

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – November 15, 2010**

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

**7:30 p.m.**

**Minutes**

- I. President Horace Cole called the meeting to order at 7:30 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:** Michelle Arnold, Patricia Bader, David Baker, Brian Borosh, Mark A. Brown, Holly Burns, John Burrus, Anthony Calderone, Ann Catrillo, Mike Catrillo, Robert Dilliplane, Irene Duggins, Larry Dymond, Eric Forsyth, Kim Holcomb, Lynda Hopkins, Gail Kulick, Sharon Laverdure, Phil Lazowski, Frederick Mill, Rose Perkins, Carolina Rodriguez, Patricia Rosado, Paul H. Schmid, Melodie Shamp, Jim Shearouse, Tom Williams, Mary Zajac and Steve Zall.  
Also present was: Christopher Brown, Solicitor.
- IV. **Community members present:** Mike Meachem, Verona Meachem, Ilineth Mendoza, Don Small, Elizabeth Small, Judy Summers, Jonas Wiseburn, Mary Wiseburn and Jenny Wood.
- V. **APPROVAL OF MINUTES AND AGENDA**

**ACTION BY THE BOARD:** Motion was made by Douglas Freeman to approve the minutes for the meeting of October 18, 2010, (pages 1-20), and this agenda for November 15, 2010 (pages 1-15), 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 Donald Motts and carried unanimously, 7-0.

- VI. **ANNOUNCEMENT OF EXECUTIVE SESSION** -- An executive session was held this evening at 6:00 p.m. before this meeting for the purpose of discussing personnel, litigation and negotiations.
- VII. **ANNOUNCEMENTS BY THE BOARD**
- A. Mr. Brunkard stated that he would like to remind the Board members that, traditionally, at the December meeting they set up the calendar for the following year. He stated that they should give it some thought because, often times, the way that they set up the operations carries forward and has far reaching consequences in the following year. Mr. Brunkard stated "Let's give it some thought and we will get back next month to discuss that".
- B. Mrs. Laverdure stated that this is unusual but she asked Mr. Larry Dymond if he can assist Mrs. Holcomb and Mr. Forsyth. He stated that there has been an emergency in Middle Smithfield Township. Mr. Dymond said they already spoke. Mrs. Laverdure stated that there is a culvert pipe that collapsed in the Country Club of the Poconos. Mr. Dymond stated that a culvert pipe bridge collapsed at Big Ridge Drive. Mrs. Laverdure stated that the issue is that they will have to reroute buses first thing in the morning; therefore, they are trying to get the best people who know the roads to try to make those decisions. Mr. Dymond stated that it has all been worked out.

## VIII. SUPERINTENDENT'S REPORT

- A. Mr. Freeman stated that on December 13<sup>th</sup> at 7:00 p.m. there will be a Monroe Career & Technical Institute meeting and they are supposed to have the County Commissioners there and different people of political aspects to discuss the full day program. He invited everyone to attend the meeting. Mr. Cole stated that the MCTI meeting was pretty much standard and fair business.
- B. Ms. Hocker stated that she could not attend the Colonial IU 20 meeting last month. She stated that they will not be meeting this month. Ms. Hocker stated that she brought copies of the "Twenty" for the public and gave a copy to all Board members to keep updated on what is happening at the IU 20.
- C. Mr. James Shearouse stated that the Middle Smithfield Elementary project is pretty much complete. He stated that there are a few punch list items that will be completed in the coming weeks. Mr. Shearouse stated that the outside landscaping is all complete and everything is seeded and the sod is in. He stated that the baseball field fencing is going up now.
- D. AYP Update :

Mrs. Duggins stated that the high school principals are here this evening to do a brief presentation of their plans for school improvements at their respective high school.

Mr. Catrillo, High School South Principal, thanked the Board for the opportunity to briefly go over tonight some of the academic improvement pieces that they have in place for this school year. He stated that they have the district's mission statement in his presentation because he believes it is important to know it. Mr. Catrillo stated that he began the year by having the entire staff focus on what the mission statement means for the school. He stated that he wants to have everything they do for school improvement based on what they say their mission is. Mr. Catrillo stated that they begin the faculty meetings now by looking at the mission they have in front of them as far as students are concerned. He stated that he brought current status of the scores and there have been improvements in math, reading, science and writing. Mr. Catrillo stated that our school scores are above the State average. He stated that they do not want to stay at average but want to continue moving up. Mr. Catrillo stated that they are happy to show that they are above State average in all four areas. He stated that they are specifically above the State average in all assessments. Mr. Catrillo stated that they are at or above State average in all reporting categories in reading and science. He stated that the science proficiency exceeds the State average by 4% which sounds good but the State average is very low, so they want to go a lot higher than 4%. Mr. Catrillo stated that they exceeded the reading target also by 9.6%; therefore, all things are showing improvements in academics. He stated that when they focused on the school improvement plan, what he wanted to do rather than putting things together, he wanted to base it on a concept as it relates to research. Mr. Catrillo stated that they chose to use a report called, "The Smart and Good High Schools", which is integrating excellence and ethics for success in schoolwork and beyond. He stated that our school improvement and philosophy is based on the combined work of Tom Lickona and Matt Davidson who are out of the center for the four and five R's respect and responsibility at SUNY Cortland National Character Educational Partnership in Washington. Mr. Catrillo stated that the entire report is available online. He stated that if you do a search for Smart and Good High Schools, you will see the entire report and it is rather extensive. Mr. Catrillo stated that they are basing their school improvement plan on this. He stated that there are three parts; developing a shared purpose, aligning practices with desired outcome and relevant research. Mr. Catrillo stated that what he did on the first day of school, since he was new to working with the staff, was to sit down on the first in-service day to put together a series of workshops and discussion on what they believed about learning as high school staff members. He stated that they came up with: 1. They believe all students can learn at a rigorous level; 2. They believe it is their collective responsibility not to accept failure; 3. They believe that it is their ethical role to understand the individual learning needs of students; and 4. They believe all students should have a voice. Mr. Catrillo stated that these are the four things that are discussed at each faculty meeting and are basing all of their plans on. Mr. Catrillo stated that on these four beliefs that staff arrived at about learning, their plan is based on the report of the Smart and Good High Schools and it is based on building an ethical learning community. He stated that they talked about learning communities and added one more word, ethical learning communities. Mr. Catrillo stated that characteristics of an ethical learning community are that they develop a shared purpose which they are doing each month as they begin to look at their mission and what they believe about learning. Mr. Catrillo stated that they aligned practices with desired outcomes and relevant research. He stated that every department has adopted skills they are working on as a smaller learning community within the bigger learning community. Mr. Catrillo stated that they have been spending each month, as we began the school year, taking a look at the various practices and making sure they are based on research and are getting us the progress that we need. He stated that people and an ethical learning community have a voice to take a stand and they are doing this with staff and also

with students. Mr. Catrillo stated that one unique thing they did this year, so far, was to build a student committee not only as an advisory committee. He stated that they also had a group to help them begin researching. Mr. Catrillo stated that they gathered a group of students in our applied level classes and met with them to get their perception on what is going on in the classroom. He stated that they are using that as a piece of data to look at along with scores to see what needs improvement because what better place to go than to look to our students as to what their learning is like in the classroom. Mr. Catrillo stated that the other part is to take personal responsibility for continuous self improvement, both on the part of staff and on the part of students, by practicing collective responsibility and grappling with tough issues. He stated that at each faculty meeting, they take on an issue that is giving them a difficult time and try and find solutions to it. Mr. Catrillo stated that one thing we developed is a committee, Success for All, that is looking at the failure rate at High School South and what academic interventions we have in place now and which ones we will be building on. He stated that we are in the process, hopefully, in the next couple of months of trying some of our academic interventions and putting them into practice. Mr. Catrillo stated that they are excited about that committee. He stated they are also excited about another committee that is dealing with positive behavior support looking at how they can, in a positive way, support good behavior in our school and use it for continuous improvement. Mr. Catrillo stated that it is an ambitious schedule. He stated that they have lots of activities planned. Mr. Catrillo stated that staff is working at the department meetings, faculty meetings and on committees. He stated that they hope to continue making great progress in not only AYP, which is important, but also in overall academic achievements and positive attitudes for students and staff in our building.

