

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION**

**REGULAR SCHOOL BOARD MEETING**

**April 18, 2011**

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

**7:00 p.m.**

**Minutes**

- I. Vice President Robert Huffman called the meeting to order at 7:15 p.m. and led those present in the Pledge of Allegiance.
- II. **Members present were:** James Brunkard, Robert Cooke, Douglas Freeman, Robert Gress, Audrey Hocker, Robert Huffman and William Searfoss. Horace Cole and Bet Hays were absent.
- III. **School personnel present:** Michelle Arnold, Patricia Bader, David A. Baker, Brian Borosh, Jeanne Branigan, Mark A. Brown, John Burrus, Anthony Calderone, Wayne Carson, Rick Carty, Maria Casciotta, Lois Casella, Ann Catrillo, Mike Catrillo, Lucianna Coke, Mary Conklin, Nancy Daniels, Sandy DeRenzis, Sandy Dietz, Debra DiGennaro, Robert Dilliplane, Larry Dymond, Sheryl Flatt, Eric Forsyth, Maria Geffers, Carol Geiges, Claudia M. Gonda, Jill Greenwood, Joyce Gregor, Emile Guida, E. R. Hahn, Sue Hegarty, Sara Hendricks, Karin Hogan, Lynda Hopkins, Carol Huffman, Cindy Ippolito, Sally Jones, Ashley Kean, Jay Kule, Gail Kulick, Sharon Laverdure, Phil Lazowski, Suzanne Legace, Jacilyn Leonard, Olivia Lesoine, Irene Livingston, Craig Long, Suzanne Ludwig, Jennifer Marmo, Joseph Martin, Carla Mathiesen, Martina Matheis, Amanda McGee, Fred Mill, Kathy Parrish, Rose Perkins, Joanne Peters, Daniel J. Phillips, Amy Polmounter, Annelle Prefontaine, Carolina Rodriguez, Patricia Rosado, Vicki Sayer, Paul H. Schmid, Catherine Schoenherr, Pat Sedlak, Maureen Seidel, Cherie Shearouse, Jim Shearouse, Amanda Signorello, Heather Skeldon, Julie Slack, Jennifer Spece, Gloria Stinger, James Ware, Thomas J. Williams, Susan Wilson, Nadia Worobij, Steve Zall and Ann Zannella. Also present were: Thomas Dirvonas and Christopher Brown, Solicitors.
- IV. **Community members present:** Warren Bailey, Gillian Bender, Arbana Bitik, Rob Casella, Michael Charvet, Kathy Clare, Betty A. Cook, Devin Day, Kim Eilenberger, Zach Flory, Tom Geffers, Joy Gilmartin, Sharone Glasco, Fred Habox, Roy Horton, Margie James, Kenneth Koberlein, Mike Meachem, Verona Meachem, Edie Parkin, Sue Paskiet, Brenda Romanow, Todd Romanow, Anthony Scott, Peter Sharpe, Joseph Tritto and Rhonda Walker.

Jamie Doyle – Public Financial Management  
Dale Kirk – Kirk, Summa & Co.

**V. APPROVAL OF MINUTES AND AGENDA**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the minutes for the meetings of March 16, 2011, (pages 1-2), March 21, 2011, (pages 1-21) and this agenda for April 18, 2011 (pages 1-28), 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 Douglas Freeman 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. James Brunkard stated that he recently attended the National School Board Association conference in San Francisco and thanked the Board for sending him. He stated that he wished that at the national level and any level they had more solutions. Mr. Brunkard stated that they discussed the issues but public education has a number of severe challenges. He stated that he kept hearing more excuses than cures. Mr. Brunkard stated that he wished

things were different but whether we are in our district or any other district anywhere else in the United States, it seems to be that public education has its many difficulties.

- B. Ms. Audrey Hocker stated that she, too, attended the National School Board Association conference in San Francisco. She stated that unlike her fellow Board member, she found it to be very interesting. Ms. Hocker stated that on the national level, they do a variety of views of what is going on around the country. She stated that we are in many similar situations and they found out how differently they solve those problems. Ms. Hocker stated that she found this session most interesting because in one particular session that she attended which was called A Campaign for High School Equity, this group was committed to making all students proficient and prepared for college and work. Ms. Hocker stated that this program was accepted by 47 States and Pennsylvania being one of those States. She stated that with this program enacted, they are planning to hold the high schools accountable for students' success which would increase the accountability of States and school districts to adhere to standards that promote positive outcomes for all students especially for minority students. Ms. Hocker stated that it would also provide the students excellence in leaders and teachers by the various money that was sent from the federal government to offer higher pay for teachers and incentives for those students and schools that make meaningful improvements. She stated that they will also work collaboratively to develop common core State standards, which is something that has not been done. Ms. Hocker stated that this is quite different from the No Child Left Behind in that it is developing the change of thought and the way a child can interpret and apply the skill. She stated that it is definitely more teaching and it is more pinpointed. She stated that it really gets back to the basics. Ms. Hocker stated that aside from the other sessions she attended, this one really grabbed her. She stated that she can go on for hours but she sees we have a full agenda tonight, so she will curtail her comments. Ms. Hocker stated that a number of the sessions that were offered were pushing for back-to-the-basics where youngsters are learning penmanship and geography. She stated that when you have students in classes in high schools that do not know that a particular city is in a particular State, it is very shameful in this 21<sup>st</sup> century. Ms. Hocker stated that, therefore, she felt that this conference needs to be repeated as often as they can offer it to us. She stated that she wished the school district would join the National School Organization. Ms. Hocker stated that she was not aware that we are not a national member.

#### VIII. SUPERINTENDENT'S REPORT

- A. Mrs. Laverdure stated that during Executive Session, they spoke about a petition from Porter Township wanting to leave the East Stroudsburg Area School District and be assimilated into the Wallenpaupack Area School District. She stated that one of the discussions was the possible litigation and upcoming litigation with regard to that. Mrs. Laverdure stated that she will let Mr. Dirvonas take over from here and Ms. Jamie Doyle is also here to discuss this issue. Mr. Dirvonas stated that he will try to summarize briefly. He stated that, as most of you are probably aware, there has been a petition filed by certain residents of Porter Township to actually have Porter Township be removed from the East Stroudsburg Area School District and become a part of the Wallenpaupack Area School District. Mr. Dirvonas stated that we already followed through with certain steps of this procedure. He stated that the first step is for the petition to be filed. Mr. Dirvonas stated that the second step was for the Pike County court to have a hearing to determine whether the petition contained the necessary number of signatures. He stated that the third step was for the Pennsylvania Secretary of Education to review certain documentation which both Wallenpaupack Area School District and East Stroudsburg Area School District have submitted and to make a determination whether or not the petition has educational merit. Mr. Dirvonas stated that the Acting Pennsylvania Secretary of Education has determined that the petition has educational merit which then throws it back to the Pike County Court. He stated that the Pike County court is now in the position of having to make a determination if this does happen, Porter Township leaves East Stroudsburg Area School District and goes to Wallenpaupack Area School District, what portion of the debt service and other indebtedness has to be accepted or incurred by Wallenpaupack and how does this happen. Mr. Dirvonas stated that should the judge make this determination, it then goes to the State Board of Education. He stated that the process, to date, has taken almost a year and a half. Mr. Dirvonas stated that it is his understanding that the experience with the State Board of Education in the past, has been that their proceedings typically take another year and a half to two years. He stated that we have Jamie Doyle here tonight to give us some basic financial information with regard to if this does happen, what is the financial impact going to be on the East Stroudsburg Area School District. Mr. Dirvonas stated that he thinks what we are going to hear is that the East Stroudsburg Area School District is looking for a 4-5 mil increase in Monroe County taxes. He stated that Lehman Township, which would be the remaining township in Pike County may be looking at the same. Mr. Dirvonas stated that what we are looking at, should this happen, is not only an adjustment to the debt service but also the East Stroudsburg Area School District losing about two million dollars in tax revenues. He stated that the alternatives that we would have at that point may be slim to none. Mr. Dirvonas stated that right now, we have Act 6 in effect which, in essence, establishes an index and puts a limit on a tax increase that the Board can impose in any given year. He stated that there are certain exceptions to that limit. Mr. Dirvonas stated that one is a court order (there are actually currently ten

exceptions), which is if a Monroe County Court would say because Pike County said this or the County Court said that, you fall within this exception. He stated that Senate Bill 911 which is currently pending and, from his understanding, is trying to be rushed through passage will do away with all of those exceptions which would put the East Stroudsburg Area School District in the position of having to raise these additional funds but not being able to levy the taxes to do it. He stated that Ms. Doyle is here tonight to explain the economics and financial aspects of this. Mr. Dirvonas stated that we will at the conclusion of her presentation, be asking for a resolution of the Board to either oppose or, in essence, to go along with certain conditions. He stated that we will, once the motion is made, open it up to the public for comments or questions.

- B. Ms. Jamie Doyle, Public Financial Management, stated that Mr. Dirvonas gave a great summary. She stated that she would like to highlight the loss of income, in particular, if Porter Township were to succeed from the East Stroudsburg Area School District. Ms. Doyle stated that the main component, as Mr. Dirvonas mentioned, is the real estate taxes that is estimated to be approximately a loss of \$2,189,000. She stated that in addition to that, there would be a loss of transfer taxes, earned income taxes, local services taxes and, of course, the basic education funding that would be related to those students who would no longer attend the East Stroudsburg Area School District. Ms. Doyle stated that the total loss of income estimated at this point in time is \$2,319,460 per year. She stated that to multiply that out, because we do not yet know if or when this will take effect, we have about 19 years left on our debt service before it starts to drop off pretty significantly. She stated for example, if we were to multiply that 2.3 million dollars by 19 years it would be \$44,069,000 over that 19 year period. Ms. Doyle stated that the magnitude of this is pretty serious going forward. She stated that the 2.3 million dollars if you did have to absorb that into the remaining tax base, that is about 4.13 mils to your remaining taxpayers. Ms. Doyle stated that this is gross before any application of debt service and other debt obligations would be parceled over to Wallenpaupack. She stated that this is certainly a pretty significant impact that we want everyone to be aware of. Ms. Doyle stated that she is happy to answer any questions. She stated that Mr. Dirvonas did a great summary and she does not have a whole lot to add at this time.

#### **Public Participation**

- A. Mr. Mike Meachem stated that relative to this and we are talking about expenses, he asked Mrs. Bader what is our current debt. He asked how much do we owe? Mr. Meachem stated that that before we get to that he wants to find out from Mr. Dirvonas what was Porter Township's cause of action. He asked why did they say they wanted to bring this about for. Mr. Meachem asked where are these documents that the public can see. He asked what was the district's answer to Porter Township. Mr. Dirvonas stated that the documents are of record in Pike County. He stated that they filed a petition. Mr. Dirvonas stated that he can certainly get the caption for Mr. Meachem if he would like to go up and review them. Mr. Meachem stated that he would like to know, since he is a member of the public and there are a lot of people here tonight and he would like to know because, from what he understands as lawsuits go, there is some level of complaint and you put things into words and they go into court because you are looking to settle some level of dispute. Mr. Meachem asked what was their course of action and what was the district's answer. He stated that right now there is going to be a very serious ramification for everybody sitting in this room. Mr. Dirvonas stated that there is going to be serious ramifications for everyone. Mr. Meachem stated that there was a meeting of the minds and there was a meeting of the Titans. Mr. Dirvonas asked what meeting of the minds is Mr. Meachem speaking about. Mr. Meachem stated that the people in Porter Township were unhappy with something and they said we want out of here. He stated that he would like to find out what those words were. Mr. Dirvonas stated that essentially what they were unhappy about was the level of taxation in Porter Township. Mr. Meachem asked what was our answer to them. Mr. Dirvonas stated that, again keep in mind that when the petition is filed, the first step in the court is to determine whether they have the sufficient number of signatures on that petition. He stated that this is what the Pike County court initially did, which was determined that they had the sufficient number of signatures. Mr. Dirvonas stated that it then went to the Pennsylvania Secretary of Education. Mr. Meachem stated they then reviewed the documents to determine whether or not they had merit. Mr. Dirvonas stated that what they did was they sent out questionnaires to Wallenpaupack, East Stroudsburg and to the petitioners asking for specific documents. He stated that Wallenpaupack, East Stroudsburg and the petitioners submitted information to the Pennsylvania Secretary of Education. Mr. Dirvonas stated that the acting Pennsylvania Secretary of Education, who just came into office, then reviewed the documents as submitted and apparently did some independent research and issued a decision indicating that the establishment of an independent school district for the purpose of transfer had educational merit. He stated that this was the extent of that determination. Mr. Dirvonas stated that we are now looking for a determination on the part of the Pike County court as to, if this does happen, how is the debt service and other indebtedness, and this really is separate from the tax revenue issue, but how is the existing debt service and existing indebtedness to be apportioned. He stated that this is the limitation of what the Pike County court is going to determine at this point. Mr. Dirvonas stated that once that determination is

made it essentially goes to the State Board of Education for a de novo review. Mr. Meachem asked what is a de novo review. Mr. Dirvonas stated what this means is that they start all over again. He stated that they start from the beginning and we are going to look at what is in front of us. Mr. Dirvonas stated that they are going to look at the educational merits, financial merits and we are going to determine whether or not this should happen. Mr. Dirvonas stated that this statute that we are dealing with is very antiquated. He stated that it leaves a lot of unanswered questions and basically gives the State board a lot of discretion. Mr. Dirvonas stated that when he says de novo, starting over again, we are basically going to the State board. He stated that we want you to know everything starting back from day one when this started and we are going to go through the whole procedure and everything that has happened. Mr. Dirvonas stated that it is really not like an appeal process. Mr. Meachem stated that he has attended these meetings for a number of years and what the public understands is that issues of litigation are not discussed before the public but discussed in Executive Session. Mr. Dirvonas stated that it has been discussed. Mr. Meachem stated that he is asking what happened in there because they are hearing out here now that it is dire and it is going to impact everyone financially. He stated that now it has come out here and he does not think, as a member of the public, that it is just enough to say that we have gone through five steps and that there could be a financial impact upon us. Mr. Meachem stated that this brings him back to his secondary question. He stated that Porter Township said that they want to go because taxes are too high; then, what did we say to make them stay so that we don't have to suffer this. Mr. Meachem asked, did we say we would do better with education or we are going to try to control our consumable expenses so their taxes are not so high. He asked what did we say to get them to stay. Mr. Dirvonas stated that there is nothing we could say. Mr. Meachem said thank you. Mr. Dirvonas stated that there is nothing we could say, at that point, because the petition was already filed. He stated that we have answered the petition and are going through the procedures. Mr. Dirvonas stated that what we are looking for tonight, is that we want the Board to confirm one way or another. He stated does the Board want to contest or oppose this or do they want to go along with this and see what we can do to lessen the financial impact. Mr. Dirvonas stated that we need some direction from the Board and the public needs to know what the Board is going to do, too. He stated that he can say that in the number of these situations that have arisen in the past, there have been public interest groups that have formed and have given support one way or the other, either to the petitioners or one or the other school districts as far as what they want to happen.

