contract Transportation	\$242.96/day	Transportation Dept.	5/3/10
42.	Frascella, Maria	Contract Transportation	\$214.84/day	Transportation Dept.	5/17/10
43.	Frascella, Maria	Contract Transportation	\$163.27/day	Transportation Dept.	5/19/10
44.	Gerst, Lisa	Contract Transportation	\$254.78/day	Transportation Dept.	5/12/10
45.	Gerst, Neil	Contract Transportation	\$282.29/day	Transportation Dept.	4/26/10
46.	Kemmerer, Ernest	Contract Transportation	\$330.64/day	Transportation Dept.	6/14/10
47.	Lastra, Steve	Contract Transportation	\$211.02/day	Transportation Dept.	4/27/10
48.	Lastra, Steve	Contract Transportation	\$73.76/day	Transportation Dept.	6/10/10
49.	O'Rourke, John	Contract Transportation	\$207.76/day	Transportation Dept.	5/10/10
50.	Siska, Douglas	Contract Transportation	\$208.93/day	Transportation Dept.	6/7/10
51.	Stofik, Mark	Contract Transportation	\$176.05/day	Transportation Dept.	5/20/10
52.	Vitanza, Katharine	Contract Transportation	\$300.77/day	Transportation Dept.	5/17/10

## XII. STUDENT ITEMS

### A. Placements

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

Motion was made by William Searfoss to approve the agreed upon alternative placements for the students listed for specific schools and times indicated. Motion was seconded by Douglas Freeman and passed 6-1. Audrey Hocker voted no.

	<b>Student Number</b>
a.	09021126
b.	09171127

(See page 58)

## XIII. OLD AND NEW BUSINESS

None



**XIV. CONFERENCE ATTENDANCE**

**A. Superintendent**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the attendance of Sharon S. Laverdure at the CIU 20 37<sup>th</sup> Annual Summer Administrative Workshop in the Split Rock Resort in Lake Harmony, PA from August 4, 2010-August 6, 2010 in the amount of \$292.15 (commuting daily). Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

**XV. ESASD EQUITABLE TEACHER DISTRIBUTION PLAN**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the East Stroudsburg Area School District Equitable Teacher Distribution Plan, as presented at this meeting, in compliance with the requirements for grant funding as established by the Commonwealth of Pennsylvania Department of Education Division of Federal Programs, Guidelines for Title II A, Section 1112(c)(1)(L). Motion was seconded by Robert Cooke and carried unanimously, 7-0.

(See pages 59-61)

**XVI. EDUCATIONAL PARTNERSHIP AGREEMENT**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the Education Partnership agreement with Picatinny Arsenal in substantially the form as presented. Motion was seconded by James Brunkard and carried unanimously, 7-0.

(See pages 62-66)

**XVII. FISCAL ITEMS**

**A. Senior Citizen Tax Rebate**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the extension of the filing date for the 2009 Senior Citizen Tax Rebate program to December 31, 2010. Motion was seconded by Audrey Hocker and carried unanimously, 7-0.

**B. Mandate Waivers**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the submission of the following mandate waivers to the Pennsylvania Department of Education for review and approval. Motion was seconded by Robert Cooke and passed 6-1. Robert Gress voted no.

24 PS 8-801 1.a. - Purchase of Used Equipment  
24 PS 1-106 - Advertising

(See page 67-70)

**C. Awards of Bids**

**ACTION BY THE BOARD:**

Motion was made by Robert Gress to approve the award of bids for the following areas as per bids received on Wednesday, May 12, 2010, for the 2010-2011 school year to the lowest responsible bidders as listed. Motion was seconded by James Brunkard and carried unanimously, 7-0.

**A. ATHLETIC SUPPLIES**

BIDDER	# of low bid items	AWARD
1. Aluminum Athletic Equipment, Royersford, PA	1	\$8.00
2. Anaconda Sports, Lake Katrine, NY	3	\$235.49
3. Cannon Sports, Burbank, CA	17	\$2,379.11
4. Metuchen Center, New Brunswick, NJ	3	\$440.00
5. M-F Athletic, Cranston, RI	17	\$3,881.33
6. Sport Supply Group, Jenkinstown, PA	27	\$1,654.97
7. Pyramid School Products, Tampa, FL	21	\$4,953.96
8. Riddell/All American, Elyria, OH	5	\$300.00
9. Triple Crown Sports, Old Bridge, NJ	10	\$2,410.40
<b>TOTAL</b>		<b>\$16,263.26</b>

**B. MEDICAL SUPPLIES**

BIDDER	# of low bid items	AWARD
1. Collins Sports Medicine, Raynham, MA	20	\$4,607.70
2. Medco Supply, Tonawanda, NY	93	\$12,390.75
3. School Health Supply, Hanover Park, IL	49	\$3,533.05
4. School Nurse Supply, Schaumburg, IL	1	\$47.50
<b>TOTAL</b>		<b>\$20,579.00</b>

