

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – January 24, 2011**

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

**7:00 p.m.**

**Minutes**

- I. President Horace Cole called the meeting to order at 7:12 p.m. and led those present in the Pledge of Allegiance. Secretary, Patricia Rosado called the roll.
- II. **Members present were:** Horace Cole, Robert Cooke, Douglas Freeman, Robert Gress, Audrey Hocker and William Searfoss. James Brunkard, Bet Hays and Donald Motts were absent.
- III. **School personnel present:** Michelle Arnold, Patricia Bader, David A. Baker, Paul M. Bakner, Lauren Baughman, Brian Borosh, John Burrus, Anthony Calderone, Rick Carty, Maria Casciotta, Ann Catrillo, Mike Catrillo, Katye Clogg, Robert Dilliplane, Irene Duggins, Larry Dymond, Eric Forsyth, Kim Holcomb, Lynda Hopkins, Sharon Laverdure, Irene Livingston, Rose Perkins, Carolina Rodriguez, Patricia Rosado, Paul H. Schmid, Melodie Shamp, Jim Shearouse, Tom Williams and Steve Zall. Also present was: Christopher Brown, Solicitor.
- IV. **Community members present:** R. J. Ciccone, Devin Day, Eileen Featherman, Mike Meachem and Verona Meachem,  
  
Media Guest present: Channel 13
- V. **APPROVAL OF MINUTES AND AGENDA**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the minutes for the meetings of December 6, 2010, (pages 1-5), December 20, 2010 (pages 1-31) and this agenda for January 24, 2011 (pages 1-13), 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 William Searfoss and carried unanimously, 6-0.

- VI. **ANNOUNCEMENT OF EXECUTIVE SESSION** -- An executive session was held this evening before this meeting at 5:00 p.m. for the purpose of discussing personnel, litigation and negotiations.
- VII. **ANNOUNCEMENTS BY THE BOARD**
  - A. Mr. Cole stated that this meeting is the first of the 7:00 p.m. meetings. He apologized for running a few minutes behind schedule. Mr. Cole stated that they had a recognition night for the Board members which was held at the High School South cafeteria and was very nice. He stated that many were in attendance that are here tonight and thanked them.
  - B. Mrs. Bader stated that there will be a Special Board Budget meeting on Thursday, February 10, 2010 at 7:00 p.m. to adopt the preliminary budget. Mr. Cole stated that, hopefully, there will be an adoption of the preliminary budget. Mrs. Bader stated that prior to that meeting, they will have the Property/Facilities Committee meeting at 5:00 p.m. at Resica Elementary.

## VIII. SUPERINTENDENT'S REPORT

- A. Mr. Freeman stated that, basically, what happened at the Monroe Career & Technical Institute meeting was that they discussed the new school again and the JOC members were recognized on this night. He stated that they had a short meeting.
- B. Ms. Hocker stated that the Colonial IU 20 update was given last month. She stated that, unfortunately, they meet again this week on Wednesday after the Board meeting. Ms. Hocker stated that last month, they happen to meet earlier; therefore, she was able to give an update, but she will have a report next month.
- C. Mr. Gress stated that the Property/Facilities Committee members met at J. M. Hill Elementary and they had a representative from the turf field. He stated that they pretty much said that there was no reason why we could not have the chairs on the field without buying the expensive tarp. Mr. Gress stated that they said the chairs need to have the rubberized bottoms. He stated that they showed examples upon examples of where they have them, including Boston University. Mr. Gress stated that they also talked about the qualified recovery bonds and J. M. Hill Elementary and they went over a few housekeeping things. He stated that the big item that was discussed was the turf, to see if they are able to have the graduation on the field. Ms. Hocker stated that she attended the meeting because she is also on the committee and one thing that was also discussed and that was a surprise to her was that it is warranted for that and other uses for only eight years but if kept in good condition possibly nine or ten years. Ms. Hocker stated that we have to keep this in mind since it is a very expensive purchase. She stated that she would have hoped it would have been warranted for more than that.
- D. Mrs. Patricia Bader, Business Manager, stated that after the last Special Board meeting, the Board asked her to remove the PSERS rate from 10.59% and reduce it to 8.65% in the preliminary budget. She stated that her presentation will reflect those numbers. Mrs. Bader stated that she always likes to start with the budget timeline because we are on a heavy deadline:

She stated that administration will get out the proposed preliminary budget on Thursday, January 27, 2011 which is the PDE Deadline to make the 2011-2012 preliminary budget available for public inspection and, will hopefully, have it on the website tomorrow in the form of PDE 2028. Mrs. Bader stated that she will send the Board a copy on Friday. She stated that the Special Board meeting on is scheduled for Thursday, February 10, 2011 at 7 p.m. to adopt the 2011-2012 preliminary budget. Mrs. Bader stated that if more time is needed, they can meet on Monday, February 14, 2011 to adopt the preliminary budget.

Mrs. Bader presented the following:

### 2011- 2012 Budget Summary

- A balanced budget of \$148,783,000 (revenues equals expenditures) this is a reduction solely for the PSERS rate from 10.59% to 8.65% which calculates in a projected 6.65% increase in real estate taxes, based on equalized millage rates.
- Assumes a 90% Collection Rate of Real Estate Taxes
- Local Revenues are assumed to increase 8.5% \*
- State Revenues are assumed to increase 4.3% \*
- Federal Revenues are assumed to decrease 57.2%
- Includes the use of approximately \$4,328,732 in estimated exceptions that are in excess of the district's 1.9% index

\*Homestead/Farmstead is assumed at the 2010-2011 rate

Mrs. Bader stated that the reason she would like the Board to consider this preliminary budget for approval on February 10<sup>th</sup> is because this is a year that is extraordinary with so many unknown items as follows:

### LIST OF UNKNOWNNS

#### Revenues:

- New Governor's Budget scheduled for presentation on Tuesday, March 8, 2011 (about three weeks after our budget deadline).
- Basic Ed Subsidy Funding Level
- Accountability Block Grant & Education Assistance Program Funding Levels
- Transfer Tax & Earned Income Tax Levels

**Expenditures:**

- 2.8% estimate for Professional Staff Negotiations (need to be negotiated for the 2011-2012 school year)
- 2.8% estimate for Support Staff Negotiations (need to be negotiated for the 2011-2012 school year)
- 2.8% estimate for Act 93 Administrator "Meet & Discuss" (need to be negotiated for the 2011-2012 school year)
- Resica/JM Hill Capital Improvement Projects
- Capital Reserve Maintenance Projects
- As per our consortium consultant, healthcare cost are expected to increase 9%, current budget rate is 6%
- Retirements/Resignations – Due March 1
- Student enrollment levels

Mrs. Bader stated that all these unknown items make it difficult to project the 2011-2012 school year budget. She stated that on page 5 of her presentation, the only numbers that changed were the real estate taxes which declined and overall expenditures declined but we are still showing a balance budget. Mrs. Bader stated that on page 6, there is a visual presentation of where we have been over the past few years. She stated that on page 7, you can see a pie chart showing one section with the reduction in the PSERS rate and 62.7% is salary and benefits. Mrs. Bader stated that on page 8, you can see how our budgeted expenditure history has developed over time. She stated that page 9, again, represents salaries and the reduction in the PSERS rate to 8.65%. Mrs. Bader stated that on page 10 it gives you a break out of Monroe and Pike counties and how they will be represented, as 6.7% in Monroe County and 6.3% in Pike County. She stated that the final page has the tax increases as follows:

- Monroe County
  - STEB split of revenues is 75.73%
  - 2010-11 Millage is 174.53
  - 2011-12 Preliminary Millage is 186.31
  - Increase of 11.78 mills (6.7%)
  - On a 25,000 assessment, the impact is \$24.54 per month or \$294.50 per year
  - 2010 Homestead/Farmstead Median Assessment is 23,850
- Pike County
  - STEB split of revenues is 24.27%
  - 2010-11 Millage is 125.10
  - 2011-12 Preliminary Millage is 133.02
  - Increase of 7.92 mills (6.3%)
  - On a 25,000 assessment, the impact is \$16.50 per month or \$198.00 per year
  - 2010 Homestead/Farmstead Median Assessment is 27,430

Please Note: The assignment of revenue splitting between counties is performed and published by the PA State Tax Equalization Board. The number utilized is the STEB's definitive breakdown for the 2011-2012 budget.