- B. Mr. Warren Bailey stated that Mr. Dirvonas said that the rationale that Porter Township gave was that there was too much taxation. He stated that Mr. Dirvonas also said that when it was reviewed, they found that there was educational merit. Mr. Bailey stated that he would like Mr. Dirvonas to define what the educational merit was or describe what the educational merit was that they found in their petition for succeeding from this district. Mr. Dirvonas stated that he thinks what he said was that the impetus or basis behind filing the petition was taxes. He stated that one of the basis or bases that they gave for the petition was that Wallenpaupack could provide a better education for their students. He stated that the Acting Secretary of Education's decision is a public document. Mr. Dirvonas stated that the document is available and his associate, Chris Brown, will tell you the total pages of the decision from the Secretary. Mr. Dirvonas stated that the document is available and the Acting Secretary of Education in issuing that decision, ignored a lot of information provided by the East Stroudsburg Area School District and Wallenpaupack Area School District. He stated that they went out and obtained certain independent information and rendered a decision that there was educational merit. Mr. Bailey stated that in his question he keeps hearing a lot of vacuous verbiage with regard to the specifics of what is going on. He stated that what he wants to know, and he does not care if the report is 5,000 pages long, will they have a summary of that report. Mr. Bailey stated that in that summary, they will succinctly say what educational merit they found in the petition for succession. Mr. Bailey stated that he would like, and if you do not have it available tonight, is to make it available and also to know what the district's response was with regard to the certain information that the Secretary of Education overlooked. He stated that he is hearing a lot of generalities and he is hearing a reference to a thousand page report. Mr. Bailey stated that this is discouraging to the public to say a thousand page report that they will have to read; however, there are issues that are germane and among those, is the educational merit that they found for that suit because that would be something that is contestable. Mr. Bailey stated that he is wondering what the district's answer was with regard to the educational merit that they found. Mr. Gress stated that there is a process in place and they are following that process. He stated that this is why it is being brought out tonight. Mr. Gress stated that when the motion is made, whatever it will be, at that point there will be further discussion from the Board. He stated that there is a process and they are following the process. Mr. Gress stated that they do not like the process. Mr. Bailey stated that he understands that there is protocol. Mr. Gress stated that the comment that the Secretary of Education said is that the Wallenpaupack Area School District has better tests scores, but why. He stated that they did not look at, for instance, that they are 99% white. Mr. Gress stated that they do not have a turning population. Mr. Bailey stated that what Mr. Gress

means is that what they are saying is that the demographics and economics status were not considered. Mr. Gress stated that this is what we will be arguing later. Mr. Bailey stated that this is the type of specificity he was looking for. Mr. Gress stated that he will be voting to fight this thing and to get the facts on the table so that the true determination can be done for the economical, social, as well as educational value which are the three components to consider. Mrs. Laverdure stated that they have not compiled the information yet. She stated that they have to take each point and counter them; therefore, Mr. Bailey is almost asking for specifics that they do not have, with all due respect. Mr. Bailey stated that he is patient. He stated that he is all in favor of fighting something especially if it is done, as you seemed to be indicating, on the basis of a district having higher standardized test scores simply because of the economic status and demographics of the district. Mr. Bailey stated that this is something that is not fair. He stated that he can understand this and as the district gets more specifics he hopes that they will be forthcoming, very quickly, with the public which they will find are very supportive. Mr. Dirvonas stated that, at this point in the procedure, there is no step whereby we challenge the Secretary's findings. He stated that this will be brought out and will be raised at the State Board level, once we get past the common pleas level. Mr. Dirvonas stated that this statute in the procedure is very archaic and has not been dealt with many times over the past 110 or 115 years but it has been dealt with. Mr. Dirvonas stated that they have been talking with other school districts and other solicitors who have gone through the process. He stated that they are working on it.

- C. Mr. Peter Sharpe stated that he is new to the community and has been in Monroe County for the past two years. He stated that since he got here, all he does is pay taxes. Mr. Sharpe stated that this year, he paid \$18,000 in real estate taxes. Mr. Sharpe stated that he wants to know what is going on here. Mr. Huffman stated that, first of all, this has nothing to do with the conversation that is on the floor at the present time. Mr. Sharpe stated that they mentioned taxes in Monroe County. Mr. Huffman stated that they are speaking about Porter Township at this time and are not open to public comment yet.
- D. Mrs. Verona Meachem asked Mr. Dirvonas if he would be the legal representative if this case were to go forward. She asked if his firm would be doing this work or would it be another firm. Mr. Dirvonas stated that his firm would certainly take the lead, initially. He stated that they have been talking with the firm of Rhoads & Sinon in Harrisburg, who is also our bond council. Mr. Dirvonas stated that we have been discussing a number of issues with them, especially from the financial standpoint. He stated that it may be at some point, since they are in Harrisburg and since they are closer to the State board, they may take a more active role. Mr. Dirvonas stated that, initially, we will be handling the appeal of the litigation. Mrs. Meachem asked since, if she is not mistaken, this has been going on for about a year and a half, how much have we incurred in fees trying to do whatever these steps are so far. Mr. Dirvonas stated that he could not give her an exact figure. Mrs. Meachem asked for a ballpark figure. Mr. Dirvonas stated that he would say about \$5,000 to \$10,000. Mrs. Meachem stated that so far, we have spent about \$5,000 to \$10,000 with whatever the steps are. Mr. Dirvonas said this is a guesstimate. Mrs. Meachem stated that going forward to perhaps another year and half, the fees will obviously increase and not be another \$10,000. She asked if she correct. Mr. Dirvonas stated that this is totally correct. He stated that we are not only talking about attorney fees, but also talking about expert witness fees. He stated that he would add that the involvement of Rhoads & Sinon in Harrisburg, thus far, have not charged the district anything and they have indicated that until they advise us otherwise, they will not charge anything. Mr. Dirvonas stated that Jamie Doyle, it is his understanding that, at this point, the services she has performed has been as her role as financial advisor and is not charging additional for this. Mrs. Meachem asked at what point would the charges begin and what are the rates these firms will charge. She asked if the district is going to fight this, would that not be part of the decision. Mrs. Meachem asked how much is it going to cost the district to do this. She asked what are they saying to the taxpayers. Mrs. Meachem asked how much could this be or are we going to do a blind amount and whatever happens, happens. Mr. Dirvonas stated that what he is saying is that he has tried to get some estimates and again, as an estimate, he is going to suggest over the period of this litigation it could well run into \$100,000. Mrs. Meachem stated, "That inexpensive". Mr. Dirvonas stated that this is for expert witnesses, attorney fees and court costs, yes. Mrs. Meachem stated, "That inexpensive; only \$100,000?" Mr. Dirvonas stated that he does not know at this point. Mrs. Meachem asked what are the hourly rates of the firm in Harrisburg because they must have one. Mr. Dirvonas stated that their rates, as he understands it, may run anywhere from \$180 to \$350 an hour. Mrs. Meachem asked if they specialists in this field, that we will need to perhaps defend against this or are these people we are just choosing. Mr. Dirvonas said, "No", they, again Rhoads & Sinon, have acted as bond counsel for the district for a number of years. He stated that they are very experienced in school law and do a lot of construction law, just by way of example. Mr. Dirvonas stated that they do have a separate litigation department. He stated that they are very familiar with the State Board of Education and he feels very comfortable with them, should we decide to turn all or our portion of this over to them. Mrs. Meachem asked if the district is going to check track records of other firms

that may have won more of this type of case or are we just going to select them. Mr. Dirvonas stated that the School Board can certainly do that if they so decide.

- E. Mr. James Brunkard stated that he understands that everyone is always ready with the cost of litigation but there is a certain cost of not litigating this. He stated that if one takes the simplest form of arithmetic on this, we are bringing in now over two million dollars in taxes in exchange for educating fewer than 40 students. Mr. Brunkard stated that while we have no guarantees of that and our commitments are more open than that and if you were to weigh that out and allocate the loss of tax revenue as opposed to the expenditures toward students, we could be running at the rate that we are collecting taxes from this particular community for the number of students that we are educating, system wide, we would be educating 3,000 students in our current annual budget. He stated that instead we are educating 8,000 students on our current annual budget. Mr. Brunkard stated that we certainly have a significant difference between. He stated, again, whatever people say about what the possible educational merits would be or whatever other forms they have for joining other communities, is just part of this group of taxpayers. He stated this is just a group. Mr. Brunkard stated that this is just a group of some people in this community who have decided to take their taxes elsewhere and take their students with them. He stated whatever the cost is, it is in the terms of millions of dollars in a year. Mr. Brunkard stated that we are not going to be too concern over what the costs are of properly litigating this to the benefit of the East Stroudsburg Area School District and keeping in mind the welfare of the students and the taxpayers.
- F. Mrs. Meachem stated that her comment to this would be that this seems to be a scare tactic. She stated that this is a failing school district and no one is mentioning that. Mrs. Meachem stated that the fact that these 20 or 18 families who want to leave, you can argue with them, how. She stated that this is a failing school district and no one wants to admit that. Mrs. Meachem stated that to use this as a scare tactic is really not acceptable. Mr. Gress stated that as far as us being a failing district, she is wrong on that. He stated that this will bear out down the road. Mr. Gress stated that we do have some problem areas when you have the growth that we have and we have said that over the years. He stated that as far as our schools failing, she is wrong and he has said that since he has been on the Board. Mr. Gress stated that we are doing a hell of a job educating our children. He stated that Mrs. Meachem should see what the students are doing. Mrs. Meachem asked what is our rank compared to the other school districts. Mr. Gress stated that he does not care about the other school districts. He stated that he is talking about Monroe County and we have unique challenges here in this county. Mr. Gress told Mrs. Meachem to go tomorrow night to the National Honor Society Induction Ceremony at 7:30 p.m. at the High School South and tell these kids that they are failing. He stated that he is tired of hearing this. Mr. Gress stated that, as he said last night, if someone comes up and says mistruths, he will say to look at the plays last week at High School South and High School North and tell those kids that they are failing. He stated just because some test says that we are failing; we are not failing. Mr. Gress stated that the tests are not right. He stated that later on he will explain under the Monroe Career & Technical Institute report what was discussed. Mrs. Laverdure stated that she feels that it is important for the record to say, that she will be remised if she didn't say that she received phone calls telling her that the parents of the Porter Township students that go to the North campus do not want to leave. She stated that the concern is that they are making sure what we are doing. Mrs. Laverdure stated that as soon as we make a decision, they want to know if it is aye or nay. She stated that she is getting concerns from parents that they do not want to leave the East Stroudsburg Area School District.

#### VIII. SUPERINTENDENT'S REPORT (continued):

- C. Mr. Robert Gress stated that they had a couple of meetings at the Monroe Career & Technical Institute (MCTI) earlier this month. He stated that one thing that was brought out and it has been talked about for the last couple of years and a sheet was handed out about it tonight, was the unfair funding formula due to the antiquated process on how enrollment is calculated and it is funded. Mr. Gress stated that over the last couple of years, he has been saying that we have been overpaying. He stated that the MCTI came up with a funding formula that was based on the students that we actually sent there. Mr. Gress stated that we cannot send north students due to commuting, so they went with a three, five and ten year rolling average of the number of students based on the dollar amount per student that we send and what it would come out to be. He stated that, in short, we are overpaying somewhere over half a million dollars per year to the MCTI because we cannot send enough students there. Mr. Gress stated that the good news is that they are looking at the funding formula. He stated that, hopefully, they will change it just to modify by how many students you send and that is what we should pay. Mr. Gress stated that they should not look at a funding formula from the 1960's, when everything was first consolidated and the MCTI was first built and so on. He stated that this is being looked at but the bad news is that we are overpaying half a million dollars and two other

school districts are underpaying by almost \$300 and \$200 and \$40,000 so there is a reluctance on those Boards to change because they will have to pay more than they are paying and we would get a fair share. Mr. Gress stated that to answer the gentleman's question why the taxes are going up, it is things that are happening that we have no control over. He stated that we are stuck whether it is a funding formula, the State level not getting fair funding or having to pay too much for things. Mr. Gress stated that this is being looked at and hopefully this will be taken seriously. He stated that he does not want to say we should litigate this but it might be something that should be litigated because a half a million dollars for two hundred and something students is a lot of money. Mr. Gress stated that some directors questioned them and said this is for the students but half a million dollars for 8,000 will go further than for the 200 or more students at the MCTI. Mr. Gress stated that whatever we should pay we should pay but not a penny more. He stated that we also talked about vouchers that are being proposed. Mr. Gress stated that the gentleman asked why we are paying so much in taxes, it is because we are not getting funded properly from the State. He stated that this is from the beginning because we get about 22% funding and other school districts get about 40%-70% funding of their education dollars but we don't. Mr. Gress stated that now we have the Governor and the Senators pushing for this voucher that will take another billion dollars out of education and put it in private schools and not public schools. He stated that he called the Senators and spoke to their offices and everyone here should, too. Mr. Gress stated that when Senator Williams, from Philadelphia ran, he said he was for the kids. He stated that he spoke to Senator Williams' office three times and he has emailed him, too. Mr. Gress stated that Senator Pileggi also said he was for the kids, too. He stated that, interesting enough, there was an article in the Morning Call that said that Senator Williams got over a million dollars in his campaign from the voucher people. He stated that Senator Pileggi got \$50,000 from them, too. Mr. Gress stated that the Senators are saying that vouchers are wonderful but it is their friends that will be making a lot of money. He stated that we will be paying more in taxes and this is to answer your question why taxes are going up. Mr. Gress stated that we have been trying to cut back in different areas. He stated that the Board voted the MCTI budget down to tell them that they are not happy with these things but we are in with other school districts and the majority rules. Mr. Gress stated that the MCTI meeting was very lively and some Board members were glad that he was only an alternate and hoped Bob Cooke would be back soon.

Mr. Brunkard stated that he was also at that meeting and he is a regular member but misses Bob Cooke when he is not there, but welcomed Mr. Gress because he thinks he contributed quite a bit from the discussion. Mr. Brunkard stated that he and Mr. Gress disagree, where he says that we should not pay a penny more. Mr. Brunkard stated that if it were a penny more that we were paying, he would gladly pay it not to have the argument and to allow Pleasant Valley Area School District, Stroudsburg Area School District and sometimes Pocono Mountain Area School District to benefit by our overpaying of fees so that together we can form a viable and muscular vocational and technical education for our kids. He stated that there is no doubt that the MCTI is a great facility. Mr. Brunkard stated that we now have a new administrator and we support the school and the endeavors but we should not overpay to the extent that we do. Mr. Brunkard stated that it is not pennies but dollars and half a million dollars. He stated that it is thousands of dollars more than we pay per student. Mr. Brunkard stated that it is a logistical problem that we are not going to be able to address under the current formula. He stated that, simply put, the students of the north school who attend MCTI on the half day basis and spend so much time traveling back and forth, that few of them are willing to do it. Mr. Brunkard stated that they will get less out of the process and it is insensible. He stated that we are not going to be able to utilize the portion that is provided to us and for which we are charged. Mr. Brunkard stated that, added onto this, there is another thing coming forward, which is the possibility of creating the MCTI as a free standing school and put it upon us to invest the money into making it into a full-day program. He stated that this will address some of the inequities of the transportation system but at the same time would commit the East Stroudsburg Area School District to continue apportionment under the old rule of what we pay towards an even larger endeavor. Mr. Brunkard stated that we cannot go forward with this, without discussing it. He stated that we are hoping to open the articles of incorporation, discuss the way in which we pay for the school and come up with something that works for everybody. Mr. Brunkard stated that, at this point, it is a guessing game. He stated that Mr. Freeman also serves on the committee and has attended a lot of these meetings. Mr. Brunkard stated that he is the East Stroudsburg Area School District's representative on the committee and that he intends to open the articles of incorporation. He stated that he would like to thank the Superintendent, Mrs. Laverdure, the Business Manager, Pat Bader and the High School North Assistant Principal, Carolyn Krotowski, for attending the meetings. Mr. Brunkard stated that they came forward and showed the East Stroudsburg Area School District's concerns. He stated that he hopes that in the coming months, they have something positive to say about revenue savings along with the possible continuation of an even better MCTI. Mr. Brunkard thanked Dr. Rushton, who is new to this, for his openness and for the way in which he has embraced this. He also thanked Dr. Toleno, who is the

Superintendent of Record, who has a lot of experience in vocational technical education and in trying to fix a system that needs some tweaking.