Mr. Stephen Zall, High School North Principal, stated that with his school improvement/school success plan, they are in the second year of implementation for this plan. He stated that they are very excited about the things they have worked on and have already started. Mr. Zall stated that they are also excited about the new initiatives they are bringing on board. He stated that they put together a video presentation since some of the things that are part of the plan have already been underway. Mr. Zall stated that they thought it would be a good way to see and reflect a little bit of what they have been working on and doing as a school community. He presented a video to the Board and the public. Mr. Zall stated that in putting the presentation together as you saw and heard, their overall theme and scope of things is that of being focused on learning. He stated that for the school community that does mean taking opportunities and starting to look at things and assessing all aspects of the school environment in terms of how they conduct business, what they do, what they expect of their students and are they maintaining that flow of being focused on learning. Mr. Zall stated that the other item that was also referenced is sort of that focus on learning that they are holding the students accountable for their learning. He stated that the teachers take great time and effort to ensure that the curriculum that they are distributing and things they are going through with their students is the essential curriculum that they need to know. Mr. Zall stated that they are offering and providing supports in place to help their students meet those expectations. He stated that the Board heard the W.O.L.F. Program (Working On Learning Focus) referenced which is an opportunity for students to complete assignments even if they have gone past that actual due date in which case, they hold that afterschool for them to make those assignments up. Mr. Zall stated that they also have study club and things like that that are available to insure that the students are meeting instructional expectations. He stated that they are excited and this is the second year of their plan. Mr. Zall stated that there are no great changes; however, they did some of those program components to enhance what they already had in place as far as their school improvement plan.

Mr. Gress asked if the students that are not handing in their work on time, are teachers making them hand them in instead of getting zero. He stated that sometimes there is and sometimes there is not. Mr. Gress stated, like Mr. Zall said, they should make the kids hand it in and get a 10 or 20 rather than a zero because if they don't do it they won't learn it. Mr. Zall stated that this is an excellent point he is bringing up because this was the whole notion of their conference that they went to this summer which was on professional learning communities. He stated that they were very fortunate that the administrative team were able to attend. Mr. Zall stated that was one thing they brought back and shared with the administrative team and central administration. He stated that they have due dates for things; however, if students are not meeting those expectations they are still holding them accountable for completing the assignments. Mr. Zall stated that they have a school-wide rubric that is in place for every teacher, every classroom and every course. He stated that there are percentages of point value that is taken off for each day that it is late. Mr. Zall stated that regardless, those students are held accountable for completing the assignments which has been deemed as essential for that instruction. He stated that they are not affording the kids to have an option to receive a zero for their assignments.

Ms. Hocker stated that she heard Mr. Zall speak a great deal about assessing things at certain levels. She asked if there are any methods different than what Mr. Zall is doing already to assess things before students start being penalized for not getting things done. Ms. Hocker stated that many times when subjects are not understood completely, students might neglect to hand things in a timely fashion. She stated that therefore, her concern is

what new methods has Mr. Zall come up with to assess it and to try to get them on target. Ms. Hocker stated that she is not talking about self study and she does not know what the rubric program is. She asked what the staff is doing to intercede before things go too far. Mr. Zall stated that it is not necessarily new but they have in place for the staff and students as well to seek the counsel of their teachers. He stated that if there is something they do not understand or are not clear on, they can inquire with that staff person. Mr. Zall stated that, in addition, they have a study club afterschool two days a week. He stated that if a student is having difficulty in English, they have an English teacher that stays one day and a Math teacher that stays another day. Mr. Zall stated that they can find this as an opportunity to get additional support or assistance. He stated that another thing they set up through the guidance department is, if a counselor follows up with a student and identifies that they are struggling in a subject area, the National Honor Society has peer tutoring that is available and afforded to students during their advisory homeroom period which is in the morning. Mr. Zall stated that there is opportunity for students if perhaps they have a lunch period aligned with a peer tutor or after school. He stated that these are a couple of things in place for students to get some assistance.

Mrs. Duggins stated that, as you can see, they have been working diligently to assess where they are and where they want to be. She stated that they continue to move forward and make steady progress each year. Mrs. Duggins stated that they are working to accelerate their plan. She stated that the newest thing they added this year is really reaching out more broadly to make sure that it is a shared accountability and shared ownership so that they involve every member of the school community including trying to engage the support of the school community outside of the school. Mrs. Duggins stated that they are trying to put School-Wide Positive Behavior in place and supports for the students where failure is not an option. She stated that they are going to help them succeed. Mrs. Duggins stated that she commends the principals and their staff for their efforts to make every student successful.

**IX. PUBLIC PARTICIPATION -- Federal Programs**

Title I

Title VI

Other Concerns

- A. Mrs. Verona Meachem stated that she has a question on the point deduction because Mr. Zall lightly touched on it. She stated that when she got the package, each teacher in each subject had their own point deduction. Mrs. Meachem stated that then there was another paper that had different point deductions; therefore, she was confused and does not know which one superseded because both went out. She stated that she does not know if anyone reviewed it; therefore, she does not know which one is the proper point deduction if the work is late. Mrs. Meachem stated that, if she remembers correctly, when she looked at the W.O.L.F. item, at some point, there is no point handing in the work because they are going to fail anyway. She stated that she doesn't have a problem with it but that is the reality; so how does that change what is already going on.

Mr. Zall stated that the first item in question he does not know the specific teacher or where it came from but he would be happy to talk to Mrs. Meachem in regard to that. He asked if Mrs. Meachem can give him the name of the teacher after the meeting or she can call him. Mrs. Meachem said that this is her point that they all sent home their point deductions but then that other paper was also sent. She asked which one supersedes which one. Mr. Zall stated that he does not know which paper she is referencing. Mrs. Meachem stated that it was a paper that said W.O.L.F. point deduction after one days or two days. She asked if she should look at that one or the ones that the teachers sent. Mr. Zall stated that the one that is right is the one that was identified as the W.O.L.F. Rubric which was school-wide and for each of the five days. He stated that they have five days to turn the assignment in. Mr. Zall stated that each of the days has a reduction or point value. He stated that after the five days, the highest earning would be half of the assignment's worth. Mr. Zall stated that they felt, working with the department chairs and in coming up with that rubric, first of all, that there was sufficient amount of time for students to turn in their assignments. He stated, in addition, they felt that it was still sending that message that they want to hold them accountable for what the assignment was. Mr. Zall stated that if they do not at least have them complete the assignment and earn some of the credits, they felt it would be perpetuating the situation; because, if they are not prepared with the assignment, then they are not prepared for the quiz and if they are not prepared for the quiz, then they are not going to be prepared for the test. He stated that this is why they approached it in that aspect.

Mrs. Hocker wants some clarity. She stated that she is looking at the purposes for assessing things and maybe retesting if there are not enough students not turning in something. Ms. Hocker asked if the teacher will revisit it. She stated that she thought that assessing was not to penalize but to teach. Mr. Zall stated that the W.O.L.F.

program and assessing is not put in place as a penal aspect. He stated that they felt they were experiencing that more students were becoming more comfortable with, "Oh, I didn't turn in an assignment. Oh well," and they were okay with taking a zero. Mr. Zall stated that they are holding them accountable for having them complete the assignment and at the same time earn some, if not more of the credit than they typically would. He stated that as far as teachers assessing their students in the classroom, if they are identifying that the students are not grasping a concept or an instructional element, it is their professional responsibility to reflect and assess. Mr. Zall stated that if need be go back and reteach, reexamine their approach or look at different ways. He stated that it may involve even setting up different groupings of students to try to work with them based upon their strengths and weaknesses. Mr. Zall stated that this is part of what Study Island and Map assessment can provide them as well. He stated that he does feel that the staff has the professional responsibility to carry that out.