Mr. Cole stated that in somewhat of a defense for Mrs. Bader, the Business Manager, he thinks it is ludicrous that we have to approve a preliminary budget three weeks before the Governor tells us what we are going to get from our subsidies. He stated that he thinks it is backward because they should have to tell us what they are going to do for us before we have to adopt a preliminary budget. Mr. Cole stated that since this is the way it is, we will have to make due. He stated, otherwise, he thinks that Mrs. Bader has presented us with a realistic preliminary budget as she can, at this time, burrowing some hard cutting of some of the programs that we already have in place or have funded. Mr. Cole stated that one thing that she did not include and we did talk about it the last time around, is the fund balance. He stated that this is something we have to keep in back of our minds as to whether or not we can take some money from the fund balance to decrease the amount of tax increase that we will have to pass along to the taxpayers. Mr. Cole stated that we will still have that option over the next couple of weeks before we make that final adoption of the preliminary budget.

Ms. Hocker stated that Mr. Cole mentioned some programs but she would like to look through the budget because she saw areas that were very vague. She stated that she thinks they can trim down some more of the monies that we have laying in advance for certain things and not just in the fund balance. Ms. Hocker stated that that we are definitely in need of pulling the budget down some more.

Mr. Cooke stated that one of the areas that he sat back and looked at is the capital improvements. He stated that there seems to be a lot of it that we can move around, postpone or do for another time rather than put it in this budget. Mr. Cooke stated that there were two projects when combined are about 3 million dollars but he agrees

that we have to cut this down much more. Mr. Cooke stated that he realizes that when we pass the preliminary budget, it is only a working document but he thinks one of the areas we need to look at is the capital improvements.

Mrs. Laverdure stated that the important thing to remember about the preliminary budget is that you cannot raise it but you can lower it. She stated that the concern is to make sure that we have it at a reasonable amount so we have room to play once we get the information from the Governor.

Mr. Cole stated that one other thing that we should keep in mind is that professional negotiations, which have been taking place over the last two - three months, is currently at a standstill. He stated that this was rejected by the professional group and fact finding is now on the way. Mr. Cole stated that they also planned to start negotiations with the support staff but the first meeting was weathered out; therefore, the first meeting will be on February 16<sup>th</sup>. H stated that they know that it is going to be difficult to have meaningful negotiations with the support staff until they have pretty much concluded or have finality to the professional staff negotiations since this is such a large group and has such an impact on the budget.

Mr. Gress stated that another area to look at is the IU 20 budget. He stated that he is not sure if we are voting on that tonight but he thinks it is backwards because we do not know what we are going to raise taxes by or what we will spend. He stated that it adds up to be a lot of money and we end up cutting other things. Mr. Gress stated that he knows it is what it is; take it or leave it. He stated that we should look for services in-house. Mr. Gress stated that at the last meeting, he said that we bought 2.5 million dollars worth of buses at the last meeting which was about 7-8 mils of taxes. He stated that we just approved it and now they are looking to cut capital improvements and other things that need to be done. Mr. Gress stated that it was 7-8 mils of taxes that we approved 9-0 at the last meeting and now we are going to not buy the textbooks, the million dollars in books for libraries and so on. He stated that we need to look at all areas. Mr. Gress stated that the IU is expensive and we should do things in-house. He stated that the same thing goes for the Monroe Career & Technical Institute (MCTI) because we adopt it before we present our budget. Mr. Gress stated that the IU is on the agenda for three million dollars. He stated that we approved MCTI, the buses we approved and for next year, we will be cutting the services for all the kids.

Ms. Hocker stated that she agrees with Mr. Gress and she also would like to look at not just the IU but the local branches that we use for alternative settings. Ms. Hocker stated that we need to lessen that because this is an awful lot of spending. She stated that, in addition, we have to look at what we can do for the students right here in the district.

Mrs. Laverdure stated that the IU expense is for this school year. She stated that what the IU presented is an estimated amount that we approved in the 2010/2011 budget and now it is coming back. Ms. Gress stated that he understands. Mrs. Laverdure stated that she just wanted to make sure he was aware. Mr. Gress stated that we use the IU and all the alternative schools because there are disruptions of students and some have IEPs. He stated that we just keep approving all these things and the 90% of the other kids suffer because of what we approved previously.

E. Public Participation

None

F. Mrs. Irene Duggins stated that the principals from the intermediate schools will be presenting their AYP updates tonight.

Mr. Robert Dilliplane, Lehman Intermediate Principal, stated that the Board has probably viewed a million powerpoint presentations by now; therefore; he brought a school improvement brochure. He stated that he will comment on things as they review the pamphlet. The pamphlet included:

**Mission**

Lehman Intermediate School welcomes the task of providing a quality education that enables all students to become responsible, productive citizens in a continually changing world. Every facet of the educational setting fosters independent, critical, and reflective thoughts and actions. Our students, staff, and parents work collaboratively to create and sustain a vibrant learning community that respects diversity and prepares our students for the future.

## **Our Vision – Communication with Parents**

Parents are kept abreast of the AYP status of Lehman Intermediate School via a Principal's welcome letter sent home in August of each new school year.

Parents are sent detailed PSBA and NWEA MAP reports outlining how well their children have done on standardized testing programs, with an overview of how well the school performed.

Parents are notified of school improvement efforts via newsletter, Connect Ed messages, website updates, and invitations to school improvement endeavors.

Mr. Dilliplane stated that they are looking at having some workshops for parents. He stated that it ties in with school improvement to educate people on face book because of the nonsense things that kids do by tearing each other down instead of using that social media site for positive reasons. Mr. Dilliplane stated that they do address this as a school. He stated that he spoke to parents and students to use the website appropriately.

## **Our Strengths**

A. The school made one year's growth in READING and MATH.

B. The school-wide trend for the "All Student Group" during the past 3 years reflects an increase each year in the percent of proficient or advanced students in READING and MATH.

## **Areas of Growth**

### **Reading**

- A. Not every relevant subgroup met or exceeded the 63% target:
- 39.9% of the IEP subgroup was proficient or advanced.
  - 70.5% of the ED subgroup was proficient or advanced
  - 64.5% of the Black subgroup was proficient or advanced
  - 73% of the Latino subgroup was proficient or advanced.
  - 80.5% of the White subgroup was proficient or advanced

### **Math**

- B. Not every relevant subgroup met or exceeded the 56% target:
- 45.8% of the IEP subgroup was proficient or advanced.
  - 72.1% of the ED subgroup was proficient or advanced.
  - 66.8% of the Black subgroup was proficient or advanced
  - 70.9% of the Latino subgroup was proficient or advanced.
  - 80.5% of the White subgroup was proficient or advanced.

## **Monitoring the Plan**

- A. NWEA MAP testing (administered on the computer in the Spring, Winter, Fall)
- B. PSSA (Spring)
- C. Math Department Assessments
- D. Keystone Exams
- E. Response to Instruction and Intervention with 6<sup>th</sup> grade class. The goal is to work it up to 7th & 8th grades as well.