- D. Ms. Audrey Hocker stated that she will attend the Colonial IU 20 meeting this Wednesday, April 20, 2011.
- E. Mrs. Bader thanked Mr. Kirk for coming tonight to address the Board, answer any questions and to give an overview of the district. Mr. Dale Kirk, Kirk, Summa & Co., said he cannot believe that everyone came out to hear the financial results of the district. He stated that he is glad they came out because it is really exciting. Mr. Kirk stated that what he is going to try to do is give is a capsule report and he will gladly entertain any questions during the question and answer portion of the meeting. He stated that the report is about 72 pages and will be available in print form in the business office at anyone's request. Mr. Kirk stated that the highlights for the year, in trying to bring the school district into layman's terms and into financial prospectus, when you make a profit or lose a profit in the governmental world, it is called a net asset. He stated that the net asset is what is left over after taking in money, buying capital assets, leaving it in the checkbook or investments and having liabilities for your bond issues. Mr. Kirk stated that this is your net assets and this is what is left over to run your district starting July 1. Mr. Kirk stated that our picture last year increased by about \$14,000,000 in that area. He stated that the highlights are that the revenues were up \$10,000,000 and expenditures were down \$5,000,000. He stated that this is due, he believes, to the efficiency of the Board and administration to try to control costs as best as possible. Mr. Kirk stated that the climate today, I always kind of use a yardstick, is that our budget is about \$140,000,000 next year. He stated that he thinks we should have at least one, if not two, month's net assets available at the end of the year, because if tax collection becomes more difficult and earned income tax is starting to become more difficult to collect due to unemployment and the situation in the job market. Mr. Kirk stated that two months worth is about \$28,000,000 or \$30,000,000 and we were left with about \$24,000,000 and of that, some reservations were made to cover some of the lack of funding from Arrow funds in the future and for pension deficits. He stated that Statewide the education pension is not in good shape, which is well published in the newspapers. Mr. Kirk stated, five years ago, it was brought to his attention, that if the State did not make some moves, they would borrow from the pension fund. He stated that we have what is called a minimum municipal obligation and because the stock market was rising and everything was going well with investments, some entities were allowed to forgo their MMO. Mr. Kirk stated that as we well know, we had some market downturns and they didn't have those MMO's and, consequently, through a bunch of a turn of events, your pension fund is broken estate. He stated that what he would comment to the Board and to the public, is that this is an issue that has been about four years old and it is going to move ahead right now and we need to be aware of the future demands for pension costs at the State level in order to keep the pension going because they are going to be heavy. Mr. Kirk stated that as a Board, you need to have capital reserve or net assets to cover these potential downfalls. Mr. Kirk stated that Mr. Dirvonas commented about the upcoming problems at Wallenpaupack and this gentleman alluded to the fact that he does not want higher taxes. He stated that we only have so many revenues to operate and we can only cut costs to a certain amount and our Administration has done a good job at watching these costs. Mr. Kirk stated that, from that standpoint, our net assets at the end of the year changed by \$15,000,000 to the positive. He stated that they actually finished at over \$76,000,000, which increased from \$59,000,000 the year before. Mr. Kirk stated that the capital assets, sticks and bricks and equipment, depreciated at the rate of \$5,000,000 per year and the capital assets increased \$20,000,000. He stated that there was a change in accounting for \$1,500,000 or \$2,000,000 because the MCTI obtained new auditors. Mr. Kirk stated that with a couple of other auditors from the IU20, it was determined that the debt that was shown for about \$1,500,000 and the assets from the MCTI on our books were now recorded on their books and taken off each of the four school districts. He stated that all of the auditors agreed to do that. Mr. Kirk stated that our net assets increased by \$20,000,000 and depreciated by \$5,000,000 more which left a net increase of \$15,000,000 to \$16,000,000 in capital assets. Mr. Kirk stated, one final thing, he would like to comment on is that our general revenues increased from \$88,000,000 to \$98,000,000 while expenditures decreased by \$125,000,000 to \$120,000,000. He stated that this is the \$10,000,000 and \$5,000,000 that he alluded to before. Mr. Kirk stated that our long term debt which includes the bond issues and capital leases, remain constant at approximately \$222,000,000. He stated that we paid bonds off and refinanced four issues at a better interest rate during the year. Mr. Kirk stated that the overall increase was only \$709,000 and he says "only" because it was going at a far greater rate than it was during the building construction period. He stated that our OPEB, which is post employment benefits, by actuary report is not funded, but reserved at roughly \$2,000,000 a year. Mr. Kirk stated that the five year debt obligation coming up for the next five years, is the long term debt of \$222,000,000 that he alluded to and will be \$17,000,000 to \$18,000,00 a year.



F. Mrs. Patricia Bader stated that she would like to remind the Board that the end result of all budget talk is to have a final budget passed by June 30. She stated that the next step in the Act 1 process is to have a proposed final budget passed by May 31<sup>st</sup>. Mrs. Bader stated that she would like the Board to pass it at the Regular Board meeting on May 16<sup>th</sup>. She stated that she would like to have a Special Budget meeting on May 9<sup>th</sup> and we need to discuss a time. Mrs. Laverdure asked if an Executive Session will be held. Mrs. Bader said "Yes". Mrs. Laverdure asked if anyone has any special considerations for that meeting. Mr. Freeman suggested 7:00 p.m. Mrs. Laverdure stated with a 6:00 p.m. Executive Session. Ms. Hocker asked if this meeting will be on May 16<sup>th</sup>. Mrs. Laverdure said the Special meeting is on May 9<sup>th</sup> and the Regular Board meeting is on May 16<sup>th</sup>. Mr. Brunkard asked if May 9<sup>th</sup> is on a Monday. Mrs. Laverdure said, "Yes". Mrs. Bader asked if it will take place in the Board room. Mrs. Laverdure stated that there will be an Executive Session on May 9<sup>th</sup> at 6:00 p.m. followed by the Special Board meeting at the Administration Center in the Board room.

Mrs. Bader stated that she will be discussing some of the items that have changed since we passed the preliminary budget, before the Governor's budget was announced. She stated that, previously, she discussed the way the revenues have declined, as Mr. Gress alluded to that as well. Mrs. Bader stated that we had about a \$4,000,000 reduction in State aid. She stated that the number varies on how much we estimate that we are going to get in for social security revenues and pension revenues. Mrs. Bader stated that we know that we lost, significantly, in basic education funding. She stated that the Educational Assistance Program Grant, Accountability Block Grants and charter school revenues were eliminated. Mrs. Bader stated that there are also some additional smaller grants that were eliminated. She stated that as an administrative team, they had to focus hard on the expenditure side not only because the preliminary budget included a tax increase that had the use of exceptions of \$4,300,000 of which we do not qualify to take that much of exceptions, but we are only able to take \$1,300,000 above our index of 1.9%. Mrs. Bader stated that we can only raise taxes a little over \$1,300,000, which would estimate to be approximately, 3.46% with a 90% collection rate. She stated that the worksheet she will be looking at tonight is the legal sized pages called 2011-2012 proposed final budget expenditures which the Board and public has. Mrs. Bader stated that:

Item Number 1 includes:

Preliminary budget was passed with us not having a professional staff contract completely negotiated. While we do not have a signed contract because of a few language items, we do have salary schedules and know what we can budget for the 2011/2012 school year. Item 1 shows where we recalculated our wages, based on the new salary schedules which totaled \$811,100. What this means is that we already budgeted for some of the salary increase and this is only the additional that went above what we were anticipating settling the contract for.

Payroll taxes on new the new wages \$141,300.

Schedule B increases of 1% total \$37,300

The teachers and the Board have agreed that there will be a premium share increase which is a benefit to the district in the amount of \$250,720.

Mrs. Bader stated that right off the bat, we have to add to the expenditures and preliminary budget \$738,980 .

Item Number 2 includes:

- A. The Board was asked to consider a wage freeze offered from Act 93 administrators which is a savings of \$75,800.
- B. Healthcare cost anticipated increase of 9% due to some changes in cost and adding of dependents and the removal limits; therefore, we can anticipate our healthcare cost to increase. Mrs. Bader previously included a 6% increase in the preliminary budget which is 3% or \$600,600.
- C. Also in item 2 we have some positions that can be eliminated due to loss of student enrollment:

Eight Temporary Professional Employees = \$478,177

Four Long Term Sub = \$238,348

Seven Retirees = \$720, 641

Fourteen Vacancies = \$1,255,437

Loss of Grant Revenue = \$198,651

One Administrative Position = \$106,032. We have one principal covering two buildings. That position was held as a vacancy but now is being eliminated.

Eleven Support staff positions due to grant revenue loss = \$510,430

Two Retirees due to grant revenue loss = \$34, 192

Three vacancies due to grant revenue loss = \$51,432 which was held due to having the grant revenue, which we did not fill it but now it is being cut.

Twelve positions vacant that were held in case student enrollment came back but it did not. = \$471,242

Mr. Brunkard stated that when Mrs. Bader spoke about the professional cuts due to student enrollment, does early retirement incentive work into the \$720,641. Mrs. Bader said, "No". He stated so if anybody who does exercise an early retirement incentive would come in under a separate thing. Mr. Brunkard asked if this is budgeted anywhere although he cannot tell the exact numbers. Mrs. Bader stated that this is an elimination of the position as the retiree gives in their notice then their position is eliminated for the 2011/2012 school year. Mrs. Laverdure stated that their resignation impacts the 2010/2011 school year. Mr. Brunkard asked that when that person receives 30% of their salary for retirement, do those numbers show up in credit or debit. He asked if this is accounted within the number or must there be a separate accounting for it. Mrs. Bader stated that this is not counted because in the 2011/2012 preliminary budget, there was a line item for about \$475,000 which was put aside for early retirement payout and because the contract has been negotiated, that amount stays in place but we do not replace the retiree with a new hire.

Item Number 3 includes:

- A. New copier lease for the Board to consider. Not only recommending eliminating some copiers but replacing copiers with newer larger machines that are less expensive is also part of the goal. Total combined is \$213,406.

Item Number 4 includes:

- A. Decrease in bus purchases due to loss of student enrollment by two buses
  - B. Consolidating of non-public bus runs
  - C. Special needs bus reduction
- Total savings \$474,250

Item Number 5 includes:

- A. Postponing projects for future, such as wrestling room and other items of this caliber. One-time savings that we got from refinancing our dept.
- B. The Board approved transferring into the capital reserve for use of 2011/2012 school year. The total amount is \$2,520,000 . She recommends eliminating this entire line item.

Item Number 6 includes a reduction of grant supplies due to loss of grant revenue. We had to reduce grant supplies by \$60,810.

Item Number 7 includes the elimination of Shawnee Academy billing. Mrs. Bader stated that this is just an anomaly that we were getting bills from Shawnee and billing out the district of the children that were sleeping at that school. You will see a loss of revenue and a loss of expenditure in the same amount. Total amount \$1,758,000.

Item Number 8 includes the Colonial Academy special education cost needs to be increased because we underestimated the exceptionality of some of our students. The exceptionality is more severe than the preliminary budget assumed based on testing and new student arrival. Total amount is \$480,953.

Item Number 9 includes the Technology Initiatives where we are going to be doing a combination of things, like postponing purchase for future years of APC Symmetra UPS. Also, extending leases for replacement servers since they last more than four years. Total amount is \$40,000.

Item Number 10 includes the Budgetary reserve. Mrs. Bader stated that if you are using fund balance, maybe you can reduce your budgetary reserve. Instead of having a \$750,000 budget reserve have \$450,000 which is a reduction of \$300,000. Mrs. Bader stated that she would hate to eliminate it all together but, again, if we are using fund balance already it is one of those items that we might be able to eliminate the entire thing.

Item Number 11 includes the Large Fixed Assets. Mrs. Bader stated that we came up with a plan to suspend for one year the following:

John Deer Tractor  
Chariot Brush Auto Scrubber  
Maintenance- new pickup truck

And Purchase for this year, from the 2010/2011 school year budget and use it next year the following:

Two John Deere Tractors with front blade  
One John Deere Gator

Mrs. Bader stated that she would like to bring all these items forward on May 9<sup>th</sup> including the tax increase of 3.46% for consideration.

Ms. Hocker asked what is the actual proposed tax increase when you add the last figure. Mrs. Bader said it is 3.46% combined for both counties. Ms. Hocker asked what figure did it come down from? Mrs. Bader stated that she believes that the preliminary budget had a 6.65% tax increase with the use of exceptions. Ms. Hocker stated that she believes this is very good.

Mr. Gress thanked Mrs. Bader for the document. He stated that he would like to look at all the items on the document and discuss it on May 9<sup>th</sup> at the Special Budget meeting. Mr. Gress stated that he believes that the buses should be looked at. He suggested adding more kids to the buses. Mr. Gress stated that he sees buses half empty every day. He stated that the students are not using them. Mr. Gress stated that he knows that we have to keep a spot for each student but he sees parents taking and picking up kids or they stay after school for an activity. He stated that back in February, we eliminated five buses and suggested that we look to see to cut down more to help lessen taxes or increase the fund balance by eliminating another bus. Mr. Gress stated that if the bus fits 72, then schedule the highest number possible. Mr. Gress stated that the difference could be a difference between a 3.45% or 3.25% tax increase or to put money into the fund balance or the budgetary reserve. He stated that this is the savings account for next year because in previous years, if they do not have the money it would not come back. Mr. Gress stated that he knows that some of the capital reserve projects are being cut, like they discussed at the Property/Facilities Committee meeting. He stated that he does not have the list of projects in front of him but they will speak about them on May 9<sup>th</sup>. Mrs. Bader stated that she wanted to mention that they rescheduled the Property/Facilities Committee meeting to May 5<sup>th</sup> at 5:30 p.m. at J. T. Lambert in the Library.

Mr. Brunkard stated that it is worrisome to look at the reality of this budget. He stated that it was a tight budget to start out with, when we had it at the higher cost before the State pulled money away from us. Mr. Brunkard stated that he just really worries about our loss of flexibility and what it is going to cost us in the long term. He stated that it has been his experience as a Board member and looking backwards that when we do not spend money, particularly in the areas of upkeep and maintenance, and when we don't pay attention to things or when we cut a project short and say we will deal with it next year or so, it turns out that we do not deal with it for a number of years and go without what we need. Mr. Brunkard stated that when we come back to visit it, it is ridiculously more expensive than it was in the first place. He stated that last year, he looked at the bus runs and it is a difficult situation to look at and hard to say where to cut back. Mr. Brunkard stated that he is not saying that you have not looked at everything but sometimes where it looks like we just don't spend any money when it is not absolutely necessary, it costs us in subsequent years. He stated that with the sort of thing of having such a limited reserve of funds makes us end up paying money to borrow money short term, just to run our schools and pay our bills. Mr. Brunkard stated that when you are running a \$150,000,000 a year project, you have to reserve that under \$1,000,000 range. Mrs. Laverdure stated that we will have a reserve. Mrs. Bader stated that the unassigned fund balance, GASBY 54 is changing their name of the fund balances. She stated that the unassigned fund balance, she estimates to be about \$8,200,000. Mr. Brunkard stated that we will get into all these details, but it is his feeling that there are a lot of things he would have liked to spend \$50,000 more on when we had the chance, although they would have probably been cut out eventually.

- G. Mrs. Laverdure stated that May 5<sup>th</sup> is going to be a busy night because we were down to the wire trying to reschedule the Property/Facilities Committee meeting and we had to pick May 5<sup>th</sup> in order to meet before the Special Board meeting on May 9<sup>th</sup>. She stated that there is going to be a Community Technology Night that same night open to the community. Mrs. Laverdure stated that she would recommend to those who are able to participate, to come. She stated that she believes that they should have the handout that was given out

tonight. Mrs. Laverdure stated to please consider it because it is always a great night. She stated that the staff along with Mrs. Duggins and Mr. Borosh always prepare for it and we enjoy having you there.