Mrs. Meachem stated that last year at High School North, it seemed like they ran out of money for tutoring at the higher levels of math. She stated that she didn't notice if that was part of the initiatives. Mrs. Meachem stated that she knows the district has to do NCLB with the children who are trailing behind but when you have children that are on track and they need help is there anything in place in the initiatives to address it. She asked if not, why not. Mrs. Meachem stated that she also didn't hear anything about a change in the block scheduling. She stated that we know it doesn't work. Mrs. Meachem stated that every year, we keep doing it because it is the cheapest way to go and why is this not an initiative to boost what is going on for the high schools not to fail with high percentages. She asked when are they going to change the block scheduling because it is totally unacceptable that children do not get math for a year or year and a half. Mrs. Meachem stated that it continues to go on and no one is addressing it. She asked when is this going to be changed or is anyone going to bother to look at other models. Mrs. Meachem asked when is this going to happen.

Mrs. Laverdure stated that they have looked at other models and she will let Mrs. Duggins speak on this issue. She stated that there has been some soft scheduling where some students do get year round Math and English classes depending on their needs. Mrs. Laverdure stated that math students can be accelerated and they can take math classes back to back. She stated that the problem is that they exceed the math classes the district has in place. Mrs. Laverdure stated that she stated that they are looking to extend them through dual enrollment experiences but some of the grant money is falling by the wayside. Mrs. Laverdure stated that there are some other ways of looking at that and they do not have to skip a year nor should they be without math for a year and a half, for three semesters. Mrs. Laverdure stated that this is not accurate information and the problem becomes when they max out on the math classes that are available. She stated that they have gotten some students that have done very well up north and got perfect SAT scores. Mrs. Meachem said she knows of some students that didn't have math for three semesters. Mrs. Laverdure stated that they chose to do that and we need to make sure our counselors that they do not allow this to happen.

Mrs. Duggins stated students should not be going for more than two semesters without math. She stated that if it is three semesters then they skipped math for a whole year; therefore, we need to look at that. Mrs. Duggins stated that they did a study a few years ago looking at what it will cost to go back to a traditional scheduling. She stated that right now the economy is not such that we can add that price tag to the district. Mrs. Duggins stated that for the past three years, they had year-long classes. She stated that the district has added more year long classes. Mrs. Duggins stated that they started at High School North this year, a 9<sup>th</sup> grade teaming concept to work with the transition. She stated that they have some plans in place next year to pilot more odd/even block scheduling so the year long classes will be every other day. Mrs. Duggins stated that studying block scheduling vs. traditional scheduling will also be very important as the State begins to implement the Keystone Exams. She stated that the Keystone Exams will be end of course exams for the current 7<sup>th</sup> and 8<sup>th</sup> graders currently taking Algebra 1. Mrs. Duggins stated that the exam will be given in the first week in May. She stated that if we continue the block scheduling and we do not start the second semester until February it will be very difficult getting through the classes. Mrs. Duggins stated having a discussion about block scheduling vs. traditional scheduling has been on the table for the past couple of years and will continue to be on the table until we are in a position where we can phase back into traditional scheduling.

Mrs. Meachem asked if we are in the business of education, why is this not to the front as opposed to the numerous other expenses they see. She stated that if we are here to educate the children, that should be first and foremost. Mrs. Meachem asked why is this not to the front. Mrs. Laverdure stated that the district initiative at this time is that they bring ideas, thoughts and concepts to the Board. She stated that when the Board gives them the direction to move forward, they will. Mrs. Laverdure stated that it is a thought process and as Mrs. Duggins said the Keystone State Exam may force us to revisit that. She stated that she thinks that in 2014 the exams are slated to go into effect. Mrs. Duggins stated that they are starting to be operational this year. She stated that we are saying that block scheduling is one of the reasons but there are many schools on traditional scheduling that are

not doing even as well as we are. She stated that this not the “be all, end all” or the magic bullet that will resolve our problems. Mrs. Duggins stated that we need to have good teaching, year long and support the children. She stated that sometimes when we mention going back to traditional scheduling, you will have students that will want to pursue 2-3 foreign languages; therefore, you are taking away their ability to accelerate their learning. Mrs. Duggins stated that there are pros and cons to block scheduling and we continue to study it. She stated that we are currently doing some research if our students are doing better if they are taking courses year long. Mrs. Duggins stated that we will continue to evaluate and we have time now to do that research and make some good decisions.

Mr. Brunkard stated that this block scheduling is not a new one and the idea of the Board discussing what we should be doing about block scheduling pros and cons is not a new one. He stated that he would largely just throw it out the window. Mr. Brunkard stated that every argument he sees in favor of it has too many arguments to the negative. He stated that it has been a long time since his children have been in school here. Mr. Brunkard stated that they had it then to their detriment and we have it now to the detriment of our kids in the process of their education. Mr. Brunkard stated that it is overall cumbersome. He stated that people try to explain to him its cost effectiveness and people use all sorts of arguments that do not hold water in the defense of it. Mr. Brunkard stated that for a long time, he has advocated greatly reducing it or eliminating block scheduling. He stated that it is not something they don’t discuss or that they don’t forward as a Board. Mr. Brunkard stated that this is his first term on the Board and he has only been on it for three years. He stated that he really thought upon coming onto the Board, they would spend a lot of time on curricular issues and discussing what we do in the classroom. Mr. Brunkard stated that he finds that too much of our time, necessary or not, is spent outside on issues on construction, budget, discipline or whatever the problem is that comes forward on a given day. He stated that he knows that they will continue to discuss the block scheduling. Mr. Brunkard stated that he knows there is a lot of support on this Board for eliminating or reducing it. He stated that he does not know what the prevailing one is to this point and they have not prevailed in doing that. Mr. Brunkard stated that they are certainly looking at every issue and numbers of committees have met and numbers of things have gone forward. He stated that it is just one of those things that is in front of us.

Ms. Hocker stated that they have not done a lot of discussions and lot of meetings with regard to that as Board members. She stated that she is very concerned because the reason for them being there is the students’ education. Ms. Hocker stated that if we are saying that it is not cost effective to put the best method in place to reach that point, then we are failing as a Board and as a district. She stated that she thinks as a Board, they need to sit down and come to grips with the fact that they need to revise what is being done. Ms. Hocker stated that they are doing slight increments of improvements but she is quite sure they can do so much more if they met more often on these issues. Ms. Hocker stated that this is not the first time that is has come across her mind and is surprised that they are even talking about it not being cost effective in order to go back to it because what are we here for.

Mrs. Laverdure stated that if the Board wants to give them some direction, Mrs. Duggins has the information. Mrs. Duggins stated that she does and if the Board would like, they can revisit that. She stated that it may also be time to revisit the philosophy, does every student need a book in every class. Mrs. Duggins stated that we have looked at things like that in the past, too. She stated that depending on where we go on that avenue, then there is an upfront cost to implement it.

Ms. Hocker stated that she sees they have a back cost, when we don’t. She stated that this is what all that copying is about. Ms. Hocker stated that all those fancy copying machines and about \$600,000 for copying when in fact, these kids need books. Mrs. Duggins stated that they do need to learn to read a textbook because they will be going on to college. She stated that in terms of sharing and collaborating and working it out, she thinks we can be creative in partnering to that regard. Mrs. Duggins stated that there are many decisions that need to be made along the way. She stated that if they want her to revisit it, she can put that together and give them the cost again. Mrs. Laverdure stated that they will get some preliminary information to the Board and then the Board can give us direction on where you want to go with that. Ms. Hocker stated that maybe there should be a committee to work with the Curriculum Director and Superintendent. She stated that she is not opposed to being a part of it. Ms. Hocker stated that she needs to see a little more improvement because we are spending a lot of money, as it is right now, trying to pull ourselves from behind. Ms. Hocker stated that we have a system that is not really doing the job.