## **Our Organization**

- A. During PAIP: math teachers provide additional math lessons for students each and every day.
- B. During PAIP: reading teachers provide additional reading lessons for students each and every day.
- C. During PAIP: English, social studies, and science teachers engage students in Compass Learning Odyssey curriculum activities and Sustained Silent Reading opportunities.  
(Compass Learning Odyssey is a program incorporating instructional lessons, as well as checkpoint assessments, into the learning paths for each student. Students in grades 3 through 12 have individual learning paths built for them based upon their performance on the NWEA MAP tests. The instructional lessons provide a means for review and enrichment of material that students have seen in the classroom and may see on the PSSA.) Students go on the computer where there is a learning path for them. It increases the difficulty as they progress.

Once you are in School Improvement and you make AYP the next year, it is called Making Progress.

### **Lehman AYP History**

<u>Year</u>	<u>AYP Status</u>
2000-2001	Benchmarks in Development
2001-2002	Benchmarks in Development
2002-2003	Warning
2003-2004	School Improvement 1
2004-2005	Making Progress
2005-2006	Made AYP
2006-2007	Made AYP
2007-2008	Made AYP
2008-2009	Made AYP
2009-2010	Made AYP

### **Strategies**

School Improvement Team

Principal: Robert Dilliplane

Math Coaches: Lisa Tirjan, Marilyn Espinoza

Reading Coaches: Angela Byrne, Julie Rubino

SPEC Dept. Chair: Kellie Fuehrer

SPEC consultant: Kate Lee

Math Dept. Chair: Lauren Spering

Reading Dept Chair: Caroline Agosto

Social Studies Dept Chair: Joe Gubernot

Science Dept. Chair: Linda Stein

English Dept. Chair: Donna Leight

Lehman Parent: Maria Melchiorre

### **School Improvement Components and Strategies**

- A. Professional Learning Communities to accomplish a variety of school improvement goals. [School Climate, Academic Improvement, Parent Involvement & Community Outreach, SWEBS and Professional Development.]
- B. Reading Apprenticeship Professional development to address the use of higher order thinking skills across all disciplines.
- C. Data Analysis Professional development in order to facilitate the usage of NWEA MAP, PSSA, and Math and Reading Assessment results. Mr. Dilliplane stated that in the beginning of the year, he met with all of his teams in the computer lab and taught them how to go through the excel program and sort through all the data that they get from the State. He stated that everyone was involved because, in the past, you typically had the math and reading teacher doing everything because these were the two areas that we hit so heavily on the PSSA. Mr. Dilliplane stated that he wanted everyone involved so that there is more ownership. He stated that the entire team, including the special education staff that is attached to the team, is involved in analyzing data. Mr. Dilliplane stated that he set up a Moodle page where teachers can access all of the data that we looked at, as a school, at their leisure.
- D. NWEA Dynamic Reports and implementation of Compass Learning software school-wide to take advantage of individual academic learning paths created for each student based upon NWEA results.
- E. MOCK PSSA -Practice PSSA administration to provide additional data points and prepare staff and students for the real PSSA school wide and take as if it is the real thing. Mr. Dilliplane stated that he feels it accomplished two major goals. He stated that it gets everyone in testing mode so when the test date comes around, they know what teacher and what room. Mr. Dilliplane stated that the staff has used the release items from PDE, regarding the PSSA, and composed a math test and reading test using previous items that appeared on the PSSA.
- F. Response to Instruction and Intervention - Initiative to employ high quality instruction, early intervention, and prevention and behavioral strategies in addressing identified skill deficiencies in reading proficiency.

### **Current Status**

For the 2009-2010 school year, Lehman Intermediate School met 25 out of 25 Adequate Yearly Progress (AYP) targets. The table below summarizes the school's current performance. Numbers indicate the percentage of students scoring in the Proficient and Advanced categories combined.

Groups	Reading	Writing	Science	Math
All LIS Students	74.4%	76.9%	55.5%	74.8%
Overall				
White (Non Hispanic)	80.5%	76.9%	62.6%	80.5%
Black/African American (Non Hispanic)	64.5%	77%	50%	66.8%
Latino/Hispanic	73%	76.8%	49.3%	70.9%
IEP-Special Education	39.9%	42.8%	16.4%	45.8%
English Language Learners	30%	100%	0%	40%
Economically Disadvantaged	70.5%	75%	47.3%	72.1%

Mr. John Burrus, J. T. Lambert Intermediate Principal, stated that this must be powerpoint one million and one. He stated that a lot of the programs that Mr. Dilliplane said are being used in Lehman Intermediate are being used at J. T. Lambert such as the NWEA testing, Study Island and Compass Learning. Mr. Burrus stated that a couple of the slides briefly go over what the staff and students at J. T. Lambert were able to accomplish last year. He stated that on the left hand column, you will see that all of the subgroups made AYP. Mr. Burrus stated that the IEP students made AYP with the growth model as indicated below:

### **2010 Reading results**

#### **Proficient or Above**

- Overall ~ 76.2%
- White ~ 78.5%
- Black ~ 74.7%
- Hispanic ~ 67.6%
- Economically Disadvantaged ~ 68.7%
- IEP ~ 36.3% (GM)

#### **Strengths:**

- More than 63% of all students are proficient or advanced
- All of the students made a year's worth of growth
- Every grade levels met / exceeded Reading Target of 63%

Mr. Burrus stated that the team, that is spearheaded by Maggie Vitale, Assistant Principal, is made up from the Reading Department, the Math Department, two of the Edge teachers, as well as the Special Education staff, have met and pulled all the data together .

#### **Reading Areas of Improvement**

Hispanic, IEP and Economically Disadvantaged groups did not close the gap.

Grades 6 & 8 do not have at least 72% of the students in the 70 – 100% probability of reaching proficiency at the next tested grade. These are two areas that they are focusing on in reading; therefore, the plan is:

#### **Reading Plan**

1. Restructure Language Arts Instructional Time for Grade 6.
  - 6<sup>th</sup> Grade RtII (Response to Intervention and Instruction) Program Re-organize teams in 6<sup>th</sup> Grade
  - Implement home access to web-based instructional sites for skill reinforcement

This had to be researched-based and the two they are using is the Compass Learning and Study Island. He stated that he receives on a weekly basis, the progress of students that are participating in Study Island and how well they are doing.

2. Implement SRA Program for students with IEPs.

- Professional Development on SRA Program
- Implementation of comprehension strategies program
- Implement home access to web-based instructional sites for skill reinforcement

**2010 Math results**  
**Proficient or Above**

**Math**

- ⊙ Overall ~ 69.4%
- ⊙ White ~ 75.7%
- ⊙ Black ~ 55.8% (CI)
- ⊙ Hispanic ~ 67.6%
- ⊙ Economically Disadvantaged ~ 61.3%
- ⊙ IEP ~ 36% (SHC)

**Strengths:**

- ⊙ All students exceeded the target by 13.4% and made one year's growth.
- ⊙ All grades met / exceeded the target.
- ⊙ The proficiency gap is smaller between the "all student group" and each of the relevant subgroups.

CI: Confidence Interval

SHC: Safe Harbor with Confidence Interval

**Math**

Areas of Improvement

1. Not all of the relevant subgroups show a positive three-year trend
2. None of the tested grades in the school have at least 67% of the students in the 70 – 100% probability range of reaching proficiency

**Math Plan**

1. Implement Power Teaching
  - Professional Development of Power Teaching
  - Math Teachers utilize these strategies to better instruct students
2. Increased use of Compass Learning
  - Compass Learning use in Edge Programs and Special Education settings
  - Implement home access to web-based instructional sites for skill reinforcement

Mr. Burrus stated that this is a brief summary of what J. T. Lambert accomplished last year and what they are working on this year, in hopes of meeting their goals in the future.