Mrs. Laverdure stated that if anyone has any questions on the following Board policy to be reviewed for 30 days, to contact her office. She stated that she knows Ms. Hocker had some questions and she will make sure she receives an answer.

- ❖ Board Policies to be considered for approval at the May 16, 2011, Board Meeting are available for review in the Superintendent's Office on any District business day from 7:45 a.m. to 3:45 p.m.

- # 830 Data Breach Notification

(See pages A1-A5)

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

- A. Mr. Mike Meachem stated that on page 24 of the agenda, he has several questions. He stated that there is a motion to establish a special activity for the High School North for a Transitional Skills Club. Mr. Meachem asked what this is. Mr. Zall stated that the Transitional Club has a staff member working with those students who require necessary skills to transition into the work place and their career paths. He stated that this club helps them have the necessary funds to do the things they need to do. Mrs. Hopkins stated that over the summer, there is a transitional coordinator at High School North who will be working with students with disabilities, giving them opportunities to get job-related skills in order to get more experience and be successful. Mr. Zall stated that this club will help them in the fundraising and help them work on their social skills by delivering and selling merchandise. Mr. Meachem stated that on page 26 of the agenda, there is some mention about purchasing a signature machine. He asked if we ever had one before and why would we need one. Mr. Meachem stated that the motion reads as follows: Motion to approve the following That Horace S. Cole, Board President, and/or Donald Motts, Board Treasurer, be authorized to execute any instrument of payment for which his/their signature(s) is/are required or permitted on behalf of the District with a facsimile signature in lieu of his/their manual signature(s) as provided for in the Uniform Facsimile Signature of Public Officials Act. Mr. Huffman stated that we have always had facsimile check signing. He stated that you need so many live signatures and you have stamped signatures, too. Mr. Meachem asked if we are not purchasing the machine, but rather shifting the authority. Mr. Huffman and Mr. Dirvonas said he was correct. Mr. Meachem stated that on page 25 of the agenda, there is a multi-tier motion in reference to a healthcare reform and would like to know if this resolution is available for the public to review. Mrs. Bader stated that the resolution is on page 67 of the backup. Mrs. Laverdure stated that we can get that information for him. Mr. Meachem stated that his last question for this evening is in reference to the music instrument award. He stated that he was rushing this evening and was having some computer trouble but it appears to him that there was some type of music bid that went on between several bidders, if he is not mistaken. Mr. Meachem said correct him if he is wrong, but it appears that the group that was awarded the bid, was awarded the bid but not with a lesser amount than the lowest bidder. Mr. Huffman stated the list they did not bid on did not have one instrument. He stated that this is why they were not chosen because the other company had the instrument; therefore, had a lower amount. Mrs. Laverdure stated that they would not have been able to provide all of the instruments but the other company could. Mr. Meachem said that it is his understanding that all of the qualifications should be hashed out in the RFP. He stated that if in fact it was hashed out there, how did they get to bid. Mr. Huffman stated that this was confusing to him too and he asked the same question of why the lowest bidder was not awarded the bid. He stated that it was because they could not get the instrument. Mr. Meachem stated that he understands this but at this point something has gone wrong in the process. He stated, because they were led to believe that only the qualified bids made it to the bid process. Mr. Huffman stated that there were only two. Mr. Meachem stated that he saw four names. Mr. Huffman stated that because all the other bids were very close. Mr. Meachem stated that he would have to check again. Mr. Huffman suggested that Mr. Meachem check again and he would see him after the meeting.
- B. Ms. Bitik stated that she is a mother of five children, of which four attend East Stroudsburg Area School District. She stated that she has a concern on how the district sets their punishment. Ms. Bitik stated that about four months ago, on January 25, five students from the High School North on the way back home from an away game, these students were smoking marijuana on the bus. She stated that her son was on that bus.

Ms. Bitik stated that, as a concerned mom, she called and spoke to Mr. Dailey and then to Mrs. Laverdure. She stated that several weeks passed and she was told that it was under investigation. Ms. Bitik stated that she is still being told that it is being investigated. She stated that no investigation takes four months. Ms. Bitik stated that she has asked for help personally and now she is asking publicly. Ms. Bitik stated that she wants to know that her children will be safe on the school buses. Mrs. Laverdure stated that, "Yes", her children can certainly be safe on school buses. She stated that our school police have also investigated this as well as the administration. Mrs. Laverdure stated that as far as individual student issues, she cannot speak to those but she can assure Ms. Bitik that her children will be safe on school buses. Ms. Bitik asked why are those students still in school while this issue is still being investigated. Mrs. Laverdure stated that she cannot discuss that at a public meeting because this is student issues and discipline issues. She stated that with regard to students, they cannot be discussed at public meetings and, in fact, she cannot discuss this with Ms. Bitik because they are other children and not her own. Ms. Bitik stated that her child was on that bus while this was going on. Mrs. Laverdure said she understands that. Ms. Bitik stated that these kids were lighting the marijuana and spraying perfume at the same time. She stated that they could have exploded the bus or set the bus on fire. Ms. Bitik stated that four coaches were present and no one saw anything or smelled anything. Mr. Gress stated that, as a Board member, that he can say that this is being investigated and he feels that if kids don't act right, they do not belong in school. He stated that later on tonight, not these kids, you will see other students being disciplined and being sent to other schools. He stated that it is not these kids but it is other kids that cannot act properly. Mr. Gress stated that we get heat from parents because they feel they need a second chance or third chance but if they cannot do what is right, then they are out of here. He stated that some Board members may or may not vote on it because they feel the kids should stay in school. Mr. Gress stated that in every meeting, we have kids on the agenda that will be removed from school and into an alternate school. He stated that, occasionally, we have expulsion hearings but there is a process. Mr. Gress stated that he has been on the Board for five years and he takes it seriously. He stated that if they cannot act right in school then they do not belong in school. Mr. Gress stated that every complaint is reviewed and looked at and policy and procedures are followed in the district. Ms. Hocker asked when did this happen. Ms. Bitik said it happened on January 25<sup>th</sup>. Ms. Hocker stated marijuana on the bus but it does not take four months to investigate. She stated that she is very concerned and this is the first time she is hearing about it. Ms. Hocker stated that she is going to discuss this with the Board members and wants to find out why, herself, because she is very concerned with things like that.

- C. Mrs. Meachem stated that on page 4 & 5 of the agenda and the budget handout, in reference to item number 2 on the proposed final budget, she said it stated that there will be retirements of seven positions. She asked if those seven positions are referenced on page 4 & 5 on the agenda. Mrs. Bader stated that it is some of them. Mrs. Laverdure stated that it is some of them because some of the retirement positions have to be filled. Mrs. Laverdure stated that Mrs. Meachem is seeing nine or ten on the agenda but not on the handout because you see seven. Mrs. Laverdure asked if this is correct. Mrs. Meachem said, "Right". She asked which positions will the district be filling. Mrs. Meachem stated that since there are seven that we are not replacing but have nine positions retiring which two are not being filled. Mrs. Laverdure stated that they are still in the process of looking at it. She stated that it depends on numbers and they are looking at the elementary level. Mrs. Laverdure stated that she will be sending information to parents to see if we will lose students or not. She stated that there is a transition time and she cannot say, specifically. Mrs. Meachem stated that she does not work for the school district but she is sure the people who this affects will be interested. She asked how many elementary positions is Mrs. Laverdure talking about. Mrs. Laverdure stated that we have been in contact with the teachers that these positions pertained to and have been working with them. She stated that she takes this very seriously. Mrs. Laverdure stated that she lets the people know what is happening. Mrs. Meachem asked when will the public know what we are talking about; is it first, second grade, etc. Mr. Gress stated that in the past couple of months, other teachers have retired. He stated that we have had about 18-20 teachers that have retired. Mrs. Meachem stated that she did ask if they were connected to those and she was told that it was some of them. Mr. Gress stated that it depends on the levels because we may not need a second grade teacher in Middle Smithfield Elementary so that position is not filled. He stated that the Long Term Subs knew that it was a temporary position with the possibility if the evaluation were good and so forth that they would be retained or not. Mr. Gress stated that this is why we went into Long Term Subs many years ago to make sure that we were not overstaffing our schools. He stated, hopefully, through attrition and other things, there will be some openings. Mr. Gress stated, for example, we may be losing two teachers and may need one business teacher at the High School South. Mrs. Meachem asked so we may not know until August. Mr. Gress stated that it may be sooner. Mrs. Meachem stated that he may know but when will the public know. Mr. Gress stated that they might know by the end of the school year. He stated that they need to get numbers from kindergarten and people might move in. Mrs. Laverdure stated that kindergarten registration is not done until the end of the summer. She stated that, typically it goes until the middle of

August. Mrs. Laverdure stated that she even holds positions until the end of August, first day of school, in case we need to split an elementary class or get another classroom. She stated that she rather not fill it and hold it than fill it and be overstaffed. Mrs. Laverdure stated that she can honestly say that one of the reasons we have been responsible to make sure that we do not overstaff or just put people into positions. Mrs. Laverdure stated that there may be TPE (Temporary Professional Employee) and they know that they may not stay there. Mrs. Laverdure stated that the Board gave administration the clear direction that they cannot furlough. She stated that she did not have the permission to go forward, which worked out okay. Mrs. Laverdure stated that they did not need to do that because they looked at retirements, Long Term Substitutes and Temporary Professional Employees. She stated that that is the route they chose to go. Mrs. Meachem stated that on item eight on the budget handout, can you explain the concept of the student exceptionality is more severe than we thought. She asked what does this mean. Mrs. Laverdure stated that children who may need more special attention, depending on the level of autism, depending on the lifeskills vs. a supplemental special education. Mrs. Meachem asked if they are at an IU 20 facility and not in our school building. Mrs. Laverdure stated that the district has IU classes within our own buildings. Mrs. Laverdure stated that some are and some are not in those classes. Mrs. Laverdure stated that they could be in other districts, too, but it depends on the programming of the child. Mrs. Meachem said that the public does not have a general understanding. Mrs. Bader stated that if you have a special education teacher and a child is in a classroom with one associate teacher but then that child needs more attention, so you put him into a classroom with two associate teachers, this make that child's cost go up so that is the severity of their exceptionality.

- D. Mrs. Edie Parkin, her son is a senior at High School South, stated that she is really glad to see that the graduation is back at High School South. She stated that there are probably a lot of parents and seniors that are happy for that. Ms. Parkin stated that her concern is that it is in the middle of the week. She stated that her daughter graduated in 2008 and it was on a Saturday. Ms. Parkin stated that it is a lot easier for parents, grandparents and people that live outside of the State to get here. She stated that it is hard to stop a workday in the middle of the week. Mrs. Parkin stated that she sort of understands why we are doing it but she recommends that they put it back on Saturday. She stated that this is her opinion and she does not know if anyone else in the room has that opinion, to make it on Saturday or at least talk about it. Mrs. Laverdure asked Mr. Catrillo to speak on it, although she knows it was not his sole decision to make it during the work week. Mr. Catrillo stated that one of the reasons is that it is very late and there are student concerned that it is that late. He stated that senior exams finish a week before so they will be waiting a week for graduation to occur.
- E. Mr. Anthony Scott stated that the reason that he is here and the reason that he made this meeting is because he has looked at some of the behavior of people that are on the Board. He stated that he has worked inside the school district and has seen children be suspended for fewer infractions. Mr. Scott stated that he can recall one meeting because somebody disagreed with somebody on the Board with something that was said by a person that stood at this podium, they were asked to leave the building under the threat of being arrested. Mr. Scott stated that he can think of two or three other things that happened similar to that. He stated that he does draw the line in one place. Mr. Scott stated that it has come to his attention that, put it this way, people have to act accordingly. He stated that if you sit on this desk and look as pious as each of you do, there is no room for anybody to jump up raise their voice or encroach on another person's personal space to get their point across. Mr. Scott stated that he does not agree with it. He stated that just as they say, respect starts in the home, respect for the schools and school district should start with this Board. Mr. Scott stated that is all he has to say and some people may not like what he has to say but he has never been accused of being shy.

X. **PERSONNEL ITEMS**

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

**ACTION BY THE BOARD:**

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

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

| <b>Name</b>           | <b>Position Held</b>   |
|-----------------------|--|
| a. Cestone, Victor    | Bus Driver - Transportation<br>Effective Date: February 28, 2011<br>Length of Leave: March 20, 2011                      |
| b. Lloyd, Charles     | Bus Driver - Transportation<br>Effective Date: March 18, 2011<br>Length of Leave: end of the 2010-2011 school year.      |
| c. Masucci, Christina | Cafeteria Worker (part-time) - J. T. Lambert Intermediate<br>Effective Date: March 7, 2011<br>Length of Leave: six weeks |
| d. Whittaker, Dora    | Bus Driver - Transportation<br>Effective Date: February 14, 2011<br>Length of Leave: August 25, 2011                     |
| (Requests Received)   |  |

**B. Support Staff**

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

**1. Resignations**

| <b>Name</b>          | <b>Position Held</b>   |
|----------------------|--|
| a. Baliatico, Eileen | Cafeteria Aide - Bushkill Elementary<br>Effective Date: at the end of the workday on April 20, 2011.             |
| b. Francis, Yolanda  | Cafeteria Worker (part-time) - High School South<br>Effective Date: at the end of the workday on April 15, 2011. |

(See pages 29-30)

**2. Reassignment**

| <b>Name</b>        | <b>Appointment</b>  |
|--------------------|---|
| a. Barbera, Raquel | From: Student Helper – Bushkill Elementary<br>To: Student Helper – J. M. Hill Elementary<br>Effective Date: April 11, 2011<br>Due to student’s school reassignment. |

**3. Reassignment (Temporary)**

| <b>Name</b>    | <b>Appointment</b>   |
|----------------|--|
| a. Ullo, Janet | From: Cafeteria Worker (full-time) – Bushkill Elementary<br>To: Cafeteria Cook (full-time) – Bushkill Elementary<br>Hourly Rate: \$18.79 (plus \$1.50/per hour differential)<br>Effective Date: March 17, 2011<br>Through: May 12, 2011 only<br>Janet replaces Freda Bogart who is on a leave. |

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

| <b>Name</b>        | <b>Position Held</b>   |
|--------------------|--|
| a. Bogart, Freda   | Cafeteria Cook (full-time) - Bushkill Elementary<br>Effective Date: March 17, 2011<br>Length of Leave: eight weeks |
| b. Cestone, Victor | Bus Driver - Transportation<br>Effective Date: February 14, 2011<br>Length of Leave: February 25, 2011             |
| c. Harvey, Patrick | School Police Officer - High School North<br>Effective Date: April 1, 2011<br>Length of Leave: April 29, 2011      |
| d. Tallada, Royd   | Bus Driver - Transportation<br>Effective Date: April 4, 2011<br>Length of Leave: end of the 2010-2011 school year. |
| e. Tritto, JoAnn   | Instructional Aide - Smithfield Elementary<br>Effective Date: February 23, 2011<br>Length of Leave: March 11, 2011 |
| f. Wilson, Robin   | Student Helper – High School South<br>Effective Date: April 14, 2011<br>Length of Leave: April 20, 2011            |

(Applications for Leaves of Absence received)

**5. Leave of Absence (Change of Date) - In accordance with School Board Policy #535**

| <b>Name</b>     | <b>Position Held</b>   |
|-----------------|--|
| a. Hoover, Jere | Bus Driver - Transportation<br>Effective Date: February 9, 2011<br>Length of Leave now through: April 29, 2011 |



## 6. Appointments – Temporary

| Name               | Appointment  |
|--------------------|--|
| a. Hirsch, Matthew | Temporary Maintenance Student Intern (MCTI) – Maintenance<br>Hourly: \$8.00<br>Effective Date: April 5, 2011<br>Through: the last student day of the 2010-2011 school year only.   |
| b. Puskar, Melissa | Temporary Cafeteria Aide (Step 1) – East Stroudsburg Elementary<br>Hourly: \$10.53<br>Effective Date: April 11, 2011<br>Through: the last student day of the 2010-2011 school year only.<br>Melissa replaces Maria Bhagwat who resigned. |

## 7. Substitute Appointments

| Name                      | Position(s)  |
|---------------------------|--|
| a. Kelley-Mckeller, Karen | Cafeteria Aide   |
| b. Novotny, Barbara       | Secretary  |
| c. Olsen, Christine       | Cafeteria Worker, Study Hall Monitor   |
| d. Rafaniello, Ronald     | Security Guard   |
| e. Shamey, Kenneth        | Custodian  |
| f. Tusinean, Maria        | Instructional Aide, Student Helper, Student Hall Monitor, Study Hall Monitor |

## C. Professional Staff

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

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

### 1. Retirements

| Name                | Position Held  |
|---------------------|--|
| a. Ellis, Susan     | Grade 4 teacher – Resica Elementary<br>Effective Date: at the end of the workday on June 16, 2011.             |
| b. Hofford, Bonnie  | Grade 2 teacher – East Stroudsburg Elementary<br>Effective Date: at the end of the workday on August 24, 2011. |
| c. Linne, Martha    | Grade 1 teacher – J. M. Hill Elementary<br>Effective Date: at the end of the workday on June 16, 2011.         |
| d. Nauman, Deborah  | Reading teacher – J. T. Lambert Intermediate<br>Effective Date: at the end of the workday on June 16, 2011.    |
| e. Polinski, Aynne  | Art teacher – J. T. Lambert Intermediate<br>Effective Date: At the end of the workday on June 16, 2011.        |
| f. Sedlak, Patricia | Grade 2 teacher – Middle Smithfield Elementary<br>Effective Date: at the end of the workday on June 16, 2011.  |

- g. Shearouse, Cherie                      Business Education teacher – High School South  
Effective Date: at the end of the workday on June 16, 2011.
- h. Stokes, Lee Ann                         English teacher – High School South  
Effective Date: at the end of the workday on June 16, 2011.
- i. Stokes, Robert                         Social Studies teacher – High School South  
Effective Date: at the end of the workday on June 16, 2011.