Mr. Gress stated that what is missing is parent involvement. He stated that you have students and the schools but the parents are not involved. Mr. Gress stated that they should not let the students dictate what classes they want to take just because their friends are in it. He stated that they have to challenge the students and make sure their

homework is done. Mr. Gress stated that this is where all things are falling apart because unless parents are involved, we got problems.

Mrs. Meachem asked if this was directed towards her. Mr. Gress said not at all. He stated that other parents do not want to take them out of activities but school should be first. Mr. Gress stated that sometimes they have to choose to do their homework at night instead of the activities. Mr. Gress stated that he advocated to look at block scheduling and revisit it and to look at other ways to remediate those that are falling behind, but we need to look at others that can excel, too. He stated that he thinks it is a dumb thing where kids are in senior year and leave early. Mr. Gress stated that if they work fine but if not, they should be in school learning. Mrs. Laverdure stated that others take college classes. Mr. Gress stated that we should look at the money and where it is best spent.

Ms. Hocker stated that Mr. Gress brought up the point about the parents. She stated that the parents are not going to school here. Ms. Hocker said, "Yes" they can be home to advise but we are the educators. She stated that we should be dictating this program, what is required and what is necessary because that is the framework for success. Ms. Hocker stated that she does not understand why we can say we are depriving the child of a choice to take two or three languages. She stated that if she is in school and she does not have any particular goals, we are supposed to have great advisors to tell us we need this subject or the other. Ms. Hocker asked where that assistance is because if we don't have it, then kids will want to take classes with their friends. She stated that we are the educators; therefore, we need to set those guidelines.

Mrs. Meachem stated that Mr. Zall did not explain about the tutoring for the students that are excelling, since last year they ran out of money. She stated that she is not advocating that the teachers should do it for free. She stated that she heard some say that they should want to stay after school, "no they shouldn't" since others are getting paid so should they. Mrs. Meachem stated that she wants to know what is going to happen at High School North for those students that are in the higher levels of math should they need it. Mrs. Duggins stated that new this year is the homework club that is offered in every building. She stated that every night of the week, there is a different teacher that is paid to stay to help the children with whatever they need. Mrs. Meachem asked how do they sign up for that. Mr. Zall stated that they can sign up in the library for Tuesdays and Thursday. Mrs. Laverdure asked what day is math. Mr. Zall stated that Tuesdays are for Math and Thursdays are for English.

- B. Mr. Mike Meachem stated that his question is from the agenda and the whole subject on the economy and the price tag and making prudent decisions, has him always making sure to make an attempt to check the agenda before he comes in. He stated that one of the things that disturbs him this evening was the addendum that was distributed for this meeting. Mr. Meachem stated that while he recognizes that there is a lot of people who are working hard, how can we in one breath say that we have to look at the price tag for block scheduling but then we can put forward the Addendum A this evening. He stated that he is sending conflicting messages to the public. Mr. Meachem stated that in page 13 of the agenda regarding the PFM budget model proposal, if he is not mistaken, we had a discussion about this particular project once before. He stated that PFM had presented at this meeting, and he was here this evening and did not see any PFM presentation. Mr. Meachem stated that he remembers the last presentation and this is a glorified Excel program that we are looking at providing an annual fee of \$6,000 for a minimum of 3 years. He stated that we are looking at the \$6,000 that is locked in for a minimum of three years which is \$18,000 if we lock it in at three year. Mr. Meachem stated that he has a lot of faith in the Business Manager. He stated that to let her do that without taking a software program from an outside vendor that does not really specialize in this area. Mr. Meachem stated that PFM, if he is not mistaken, was specifically talking about bond issues not budget estimation. He stated that this is not their project. Mr. Meachem stated that he would ask you particularly since we are arguing block scheduling and the cost effectiveness of it as opposed to salary increases at the highest level in central administration, why are we looking to spend a minimum of \$18,000 to guesstimate our budget. Mr. Meachem stated that he believes it might be sensible to put this on the back burner until our economic situation is better. He stated that Mrs. Laverdure made reference to looking at different models of scheduling. What kind of models? Mr. Meachem stated that Mrs. Laverdure spoke of soft scheduling being in effect. Where is it in effect? He stated that at High School South there was a mention from Mr. Catrillo about some sort of programming where we are getting the opinions of the students in applied programming. He stated that one thing that disturbs him as a parent is that he has a very active 16 year-old at home and her hormones are raging and her thinking is not always as clear as it should be and he is continually put in a position where he needs to remind her who is in charge. Mr. Meachem asked Mr. Catrillo when we were inquiring those applied students, who in some instances are the most academically challenged in the district, where was the margin where their parents were involved because he is concerned about that as a parent. He asked if the homework club that was talked about has been funded for the entire school year. Mrs. Duggins said, "Yes". Mr. Meachem thanked Mr. Gress and agrees with him because when he hears someone talking about how a parent is challenged to keep an active child who is very social and creative on board to

understand the importance of the rigor in academics. Mr. Meachem stated that, unfortunately, he knows some kids that have not taken math for a three year period. He stated that one of the questions that he poses to parents at this level is when was the last time they stopped by the guidance counselor to check on what their children are not doing. Mr. Meachem stated that if they didn't have math for 18 months, he thinks they have to accept part of that responsibility.

Mrs. Laverdure stated that what she meant that there is a different model; she meant that there is teaming that is going on at High School North, which is a different concept. She stated that they are trying to support the children during their transition year. Mrs. Laverdure stated that this is similar to what they experience in the intermediate level school so it is not just jumping straight into high school knowing that 9<sup>th</sup> grade is when their GPA is established and they have to take classes seriously. Mr. Meachem stated that if they are closer to college, what are they preparing them for. Mrs. Laverdure stated that this is just for 9<sup>th</sup> graders as the transition grade, since this is the year that their GPA is established. She stated that just like freshman year in college, if you bum out, it takes you forever to dig out. Mrs. Laverdure stated that the soft scheduling is when you take some of the math classes like Algebra that some students need more support in; they spread it out for the whole year and not forced it into a whole block by itself. She stated that some English classes as well, depending on the needs of the individual student, it can be year round as well. Mrs. Laverdure stated that it does mean that they can take an elective in English as well as the year round class and they are not locked into that class only. She stated that it gives them the support year round for those two basic classes.

Mr. Cole stated that in relationship to Addendum A, it is really dealing with producing the Superintendent and Business Manager's contract to written language which should had been done a while back. He stated that it took a while to get together and it is on for Board approval. Mr. Cole stated that there is nothing hidden behind it but it is essentially just producing it to writing and making it a formality.

Mr. Cole stated that the PFM Budget Model Proposal will be discussed when it comes up later. Mr. Gress stated that he was against it and will be again and will bring it up when it comes up. Mr. Brunkard stated that the backup is on page 54. Mr. Meachem said he does not get that page. Mr. Brunkard gave Mr. Meachem his copy.

- C. Mr. Larry Dymond stated that a couple months ago, a lady from the Bushkill area, who is a teacher from Delaware Valley, was at the meeting. He stated that he believes we all know that Delaware Valley sort of unlocked the secret to educating their children. Mr. Dymond stated that they have done well over the last couple of years. He asked if anyone has tried to contract them to pick their brain. Mrs. Duggins said she spoke to the curriculum person at Delaware Valley and will be visiting with her shortly.
- D. Ms. Ilineth Mendoza stated that she is here tonight because she is concerned about the kids wearing uniforms. She stated that two years ago, the district tried to implement uniforms but the mission failed for the lack of support. Ms. Mendoza stated that she is a foster parent of three children in this school district as well as a taxpayer and fully supports implementing school uniforms. She stated that she is in favor for the following reasons. Ms. Mendoza stated that students who wear school uniforms perform better academically since they are less focused on other stuff. She stated that she has very little information why it failed two years ago. Ms. Mendoza said she started to think about it last week and is here tonight to see if she can do something to get the students to wear uniforms. She stated that a lot of the homes have lost one income so it is hard to buy expensive clothing for the children that they like to wear. Ms. Mendoza stated that she guesses that uniforms are the best way to go. She stated that she would like to know what it takes and where can she start to do something. Ms. Mendoza stated that she has a lot of parents that are interested, too.