**C. TECHNOLOGY EDUCATION**

BIDDER	# of low bid items	AWARD
<b><u>WOOD TECH</u></b>		
1. Cramers Cashway, East Stroudsburg, PA	25	\$2,720.00
2. Metco, Leechburg, PA	22	\$1,341.15
3. Midwest Technology, Sioux City, IA	42	\$2,549.44
4. Paxton Patterson, Chicago, IL	37	\$2,027.36
5. Philipps Bros. Supply, Amherst, NY	3	\$200.00
6. Retco Alloy, Wood Dale, IL	31	\$452.66
7. Satco, St. Paul, MN	28	\$977.12
8. Saw Sales & Machinery, Gibsonia, PA	96	\$12,822.45
9. School Specialty Brodhead Garrett, Mansfield. OH	6	\$315.95
<b>TOTAL</b>		<b>\$23,406.13</b>
<b><u>ELECTRONICS</u></b>		
1. Metco, Leechburg, PA	25	\$1,477.36
2. Mouser Electronics, Mansfield, TX	89	\$4,672.60
2. Paxton Patterson, Chicago, IL	9	\$542.20
3. Satco, St. Paul, MN	8	\$336.45
<b>TOTAL</b>		<b>\$7,028.61</b>
<b><u>GRAPHIC ARTS</u></b>		
1. Badger Graphic, Kaukauna, WI	8	\$1,065.40
2. Dick Blick, Galesburg, IL	21	\$2,622.43
3. Metco, Leechburg, PA	3	\$68.40
4. Midwest Technology, Sioux City, IA	0	\$0.00
5. Paxton Patterson, Chicago, IL	2	\$477.60
6. G.E. Richards Graphics, Landisville, PA	1	\$400.00
7. Satco, St. Paul, MN	2	\$18.08
8. Valley Litho Supply, Rice Lake, WI	44	\$8,163.29

TOTAL		\$12,815.20
<b><u>POWER TECH</u></b>		
1. <u>Metco, Leechburg, PA</u>	2	\$185.70
2. <u>Midwest Technology Products, Sioux City, IA</u>	8	\$386.11
3. <u>Paxton Patterson, Chicago, IL</u>	1	\$64.54
4. <u>Retco Alloy, Wood Dale, IL</u>	2	\$0.00
5. <u>Satco, St. Paul, MN</u>	3	\$549.00
6. <u>School Specialty Brodhead Garrett, Mansfield, OH</u>	0	\$0.00
<b><u>TOTAL</u></b>		\$1,185.35
<b><u>LUMBER</u></b>		
1. Downes & Reader Hardwood, Stoughton, MA	0	\$0.00
2. Estemerwalt Lumber Products, Honesdale, PA	1	\$400.00
3. Mann & Parker Lumber, New Freedom, PA	5	\$6,629.00
4. O'Shea Lumber, Glen Rock, PA	6	\$5,406.00
<b><u>TOTAL</u></b>		\$12,435.00
<b><u>INTERMEDIATE SCHOOLS</u></b>		
1. Dick Blick, Galesburg, IL	17	\$314.26
2. Metco, Leechburg, PA	56	\$643.83
3. Midwest Technology, Sioux City, IA	68	\$3,111.67
4. Modern School Supply, Hartford, CT	8	\$186.10
5. Paxton Patterson, Chicago, IL	48	\$826.72
6. Retco Alloy, Wood Dale, IL	23	\$142.39
7. Satco, St. Paul, MN	32	\$2,168.10
8. Saw Sales, Gibsonia, PA	30	\$2,397.00
9. School Specialty Brodhead Garrett, Mansfield, OH	12	\$75.90
10. Valley Litho Supply, Rice Lake, WI	11	\$1,101.00
<b><u>TOTAL</u></b>		\$10,966.97

#### D. Change Orders

1.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve change order # G-06 for E. R. Stuebner, Inc. in the amount of \$ 6,891.55 (deduct) for reimbursement from the General Contractor for repairs to the Fire Alarm System located in room DATA C-126, due to water damage caused by roof leaks during re-roofing operations in the Middle Smithfield Elementary Additions and Alterations project. Motion was seconded by Robert Gress and carried unanimously, 6-0. (Ms. Hocker was absent and did not vote.)

(See page 78)

2.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve change order # E-01 for Wind Gap Electric, Inc. in the amount of \$ 6,891.55 (add) for reimbursement from the General Contractor for repairs to the Fire Alarm System located in room DATA C-126, due to water damage caused by roof leaks during re-roofing operations in the Middle Smithfield Elementary Additions and Alterations project. Motion was seconded by Robert Gress and carried unanimously, 7-0.

(See page 79)

**E. Bid Award – J. M. Hill Demolition Project**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to accept the lowest responsible bid in the amount of \$13,195.00 as submitted by Norman L. Fish dba Norman L. Fish Excavating for the JM Hill Elementary School Demolition Project. The contract shall be awarded and notice to proceed shall be given upon receipt of the required payment and performance bonds, required insurance certificates, necessary permits and approvals and such further documentation as may be required by the bid specifications. Motion was seconded by James Brunkard and carried unanimously, 7-0.