(See pages 31-39)

**2. Sick Leave – In Accordance with School Board Policy #434**

- | <b>Name</b>          | <b>Position Held</b>   |
|----------------------|--|
| a. Lavelle, Rosemary | Guidance Counselor – High School North<br>Effective Date: April 12, 2011<br>Length of Leave through: the end of the 2010-2011 school year. |

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

- | <b>Name</b>         | <b>Position Held</b>   |
|---------------------|--|
| a. Langan, Brooke   | Instructional Technology teacher - District<br>Effective Date: May 6, 2011<br>Length of Leave through: the end of the 2010-2011 school year. |
| b. Peterson, Hilary | Special Education teacher - J. M. Hill Elementary<br>Effective Date: March 14, 2011<br>Length of Leave through: June 1, 2011                 |

(Applications for Leaves of Absence received)

**4. Appointment (Extension) - Long Term Substitute**

- | <b>Name</b>        | <b>Appointment</b>   |
|--------------------|--|
| a. Gallagher, Cori | Special Education teacher – Smithfield Elementary (LTS)<br>Salary: \$39,309.00 (Step 1 Column 1)<br>Effective Date: August 26, 2010<br>Now through: the last teacher day of the 2010-2011 school year only.<br>Cori replaces Sylvia Youngkin who was on a leave and then resigned. |

**5. Substitute Appointments**

- | <b>Name</b>            | <b>Certification</b>        |
|------------------------|-----------------------------|
| a. Hampton, Cheryl     | Health & Physical Education |
| b. Mack, Mary          | Spanish                     |
| c. Mitchell, Robert P. | em (all areas)              |

**6. Homebound Appointments**

- | <b>Name</b>     | <b>Certification(s)</b> |
|-----------------|-------------------------|
| a. Mack, Mary   | Spanish                 |
| b. Leitch, Ryan | Math, Social Studies    |

**D. Memorandum of Understanding (Professional Staff Salary Compensation for the 2010-2011 School Year)**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the Memorandum of Understanding with respect to professional staff salary compensations for the 2010-2011 school year according to the 2010-2013 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

(See pages 40-41)

**E. Salary Compensations for the 2010-2011 School Year**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the following professional staff salary compensations according to the 2010-2013 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. Motion was seconded by Douglas Freeman and carried unanimously, 7-0. (Mr. Gress stated that he will vote in favor of the motion but wants to make everyone aware that his wife is a teacher; therefore, part of this motion).

**1. Salary Compensations for Professional Staff for the 2010-2011 School Year**

|     | Last Name      | First Name | 2010-11 Step | 2010-11 Column | 2010-11 Salary |
|-----|----------------|------------|--------------|----------------|----------------|
| 1.  | Agolino        | Jennifer   | 12           | 15             | \$67,098       |
| 2.  | Agosto         | Caroline   | 8            | 8              | \$54,036       |
| 3.  | Agosto-Schmitt | Lydia      | 6            | 3              | \$44,959       |
| 4.  | Aiello         | Katrina    | 5            | 7              | \$47,232       |
| 5.  | Albertson      | Amy        | 9            | 7              | \$53,531       |
| 6.  | Alfano         | Bronwyn    | 16           | 7              | \$76,068       |
| 7.  | Allen          | Suzanne    | 16           | 9              | \$77,103       |
| 8.  | Allison        | Richard    | 6            | 3              | \$44,959       |
| 9.  | Ammerman       | Stacie     | 11           | 5              | \$60,937       |
| 10. | Andrews        | Andronikki | 3            | 3              | \$41,178       |
| 11. | Andrews        | Susan      | 11           | 6              | \$61,367       |
| 12. | Angell         | Trisha     | 14           | 6              | \$66,406       |
| 13. | Angelopoulos   | Eleni      | 2            | 1              | \$40,319       |
| 14. | Angle          | Shelli     | 13           | 8              | \$67,896       |
| 15. | Annunziata     | Stephanie  | 12           | 7              | \$62,351       |
| 16. | Antolick       | Lynn       | 15           | 15             | \$72,138       |
| 17. | Arthur         | Thomas     | 12           | 6              | \$61,367       |
| 18. | Ashcraft       | Colien     | 3            | 8              | \$43,955       |
| 19. | Bakner         | Paul       | 10           | 7              | \$62,351       |
| 20. | Barry          | Lori       | 10           | 5              | \$60,937       |
| 21. | Bartolotta     | Maria      | 9            | 7              | \$53,531       |
| 22. | Barton         | Sharon     | 7            | 9              | \$54,566       |
| 23. | Battipaglia    | Gloria     | 3            | 7              | \$43,450       |
| 24. | Baylor         | Charles    | 16           | 5              | \$74,654       |
| 25. | Beal           | Hillary    | 4            | 4              | \$45,388       |
| 26. | Bealer         | Heather    | 9            | 7              | \$53,531       |
| 27. | Bealer         | Brett      | 10           | 9              | \$63,387       |
| 28. | Bedell         | Elaine     | 16           | 15             | \$80,815       |
| 29. | Bender         | Gillian    | 3            | 7              | \$43,450       |
| 30. | Benfante       | Jean       | 16           | 9              | \$77,103       |
| 31. | Benson         | James      | 16           | 7              | \$76,068       |

|     |                |           |    |    |                     |
|-----|----------------|-----------|----|----|---------------------|
| 32. | Berryman       | John      | 9  | 7  | \$53,531            |
| 33. | Betancourt     | Tina      | 5  | 1  | \$44,101            |
| 34. | Bier           | Carrie    | 10 | 7  | \$62,351            |
| 35. | Bigio          | Jacyln    | 3  | 1  | \$40,319            |
| 36. | Bilello (.5)   | Jessica   | 1  | 7  | \$42,440 (prorated) |
| 37. | Bixler         | Patricia  | 12 | 9  | \$63,387            |
| 38. | Blannard       | Jenny     | 13 | 7  | \$67,391            |
| 39. | Blundetto      | Elizabeth | 12 | 6  | \$61,367            |
| 40. | Booth          | Deborah   | 16 | 7  | \$76,068            |
| 41. | Borer          | Meghan    | 7  | 7  | \$53,531            |
| 42. | Borrasso       | Sandra    | 16 | 5  | \$74,654            |
| 43. | Bove           | Sheila    | 16 | 11 | \$78,240            |
| 44. | Bowen          | Karleigh  | 4  | 1  | \$44,101            |
| 45. | Boylan         | Brian     | 3  | 1  | \$40,319            |
| 46. | Boyle          | Sherry    | 6  | 7  | \$47,232            |
| 47. | Bozena         | John      | 16 | 8  | \$76,573            |
| 48. | Branigan       | Jeanne    | 12 | 7  | \$62,351            |
| 49. | Breiner        | Robert    | 8  | 9  | \$54,566            |
| 50. | Broderick      | Christine | 16 | 7  | \$76,068            |
| 51. | Brotherton     | Regina    | 11 | 6  | \$61,367            |
| 52. | Bueki          | Kristen   | 16 | 15 | \$80,815            |
| 53. | Buis           | Karen     | 12 | 7  | \$62,351            |
| 54. | Bukoski        | Gary      | 16 | 6  | \$75,083            |
| 55. | Buksa          | Erik      | 8  | 5  | \$52,117            |
| 56. | Burke          | Mary      | 14 | 15 | \$72,138            |
| 57. | Burlein-Pitz   | Carrie    | 12 | 12 | \$65,129            |
| 58. | Burns          | Holly     | 11 | 4  | \$60,508            |
| 59. | Butler         | Rebecca   | 16 | 7  | \$76,068            |
| 60. | Bybee          | Steven    | 16 | 9  | \$77,103            |
| 61. | Byrne          | Angela    | 6  | 7  | \$47,232            |
| 62. | Caamano        | Lawrence  | 9  | 7  | \$53,531            |
| 63. | Caamano        | Debra     | 10 | 5  | \$60,937            |
| 64. | Calandra       | June      | 13 | 4  | \$65,548            |
| 65. | Calpin         | Maryann   | 16 | 15 | \$80,815            |
| 66. | Camilleri-Yip  | Marlene   | 9  | 10 | \$55,122            |
| 67. | Cannell        | Marianne  | 6  | 5  | \$45,818            |
| 68. | Caprioli       | Maryann   | 11 | 15 | \$67,098            |
| 69. | Carr           | Kathleen  | 10 | 15 | \$67,098            |
| 70. | Carson         | Jessica   | 10 | 7  | \$62,351            |
| 71. | Carson         | Wayne     | 14 | 6  | \$66,406            |
| 72. | Casella        | Lois      | 4  | 2  | \$44,530            |
| 73. | Cassidy        | Brendan   | 7  | 2  | \$50,829            |
| 74. | Cassidy        | Kelly     | 10 | 5  | \$60,937            |
| 75. | Catrillo       | Ann       | 16 | 7  | \$76,068            |
| 76. | Chamberlin     | Carley    | 1  | 7  | \$42,440            |
| 77. | Chester        | Christine | 3  | 7  | \$43,450            |
| 78. | Chestnut       | Patricia  | 8  | 8  | \$54,036            |
| 79. | Chighizola     | Dawn      | 16 | 15 | \$80,815            |
| 80. | Christian      | Cynthia   | 13 | 11 | \$69,563            |
| 81. | Christian      | Edward    | 16 | 6  | \$75,083            |
| 82. | Christian, III | Edward    | 14 | 6  | \$66,406            |
| 83. | Christiansen   | Marie     | 16 | 8  | \$76,573            |

|      |                 |             |    |    |          |
|------|-----------------|-------------|----|----|----------|
| 84.  | Christopher     | Michelle    | 10 | 7  | \$62,351 |
| 85.  | Clark           | Stephanie   | 11 | 5  | \$60,937 |
| 86.  | Clarke-Kang     | Arline      | 13 | 5  | \$65,977 |
| 87.  | Clogg           | Katy        | 6  | 7  | \$47,232 |
| 88.  | Cloward         | Daniel      | 11 | 7  | \$62,351 |
| 89.  | Coffman         | Adam        | 13 | 7  | \$67,391 |
| 90.  | Coke            | Lucianna    | 5  | 10 | \$48,822 |
| 91.  | Cole            | Adam        | 16 | 5  | \$74,654 |
| 92.  | Cole            | Susan       | 16 | 6  | \$75,083 |
| 93.  | Conklin         | Mary        | 16 | 5  | \$74,654 |
| 94.  | Conklin         | Donna       | 16 | 12 | \$78,846 |
| 95.  | Conklin         | Kimberly    | 16 | 14 | \$80,133 |
| 96.  | Connor          | Jyl         | 16 | 12 | \$78,846 |
| 97.  | Contino         | Diane       | 4  | 5  | \$45,818 |
| 98.  | Coppola         | Michael     | 6  | 10 | \$48,822 |
| 99.  | Corso           | Christopher | 6  | 7  | \$47,232 |
| 100. | Covart          | Maureen     | 14 | 6  | \$66,406 |
| 101. | Cox             | Leslie      | 8  | 4  | \$51,688 |
| 102. | Cramer          | Bryan       | 5  | 1  | \$44,101 |
| 103. | Cramer          | Tara        | 16 | 7  | \$76,068 |
| 104. | Cramer          | Patricia    | 16 | 15 | \$80,815 |
| 105. | Crosswell       | Hadiyah     | 3  | 2  | \$40,748 |
| 106. | Cruz            | Iveliz      | 10 | 7  | \$62,351 |
| 107. | Cunningham      | Rebecca     | 10 | 10 | \$63,942 |
| 108. | Curry           | Jessica     | 2  | 1  | \$40,319 |
| 109. | Czahor          | Susan       | 16 | 11 | \$78,240 |
| 110. | Dahl            | Barbara     | 16 | 12 | \$78,846 |
| 111. | Dailey          | Elizabeth   | 5  | 8  | \$47,737 |
| 112. | Dailey          | Charles     | 16 | 7  | \$76,068 |
| 113. | D'Alessio       | Melissa     | 1  | 1  | \$39,309 |
| 114. | Dalling-Francis | Lynn        | 16 | 7  | \$76,068 |
| 115. | Daniels         | Nancy       | 16 | 10 | \$77,659 |
| 116. | Daning          | Robin       | 9  | 4  | \$51,688 |
| 117. | Davidge         | Samuel      | 6  | 5  | \$45,818 |
| 118. | Davis           | Lauren      | 6  | 3  | \$44,959 |
| 119. | DeHart          | Theresa     | 16 | 5  | \$74,654 |
| 120. | Deibler         | Sharon      | 15 | 6  | \$66,406 |
| 121. | DeLeon          | Karla       | 11 | 7  | \$62,351 |
| 122. | Della-Calce     | Eleanor     | 13 | 7  | \$67,391 |
| 123. | DeLong          | Jennifer    | 5  | 5  | \$45,818 |
| 124. | DeLong          | Ryan        | 9  | 6  | \$52,546 |
| 125. | DeLucca         | Daniel      | 16 | 5  | \$74,654 |
| 126. | DeRenzis        | Sandra      | 10 | 12 | \$65,129 |
| 127. | Descavish-Bloom | Barbara     | 14 | 7  | \$67,391 |
| 128. | Dickerson       | Stacy       | 12 | 5  | \$60,937 |
| 129. | Dietz           | Cassandra   | 8  | 8  | \$54,036 |
| 130. | DiGennaro       | Debra       | 15 | 5  | \$65,977 |
| 131. | DiMino          | Diana       | 7  | 7  | \$53,531 |
| 132. | Dobrowolski     | Darrin      | 14 | 6  | \$66,406 |
| 133. | Dollar-Krell    | Beverly     | 11 | 14 | \$66,417 |
| 134. | Dolph           | Patti-Jo    | 16 | 5  | \$74,654 |
| 135. | Donahue         | Kimberly    | 16 | 7  | \$76,068 |