Mrs. Duggins thanked Mr. Burrus and Mr. Dilliplane. She stated that both of the intermediate schools made AYP and they are very pleased with that. Mrs. Duggins stated that all of our schools have school improvement plans regardless of their status. She stated that no one is resting on any laurels of the past. Mrs. Duggins stated that they are looking at everything very deeply using questions that the State has guided us with. She stated that if you noticed and understood as they went through it, it is stating that all students made growth. Mrs. Duggins stated that this is important because they are making a year's worth of growth for a year's worth of instruction, especially with our IEP students. She stated that some of them are growing two years but they still have to accelerate that growth to catch up with their peers. Mrs. Duggins stated that, in many cases, they are starting to close that achievement gap. She stated that we are making progress. Mrs. Duggins stated that what concerns us for the future is when they talk about probabilities because next year the bar is going even higher in reading from 63% to 72% and in math from 56% to 67%. She stated that we need to keep reaching higher and higher. Mrs. Duggins stated that we are really, really looking at every student and every strategy we can do. She stated that we have begun to visit many schools and we are trying to learn from them. Mrs. Duggins stated that a team from Bushkill Elementary recently visited Delaware Valley. She stated that some other coaches and she visited Wallenpaupack. Mrs. Duggins stated that Mr. Dilliplane and a team visited Nazareth and another team went to Upper Darby. She stated that they are trying to get out there to see what other schools may be doing that we can learn from. Mrs. Duggins stated that we are finding that we are doing many things and they are learning as much from us from these visits as we are learning from them. She stated that we are trying to get the professional learning community going and learning from each other. Mrs. Duggins stated that she would like to take the time to commend principals and their staff for the hard work they are doing. She stated that she would like to thank



the Board again for their support of a well-rounded education. Mrs. Duggins stated that this is Board Appreciation Month and she would like to publically commend all the Board members for giving selflessly of their time to serve the district and the community. She thanked the Board for everything that they do.

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

- A. Mr. Mike Meachem stated that on page 9 of tonight's agenda item - IU 20 Special Education Services estimated cost maybe higher or lower. He stated that the motion in and of itself states motion to approve the contracts listed for its specific services. Mr. Meachem asked what are those services because we see here that it is over three million dollars. He stated that he is looking through check registers and would like if someone can offer him an explanation or definition on what accountability mileage is. Mrs. Duggins stated that she believes this is the accountability block grant that supports our instructional coaches; therefore, any travel between schools or any conferences would come from that account. Mr. Meachem asked if he is correct to understand that this is not taxpayers' money but money that is received from some other governmental agency. Mrs. Duggins said he is correct. Mr. Meachem asked what governmental agency would that be. Mrs. Duggins stated that it would be a Federal grant. Mr. Gress handed Mr. Meachem an explanation of the IU 20 Special Education Services.
- B. Mr. Devin Day stated that he had a couple of concerns when you talked about school improvement. He stated, for instance, things like Mastery Learning, if you say that you looked at all the data, Mastery Learning seems to work. Mr. Day stated that nothing is ever mentioned about Mastery Learning. He stated that we know that fuzzy math does not work. Mr. Day stated that for 20 years, the math scores in the schools have lagged on verbal scores and State scores are average. He stated that over 20 years nothing really has been done. Mr. Day stated that there are things like Singapore Math, Saxon Math and there are things out there that really work. He stated that he believes that Pocono Mountain School District, a couple of years ago, went to Saxon Math and their math scores are going very high. Mr. Day stated that he is wondering why we are visiting Wallenpaupack because what does this mean. He stated why not go to a private school, no excuses school or a military academy where they are really achieving and can take kids and graduate them within four years. Mr. Day stated that it seems to him that we are wasting time looking at things that other people are doing that are not putting out results that are all that great. He asked when are we going to set that bar higher.

Mrs. Duggins stated that Mastery Learning is part of the theory behind power teaching that is also part of the theory behind a Response to Instruction and Intervention. She stated that it is determining what are the skills, what is the essential content, what must students master, how do you know if they are mastering it, what do you do if they are not getting it, and how do you enrich if they are getting it. Mrs. Duggins stated that Mastery Learning is part of all of these plans.

Mr. Day stated that, also, part of that is the teaching philosophy. He stated that he does not know if this is being incorporated. Mr. Day said, for instance, in true Mastery Learning you don't go on to the next thing until you have mastered the first thing. He stated that it seems you don't just put it up on the blackboard and then just move on. Mrs. Duggins stated that we are doing a lot with spiraling back and moving on. She stated that she believes that we are doing more of that than we have done in the past.

- C. Mrs. Verona Meachem stated that last Saturday at the north campus, there was a group called Cheer Ltd. She stated that they had some sort of event. Mrs. Meachem asked if they got a fee waiver and, if they did, did they give any money to the school district. She asked, if so, how much did they give to the school district. Mrs. Laverdure stated that she is not sure of the event. Mrs. Meachem stated that the organization was Cheer Ltd. and the event used the site at the High School North; therefore, she is asking did they get a fee waiver for the facilities. Mrs. Laverdure stated that they did not. Mrs. Meachem asked how much did they get charged. Mrs. Laverdure stated that she would have to check for the going rate. Mr. Gress stated that it was on the agenda about two meetings ago. He stated that whatever the going rate is for the gym use, security and overtime they would have to pay. Mrs. Meachem stated that when she got to the door she saw that they probably raised thousands of dollars. She stated that she is trying to understand what did the school district get out of this. Mr. Gress stated that this is why, last year, we starting charging whatever the fee rate is. He stated that we did not lose any money from it because they paid whatever the fee rental is and they have been paying for the last two years. Mrs. Meachem asked if we know what they actually paid. Mrs. Bader stated that we will need to review the timesheets and see how it was approved and then charge them that way. Mrs. Laverdure stated that we probably did not get them at this point. Mrs. Meachem stated that she did not understand about the timesheets. Mrs. Bader stated that