(See pages 80)

**F. Solicitor**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to appoint Thomas F. Dirvonas as Solicitor for the 2010-2011 school year at an annual retainer of \$35,000.00 in accordance with the proposed Agreement presented to the Board (The terms of the Agreement and retainer amount are identical to the 2009-2010 Agreement). Motion was seconded by Robert Gress and carried unanimously, 7-0.

(See pages 81-83)

**G. Appointment - Treasurer**

1.

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to rescind the appointment of PNC Bank, East Stroudsburg, PA as Treasurer for the District for the 2010-2011 school year due to its request that it not be so appointed. Motion was seconded by William Searfoss and carried unanimously, 7-0.

2.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to appoint Patricia Bader as Interim Treasurer for the District for the 2010-2011 school year, at a stipend of \$0, with the District paying the cost of the required bond in an amount as approved by the District Auditor and with surety as approved by the District Superintendent, Auditor and Solicitor. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

**H. Sweet, Stevens, Katz & Williams**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to appoint the firm of Sweet, Stevens, Katz & Williams, LLP as special counsel for labor issues for the 2010-2011 school/fiscal year in accordance with the Standard Agreement for Fees, Costs and Expenses received under cover letter dated November 3, 2009 from Ellis H. Katz, Esquire. Motion was seconded by William Searfoss and carried unanimously, 7-0.

(See pages 84-87)

**I. Levin Legal Group**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to appoint the firm of Levin Legal Group as special counsel for student issues for the 2010-2011 school/fiscal year in accordance with the fee letter dated November 12, 2009. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

(See pages 88-89)

**J. Bond Payment**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the current invoices for construction and related costs associated with the Bond Issue 2008: \$254,573.53. Motion was seconded by Robert Gress and carried unanimously, 7-0.

(See page 90)

**K. Use of Facilities**

1.

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the requests for use of facilities as listed for Class 1 school-related activities (No facility fees will be incurred as per Policy #707). Motion was seconded by Robert Gress and carried unanimously, 7-0.

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

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived
6/28/10	HS South	8/30/10	6/12/11	Pocono Family	Swim Team Practice	Y
6/28/10	Lehman	8/2/10	8/9/10	Delaware Football League	Football & Cheerleading Practice	Y
6/28/10	M. Smithfield	10/10	6/11	Cub Scouts Pack 82	Meetings	Y
6/28/10	Resica	9/10	6/11	Cub Scouts Pack 100	Meetings	Y

(See pages 91-94)

2.

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. (The Kiwanis Club is requesting a waiver of facility fees as well as personnel fees for this event. In lieu of all fees, the Kiwanis Club will be offering scholarships to ESASD students. Motion was seconded by Robert Gress and carried unanimously, 7-0.

**CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES**

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived
6/28/10	HS South	11/12/10 (setup)	11/13/10 (event)	Kiwanis Club of the Stroudsburg	Pancake Day	Y

(See page 95-96)

3.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. (The Hoop Group Skills Camp is requesting a waiver of facility fees. In lieu of all fees, the Hoop Group Skills Camp will be offering four (4) scholarships to ESASD students. Motion was seconded by Audrey Hocker. A roll call vote was taken and failed 2-5. Horace Cole and Audrey Hocker voted yes. James Brunkard, Robert Cooke, Douglas Freeman, Robert Gress and William Searfoss voted no.

**CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES**

<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>
6/28/10	HS South	6/29/10	8/30/10	Hoop Group Skills Camp	Camp Practices (in the event of inclement weather only)	Y

(See page 97-98)

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

**ACTION BY THE BOARD:**  
 Motion was made by Douglas Freeman to approve the Budget Transfers, Payment of Bills and Treasurer’s Report listed in this agenda for the 2009-2010 fiscal year, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the Auditor General. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

1. Budget Transfers - (See pages 99-113)
2. Payment of Bills - (See pages 114-134)
3. Treasurer’s Report - (See pages 135-148)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
 BOARD OF EDUCATION  
 REGULAR MEETING – June 28, 2010**

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

**7:30 P.M.**

**ADDENDUM A**

❖ Board Policies to be considered for approval at the July 19, 2010, Board Meeting are available for review in the Superintendent’s Office, J. T. Lambert’s office and High School North’s office on any District business day from 7:45 a.m. to 3:45 p.m.

- # 138 Limited English Proficiency Program
- # 214 Class Rank

(See pages 2-9)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – June 28, 2010**

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

**7:30 P.M.**

**ADDENDUM B**

**XVII. FISCAL ITEMS**

**M. Pike County Tax Exoneration**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to exonerate the property listed to Control #06-0-038517 from the payment of the face amount, interest and penalties for 2006 school taxes due to a bookkeeping error. These taxes have been received by the District. Motion was seconded by James Brunkard and carried unanimously, 7-0.

**XVIII. ANNOUNCEMENTS/INFORMATION**

None

**XIX. ADJOURNMENT 9:41 P.M.**

Respectfully submitted,

Patricia L. Rosado  
Board Secretary