|      |              |            |    |    |                     |
|------|--------------|------------|----|----|---------------------|
| 136. | Doran        | Amanda     | 8  | 7  | \$53,531            |
| 137. | Dougherty    | Kenneth    | 16 | 11 | \$78,240            |
| 138. | Dougherty    | Cynthia    | 16 | 15 | \$80,815            |
| 139. | Doyle        | Dina       | 15 | 7  | \$67,391            |
| 140. | Dreibelbis   | Susan      | 16 | 15 | \$80,815            |
| 141. | Dunn         | Heather    | 12 | 15 | \$67,098            |
| 142. | Dunstan      | Dolores    | 16 | 15 | \$80,815            |
| 143. | Early        | Eileen     | 11 | 6  | \$61,367            |
| 144. | Edelbaum     | Jacqueline | 6  | 3  | \$44,959            |
| 145. | Eden         | Susan      | 16 | 7  | \$76,068            |
| 146. | Edwards      | Sean       | 12 | 7  | \$62,351            |
| 147. | Eich         | Holly      | 13 | 7  | \$67,391            |
| 148. | Ellis        | Susan      | 16 | 12 | \$78,846            |
| 149. | Ellison      | Aimee      | 16 | 6  | \$75,083            |
| 150. | Endres       | James      | 16 | 11 | \$78,240            |
| 151. | Englert      | Lorraine   | 16 | 7  | \$76,068            |
| 152. | English      | Elizabeth  | 6  | 5  | \$45,818            |
| 153. | Erb          | Sandra     | 6  | 4  | \$45,388            |
| 154. | Espinoza     | Marilyn    | 10 | 6  | \$61,367            |
| 155. | Estabrook    | Mary       | 6  | 2  | \$44,530            |
| 156. | Falbo        | David      | 5  | 11 | \$49,403            |
| 157. | Falbo        | Tina       | 10 | 12 | \$65,129            |
| 158. | Falzone      | Hollie     | 12 | 5  | \$60,937            |
| 159. | Falzone      | Robert     | 12 | 5  | \$60,937            |
| 160. | Fasolino     | Robyn      | 10 | 7  | \$62,351            |
| 161. | Fekula       | Nathan     | 5  | 6  | \$46,247            |
| 162. | Finelli      | John       | 16 | 7  | \$76,068            |
| 163. | Finley-Welsh | Susan      | 14 | 10 | \$68,982            |
| 164. | Fisher       | Marijo     | 13 | 9  | \$68,426            |
| 165. | Fishler      | Patricia   | 16 | 11 | \$78,240            |
| 166. | Flad         | Ruthann    | 16 | 15 | \$80,815            |
| 167. | Flatt        | Sheryl     | 16 | 10 | \$77,659            |
| 168. | Flicker      | Matthew    | 14 | 5  | \$65,977            |
| 169. | Flintosh     | Gabriel    | 13 | 6  | \$66,406            |
| 170. | Fluhr        | Joseph     | 7  | 6  | \$52,546            |
| 171. | Fodness      | Peter      | 16 | 5  | \$74,654            |
| 172. | Fogelsanger  | Monika     | 1  | 7  | \$42,440            |
| 173. | Follis       | Laura      | 4  | 7  | \$47,232            |
| 174. | Formica      | Joseph     | 16 | 7  | \$76,068            |
| 175. | Frable       | Ryan       | 14 | 7  | \$67,391            |
| 176. | Francios     | Maria      | 2  | 1  | \$40,319            |
| 177. | Franks       | Suzanne    | 11 | 6  | \$61,367            |
| 178. | Freed (.5)   | Nicole     | 3  | 1  | \$40,319 (prorated) |
| 179. | Frick        | Samantha   | 3  | 1  | \$40,319            |
| 180. | Fries        | Sarah      | 3  | 7  | \$43,450            |
| 181. | Fuehrer      | Kellie     | 8  | 7  | \$53,531            |
| 182. | Fuller       | Jennifer   | 5  | 5  | \$45,818            |
| 183. | Fuller       | Joshua     | 9  | 7  | \$53,531            |
| 184. | Furst        | Kane       | 3  | 6  | \$42,465            |
| 185. | Galayda      | Mary       | 8  | 7  | \$53,531            |
| 186. | Gallagher    | Darlene    | 16 | 15 | \$80,815            |
| 187. | Gambill      | Geofrey    | 13 | 7  | \$67,391            |

|      |               |           |    |    |                     |
|------|---------------|-----------|----|----|---------------------|
| 188. | Garlette      | Claudia   | 9  | 15 | \$58,278            |
| 189. | Gasda         | Lawrence  | 16 | 15 | \$80,815            |
| 190. | Gavitt        | Kym       | 12 | 3  | \$60,079            |
| 191. | Geffers       | Maria     | 16 | 6  | \$75,083            |
| 192. | Geiges        | Carol     | 15 | 12 | \$70,169            |
| 193. | Gibboney      | Daniel    | 16 | 6  | \$75,083            |
| 194. | Gilmartin     | M.Joy     | 16 | 6  | \$75,083            |
| 195. | Gittens       | Linda     | 7  | 6  | \$52,546            |
| 196. | Goida         | Christine | 2  | 1  | \$40,319            |
| 197. | Gollinge      | Lisa      | 13 | 9  | \$68,426            |
| 198. | Gonda         | George    | 7  | 6  | \$52,546            |
| 199. | Gonda         | Claudia   | 14 | 8  | \$67,896            |
| 200. | Govus         | Diana     | 16 | 8  | \$76,573            |
| 201. | Graff         | Robin     | 15 | 7  | \$67,391            |
| 202. | Green         | Karen     | 11 | 7  | \$62,351            |
| 203. | Greenwood     | Jill      | 7  | 3  | \$51,259            |
| 204. | Gregor        | Joyce     | 16 | 14 | \$80,133            |
| 205. | Greiner       | Susan     | 16 | 8  | \$76,573            |
| 206. | Gress         | Heather   | 16 | 7  | \$76,068            |
| 207. | Griseto       | Vincent   | 1  | 1  | \$39,309            |
| 208. | Groff-Yarnall | Lois      | 16 | 14 | \$80,133            |
| 209. | Gubernot, Jr. | Joseph    | 11 | 6  | \$61,367            |
| 210. | Guerin        | Leanne    | 2  | 1  | \$40,319            |
| 211. | Guida         | Emile     | 13 | 8  | \$67,896            |
| 212. | Gullstrand    | Marjory   | 13 | 7  | \$67,391            |
| 213. | Gurry         | Erin      | 5  | 4  | \$45,388            |
| 214. | Hahn          | Elizabeth | 16 | 15 | \$80,815            |
| 215. | Halas         | Rebecca   | 11 | 6  | \$61,367            |
| 216. | Hamilton      | Gail      | 9  | 6  | \$52,546            |
| 217. | Harris        | Susan     | 8  | 6  | \$52,546            |
| 218. | Hartopp       | Cynthia   | 3  | 3  | \$41,178            |
| 219. | Hatcher       | Kevin     | 16 | 14 | \$80,133            |
| 220. | Hay           | James     | 16 | 6  | \$75,083            |
| 221. | Hazen         | Rachel    | 12 | 10 | \$63,942            |
| 222. | Healey        | Michael   | 8  | 6  | \$52,546            |
| 223. | Heard         | Jeffrey   | 16 | 5  | \$74,654            |
| 224. | Heath         | Harriet   | 16 | 7  | \$76,068            |
| 225. | Heeter        | Patricia  | 16 | 15 | \$80,815            |
| 226. | Hegarty       | Susan     | 6  | 6  | \$46,247            |
| 227. | Heiss         | Margaret  | 7  | 14 | \$57,596            |
| 228. | Heitzman      | Vicki     | 12 | 5  | \$60,937            |
| 229. | Hendricks     | Sara      | 10 | 6  | \$61,367            |
| 230. | Hennings      | Catherine | 11 | 6  | \$61,367            |
| 231. | Henritz       | Anthony   | 13 | 10 | \$68,982            |
| 232. | Henritz (.8)  | Heather   | 7  | 6  | \$52,546 (prorated) |
| 233. | Henry         | Jeffrey   | 16 | 8  | \$76,573            |
| 234. | Hewitt        | Erin      | 6  | 7  | \$47,232            |
| 235. | Hnasko        | Scott     | 14 | 13 | \$70,800            |
| 236. | Hofford       | Bonnie    | 15 | 6  | \$66,406            |
| 237. | Hogan         | Karin     | 16 | 15 | \$80,815            |
| 238. | Hojnowski     | Kelly     | 9  | 9  | \$54,566            |
| 239. | Hollingsworth | Donna     | 6  | 5  | \$45,818            |

|      |                |           |    |    |          |
|------|----------------|-----------|----|----|----------|
| 240. | Homulka        | Gary      | 16 | 9  | \$77,103 |
| 241. | Honadel        | Janis     | 16 | 7  | \$76,068 |
| 242. | Hopstetter     | Jessica   | 14 | 6  | \$66,406 |
| 243. | Horn           | Maria     | 9  | 7  | \$53,531 |
| 244. | Hower          | Andrea    | 12 | 5  | \$60,937 |
| 245. | Hubert         | Erin      | 10 | 5  | \$60,937 |
| 246. | Huffman        | Carol     | 16 | 7  | \$76,068 |
| 247. | Hughes         | Melissa   | 12 | 7  | \$62,351 |
| 248. | Husson         | Jennifer  | 16 | 6  | \$75,083 |
| 249. | Iannia         | Tania     | 12 | 5  | \$60,937 |
| 250. | Ippolito       | Cynthia   | 15 | 6  | \$66,406 |
| 251. | Jacobs         | Joseph    | 16 | 10 | \$77,659 |
| 252. | Jacobsen       | Eric      | 11 | 6  | \$61,367 |
| 253. | James          | Teresa    | 9  | 5  | \$52,117 |
| 254. | Jansen         | Peggy     | 16 | 5  | \$74,654 |
| 255. | Jennings       | Jill      | 5  | 4  | \$45,388 |
| 256. | Johnson        | Lisa      | 8  | 9  | \$54,566 |
| 257. | Johnson        | Sarah     | 16 | 6  | \$75,083 |
| 258. | Johnson        | John      | 16 | 8  | \$76,573 |
| 259. | Johnson        | Frank     | 16 | 8  | \$76,573 |
| 260. | Jones          | Gwendolyn | 9  | 7  | \$53,531 |
| 261. | Jones          | Deborah   | 13 | 14 | \$71,456 |
| 262. | Jones          | Sally     | 16 | 13 | \$79,477 |
| 263. | Judd           | Jeremy    | 12 | 5  | \$60,937 |
| 264. | Kaelin         | Barbara   | 11 | 8  | \$62,856 |
| 265. | Karpe          | Michael   | 3  | 6  | \$42,465 |
| 266. | Kean           | Ashley    | 1  | 1  | \$39,309 |
| 267. | Keaney         | James     | 16 | 6  | \$75,083 |
| 268. | Keiper         | Alisa     | 5  | 1  | \$44,101 |
| 269. | Keller         | Elhannan  | 11 | 7  | \$62,351 |
| 270. | Kelly          | Linda     | 15 | 8  | \$67,896 |
| 271. | Kerdzaliev     | Amanda    | 8  | 5  | \$52,117 |
| 272. | Kern           | Sara      | 6  | 6  | \$46,247 |
| 273. | Kern           | Linda     | 16 | 6  | \$75,083 |
| 274. | Kernan         | Paul      | 14 | 6  | \$66,406 |
| 275. | Kerzner        | Phillip   | 5  | 8  | \$47,737 |
| 276. | Kesselring     | William   | 7  | 4  | \$51,688 |
| 277. | Keyes          | Lisa      | 11 | 6  | \$61,367 |
| 278. | Kimler         | Brian     | 16 | 9  | \$77,103 |
| 279. | Kintz          | Jana      | 6  | 2  | \$44,530 |
| 280. | Kirkpatrick    | Jason     | 7  | 5  | \$52,117 |
| 281. | Kirkwood       | Arlene    | 16 | 5  | \$74,654 |
| 282. | Koberlein      | Wayne     | 9  | 6  | \$52,546 |
| 283. | Koch           | Deborah   | 11 | 10 | \$63,942 |
| 284. | Koch-Rutkowski | Francesca | 16 | 15 | \$80,815 |
| 285. | Koeller        | Colleen   | 12 | 6  | \$61,367 |
| 286. | Kolankoski     | Laura     | 8  | 7  | \$53,531 |
| 287. | Kolcun         | Brian     | 16 | 10 | \$77,659 |
| 288. | Kopcza         | Jennifer  | 15 | 7  | \$67,391 |
| 289. | Korb           | Michael   | 5  | 1  | \$44,101 |
| 290. | Krajewski      | Michelle  | 15 | 7  | \$67,391 |
| 291. | Krammes        | Barry     | 6  | 3  | \$44,959 |



|      |                |           |    |    |          |
|------|----------------|-----------|----|----|----------|
| 292. | Kratzer        | Margaret  | 16 | 5  | \$74,654 |
| 293. | Kreiter        | Dee       | 16 | 7  | \$76,068 |
| 294. | Kresge         | Nicole    | 15 | 6  | \$66,406 |
| 295. | Kruczek        | Laurie    | 10 | 6  | \$61,367 |
| 296. | Kruger         | Nancy     | 6  | 5  | \$45,818 |
| 297. | Krumanocker    | James     | 16 | 6  | \$75,083 |
| 298. | Krupski        | David     | 4  | 1  | \$44,101 |
| 299. | Kuchinski      | Kevin     | 16 | 15 | \$80,815 |
| 300. | Kule           | Jay       | 16 | 10 | \$77,659 |
| 301. | Kutteroff      | Catherine | 13 | 7  | \$67,391 |
| 302. | LaBar          | Keith     | 5  | 1  | \$44,101 |
| 303. | LaBar          | Sherwood  | 16 | 6  | \$75,083 |
| 304. | LaBar          | Robert    | 16 | 8  | \$76,573 |
| 305. | Lagace         | Suzanne   | 12 | 15 | \$67,098 |
| 306. | Lamoreux       | Erica     | 6  | 6  | \$46,247 |
| 307. | Langan         | Brooke    | 15 | 9  | \$68,426 |
| 308. | Lantz          | David     | 16 | 11 | \$78,240 |
| 309. | Lapadula       | Salvatore | 2  | 2  | \$40,748 |
| 310. | Latoff         | David     | 10 | 5  | \$60,937 |
| 311. | Lauer          | Danny     | 16 | 6  | \$75,083 |
| 312. | Lavelle        | Rosemary  | 7  | 7  | \$53,531 |
| 313. | Lazowski       | Philip    | 13 | 6  | \$66,406 |
| 314. | Leap           | Jason     | 12 | 7  | \$62,351 |
| 315. | LeDuc          | Wendy     | 14 | 12 | \$70,169 |
| 316. | Lee            | Mary Kate | 16 | 7  | \$76,068 |
| 317. | Lehmann-Deming | Donna     | 16 | 15 | \$80,815 |
| 318. | Lehr           | John      | 1  | 7  | \$42,440 |
| 319. | Leight         | Donna     | 16 | 5  | \$74,654 |
| 320. | Leonard        | Jacilyn   | 16 | 7  | \$76,068 |
| 321. | Leonard        | Joyce     | 16 | 8  | \$76,573 |
| 322. | Lesoine        | Olivia    | 6  | 8  | \$47,737 |
| 323. | Lewis          | Jeffrey   | 14 | 11 | \$69,563 |
| 324. | Leyrer         | Brian     | 13 | 11 | \$69,563 |
| 325. | Libby          | Tina      | 7  | 6  | \$52,546 |
| 326. | Libecap        | Charles   | 8  | 4  | \$51,688 |
| 327. | Linne          | Martha    | 16 | 13 | \$79,477 |
| 328. | Litts          | Diane     | 16 | 6  | \$75,083 |
| 329. | Lloyd          | Amy       | 5  | 6  | \$46,247 |
| 330. | Lockard        | Dawn      | 6  | 6  | \$46,247 |
| 331. | Long           | Craig     | 15 | 5  | \$65,977 |
| 332. | Lopez          | Kaitlin   | 4  | 4  | \$45,388 |
| 333. | Lord           | Elizabeth | 5  | 7  | \$47,232 |
| 334. | Lord           | Kristen   | 16 | 11 | \$78,240 |
| 335. | Lortz          | Patricia  | 16 | 8  | \$76,573 |
| 336. | Lowe           | Angelica  | 6  | 5  | \$45,818 |
| 337. | Lowe           | Deatrice  | 7  | 7  | \$53,531 |
| 338. | Lowris         | Joel      | 5  | 5  | \$45,818 |
| 339. | Lucchetti      | Mary Jo   | 16 | 5  | \$74,654 |
| 340. | Luchowski      | Patrick   | 3  | 1  | \$40,319 |
| 341. | Luchowski      | Kara      | 4  | 2  | \$44,530 |
| 342. | Ludka          | Shannon   | 11 | 5  | \$60,937 |
| 343. | Ludwig         | Suzanne   | 16 | 7  | \$76,068 |