if there was a custodian, or kitchen use then cafeteria personnel would have been used, then we would take the timesheets and bill it out. Mrs. Meachem stated that they did not use the kitchen so how would she know what they paid. Mrs. Bader stated that she does not have that cost yet. Mrs. Laverdure stated that when all the timesheets come in and whoever that staff member was then that hourly fee is charged to the group. Mrs. Meachem stated that they get charged after the fact. Mrs. Laverdure said this is because we have to schedule the employee and if they get ill, we have to schedule another employee. She stated that it is billed out after the fact for the number of hours, etc. Ms. Hocker stated that she needs some clarification because she believes that Mrs. Laverdure, Mr. Searfoss and she, the three them, sat down last year to discuss this. Ms. Hocker asked if we are dealing with those fees that they set at that time. Mrs. Laverdure said, "Yes". Ms. Hocker stated that then we do have a schedule of those fees printed up and can we make it available to the public. Mrs. Laverdure stated that the fee structure is online through the Use of Facilities policy. Mrs. Meachem stated that her concern is she asked the lady who was running the event if she had to pay for it and she said no. She stated that she almost fell down dead because the parking lot was jammed and they had to have raised thousands of dollars. Mrs. Meachem stated that she told her politely, "No, we didn't have to pay for this school" and she hopes she was wrong. Mrs. Meachem stated that she sees she was not wrong because they did not pay. Mrs. Laverdure stated that we came to the Board for approval and she would need to see the minutes to see what the agenda item was. Mrs. Meachem stated that they should be paying up front because you know what staff they need. Mrs. Laverdure stated that different staff members get paid an hourly rate. She stated that this is why we do not know how much. Mrs. Laverdure stated that we can schedule the individual but if they become ill, we may have to change that person. Mrs. Meachem stated so we don't charge a blanket fees because it goes by whoever you appoint. Mrs. Laverdure stated that you charge a blanket rental fee for the facility and then it is a per hour fee for the individuals that work it. Ms. Hocker stated that she didn't know that and she is on the committee. Mrs. Laverdure stated that it is in the Use of Facilities policy. Ms. Hocker stated that she does not remember that. Mrs. Laverdure stated that when the policy states personnel fees that is the hourly rate. Ms. Hocker stated that when you say rental fees it is suppose to be incorporated into that. Mrs. Laverdure stated that the rental fee is one set item and then each other fee is on top of that. Mr. Searfoss stated that there are additional fees included over the bare minimum that is in there for certain things. He stated that if you may need additional staff like security or a custodian because it is based on how many people we are having. Ms. Hocker asked are we saying that we pay people differently for the same job because a job is a job. She stated that if it is security or sanitation then those hours should be the same. Mr. Freeman stated that everyone has a different salary and it is whatever their rate is because one might have longevity over someone else. Ms. Hocker stated that she understands that but she did not know that this is how we were paying them. She stated that this is how we lose accountability for a lot of stuff and it becomes confusing. Ms. Hocker stated that it is confusing to Mrs. Meachem because it is confusing to her at this point. Mr. Freeman stated that it is not losing accountability because everything is right here. Ms. Hocker stated that she is not accountable for something she did not know she voted for and it is not clear to her. She stated that when she sat there, and there was only three of them, it was her understanding that it was a set price for the rental. Ms. Hocker stated that, at the same time, she thought it included the person that had to be there and that is what they were paying for. She stated that if it necessitated an additional security for hours over and above what they had then it was going to change. Ms. Hocker stated that it should not be a drastic change because every occurrence that happens does not include additional people. She stated that she really needs some clarity herself of that portion. Ms. Hocker stated that the facilities committee needs to meet again and get their own clarification so they are not telling you one thing and to others another thing. She stated that she thinks that our policies are very clear on who should have use of the buildings free and who should not. Ms. Hocker stated that it should not waiver because we know people a little better or because we think they are doing something more educationally than another set of people. She stated that we have set rules and it should be the same across the board. Ms. Hocker stated that she has seen it fluctuate only too often. She stated that these are good questions and she certainly thinks we should go back to the drawing board on that. Mrs. Meachem asked how long will it be before the organization will have to pay. Mrs. Bader stated that she is not sure what the billing cycle is on that. Mrs. Meachem stated that this should not be the practice where they had the event and then it is billable in ten days because you already know who worked it. She asked why would it not be quicker, so you get your money before people forget or get confused or whatever goes on. Mrs. Bader stated that it was payroll, Monday, this past week so timesheets were turned in but they are turned in every two weeks. Mrs. Meachem stated that what Mrs. Bader is saying is, if she rented she gets two weeks to turn in the timesheets. She stated that the entity is done, they collected their money and they are down the road, so they get to wait two weeks until they can turn in timesheets for money that you are owed. Mrs. Bader stated that our employees turn in timesheets every two weeks and she does not know how it was Board approved to see how it will be billed out. She stated that if there were additional fees assessed for personnel, then they turn their timesheets in every two weeks and then from there the invoices are generated. Mrs. Meachem asked if the base fee that they were charged is not paid either. Mrs. Bader stated that she does not know of that particular item. Mrs. Meachem asked if it is the district's practice that they don't pay the base fee until all the other things happen. Mrs. Bader said this is correct. Mrs. Meachem asked if there is

a way to change this because this sounds ridiculous because they are gone and now, after the fact, we are trying to collect the base fee that you knew what it will be. Mrs. Bader stated that we don't have collection problems with people who use our facilities because they generally want to come back next year to use them again. She stated that if they do not pay they do not come back; therefore, we do not have problems like that with collecting. Mrs. Laverdure stated that we have gone after groups that did not and have gotten the money. Mrs. Meachem stated that wouldn't you want to make a practice that is a little more succinct so that it is not such a stretch in time. She stated that this is what she is trying to understand.

D. Mr. Meachem stated that he got here a little late and did not use all his time before. Mr. Cole informed him that we now start the Board meetings at 7:00 p.m. Mr. Meachem stated that he did not know that. Mr. Cole said that originally they started at 7:30 but in this new year, by Board policy, they moved the time up to 7:00 p.m. to try to get out earlier. Mr. Cole stated that they did start ten minutes later today because of the Board appreciation program. Mr. Meachem said congratulations because he did hear about that. Mr. Meachem stated that he lost part of it, but most of it was put together and noticed that we spent over \$40,000 in xerox copying. He asked what are we copying. Mr. Meachem stated that this is the only \$40,000 that he can find right now. Mr. Meachem stated that he has gone through other months and we spend around, stop him if he is wrong, over \$60,000 a month with Xerox. Mrs. Bader stated that we pay their pool bill twice a year. Mr. Meachem stated that he is talking about the check register. He stated that he makes it a point to look through them and sometimes you need to read through them because they read like a Jackie Collins novel some months. Mr. Meachem stated that he has been tracking this for a while now, and we spent in excess of \$60,000 last month for Xerox. He stated, that in just thumbing through right now, he tracked \$39,000 and he thinks there are a couple of others. Mr. Meachem stated that he does not understand how most of the Xerox bills appear together while others sputter out there. He stated that, the point being and just so that there is no question in anybody's mind, he has had several financial disasters this year and he cannot begin to think about what that tax bill is. Mr. Meachem stated that he has discussed this with his neighbors and one of the things he has looked at consistently is the fact that we are inching the bill up on consumable issues and we are not even mentioning them. He stated that he was reading in the newspaper that the Pocono Mountain School District mentioned that they are going to eliminate teachers and nickel and diming people. Mr. Meachem stated that the fact is this that in five minutes times, half listening to what is going on, he has identified at least \$39,000 in copying. He asked what are we doing unless we are printing money. Mr. Gress stated that we have talked about it in the last three meetings. He stated that it is maintenance cost on the copiers. Mr. Gress stated that he does not have the budget book but he thinks for the school district it is about \$576,000. Mr. Meachem asked if we are prepared, as an organization, to go back to Xerox and in this day and age, it is not something uncommon because he has friends that are middle managers who are going back to vendors and saying in this dire economic times, we need to renegotiate those leases or eliminate them because this is a lot of money. Mr. Meachem stated that he would like to know if, in fact, the Board is considering eliminating this because these are consumable expenses that can absolutely be addressed. He stated that one thing that disturbed him is that when specific questions were posed from the public and the Board about what we are xeroxing, we did not get a cogent answer yet. Mr. Meachem stated that, at this point, the fact that we have to lease, there are companies small and large that are renegotiating leases on issues of that sort. He stated that what happens is that there are estimations on dollar amounts that are being passed on to the public that he can tell you he, for one, is not happy about it. Mr. Meachem stated that there are people who are out there that do not have a clue, at this point, about the leases. He stated that he would like to know whether or not the bid documents are available because at this point in dealing with Xerox, you are saying that this is the best deal that we can negotiate. Mr. Meachem stated that, at this point, and he is telling us right now, it is \$60,000 last month, \$39,000 this month and maintenances on the leases are really not an acceptable answer when we are talking about raising taxes.

E. Mr. Cole excused the Act 93 staff because they came in early this evening to take part in the prior program.

## X. PERSONNEL ITEMS

### A. Support Staff

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

Motion was made by Douglas Freeman to approve the resignations, retirement, termination, leaves of absence, reassignment, workday hour changes 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 Robert Cooke and carried unanimously, 6-0.