Mr. Cole stated that the school uniform issue has not resurfaced since it fell by the wayside or not passed by the Board. He stated that it does not mean that it is totally a dead issue because it can be revisited. Mr. Cole stated that he would suppose the best place for Ms. Mendoza to start would be with her own Parent/Teacher Association in her individual school to see if she has some support in that particular level. He stated that she can then approach some other schools in our district and then bring it, at some point and time, to the principal's attention and eventually to the Board of Education. Mr. Cole stated that it is not a totally dead issue. He stated that it just was not formally passed by the Board. Mr. Cole stated that it does not mean that you cannot wear uniforms because that is really individual freedom that she can do if she has uniform issue in her own house. He stated that as far as a mandated blanket across the district, that would take approval by the Board. Ms. Mendoza stated that she was wondering how the Stroudsburg schools got to move to that level and we have not. Mr. Cole stated that they didn't get there easily, quite obviously, because it took some convincing and it worked up through the ranks to get endorsement of it. Mr. Cole stated that he commends them for that because, he thinks, it has been successful. Mrs. Mendoza stated that she is going to try to do whatever it takes to move forward.



X. **PERSONNEL ITEMS**

A. **Uncompensated Leave – In accordance with School Board Policy #539**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the extension of an uncompensated leave for the support staff designated in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

<b>Name</b>	<b>Position Held</b>
a. Okurowski, Mary	Cafeteria Worker (part-time) – North Campus Effective Date: September 27, 2010 Length of Leave now through: June 30, 2011

(Request received)

B. **Support Staff**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the resignations, termination, leaves of absence, reassignment 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 Douglas Freeman and carried unanimously, 7-0.

1. **Resignations**

<b>Name</b>	<b>Position Held</b>
a. Navas, Yesenia	Instructional Aide – Lehman Intermediate Effective Date: at the end of the workday on November 17, 2010.
b. Nelson, Joseph	Bus Driver – Transportation Effective Date: at the end of the workday on November 12, 2010.
c. Schneebeli, Rachael	Student Helper – Bushkill Elementary Effective Date: at the end of the workday on November 19, 2010.

(See pages 16-18)

2. **Termination**

<b>Name</b>	<b>Position Held</b>
a. Hidalgo, Joann	Instructional Aide – High School North Effective Date: October 4, 2010 Job abandonment.

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

<b>Name</b>	<b>Position Held</b>
a. Cole, Marie	Bus Driver - Transportation Effective Date: September 29, 2010 Length of Leave now through: December 31, 2010
b. Dolinish, Kris	Secretary - J. T. Lambert Intermediate Effective Date: September 20, 2010 Length of Leave now through: October 29, 2010

(Requests received)

**4. Leave of Absence (Extension) - In accordance with School Board Policy #535 and Child Rearing**

<b>Name</b>	<b>Position Held</b>
a. Butz, Connie	Student Helper - Bushkill Elementary Effective Date now: October 21, 2010 Length of Leave now through: end of the 2010-2011 school year.

(Request received)

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

<b>Name</b>	<b>Position Held</b>
a. Ambrose, Joanne	Instructional Aide – Lehman Intermediate Effective Date: October 27, 2010 Length of Leave: November 30, 2010
b. Capizzi, Deborah	Instructional Aide – J. M. Hill Elementary Effective Date: August 26, 2010 Length of Leave: November 11, 2010. This leave is intermittent.
c. Cirmigliaro, Roseria	Secretary – High School North Effective Date: October 1, 2010 Length of Leave: June 30, 2011. This leave is intermittent.
d. Goeller, Robert	Custodian (2nd shift) – J. T. Lambert Intermediate Effective Date: October 22, 2010 Length of Leave: November 29, 2010

(Applications received)

**6. Reassignment**

<b>Name</b>	<b>Appointment</b>
a. Aguiles, Amalia	From: Student Helper – J. T. Lambert Intermediate To: Student Helper – Lehman Intermediate Effective Date: October 25, 2010 This position was reassigned due to student needs.

**7. Appointment - Regular**

<b>Name</b>	<b>Appointment</b>
a. Benson, Craig	Custodian (3 <sup>rd</sup> shift) (Step 1) - North Campus Hourly Rate: \$12.73 (plus \$.50/per hour shift differential) Effective Date: November 11, 2010 Craig replaces Melvyn Coon who resigned.

**8. Substitute Appointments**

<b>Name</b>	<b>Position(s)</b>
a. Bisher, Robert	Custodian
b. Cruz, Antonio	Bus Driver
c. Cruz, Maryna	Instructional Aide, Student Helper
d. Daniels, Timothy	Bus Driver
e. Gibson, Kirsten	Cafeteria Worker
f. Jacobsen, Christopher	Custodian
g. Neely, Migdalia	Cafeteria Aide, Cafeteria Worker
h. Nelson, Joseph	Bus Driver
i. Schneebeli, Rachael	Student Helper
j. Tompkins, Deborah	Cafeteria Aide, Cafeteria Worker, Instructional Aide, Secretary, Student Helper, Student Hall Monitor
k. Vough, Melanie	Cafeteria Aide, Cafeteria Worker, Instructional Aide, Student Helper, Student Hall Monitor
l. Wykowski, Agnieszka	Cafeteria Aide, Cafeteria Worker

**C. Professional Staff - Uncompensated Leaves of Absence**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the uncompensated leaves of absence for the professional staff designated, in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by James Brunkard and carried unanimously, 7-0.

**1. Uncompensated Leaves of Absence**

<b>Name</b>	<b>Position Held</b>
a. McKelvin, Wanda	Reading Specialist - High School North Effective Date: November 15, 2010 Length of Leave: January 31, 2011
b. Newman, Julianne	Speech & Language teacher – East Stroudsburg Elementary Effective Date: August 26, 2010 Length of Leave now through: December 17, 2010

(Requests received)

**D. Professional Staff**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the resignation, leaves of absence, reassignment 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 Robert Cooke and carried unanimously, 7-0.

1. **Resignation**

<b>Name</b>	<b>Position Held</b>
-------------	----------------------

- |                    |   |
|--------------------|---|
| a. Lambert, Thomas | English teacher – High School South<br>Effective: November 23, 2010 |
|--------------------|---|

(See page 19)

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

<b>Name</b>	<b>Position Held</b>
-------------	----------------------

- |                        |   |
|------------------------|---|
| a. Dobrowolski, Darrin | Math teacher – High School North<br>Effective: October 25, 2010<br>Length of Leave: November 10, 2010 |
|------------------------|---|

(Application received)

3. **Leaves of Absence (Change of Date)– In Accordance with School Board Policy #435 and Child Rearing**

<b>Name</b>	<b>Position Held</b>
-------------	----------------------

- |                   |  |
|-------------------|--|
| a. Cassidy, Kelly | Grade 8 Science teacher – J. T. Lambert Intermediate<br>Now Effective: November 15, 2010<br>Length of Leave through: the end of the third marking period of the 2010-2011 school year. |
| b. Erb, Sandra    | Kindergarten teacher – Middle Smithfield Elementary<br>Effective: August 26, 2010<br>Length of Leave now through: the end of the 2010-2011 school year.                                |

(Requests received)

4. **Reassignment - Regular**

<b>Name</b>	<b>Appointment</b>
-------------	--------------------

- |                |  |
|----------------|--|
| a. Furst, Kane | From: Internal Suspension (ISS) teacher – High School South<br>To: English teacher – High School South<br>Effective Date: November 8, 2010<br>Kane replaces Thomas Lambert who was on a leave and then resigned. |
|----------------|--|

5. **Appointments - Long Term Substitute**

<b>Name</b>	<b>Appointment</b>
-------------	--------------------

- |                 |  |
|-----------------|--|
| a. Leitch, Ryan | Internal Suspension (ISS) teacher – High School South (LTS)<br>Salary: \$41,045.00, prorated (Step 1 Column 6)<br>Effective Date: November 8, 2010<br>Through: the last teacher day of the 2010-2011 school year only.<br>Ryan replaces Kane Furst who was reassigned. |
|-----------------|--|

- b. Schaefer, Alison                      Grade 8 Science teacher – J. T. Lambert Intermediate (LTS)  
 Salary: \$41,045.00, prorated (Step 1 Column 6)  
 Effective Date: November 15, 2010  
 Through: the end of the third marking period of the 2010-2011 school year only.  
 Alison replaces Kelly Cassidy who is on a leave.
- c. Steiner, Stephen                      Reading Specialist – High School North (LTS)  
 Salary: \$43,595.00, prorated (Step 1 Column 10)  
 Effective Date: November 1, 2010  
 Through: January 31, 2011 only  
 Stephen replaces Wanda McKelvin who is on a leave.