|      |                  |            |    |    |          |
|------|------------------|------------|----|----|----------|
| 344. | Luhrs            | Melinda    | 3  | 2  | \$40,748 |
| 345. | Luna             | Michael    | 16 | 6  | \$75,083 |
| 346. | Lupinacci        | Tina       | 16 | 8  | \$76,573 |
| 347. | Lupu             | Edit       | 3  | 6  | \$42,465 |
| 348. | Madas            | John       | 2  | 1  | \$40,319 |
| 349. | Majeski          | David      | 7  | 7  | \$53,531 |
| 350. | Malsch           | Jennifer   | 13 | 5  | \$65,977 |
| 351. | Mark             | Kelly      | 16 | 6  | \$75,083 |
| 352. | Marmo            | Jennifer   | 9  | 6  | \$52,546 |
| 353. | Marshall         | Stephanie  | 16 | 12 | \$78,846 |
| 354. | Marston-Roses    | Dawn       | 4  | 6  | \$46,247 |
| 355. | Martin           | Zachary    | 11 | 6  | \$61,367 |
| 356. | Martin           | Joseph     | 12 | 9  | \$63,387 |
| 357. | Martinelli       | Armand     | 16 | 9  | \$77,103 |
| 358. | Masker           | Leisa      | 12 | 6  | \$61,367 |
| 359. | Mason            | Todd       | 16 | 5  | \$74,654 |
| 360. | Massa            | Anthony    | 4  | 4  | \$45,388 |
| 361. | Matheis          | Martina    | 15 | 13 | \$70,800 |
| 362. | Mathiesen        | Carla      | 15 | 5  | \$65,977 |
| 363. | Mazzei           | Elizabeth  | 5  | 7  | \$47,232 |
| 364. | McCormick        | Cara       | 4  | 3  | \$44,959 |
| 365. | McGee            | Amanda     | 6  | 5  | \$45,818 |
| 366. | McGovern         | Theresa    | 10 | 7  | \$62,351 |
| 367. | McHugh           | Bonnie     | 5  | 4  | \$45,388 |
| 368. | McIlvaine        | Stephanie  | 13 | 5  | \$65,977 |
| 369. | McKelvin         | Wanda      | 14 | 8  | \$67,896 |
| 370. | Medina           | Sandra     | 4  | 6  | \$46,247 |
| 371. | Mercuri          | Paula      | 16 | 8  | \$76,573 |
| 372. | Metaxas          | Carolyn    | 7  | 7  | \$53,531 |
| 373. | Metzgar          | Shannon    | 8  | 5  | \$52,117 |
| 374. | Metzgar          | Richard    | 11 | 7  | \$62,351 |
| 375. | Meyers           | Loriann    | 4  | 9  | \$48,267 |
| 376. | Milasch-McIntyre | Jennifer   | 5  | 1  | \$44,101 |
| 377. | Milenkovic       | Patricia   | 16 | 15 | \$80,815 |
| 378. | Millard          | John       | 7  | 6  | \$52,546 |
| 379. | Miller           | Tara       | 2  | 1  | \$40,319 |
| 380. | Miller           | Robbi Jean | 5  | 9  | \$48,267 |
| 381. | Miller           | Beth Ann   | 9  | 5  | \$52,117 |
| 382. | Miller           | Barbara    | 16 | 14 | \$80,133 |
| 383. | Minnichbach      | Joseph     | 6  | 9  | \$48,267 |
| 384. | Minnichbach      | Lisa       | 10 | 9  | \$63,387 |
| 385. | Mitchell         | Brian      | 12 | 5  | \$60,937 |
| 386. | Mitchell         | Daniel J.  | 13 | 5  | \$65,977 |
| 387. | Mitchell         | Brandi     | 15 | 10 | \$68,982 |
| 388. | Mleczynski       | Tara       | 4  | 5  | \$45,818 |
| 389. | Mochan           | Karen      | 13 | 9  | \$68,426 |
| 390. | Moletto          | Denise     | 6  | 12 | \$50,009 |
| 391. | Molin            | Maurice    | 16 | 11 | \$78,240 |
| 392. | Montes           | Mary Lou   | 14 | 8  | \$67,896 |
| 393. | Mooney           | Edward     | 11 | 5  | \$60,937 |
| 394. | Morris           | Debra      | 16 | 6  | \$75,083 |
| 395. | Morro            | Sherry     | 16 | 7  | \$76,068 |

|      |               |              |    |    |                     |
|------|---------------|--------------|----|----|---------------------|
| 396. | Mosher        | Stanley      | 16 | 6  | \$75,083            |
| 397. | Moskovitz     | Scott        | 4  | 7  | \$47,232            |
| 398. | Mross         | Kenneth      | 15 | 7  | \$67,391            |
| 399. | Mullaney      | Matthew      | 7  | 5  | \$52,117            |
| 400. | Muniz         | Kathleen     | 4  | 7  | \$47,232            |
| 401. | Murphy        | Kenneth      | 14 | 6  | \$66,406            |
| 402. | Murphy        | Cheryl       | 16 | 13 | \$79,477            |
| 403. | Myers         | John         | 16 | 5  | \$74,654            |
| 404. | Nace          | Kevin        | 16 | 5  | \$74,654            |
| 405. | Naser         | Paul         | 4  | 1  | \$44,101            |
| 406. | Nauman        | Deborah      | 16 | 7  | \$76,068            |
| 407. | Nevil         | Jeffrey      | 16 | 5  | \$74,654            |
| 408. | Newman        | Shelley      | 4  | 3  | \$44,959            |
| 409. | Newman        | Julianne     | 10 | 6  | \$61,367            |
| 410. | Neyhart       | Mary Louise  | 6  | 7  | \$47,232            |
| 411. | Nichols       | Monica       | 5  | 8  | \$47,737            |
| 412. | Nicoletta     | Anna         | 6  | 5  | \$45,818            |
| 413. | Nicoletti     | Ann          | 16 | 6  | \$75,083            |
| 414. | Nicosia       | Faith        | 2  | 7  | \$43,450            |
| 415. | Nietz         | Nicole       | 7  | 3  | \$51,259            |
| 416. | Niznik        | Tosha        | 10 | 7  | \$62,351            |
| 417. | Nordmark      | Barbara      | 16 | 13 | \$79,477            |
| 418. | North         | Alison       | 9  | 7  | \$53,531            |
| 419. | O'Donnell     | Rebecca      | 3  | 1  | \$40,319            |
| 420. | O'Donnell     | Paul         | 10 | 7  | \$62,351            |
| 421. | Oh            | Judy         | 9  | 8  | \$54,036            |
| 422. | Oiler (.5)    | Kathy        | 12 | 8  | \$62,856 (prorated) |
| 423. | Oliver        | Deborah      | 16 | 5  | \$74,654            |
| 424. | Opitz         | Cindy        | 16 | 9  | \$77,103            |
| 425. | Oplinger      | Jane         | 16 | 9  | \$77,103            |
| 426. | Osborn-Hallet | Michelle     | 16 | 15 | \$80,815            |
| 427. | Osmun         | Jonathan     | 3  | 7  | \$43,450            |
| 428. | Ostroski      | Deana        | 16 | 11 | \$78,240            |
| 429. | Padavano      | Debra        | 12 | 12 | \$65,129            |
| 430. | Paiewonsky    | Patricia     | 14 | 8  | \$67,896            |
| 431. | Panepinto     | Carrie       | 10 | 7  | \$62,351            |
| 432. | Pappalardo    | Lynn         | 10 | 5  | \$60,937            |
| 433. | Parnell (.5)  | Catherine E. | 14 | 8  | \$67,896 (prorated) |
| 434. | Parrish       | Jill         | 5  | 11 | \$49,403            |
| 435. | Partel        | Jane         | 16 | 7  | \$76,068            |
| 436. | Partington    | Betty        | 14 | 15 | \$72,138            |
| 437. | Parton        | James        | 16 | 6  | \$75,083            |
| 438. | Pasciak       | Linda        | 16 | 7  | \$76,068            |
| 439. | Patascher     | Daniel       | 10 | 7  | \$62,351            |
| 440. | Patrick       | Deanne       | 16 | 9  | \$77,103            |
| 441. | Pattison      | Gayle        | 7  | 14 | \$57,596            |
| 442. | Pawlowski     | Walter       | 6  | 6  | \$46,247            |
| 443. | Peeke         | Lachlan      | 15 | 16 | \$72,845            |
| 444. | Pellington    | Lauren       | 2  | 1  | \$40,319            |
| 445. | Pellington    | Cynthia      | 7  | 7  | \$53,531            |
| 446. | Perini        | Brenda       | 11 | 5  | \$60,937            |
| 447. | Perkins       | Rose         | 4  | 2  | \$44,530            |

|      |                 |             |    |    |          |
|------|-----------------|-------------|----|----|----------|
| 448. | Peruso          | Jennifer    | 7  | 5  | \$52,117 |
| 449. | Peters          | Joanne      | 9  | 9  | \$54,566 |
| 450. | Peterson        | Hilary      | 7  | 5  | \$52,117 |
| 451. | Phillips        | Daniel      | 12 | 5  | \$60,937 |
| 452. | Piccotti        | Stacy       | 12 | 5  | \$60,937 |
| 453. | Piedra          | Gisela      | 10 | 7  | \$62,351 |
| 454. | Pierce          | Mary        | 16 | 8  | \$76,573 |
| 455. | Pilz            | David       | 9  | 5  | \$52,117 |
| 456. | Pino            | Krystal     | 3  | 1  | \$40,319 |
| 457. | Pinzarrone      | Frank       | 14 | 11 | \$69,563 |
| 458. | Plytage         | Michael     | 7  | 7  | \$53,531 |
| 459. | Polinski        | Aynne       | 16 | 15 | \$80,815 |
| 460. | Polmounter      | Amy         | 5  | 4  | \$45,388 |
| 461. | Predmore        | Mary        | 16 | 11 | \$78,240 |
| 462. | Preston         | Christine   | 12 | 9  | \$63,387 |
| 463. | Price           | Deziree     | 3  | 7  | \$43,450 |
| 464. | Price           | Mark        | 8  | 5  | \$52,117 |
| 465. | Prince          | Samantha    | 5  | 6  | \$46,247 |
| 466. | Prusik          | Julia       | 5  | 5  | \$45,818 |
| 467. | Putt            | Marcia      | 16 | 11 | \$78,240 |
| 468. | Rade            | Ronald      | 10 | 9  | \$63,387 |
| 469. | Randall         | Steven      | 11 | 6  | \$61,367 |
| 470. | Rasely-Philipps | Susanne     | 8  | 11 | \$55,703 |
| 471. | Reed            | Elizabeth   | 16 | 12 | \$78,846 |
| 472. | Reese           | Michele     | 15 | 6  | \$66,406 |
| 473. | Reiche          | Amanda      | 12 | 9  | \$63,387 |
| 474. | Reichert        | Eric        | 10 | 12 | \$65,129 |
| 475. | Reichl          | Jeffrey     | 8  | 12 | \$56,309 |
| 476. | Reinhardt       | Judith      | 16 | 5  | \$74,654 |
| 477. | Reith           | Daryl       | 11 | 8  | \$62,856 |
| 478. | Remsnyder       | Devon       | 9  | 3  | \$51,259 |
| 479. | Rescigno        | Barbara     | 16 | 15 | \$80,815 |
| 480. | Reyes           | Claudia     | 4  | 2  | \$44,530 |
| 481. | Ricciardi       | William     | 16 | 9  | \$77,103 |
| 482. | Ridner          | Cara        | 7  | 3  | \$51,259 |
| 483. | Ridner, Jr.     | Fred        | 8  | 5  | \$52,117 |
| 484. | Riley           | Kimberly    | 16 | 10 | \$77,659 |
| 485. | Rispoli         | Yvonne      | 16 | 11 | \$78,240 |
| 486. | Rodriquez       | Janice      | 14 | 7  | \$67,391 |
| 487. | Rogers          | Thomas      | 10 | 6  | \$61,367 |
| 488. | Rogers          | Maria       | 13 | 5  | \$65,977 |
| 489. | Rogers          | Denise      | 16 | 7  | \$76,068 |
| 490. | Rogerson        | Christine   | 16 | 12 | \$78,846 |
| 491. | Rossi           | Christopher | 11 | 8  | \$62,856 |
| 492. | Rothwell        | Donna       | 9  | 11 | \$55,703 |
| 493. | Rovi            | Lauren      | 7  | 7  | \$53,531 |
| 494. | Rowe            | Pamela      | 16 | 9  | \$77,103 |
| 495. | Rowlands        | Gabrielle   | 1  | 7  | \$42,440 |
| 496. | Rubino          | Julie       | 16 | 9  | \$77,103 |
| 497. | Ruhl            | Jessica     | 13 | 6  | \$66,406 |
| 498. | Ruhl            | Steven      | 16 | 6  | \$75,083 |
| 499. | Rusk            | Daniel      | 13 | 6  | \$66,406 |