**1. Resignations**

- a. Bender, Elaine Custodian (1<sup>st</sup> shift) – High School South  
Effective Date: January 11, 2011
- b. Bhagwat, Maria Cafeteria Aide - East Stroudsburg Elementary  
Effective Date: January 14, 2011
- c. Horvath, Justine Instructional Aide – High School South  
Effective Date: at the end of the workday on January 6, 2011.
- d. Velez, Mildred Custodian (2<sup>nd</sup> shift) – Bushkill Elementary  
Effective Date: at the end of the workday on January 21, 2011.  
(See pages 14-17)

**2. Retirement**

- a. Brooks, Deborah Confidential Secretary (part-time, 900 hours) - Central  
Administration  
Effective Date: at the end of the workday on March 31, 2011.  
(See page 18)

**3. Termination**

- a. Ems, Douglas Jr. Maintenance I Worker (2<sup>nd</sup> shift) - District  
Effective Date: January 24, 2011

**4. Leave of Absence (Extension) – In Accordance with School Board Policy #535**

- a. Sutton, Deanna Instructional Aide – Smithfield Elementary  
Effective Date: December 9, 2010  
Length of Leave now through: January 10, 2011  
(Request received)

**5. Leaves of Absence – In Accordance with School Board Policy #535**

- a. Cron, Wanda Bus Driver – Transportation  
Effective Date: November 18, 2010  
Length of Leave: January 7, 2011
- b. Warlix, Kathy Bus Driver – Transportation  
Effective Date: September 14, 2010  
Length of Leave: twelve weeks  
(Applications received)

**6. Appointments – Temporary**

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

Hourly Rate: \$10.71  
 Effective Date: January 18, 2011 through the last student day of the 2010-2011 school year.  
 This new position will be fully funded by Access,

c. Rosado, Lorena  
 Student Helper (Step 1) - Bushkill Elementary (Temporary)  
 Hourly Rate: \$10.71  
 Effective Date: January 10, 2011 through the last student day of the 2010-2011 school year.  
 This new position will be fully funded by Access.

d. Thorman, Sonia  
 Student Helper (Step 1) - High School North (Temporary)  
 Hourly Rate: \$10.71  
 Effective Date: January 11, 2011 through the last student day of the 2010-2011 school year.  
 Sonia replaces Cianie Brome who resigned.

**7. Reassignment**

**Name Appointment**

a. Donegan, Siobhan  
 From: Instructional Aide – East Stroudsburg Elementary  
 To: Instructional Aide - High School South  
 Effective Date: January 14, 2011  
 Siobhan replaces Justine Horvath who resigned.

**8. Substitute Appointments**

<b>Name</b>	<b>Position(s)</b>
a. Barletta, Samuel	Custodian
b. Bowman, Leroy	Custodian
c. Cepin, Jassiel	Study Hall Monitor
d. Garcia, Nida	Cafeteria Aide, Cafeteria Worker, Instructional Aide, Secretary, Student Hall Monitor, Student Helper
e. Lesoine, Frederick	Maintenance
f. Lotito, Albert	Bus Driver
g. Moya, Lynn	Secretary
h. Olsen, Danielle	Cafeteria Aide, Cafeteria Worker, Student Hall Monitor
i. Pollack, Tamara	Cafeteria Aide, Cafeteria Worker, Instructional Aide, Secretary, Student Hall Monitor
j. Romulus, Fritz	Bus Driver
k. Tayborn, Cynthia	Cafeteria Aide, Cafeteria Worker, Instructional Aide, Secretary, Student Hall Monitor, Student Helper, Study Hall Monitor

**9. Workday Hour Changes**

<b>Name</b>	<b>Position</b>	<b>From:</b>	<b>To:</b>	<b>Effective</b>
a. Brenner, Michael	Bus Driver	6 hours	8 hours	9/13/10
b. Dalfol, Nilo	Bus Driver	6 hours	8 hours	8/31/10
c. Gallo, Vincent	Bus Driver	6 hours	8 hours	12/1/10

## B. Professional Staff

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

Motion was made by Douglas Freeman to approve the leaves of absence, appointments, change of status and tenure to the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Robert Cooke and carried unanimously, 6-0.

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

- a. Lavelle, Rosemary                      Guidance Counselor – High School North  
Effective Date: January 4, 2011  
Length of Leave: 12 weeks
  
- b. Smith, Kelly-Jo                              Special Education teacher – High School North  
Effective Date: November 30, 2010  
Length of Leave: January 2, 2011
  
- c. Tosh, Jacqueline                              Grade 3 teacher - East Stroudsburg Elementary  
Effective Date: May 6, 2011  
Length of Leave: the end of the 2010-2011 school year.

(Requests received)

#### 2. Leave of Absence (Date Change) – In Accordance with School Board Policy #435

- a. Gollinge, Lisa                                  English teacher – Lehman Intermediate  
Effective Date: November 23, 2010  
Length of Leave now through: January 12, 2011

(Request received)

#### 3. Appointments (Extensions) – Long Term Substitutes

- a. Austin, Clinton                                  Health & Physical Education teacher – High School South (LTS)  
Salary: \$38,920.00, prorated (Step 1 Column 1)  
Effective Date: October 12, 2010  
Now Through: the last teacher day of the 2010-2011 school year only.  
Clinton replaces Nikolya LeFevre who retired.
  
- b. Fattorusso, Karen                                  Art teacher – High School North (LTS)  
Salary: \$38,920.00 (Step 1 Column 1)  
Effective Date: August 26, 2010  
Now Through: the last teacher day of the 2010-2011 school year only.  
Karen replaces Karra Detrick who resigned.

#### 4. Appointments – Long Term Substitutes

- a. Fleck, Taryn                                      Special Education teacher – Resica Elementary (LTS)  
Salary: \$38,920.00, prorated (Step 1 Column 1)  
Effective Date: February 3, 2011 through the last teacher day of the 2010-2011 school year only.  
Taryn replaces Carolyn Metaxas who is on a leave.

- b. Welch, Shawn                                      Reading Specialist – High School South (LTS)  
 Salary: \$42,520.00, prorated (Step 1 Column 8)  
 Effective: January 27, 2011 through the last teacher day of the  
 2010-2011 school year only.  
 Shawn replaces Kristin Lord who is temporarily assigned as teacher  
 on special assignment.

(See pages 19-20)

**5. Change of Status - Temporary**

- a. Orak, Linda    From: Instructional (Reading) Aide - Bushkill Elementary  
 To: Special Education (Emotional Support) teacher – High School  
 South (Temporary)  
 Salary: \$42,020.00, prorated (Step 1 Column 7)  
 Effective Date: January 28, 2011 through the last teacher day of  
 the 2010-2011 school year only. Linda will return to her  
 instructional aide position at the conclusion of this temporary  
 appointment.  
 Linda replaces Nelson Clifton who resigned.

(See page 21)

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

<b>Name</b>	<b>Certification/School</b>
a. Borer, Meghan	Special Education/Elementary – Bushkill Elementary

**7. Substitute Appointments**

<b>Name</b>	<b>Certification(s)</b>
a. Baehr, Jacqueline	English
b. Bonser, Jeremy	Elementary
c. Carrington, Noelle	Elementary (NJ)
d. Cronauer, Daniel	Health & Physical Education
e. Duggan, Brian	Health & Physical Education
f. Esbin, Pamela	Elementary
g. Fenelon, Lucille	(em) School Nurse
h. Fleck, Taryn	Special Education
i. Hynes, Brian	Social Studies
j. Kalimootoo, Andre	(em) all areas
k. Kintner, Jamie	Elementary
l. Palmer, Stephen	Health & Physical Education
m. Popp, Cheryl	(em) all areas
n. Simonds, Kevin	Elementary
o. Smith, Julie	Social Studies
p. Snyder, Robin	Elementary
q. Welch, Shawn	Reading Specialist, Elementary, Music
r. West, Shannon	Health & Physical Education

**8. Homebound Appointments**

<b>Name</b>	<b>Certification(s)</b>
a. Battipaglia, Gloria	Special Education
b. Bonser, Jeremy	Elementary
c. Hynes, Brian	Social Studies
d. Snyder, Robin	Elementary

**C. EAP Tutoring Program 2010-2011**

**ACTION BY THE BOARD:**  
 Motion was made by William Searfoss to approve the EAP appointments in accordance with approved applicable policies and procedures. These teaching positions are funded through the Education Assistance Program Grant for the 2010-2011 school year for all schools except Resica Elementary and Bushkill Elementary, which are funded through the School Improvement Grant – 2010-2011. Motion was seconded by Douglas Freeman and carried unanimously, 6-0.