(See pages 20-22)

**6. Extension of Appointment - Long Term Substitute**

- | Name            | Appointment  |
|-----------------|--|
| a. Munch, Laura | Kindergarten teacher – Middle Smithfield Elementary (LTS)<br>Effective Date: August 26, 2010<br>Now through: the last teacher day of the 2010-2011 school year only.<br>Laura replaces Sandra Erb who is on a leave. |

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

	Last Name	First Name	Certification	Location
a.	Mleczynski	Tara	Special Education	J. T. Lambert Intermediate

**8. Substitute Appointments**

- | Name                     | Certification              |
|--------------------------|----------------------------|
| a. Arvanno, Michael      | em (all areas)             |
| b. Colyer, Vanessa       | em (all areas)             |
| c. Elicin-Antoine, Marie | Elementary                 |
| d. Francis, Meredith     | em (all areas)             |
| e. Hoffmann, Michele     | School Nurse               |
| f. Machain, Justin       | em (all areas)             |
| g. Rigotti, Mary         | School Nurse               |
| h. Schaefer, Alison      | Biology, Mid-Level Science |
| i. Valenti, Mary         | em (all areas)             |

**E. EAP Tutoring Program**

**ACTION BY THE BOARD:**  
 Motion was made by Douglas Freeman to approve the appointments in accordance with approved applicable policies and procedures. These teaching positions are fully funded through the Education Assistance Program Grant for the 2010-2011 school year. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

**1. Appointments**

	Last Name	First Name	Position	Building	Rate
a.	Barton	Sharon	Math tutor	High School North	\$23.00/hour
b.	Spering	Laureen	Substitute teacher	Lehman Intermediate	\$23.00/hour

	Last Name	First Name	Position	Building	Rate
c.	Smith	Matthew	Mathematics	J. M. Hill Elementary	\$23.00/hour

F. **Extra Responsibility Positions**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the resignation, 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 Robert Gress and carried unanimously, 7-0.

1. **Resignation**

Name	Position
a. Steigerwalt, Jan	Third Grade/Math Department Chairperson – District Effective: at the end of the workday on December 15, 2010

(See page 23)

2. **Rescissions**

Name	Position
a. Opitz, Cindy	Environmental Club Co-Advisor – Smithfield Elementary
b. Palmer, Michelle	Intramural Sign Language Advisor - East Stroudsburg Elementary
c. Smith, Jennifer S.	Theatre Production Club Advisor - East Stroudsburg Elementary
d. Suarez, Matthew	Baseball Junior Varsity Coach – High School North

(See pages 24-27)

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

	Last Name	First Name	Position	Building	Rate
a.	Clark	Stephanie	Third Grade/Math Department Chairperson (effective 12/16/10)	District	\$3,772.00 (prorated)
b.	Andrews	Andronikki	Intramural Homework Advisor 1st semester (shared position)	East Stroudsburg Elementary	\$23.00/hour (48 hour maximum split between all advisors)
c.	Chighizola	Dawn	Intramural Homework Advisor 1st semester (shared position)	East Stroudsburg Elementary	\$23.00/hour (48 hour maximum split between all advisors)
d.	Conforti	Susan	Intramural Sign Language Co-Advisor	East Stroudsburg Elementary	\$23.00/hour (24 hour maximum)
e.	Palmer	Michelle	Intramural Sign Language Co-Advisor	East Stroudsburg Elementary	\$23.00/hour (24 hour maximum)
f.	Peters	Joanne	Intramural Homework Advisor 1st semester (shared position)	East Stroudsburg Elementary	\$23.00/hour (48 hour maximum split between all advisors)
g.	Smith	Jennifer S.	Dance Production Club Advisor (effective 10/14/10)	East Stroudsburg Elementary	\$1,069.00 (prorated)
h.	Souffrant	Fabiola	Theatre Production Club Advisor (effective 11/4/10)	East Stroudsburg Elementary	\$1,069.00 (prorated)
i.	McGovern	Theresa	Environmental Club Co-Advisor	Smithfield Elementary	\$1,069.00 (prorated)
j.	Fuehrer	Kellie	Mentor for Stephanie Campbell (1 <sup>st</sup> semester)	Lehman Intermediate	\$600.00 (prorated)
k.	Reichert	Eric	Mentor for Monika Fogelsanger	Lehman Intermediate	\$600.00
l.	Bilello	Jessica	Intramural Homework Advisor 1st semester (shared position)	High School North	\$23.00/hour (48 hour maximum split between all advisors)
m.	Diehl	Matthew	Intramural Girls' Volleyball	High School North	\$23.00/hour (24 hour maximum)

	Last Name	First Name	Position	Building	Rate
			Co-Advisor		
n.	Falzone	Robert	Volunteer Wrestling Coach	High School North	not applicable
o.	Fattorusso	Karen	Intramural Portfolio Club Advisor (effective 11/9/10)	High School North	\$1,069.00 (prorated)
p.	Lazowski	Philip	Volunteer Wrestling Coach	High School North	not applicable
q.	Moskovitz	Scott	Boys' Basketball Freshman Coach	High School North	\$3,432.00
r.	Naser	Paul	Boys' Basketball Varsity Assistant Coach	High School North	\$4,022.00
s.	Reichl	Jeffrey	Boys' Basketball Varsity Assistant Coach	High School North	\$4,022.00 (plus \$250.00 longevity stipend)
t.	Zaso	Patricia	Intramural Girls' Volleyball Co-Advisor	High School North	\$23.00/hour (24 hour maximum)
u.	Charvet	Michael	Boys' Basketball Varsity Assistant Coach	High School South	\$4,022.00
v.	Christian	Edward	Intramural Weight Room Supervisor (1 <sup>st</sup> half, winter season)	High School South	\$23.00/hour (48 hour maximum)
w.	Christian	Edward	Intramural Weight Room Supervisor (2 <sup>nd</sup> half, winter season)	High School South	\$23.00/hour (48 hour maximum)
x.	Dobish	Van	Wrestling Varsity Assistant Coach	High School South	\$4,022.00
y.	Lesoine	Gary	Rifle Team Varsity Assistant Coach	High School South	\$2,133.00
z.	Luchowski	Patrick	Girls' Basketball Varsity Assistant Coach	High School South	\$4,022.00
aa.	Schaller	Linda	Intramural Choralier Group Advisor	High School South	\$23.00/hour (48 hour maximum)
bb.	Trytek	Carl	Volunteer Wrestling Coach	High School South	not applicable

#### G. Act 93 Staff

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

Motion was made by Robert Cooke to approve the resignation of the designated Act 93 staff. Motion was seconded by James Brunkard and carried unanimously, 7-0.

#### 1. Resignations

##### **Name**

##### **Position Held**

a. Benjamin, Theresa

Assistant Principal - High School South

Effective Date: on or about the end of the workday on January 7, 2011.