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

	Last Name	First Name	Position	Building	Rate
a.	Andrews	Andronikki	Substitute	ESE (Funded – EAP Grant, as indicated above)	\$23.00 per hour
b.	Rourke	Jennifer	Substitute	Resica (Funded –SIP Grant as indicated above)	\$23.00 per hour

**D. Extra Responsibility Positions**

**ACTION BY THE BOARD:**  
 Motion was made by Douglas Freeman to approve the rescission and appointments according to the 2005-2010 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. Motion was seconded by William Searfoss and carried unanimously, 6-0.

**1. Rescission**

- a. Novotny, Barbara    Softball Varsity Assistant Coach – High School North

(See page 22)

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

	Last Name	First Name	Position	Building	Rate
a.	Bonser	Jeremy	Baseball Junior Varsity Coach	High School North	\$3,039.00
b.	DeJesus	Jonathan	Volunteer Boys' Basketball Coach	High School South	not applicable
c.	DeLong	Ryan	Softball Head Coach	High School North	\$4,783.00
d.	Frick	Samantha	Volunteer Softball Coach	High School South	not applicable
e.	Kafer	Roger	Volunteer Softball Coach	High School North	not applicable
f.	Kean	Ashley	Softball Varsity Assistant Coach	High School North	\$3,490.00
g.	Kerzner	Phillip	Intramural Softball Tri-Advisor	High School South	\$23.00/hour (48 hour total maximum-between 3 advisors)
h.	Krammes	Barry	Intramural Track & Field Advisor	High School South	\$23.00/hour (48 hour maximum)
i.	Lehman-Deming	Donna	Intramural Homework Advisor	J. M. Hill Elementary	\$23.00/hour (48 hour maximum)
j.	Malachowsky	Paul	Intramural Weight Room Co-Supervisor (spring, 1st half)	High School North	\$23.00/hour (24 hour maximum)
k.	Malachowsky	Paul	Intramural Weight Room Co-Supervisor (spring, 2nd half)	High School North	\$23.00/hour (24 hour maximum)
l.	Menio	Dr. Gregory	Volunteer Track & Field Coach	High School South	not applicable
m.	Naser	Paul	Intramural Weight Room	High School North	\$23.00/hour (24 hour maximum)



	Last Name	First Name	Position	Building	Rate
			Co-Supervisor (spring, 1 <sup>st</sup> half)		
n.	Naser	Paul	Intramural Weight Room Co-Supervisor (spring, 2nd half)	High School North	\$23.00/hour (24 hour maximum)
o.	Nearhoof	Brian	Volunteer Boys' Basketball Coach	J. T. Lambert Intermediate	not applicable
p.	Peters	Joanne	Student Council Club Advisor (effective 2/3/11)	East Stroudsburg Elementary	\$1,069.00 (prorated)
q.	Reichl	Jeffrey	Softball Junior Varsity Coach	High School North	\$3,039.00
r.	Ruhl	Steven	Intramural Softball Tri-Advisor	High School South	\$23.00/hour (48 hour total maximum-between 3 advisors)

E. Act 93 Staff

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the leaves of absence of the Act 93 Staff designated, in accordance with the approved applicable policies and procedures [*subject to proper completion of all necessary documents*]. Motion was seconded by Douglas Freeman and carried unanimously, 6-0.

1. Military Leaves of Absence

a. Krotowski, Carolyn                      Assistant Principal – High School North  
Effective Date: January 18, 2011  
Length of Leave: January 21, 2011

b. Krotowski, Carolyn                      Assistant Principal – High School North  
Effective Date: January 26, 2011  
Length of Leave: January 28, 2011

(Request received)

XI. CONTRACTS

1.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the contracts listed for their specific services, rates and effective dates totaling under \$10,000. Motion was seconded by Robert Cooke and carried unanimously, 6-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Allen, Cindy	Sign Language Interpreter	\$40/hour, not to exceed \$600.00	District	12/1/10-6/6/11
2.	Bromley Lowe, Bromley Productions, LLC	Bullying Assembly	\$550.00	Bushkill Elementary	1/19/11
3.	Brown, William	Pool Safety/CPR Refreshner for Physical Education Teachers	\$350.00	Professional Development	10/22/10
4.	Calpin, Maryann	Moodle Basics in the Classroom	\$100.00 (co-presenter)	Professional Development	1/21/11
5.	Calpin, Maryann	Moodle Advanced in the Classroom	\$100.00 (co-presenter)	Professional Development	1/21/11
6.	Carson, Jessica	Voicethread	\$200.00	Professional Development	1/21/11
7.	Carson, Jessica	CPS/e-Instruction Clickers	\$200.00	Professional Development	1/21/11
8.	Devereux Pocono	Transitional Programming	\$78.00/day, not	District Special	1/25/11-6/6/11 or

	Center		to exceed \$2,574.00	Education	upon graduation
9.	DiMino, Diana	Moodle Basics in the Classroom	\$100.00 (co-presenter)	Professional Development	1/21/11
10.	DiMino, Diana	Moodle Advanced in the Classroom	\$100.00 (co-presenter)	Professional Development	1/21/11
11.	Jennings, Eugene	Psychiatric Evaluation	Not to Exceed \$2,100.00	Special Education	1/10/11-6/30/11
12.	Klucher, Charlotte	School-based neuropsychological evaluation	Not to Exceed \$2,400.00	Special Education	1/10/11-6/30/11
13.	Lehmann-Deming, Donna	Book Study club-7 Keys to Comprehension	\$325 plus cost of books	Title I Grant	3/1/11, 3/15/11 & 3/22/11
14.	Lehmann-Deming, Donna	Parent Workshops – Love & Logic	\$504.00	Title I Grant	3/16, 23 & 30/11, 4/6, 13 & 19/11
15.	McCloskey, George	Independent evaluation was determined to be needed for identification of greater learning.	\$2,500		1/25/11
16.	Monacelli, Vincent	Write original, competitive show for our indoor color guard.	\$800.00	Music Dept.	11/30/10-1/30/11
17.	Pocono Family YMCA	Employee Wellness Discount for Membership	No Cost	N/A	12/31/10-12/12/31/11
18.	Seidel, Maureen	ActivInspire	\$150.00	Professional Development	2/8/11
		<b>TRANSPORTATION</b>	<b>CONTRACTS</b>		
1.	Bridgeman, Alexandra	Contract Transportation	\$369.67/day	Transportation Dept.	12/7/10
2.	Bridgeman, Alexandra	Contract Transportation	\$331.72/day	Transportation Dept.	12/14/10
3.	Davis, Christine	Contract Transportation	\$149.77/day	Transportation Dept.	12/13/10
4.	Frascella, Maria	Contract Transportation	\$187.15/day	Transportation Dept.	12/13/10
5.	Krupski, Diane	Contract Transportation	\$228.53/day	Transportation Dept.	11/10/10
6.	Krupski, Diane	Contract Transportation	\$226.51/day	Transportation Dept.	11/15/10
7.	Krupski, Diane	Contract Transportation	\$242.57/day	Transportation Dept.	11/30/10
8.	Krupski, Diane	Contract Transportation	\$181.55/day	Transportation Dept.	12/8/10
9.	LaBadie, Gina	Contract Transportation	\$244.09/day	Transportation Dept.	11/15/10
10.	LaBar, Karla	Contract Transportation	\$413.12/day	Transportation Dept.	11/2/10
11.	Lastra, Steve	Contract Transportation	\$123.54/day	Transportation Dept.	11/18/10
12.	Muti, Peter	Contract Transportation	\$100.33/day	Transportation Dept.	11/30/10
13.	Prevost, Barbara	Contract Transportation	\$296.29/day	Transportation Dept.	12/6/10
14.	Siska, Douglas	Contract Transportation	\$315.23/day	Transportation Dept.	11/22/10
15.	Siska, Douglas	Contract Transportation	\$335.70/day	Transportation Dept.	12/1/10
16.	Siska, Douglas	Contract Transportation	\$332.09/day	Transportation Dept.	12/3/10
17.	Siska, Dustin	Contract Transportation	\$215.94/day	Transportation Dept.	11/18/10

2.