(See page 28)

#### XI. MEMORANDUM OF UNDERSTANDING

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

Motion was made by James Brunkard to approve the Memorandum of Understanding by and between the East Stroudsburg Area School District and Camp Sing & Spell & Read & Write concerning primary emergency evacuation site at J. M. Hill Elementary with J. T. Lambert Intermediate School and High School South as alternates. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

(See page 30)

**XII. CONTRACTS**

**ACTION BY THE BOARD:**

Motion was made by Robert Gress to approve the contracts listed for their specific services, rates and effective dates totaling under \$10,000. Motion was seconded by James Brunkard and carried unanimously, 7-0.

	<b>NAME</b>	<b>SERVICE</b>	<b>RATE</b>	<b>PAYMENT FROM</b>	<b>EFFECTIVE DATE</b>
1.	Boysen, Andrew	Compose & Conduct music for concert	\$7,000.00	Music Department	3/1/11
2.	Carson, Jessica	Moodle	\$350.00	Professional Development	10/11/10
3.	Flint, Ian	Drill Writer for High School South Marching Band Field Shows	\$2,000.00	Music Department	7/27/10-8/25/10
4.	IV and Goal Management	DJ Service for High School South's Class of 2011 Prom	\$1,200.00	High School South Student Activity	5/27/11
5.	Jones, Kitty	ESE-Celebration of the Arts presentation for families and students	Not to Exceed \$700.00	Title I Grant	6/2/11
6.	Klucher, Charlotte	Independent Educational Evaluation	\$2,200 plus \$135 for mileage	District Special Education	10/21/10-12/31/10
7.	Langan, Brooke	HP Laptop Basics	\$150.00	Professional Development	11/16/10
8.	Langan, Brooke	Desktop Publishing for Dummies	\$150.00	Professional Development	12/1/10
9.	Langan, Brooke	Building Your Mimeo Notebooks	\$150.00	Professional Development	12/6/10
10.	Ludwig, Suzanne	Compass Learning: Tests with resulting learning	\$150.00	Professional Development	12/1/10
11.	Ludwig, Suzanne	Create an Internet Scavenger Hunt	\$150.00	Professional Development	12/9/10
12.	Martin, Joe	The Power of Quicktime	\$150.00	Professional Development	11/16/10
13.	Martin, Joe	Promethean Revisited	\$150.00	Professional Development	12/1/10
14.	Martin, Joe	iPods: Adding Your Classroom Content	\$150.00	Professional Development	12/6/10
15.	Mikula, Rick	Butterfly Presentation	\$150.00	Resica Elementary	10/25/10
16.	Nath, Sunjay	Motivational Speaker for students and staff	\$3,350.00	High School North Special Activity	10/15/10
17.	Patel, Prapti	Translation for Parent Conference/IEP Meeting	\$67.50	J. M. Hill Elementary	10/19/10-10/27/10
18.	Pattison, Gayle	Moodle Part I	\$150.00 (co-presenter)	Professional Development	10/11/10
19.	Pattison, Gayle	Moodle Part II	\$150.00 (co-presenter)	Professional Development	10/22/10
20.	Prothro, Robert	DJ Service for High School North's Class of 2011 Prom	\$1,200.00	High School North Student Activity	5/7/11
21.	Rubino, Julie	Writing Workshop Review Workshop	\$150.00	Professional Development	11/30/10
22.	S & W. Technology	Technology Support for Sitewise Virtual Tours	\$424.00	Security	1/1/11-12/31/11
23.	Trescavage, Robbie	Visual Coordination for High School North	\$800.00	Music Department	11/1/10-11/15/10



		Marching Band			
24.	Whitney, Nicole	Marching Band Staff for High School South	\$2,000.00	Music Department	8/2010-11/2010
25.	Zelinski, Jan	Moodle Part I	\$150.00 (co-presenter)	Professional Development	10/11/10
26.	Zelinski, Jan	Moodle Part II	\$150.00 (co-presenter)	Professional Development	10/22/10
		<b>TRANSPORTATION</b>	<b>CONTRACTS</b>		
1.	Bloise, Lisa	Contract Transportation	\$118.81/day	Transportation Dept.	9/7/10
2.	Bloise, Lisa	Contract Transportation	\$177.93/day	Transportation Dept.	9/13/10
3.	Frascella, Maria	Contract Transportation	\$130.90/day	Transportation Dept.	10/12/10
4.	Gerst, Lisa	Contract Transportation	\$254.99/day	Transportation Dept.	10/6/10
5.	Gerst, Neil	Contract Transportation	\$276.53/day	Transportation Dept.	9/30/10
6.	Krupski, Diane	Contract Transportation	\$92.14/day	Transportation Dept.	9/20/10
7.	Krupski, Diane	Contract Transportation	\$191.88/day	Transportation Dept.	9/22/10
8.	LaBadie, Gina	Contract Transportation	\$238.65/day	Transportation Dept.	9/7/10
9.	LaBar, Karla	Contract Transportation	\$380.64/day	Transportation Dept.	9/21/10
10.	Lastra, Christopher	Contract Transportation	\$132.54/day	Transportation Dept.	9/20/10
11.	Muti, Peter	Contract Transportation	\$125.97/day	Transportation Dept.	9/29/10
12.	Muti, Peter	Contract Transportation	\$132.23/day	Transportation Dept.	10/7/10

### XIII. STUDENT ITEMS

#### A. Overnight Field Trips

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

Motion was made by James Brunkard to approve the overnight field trips listed. The proposal and itineraries for the field trips meet the required Board Policy #121. Motion was seconded by Audrey Hocker and carried unanimously, 7-0.

	Name	Activity	Location	Dates
1.	Espinoza, Marilyn	High School South Color Guard students to WGI Championship Competitions	Dayton, OH	4/6/11-4/10/11
2.	Espinoza, Marilyn	High School South Color Guard students to All Chapter Championships	Wildwood, NJ	4/28/11-5/1/11

(See pages 31-32)

#### B. Field Trips – 75 Miles or More

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

Motion was made by James Brunkard to approve the 75 miles or more field trips listed. The proposal and itineraries for the field trips meet the required Board Policy #121. Motion was seconded Audrey Hocker and carried unanimously, 7-0.

	Name	Activity	Location	Dates
1.	Bove, Sheila	J. T. Lambert Academic Competition Club Students to compete in the Future City Engineering Competition.	Philadelphia, PA	1/22/11
2.	Bove, Sheila	J. T. Lambert Science Olympiad students to compete in the Rustin Science Olympiad Invitational	West Chester, PA	1/23/11

3.	Carmeci, Dawn	High School North Cheerleaders to UCA Cheerleading Competition	State College, PA	1/9/11
4.	Clogg, Katy	High School South Band/Chorus students to Music in the Parks	Hershey, PA	6/3/11
5.	Espinoza, Marilyn	High School South Color Guard students to Indoor Competition/WGI Regional Competitions	Monmouth Jct., NJ	3/5/11
6.	Espinoza, Marilyn	High School South Color Guard students to Indoor Competition/WGI Regional Competitions	Monmouth Jct., NJ	3/6/11
7.	Polmounter, Amy	H.S. South Sports Management & Marketing students to Wells Fargo Center	Philadelphia, PA	1/20/11
8.	Toth, Terry	J. T. Lambert Good Morning Web Page Design students to NY International Auto Show and Musical	New York, NY	4/28/11
9.	Trauschke, Karpe, Jennings, Koeller & Luhrs	Middle Smithfield 5 <sup>th</sup> grade students to American Museum of Natural History	New York, NY	12/16/10

(See pages 33-40)

**XIV. OLD AND NEW BUSINESS**

**XV. REQUEST TO ESTABLISH A SPECIAL ACTIVITY**

**ACTION BY THE BOARD:**

Motion was made by Robert Gress to approve the request to establish a special activity fund for the Portfolio Club at High School North. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

(See page 41)

**XVI. BOARD POLICIES**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the board policies listed for use in the East Stroudsburg Area School District. Motion was seconded by James Brunkard and passed 6-1. Audrey Hocker voted no.

1. # 113 Special Education
2. # 113.3 Screening and Evaluations for Students with Disabilities

(See pages 42-53)

**XVII. NOVELS**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the novels listed for use in the East Stroudsburg Area School District. Motion was seconded by Robert Gress and carried unanimously, 7-0.