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the contract listed for its specific services, rates and effective dates totaling over \$10,000. Motion was seconded by Robert Gress and carried unanimously, 6-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	IU 20	Special Education Services	Estimated costs (may be higher or lower based on actual services provided): \$3,064,054.75	District	8/30/10-6/30/11

**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 Robert Cooke and passed 5-1. Audrey Hocker voted no.

	Student Number		Student Number
a.	10171005	b.	10170606
c.	10171107		

(See page 23)

**B. Overnight Field Trips**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss 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 Douglas Freeman and carried unanimously, 6-0.

	Name	Activity	Location	Dates
1.	Delp, Judy	MCTI Students to DECA State Leadership/Career Competitive Event Conference	Hershey, PA	2/23/11-2/25/11
2.	Lantz, David	High School South Choir Members to ACDA National Men's & Women's Honor Choir	Chicago, IL	3/9/11-3/12/11
3.	Lantz, David	High School South Choir members to MENC Eastern Division Conference	Baltimore, MD	3/31/11-4/3/11
4.	Polmounter, Amy	High School South FBLA students to State Competition	Hershey, PA	4/3/11-4/6/11
5.	Sanker, Donald	High School South Key Club Students to Camp Conrad Weiser Outdoor Center	Wernersville, PA	4/1/11-4/3/11
6.	Sanker, Donald	High School South Key Club Students to Key Club Convention	Hershey, PA	4/4/11-4/6/11

(See pages 24-29)

**C. Field Trips – 75 Miles or More**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the 75 miles or more field trips listed. The proposal and itineraries for the field trips meet the required Board Policy #121. Motion was seconded by Douglas Freeman and carried unanimously, 6-0.

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Clogg, Katye	High School South Band to see the Performance of John Hersey High School at Carnegie Hall	New York, NY	3/4/11
2.	Husson, Jen	J. M. Hill Elementary Students to the Capital Building	Harrisburg, PA	3/29/11
3.	LaBar, Keith	High School North/Lehman Intermediate Music Department to perform in the Capitol Building	Harrisburg, Pa	3/4/11
4.	Langan, Brooke	H.S. North/H.S. South eTeam Wizards students to Apple Store Workshop	New York, NY	4/12/11
5.	Lantz, David	High School South Choir members to PMEA All State Conference	Hershey, PA	4/13/11
6.	Tobin, Snoann	Middle Smithfield Elementary students to Crystal Cave	Kutztown, PA	4/20/11

(See pages 30-35)

**XIII. PROGRAM OF STUDIES**

**ACTION BY THE BOARD:**

Motion was made by Robert Gress to approve the Program of Studies for use in the East Stroudsburg Area School District for the 2011-2012 school year. Motion was seconded by Douglas Freeman and carried unanimously, 6-0.

**XIV. OLD AND NEW BUSINESS**

**XV. NOVELS & TEXTBOOKS**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the novels and textbooks listed for use in the East Stroudsburg Area School District. Motion was seconded by Robert Cooke and carried unanimously, 6-0.

**Textbooks**

<b>Title of Book</b>	<b>Author/Publisher</b>	<b>Copyright Date</b>	<b>Grade Level</b>
Jr. Great Books Series	The Great Books Foundation	2006	2 through 6

**Novels**

<b>Title of Book</b>	<b>Author</b>
Black Out!	Clarke, Ginjer L.
Cool Dog, School Dog	Heiligman, Deborah
Flat Stanley's The Great Egyptian Robbery	Pennypacker, Sara
Hot Wheels Cave Race!	Landers, Ace

Llama Llama Misses Mama	Dewdney, Anna
Lonesome George Finds His Friends	Kosara, Tori
Penguins	Schreiber, Anne
Pip & Squeak	Schoenherr, Ian
Robot Man	Orshoski, Paul
Strike Three, Marley	Hill, Susan
Tiger	Been, Sherry
Who Wears Glasses?	Galan, Ana

**XVI. FISCAL ITEMS**

**A. Smithfield Elementary Project Audit**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to authorize the submission of the Independent Auditor’s Report to the Pennsylvania Department of Education performed by Kirk Summa & Co., LLP as required by PDE in order to complete the PlanCon J application with regard to Smithfield Elementary Project #2900. Motion was seconded by William Searfoss and carried unanimously, 6-0.

(See pages 36-46)

**B. Music Instruments**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to authorize the Business Manager to solicit bids for district musical instruments at a cost not to exceed \$39,500. Motion was seconded by William Searfoss and carried unanimously, 6-0.

**C. J. M. Hill Elementary**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the proposal dated December 21, 2010 for engineering services from Strunk –Albert Engineering for expanded scope of work to the JM Hill Elementary School, subject to solicitor and administrative review. This project is an expansion of the Qualified Zone Academy Bond “QZAB”. Motion was seconded by Robert Gress and passed 5-0-1. Audrey Hocker abstained.

(See pages 47-53)

**D. Change Order**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve change order # E-02 for Wind Gap Electric, Inc., for unused Contract Unit Prices in the amount of \$5,688.35 (deduct) for the Middle Smithfield Elementary School project. Motion was seconded by Robert Cooke and carried unanimously, 6-0.

(See page 54)

**E. Collection of Delinquent Earned Income Tax & Local Service Tax**

**ACTION BY THE BOARD:**

Motion was made by Horace Cole to approve the Berkheimer fee schedule as recommended and approved by the Monroe County Tax Collection Committee and as presented to the Board to be charged to delinquent taxpayers for the collection of unpaid earned income taxes and local service taxes. Motion was seconded by Robert Gress and passed 5-1. Audrey Hocker voted no.

(See pages 55-56)

**F. 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: \$909,480.26. Motion was seconded by Robert Gress and carried unanimously, 6-0.

(See page 57)

**G. Use of Facilities**

1.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss 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 Douglas Freeman and carried unanimously, 6-0.

**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>
1/24/11	H.S. South	2/24/11	4/28/11	East Stroudsburg University	REACH HEI Academic Tutoring & Counseling	Y
1/24/11	Lehman	2/19/11	2/19/11	Pocono Family YMCA	Swim Team Meet	Y

(See pages 58-59)

2.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the request for the use of facilities as listed for Class 3 Non-School Related Use of Facilities. John Henry H.S. Band is requesting a waiver of fees for use of the auditorium/band room for open rehearsal as indicated in their letter. Motion was seconded by Douglas Freeman and carried unanimously, 6-0.

**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>
1/24/11	H.S. South	3/3/11	3/3/11	John Hersey H.S. Band	Rehearsal	Y

(See pages 60-61)

3.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the request for the use of facilities as listed for Class 3 Non-School Related Use of Facilities. All facilities fees as well as personnel fees will be assessed. Motion was seconded by Douglas Freeman and carried unanimously, 6-0.

**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>
1/24/11	H.S. South	2/18/11	2/19/11	District XI Wrestling Coaches Association	Wrestling Tournament	N

(See page 62)

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

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the Budget Transfers, Payment of Bills and Treasurer’s Report listed in this agenda for the 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 Douglas Freeman and carried unanimously, 6-0.

1. Budget Transfers - (See pages 63-73)
2. Payment of Bills - (See pages 74-97)
3. Treasurer’s Report - (See pages 98-105)

**XVII. ANNOUNCEMENTS/INFORMATION**  
None

**XVIII. ADJOURNMENT 8:41 P.M.**

Respectfully Submitted,

Patricia L. Rosado  
Board Secretary