Title of Book	Author
A to Z Mysteries the Ninth Nugget	Roy, Ron

Amazing Grace	Hoffman, Mary
Caleb's Story	MacLachlan, Patricia
Day of the Blizzard	Moskin, Marietta
Eve of the Emperor Penguin	Osborne, Mary Pope
Flat Stanley's Worldwide Adventures/ The Great Egyptian Grave Robbery	Brown, Jeff
Hoot	Hiaasen, Carl
Little Bill, The Best Way to Play	Cosby, Bill
Little Bill, The Meanest Thing to Say	Cosby, Bill
More Perfect than the Moon	MacLachlan, Patricia
Oh Brother	Wilson, Johnniece Marshall
Salsa Stories	Delacre, Lulu
Stanley's Christmas Adventure	Brown, Jeff
The Boxcar Children Surprise Island	Warner, Gertrude Chandler
The Littles Go to School	Peterson, John
The Secrets of Droon – Journey to the Volcano Palace	Abbott, Tony
Three's A Crowd	Hooks, Gwendolyn

## XVIII. CONFERENCE ATTENDANCE

### A. Superintendent

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

Motion was made by Douglas Freeman to approve the attendance of Sharon S. Laverdure at the PASA New Superintendents' Conference (part 2 of 3) in Harrisburg, PA from January 19, 2011-January 20, 2011 in the approximate amount of \$408.25. Motion was seconded by Audrey Hocker and carried unanimously, 7-0.

## XIX. FISCAL ITEMS

### A. PFM Budget Model Proposal

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

Motion was made by Douglas Freeman to authorize the Business Manager to accept the Budget Model Proposal as received by PFM and presented at this meeting, accepting Cost Item Option 2 providing for an annual fee of \$6,000.00 for a minimum three (3) year term. This program will enable the Business Office to perform long-range budget planning, short/long term capital planning and provide a picture of the overall financial direction of the District. Motion was seconded by Horace Cole and failed 2-5. James Brunkard, Robert Cooke, Robert Gress, Audrey Hocker and Donald Motts voted no.

(See page 54)

### B. Audit Services – PlanCon J Preparation for Smithfield Elementary

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

Motion was made by Douglas Freeman to accept the proposal of Kirk Summa & Co., LLP to perform the required audit services as required by the Pennsylvania Department of Education in order to complete the PlanCon J application for the Smithfield Elementary Project (#2900) at a cost not to exceed \$1,000.00. Motion was seconded by James Brunkard and carried unanimously, 7-0.

(See pages 55-61)

**C. PDE Filings – Non-Reimbursable Projects**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the submission of PDE form 3074(a) to the Pennsylvania Department of Education for the following projects: Motion was seconded by James Brunkard and carried unanimously, 7-0.

- High School South – replacement auxiliary gym entrance door #27
- Middle Smithfield Elementary – replacement of playground equipment
- JT Lambert Intermediate – Roof Repairs

(See pages 62-64)

**D. Change Orders – North Site Stadium Toilet Facility**

**1.**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve change order # G-02 for S & K Construction Co., Inc in the amount of \$ 6,465.00 (add) for raising the building 6” and for work around existing underground conduits so that the existing conduits do not have to be relocated for the North Site Stadium Toilet Facility Project. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

(See page 65)

**2.**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve change order # E-01 for Lombardo & Lipe Electrical Contractors, Inc. in the amount of \$6,465.00 (deduct) as an offset for change order # G-02 as approved by the Board for the North Site Stadium Toilet Facility Project. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

(See page 66)

**E. Wal-Mart Tax Assessment Appeal**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the Stipulation to settle the tax assessment appeal filed to No. 8873 CV 2005 by Wal-Mart Stores East, LP as presented to the Board at this meeting. This will result in a total tax refund from the District in the amount of approximately \$417,791 for the years 2006-2007 through 2010-2011 which will be paid in the form of three (3) equal credits against Wal-Mart’s 2011-2012, 2012-2013 and 2013-2014 school tax bills. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

(See pages 67-71)

**F. NCLB Services Providers Contracts**

**ACTION BY THE BOARD:**

Motion was made by Robert Gress to approve supplemental educational services contracts with the following providers for services to eligible Bushkill Elementary students in order to comply with certain provisions of the No Child Left Behind Act of 2001. Each of the providers has been approved by the Pennsylvania Department of Education. Motion was seconded by Audrey Hocker and carried unanimously, 7-0.

- ATS Project Success

- College Nannies &Tutors
- Colosseum, Inc. DbA/Club Z Tutoring
- Lerner First
- Stay on Top Tutoring Service
- Sylvan Learning Center of Monroe & Pike Counties
- The Learning Lamp

(See pages 72-96)

**G. Homestead Exemption**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the homestead exemption as approved by the Monroe County Assessment Office on July 6, 2010 for Property Code # 16/94099/17T, with such exemption to be effective for 2010-2011 school taxes due to the District. Motion was seconded by Robert Gress and passed 6-0-1. Douglas Freeman abstained.

(See pages 97-98)

**H. Bond Payment**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the current invoices for construction and related costs associated with the Bond Issue 2008: \$265,840.84. Motion was seconded by Robert Gress and carried unanimously, 7-0.

(See page 99)

**I. Use of Facilities**

1.

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the requests for the 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 Cooke and carried unanimously, 7-0.

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

<b>Board Agenda</b>	<b>BUILDING</b>	<b>DATE from</b>	<b>DATE to</b>	<b>ORGANIZATION</b>	<b>EVENT</b>	<b>Facility Fee Waived</b>
11/15/10	Bushkill	1/10/11	3/14/11	Bushkill Youth Association	Basketball Practice & Games	Y
11/15/10	J.T. Lambert		12/4/10	BPO Elks #319	Hoop Shoot	Y
11/15/10	Lehman	11/9/10	2/28/11	Timberwolves Jr. Wrestling Club	Wrestling practice	Y
11/15/10	Lehman	12/4/10 and	12/18/10	Pocono Family YMCA	Swim Meet	Y
11/15/10	Smithfield	11/23/10	3/8/11	ESYA	Basketball Practice & Games	Y

(See pages 100-104)

2.

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the request for the use of facilities as listed for Class 3 Non-School Related Use of Facilities. Bushkill Relay for Life is requesting a waiver of facility fees as well as personnel fees for their relay planning meetings. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

**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>Requesting Waiver</b>
11/15/10	Middle Smithfield	12/8/10	3/23/11	Bushkill Relay for Life	Meetings	Y

(See pages 105-106)

**J. 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 2010-2011 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 Gress and carried unanimously, 7-0.

1. Budget Transfers - (See pages 107-123)
2. Payment of Bills - (See pages 124-154)
3. Treasurer’s Report - (See pages 155-165)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – November 15, 2010**

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

**7:30 P.M.**

**ADDENDUM A**

**X. PERSONNEL ITEMS**

**H. Central Administration Contracts**

1.

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the form and content of the Agreement as presented with regard to the employment of Sharon S. Laverdure as Superintendent of the District for the term December 1, 2009 through November 30, 2012. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

(See pages 1a-21)

2.

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the form and content of the Contract as presented with regard to the employment of Patricia T. Bader as Business Manager of the District for the term December 1, 2009 through November 30, 2012. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

(See pages 22-34)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – November 15, 2010**

**Carl T. Secor Administration Center – Board Room  
7:30 P.M.**

**ADDENDUM B**

**XIX. FISCAL ITEMS**

**K. Collection of Facilities Fees**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to authorize the Solicitor to initiate legal action against Peace of Mind Childcare, Inc. for the collection of unpaid facilities fees due to the District. Motion was seconded by Douglas Freeman and passed 6-1. Audrey Hocker voted no.

**XX. ANNOUNCEMENTS/INFORMATION**

**XXI. ADJOURNMENT 9:10 P.M.**

Respectfully Submitted,

Patricia L. Rosado  
Board Secretary