|      |             |             |    |    |          |
|------|-------------|-------------|----|----|----------|
| 500. | Ryno        | Jamie       | 16 | 5  | \$74,654 |
| 501. | Saeger      | Blaec       | 8  | 5  | \$52,117 |
| 502. | Sagan       | Mary        | 16 | 5  | \$74,654 |
| 503. | Sandri      | Trudi       | 12 | 9  | \$63,387 |
| 504. | Sands       | Deborah     | 15 | 10 | \$68,982 |
| 505. | Sandy       | Jasmine     | 10 | 7  | \$62,351 |
| 506. | Sanker      | Donald      | 5  | 6  | \$46,247 |
| 507. | Sayer       | Vicki       | 16 | 15 | \$80,815 |
| 508. | Scagliotti  | Patrice     | 12 | 6  | \$61,367 |
| 509. | Schaller    | Linda       | 16 | 12 | \$78,846 |
| 510. | Schellhamer | Chris       | 16 | 8  | \$76,573 |
| 511. | Schmitt     | Peter       | 5  | 5  | \$45,818 |
| 512. | Schneider   | Christian   | 13 | 7  | \$67,391 |
| 513. | Schneider   | Janice      | 16 | 6  | \$75,083 |
| 514. | Schoenherr  | Catherine   | 16 | 6  | \$75,083 |
| 515. | Schouppe    | Stephen     | 14 | 6  | \$66,406 |
| 516. | Schuler     | Judith      | 12 | 7  | \$62,351 |
| 517. | Schultz     | Cathleen    | 11 | 8  | \$62,856 |
| 518. | Scott       | David       | 2  | 1  | \$40,319 |
| 519. | Secor       | Despina     | 16 | 15 | \$80,815 |
| 520. | Sedlak      | Patricia    | 16 | 6  | \$75,083 |
| 521. | Segond      | Angelica    | 6  | 2  | \$44,530 |
| 522. | Seidel      | Maureen     | 16 | 10 | \$77,659 |
| 523. | Senese      | Suzanne     | 16 | 5  | \$74,654 |
| 524. | Shadle      | Mary        | 10 | 6  | \$61,367 |
| 525. | Shamp       | Melodie     | 16 | 11 | \$78,240 |
| 526. | Shearouse   | Cherie      | 16 | 13 | \$79,477 |
| 527. | Shemansky   | Mercy       | 13 | 9  | \$68,426 |
| 528. | Shields     | Robert      | 3  | 1  | \$40,319 |
| 529. | Siegfried   | Brenda      | 16 | 12 | \$78,846 |
| 530. | Signorello  | Amanda      | 7  | 7  | \$53,531 |
| 531. | Sinkaus     | Stefanie    | 2  | 6  | \$42,465 |
| 532. | Siptroth    | Michelle    | 10 | 8  | \$62,856 |
| 533. | Skeldon     | Heather     | 16 | 12 | \$78,846 |
| 534. | Slack       | Julie       | 16 | 11 | \$78,240 |
| 535. | Smith       | Dawn        | 3  | 1  | \$40,319 |
| 536. | Smith       | Jennifer L. | 5  | 3  | \$44,959 |
| 537. | Smith       | Kelly Jo    | 6  | 5  | \$45,818 |
| 538. | Smith       | Matthew     | 7  | 6  | \$52,546 |
| 539. | Smith       | Susan       | 16 | 6  | \$75,083 |
| 540. | Soskil      | Lori        | 14 | 7  | \$67,391 |
| 541. | Sowers      | Ann         | 15 | 6  | \$66,406 |
| 542. | Spece       | Jennifer    | 16 | 13 | \$79,477 |
| 543. | Spering     | Laureen     | 8  | 5  | \$52,117 |
| 544. | Stalker     | Michael     | 8  | 8  | \$54,036 |
| 545. | Steakin     | Susan       | 7  | 7  | \$53,531 |
| 546. | Stein       | Sarah       | 8  | 5  | \$52,117 |
| 547. | Stein       | Linda       | 9  | 11 | \$55,703 |
| 548. | Stine       | Richard     | 12 | 7  | \$62,351 |
| 549. | Stinger     | Gloria      | 16 | 15 | \$80,815 |
| 550. | Stokes      | Lee Ann     | 16 | 10 | \$77,659 |
| 551. | Stokes      | Robert      | 16 | 11 | \$78,240 |

|      |              |              |    |    |                     |
|------|--------------|--------------|----|----|---------------------|
| 552. | Stout        | Melissa      | 12 | 6  | \$61,367            |
| 553. | Streisel     | Susan        | 16 | 6  | \$75,083            |
| 554. | Stricker     | Stefanie     | 7  | 7  | \$53,531            |
| 555. | Strisco      | Marie        | 5  | 7  | \$47,232            |
| 556. | Suarez       | Matthew      | 3  | 1  | \$40,319            |
| 557. | Suprys       | Thomas       | 16 | 15 | \$80,815            |
| 558. | Susic        | Stacy        | 11 | 12 | \$65,129            |
| 559. | Swineford    | John         | 8  | 5  | \$52,117            |
| 560. | Symonies     | Kerrie       | 16 | 8  | \$76,573            |
| 561. | Sywensky     | John         | 16 | 6  | \$75,083            |
| 562. | Szabo        | Kelly        | 5  | 7  | \$47,232            |
| 563. | Szepietowski | Waldemar     | 4  | 5  | \$45,818            |
| 564. | Szulborski   | Jason        | 16 | 6  | \$75,083            |
| 565. | Szumski      | Amie         | 14 | 15 | \$72,138            |
| 566. | Tasick       | Denise       | 16 | 9  | \$77,103            |
| 567. | Taylor       | Letitia      | 10 | 11 | \$64,523            |
| 568. | Tchoursine   | Katherine    | 4  | 7  | \$47,232            |
| 569. | Thurber      | Peggy        | 15 | 7  | \$67,391            |
| 570. | Tiernan      | Patricia     | 11 | 7  | \$62,351            |
| 571. | Timpson      | Daniel       | 7  | 6  | \$52,546            |
| 572. | Tinney       | Bridget      | 3  | 2  | \$40,748            |
| 573. | Tirado       | Brenda       | 14 | 7  | \$67,391            |
| 574. | Tirjan       | Lisa         | 14 | 8  | \$67,896            |
| 575. | Tischler     | Julia        | 12 | 5  | \$60,937            |
| 576. | Tobin        | Snoann       | 4  | 4  | \$45,388            |
| 577. | Tosh         | Christopher  | 6  | 6  | \$46,247            |
| 578. | Tosh         | Jacqueline   | 6  | 7  | \$47,232            |
| 579. | Toth         | Donald       | 16 | 8  | \$76,573            |
| 580. | Tramutola    | Stacey       | 2  | 1  | \$40,319            |
| 581. | Trauschke    | Billie K.    | 13 | 7  | \$67,391            |
| 582. | Trauschke    | Thomas       | 16 | 6  | \$75,083            |
| 583. | Tscheschlog  | Helene       | 5  | 7  | \$47,232            |
| 584. | Turner       | Patricia     | 12 | 7  | \$62,351            |
| 585. | Turtzo (.6)  | Gayle        | 12 | 6  | \$61,367 (prorated) |
| 586. | Tynemouth    | Catherine    | 16 | 5  | \$74,654            |
| 587. | Ullo         | Christina    | 9  | 5  | \$52,117            |
| 588. | Urton        | Suzanne      | 13 | 15 | \$72,138            |
| 589. | Vaccaro      | Mark         | 5  | 11 | \$49,403            |
| 590. | Vagni        | Alexis       | 2  | 6  | \$42,465            |
| 591. | VanWinkle    | Catherine    | 5  | 6  | \$46,247            |
| 592. | Varner       | Amanda       | 10 | 7  | \$62,351            |
| 593. | Visser       | Jacqueline   | 13 | 11 | \$69,563            |
| 594. | Vitchers     | Elyse        | 14 | 6  | \$66,406            |
| 595. | Vitulli      | Lisa         | 6  | 2  | \$44,530            |
| 596. | Wagner       | Timothy      | 12 | 6  | \$61,367            |
| 597. | Wagner       | Margaret     | 16 | 7  | \$76,068            |
| 598. | Waibel       | John         | 10 | 6  | \$61,367            |
| 599. | Walker       | Robin        | 16 | 11 | \$78,240            |
| 600. | Wallen       | Annamaria    | 14 | 10 | \$68,982            |
| 601. | Walters      | Jessica      | 2  | 1  | \$40,319            |
| 602. | Ward         | Clarissa Jan | 13 | 8  | \$67,896            |
| 603. | Ware         | James        | 10 | 6  | \$61,367            |

|      |             |            |    |    |          |
|------|-------------|------------|----|----|----------|
| 604. | Warner      | Annette    | 16 | 15 | \$80,815 |
| 605. | Watson      | Mark       | 16 | 5  | \$74,654 |
| 606. | Weeks       | Laura      | 10 | 7  | \$62,351 |
| 607. | Weiss       | Jacqueline | 14 | 7  | \$67,391 |
| 608. | Wells       | Deborah    | 16 | 6  | \$75,083 |
| 609. | Werth       | John       | 16 | 11 | \$78,240 |
| 610. | Wescott     | Shawn      | 12 | 9  | \$63,387 |
| 611. | Weseloh     | Corinne    | 15 | 6  | \$66,406 |
| 612. | West        | Danielle   | 6  | 9  | \$48,267 |
| 613. | West        | Melissa    | 10 | 7  | \$62,351 |
| 614. | Wetherhold  | Barbara    | 16 | 8  | \$76,573 |
| 615. | Whitney     | Matthew    | 4  | 5  | \$45,818 |
| 616. | Widger      | Stephanie  | 4  | 1  | \$44,101 |
| 617. | Wiesenberg  | Vala       | 15 | 6  | \$66,406 |
| 618. | Wilson      | Robert     | 16 | 9  | \$77,103 |
| 619. | Wilson      | Susan      | 16 | 9  | \$77,103 |
| 620. | Winschuh    | Beth       | 8  | 6  | \$52,546 |
| 621. | Wisneiski   | Linda      | 10 | 5  | \$60,937 |
| 622. | Witcraft    | Laura      | 11 | 6  | \$61,367 |
| 623. | Wolff       | Susan      | 12 | 12 | \$65,129 |
| 624. | Worobij     | Nadia      | 16 | 16 | \$81,522 |
| 625. | Yohe        | Zahra      | 4  | 7  | \$47,232 |
| 626. | Yorke-Viney | Sally      | 16 | 16 | \$81,522 |
| 627. | Young       | Kevin      | 16 | 5  | \$74,654 |
| 628. | Youngken    | Kelly      | 16 | 15 | \$80,815 |
| 629. | Zabriskie   | Lisa       | 6  | 5  | \$45,818 |
| 630. | Zajac       | Mary       | 5  | 6  | \$46,247 |
| 631. | Zanella     | Ann        | 3  | 7  | \$43,450 |
| 632. | Zasada      | Edward     | 14 | 7  | \$67,391 |
| 633. | Zaso        | Anita      | 11 | 8  | \$62,856 |
| 634. | Zavertnik   | Louise     | 7  | 6  | \$52,546 |
| 635. | Zelinski    | Jan        | 8  | 7  | \$53,531 |
| 636. | Zerfoss     | Jon        | 9  | 7  | \$53,531 |
| 637. | Zimmerman   | Lindsey    | 6  | 7  | \$47,232 |
| 638. | Zipp        | Christine  | 16 | 6  | \$75,083 |
| 639. | Zisa        | Jessica    | 9  | 7  | \$53,531 |

**F. Salary Changes (effective December 23, 2010)**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the following professional staff salary changes according to the 2010-2013 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. All salaries are prorated and effective December 23, 2010. Motion was seconded by Robert Gress and carried unanimously, 7-0.

**1. Salary Changes for the 2010-2011 School Year (effective December 23, 2010)**

|    | Name                 | From:                       | To:                         |
|----|----------------------|-----------------------------|-----------------------------|
| 1. | Allison, Richard     | (\$44,959) Step 6 Col. 3    | (\$45,388) Step 6, Col. 4   |
| 2. | Beal, Hillary        | (\$45,388) Step 4, Col. 4   | (\$45,818) Step 4, Col. 5   |
| 3. | Burlein-Pitz, Carrie | (\$65,129) Step 12, Col. 12 | (\$65,760) Step 12, Col. 13 |
| 4. | Burns, Holly         | (\$60,508) Step 11, Col. 4  | (\$60,937) Step 11, Col. 5  |
| 5. | Coppola, Michael     | (\$48,822) Step 6, Col. 10  | (\$49,403) Step 6, Col. 11  |
| 6. | Cramer, Tara         | (\$76,068) Step 16, Col. 7  | (\$76,573) Step 16, Col. 8  |

|     |                          |                             |                             |
|-----|--------------------------|-----------------------------|-----------------------------|
| 7.  | Daning, Robin            | (\$51,688) Step 9, Col. 4   | (\$52,117) Step 9, Col. 5   |
| 8.  | Davidge, Samuel          | (\$45,818) Step 6, Col. 5   | (\$46,247) Step 6, Col. 6   |
| 9.  | Davis, Lauren            | (\$44,959) Step 6, Col. 3   | (\$45,818) Step 6, Col. 5   |
| 10. | Eastabrook, Mary         | (\$44,530) Step 6, Col. 2   | (\$45,818) Step 6, Col. 5   |
| 11. | Edelbaum, Jacqueline     | (\$44,959) Step 6, Col. 3   | (\$45,818) Step 6, Col. 5   |
| 12. | Gavitt, Kym              | (\$60,079) Step 12, Col. 3  | (\$60,508) Step 12, Col. 4  |
| 13. | Gurry, Erin              | (\$45,388) Step 5, Col. 4   | (\$45,818) Step 5, Col. 5   |
| 14. | Hartopp, Cynthia         | (\$41,178) Step 3, Col. 3   | (\$43,450) Step 3, Col. 7   |
| 15. | Horn, Maria              | (\$53,531) Step 9, Col. 7   | (\$54,036) Step 9, Col. 8   |
| 16. | Jennings, Jill           | (\$45,388) Step 5, Col. 4   | (\$45,818) Step 5, Col. 5   |
| 17. | Judd, Jeremy             | (\$60,937) Step 12, Col. 5  | (\$61,367) Step 12, Col. 6  |
| 18. | Kesselring, William      | (\$51,688) Step 7, Col. 4   | (\$52,117) Step 7, Col. 5   |
| 19. | Kintz, Jana              | (\$44,530) Step 6, Col. 2   | (\$45,388) Step 6, Col. 4   |
| 20. | Latoff, David            | (\$60,937) Step 10, Col. 5  | (\$61,367) Step 10, Col. 6  |
| 21. | LaBar, Keith             | (\$44,101) Step 5, Col. 1   | (\$44,959) Step 5, Col. 3   |
| 22. | Lazowski, Philip         | (\$66,406) Step 13, Col. 6  | (\$67,391) Step 13, Col. 7  |
| 23. | Lesoine, Olivia          | (\$47,737) Step 6, Col. 8   | (\$48,267) Step 6, Col. 9   |
| 24. | Luchowski, Kara          | (\$44,530) Step 4, Col. 2   | (\$44,959) Step 4, Col. 3   |
| 25. | Madas, John              | (\$40,319) Step 2, Col. 1   | (\$40,748) Step 2, Col. 2   |
| 26. | McCormick, Cara          | (\$44,959) Step 4, Col. 3   | (\$45,388) Step 4 Col. 4    |
| 27. | Moskovitz, Scott         | (\$47,232) Step 4, Col. 7   | (\$47,737) Step 4, Col. 8   |
| 28. | Nietz, Nicole            | (\$51,259) Step 7 Col. 3    | (\$52,117) Step 7, Col. 5   |
| 29. | Osmun, Jonathan          | (\$43,450) Step 3 , Col. 7  | (\$43,955) Step 3, Col. 8   |
| 30. | Parrish, Jill            | (\$49,403) Step 5, Col. 11  | (\$51,297) Step 5, Col. 14  |
| 31. | Perkins, Rose            | (\$44,530) Step 4, Col. 2   | (\$44,959) Step 4, Col. 3   |
| 32. | Prusik, Julia            | (\$45,818) Step 5, Col. 5   | (\$46,247) Step 5, Col. 6   |
| 33. | Rasely-Philipps, Susanne | (\$55,703) Step 8, Col. 11  | (\$56,309) Step 8, Col. 12  |
| 34. | Ridner, Cara             | (\$51,259) Step 7, Col. 3   | (\$51,688) Step 7, Col. 4   |
| 35. | Rothwell, Donna          | (\$55,703) Step 9, Col.11   | (\$56,309) Step 9, Col. 12  |
| 36. | Segond, Angelic          | (\$44,530) Step 6, Col. 2   | (\$44,959) Step 6, Col. 3   |
| 37. | Tinney, Bridget          | (\$40,748) Step 3, Col. 2   | (\$41,178) Step 3, Col. 3   |
| 38. | Tirado, Brenda           | (\$67,391) Step 14, Col. 7  | (\$67,896) Step 14, Col. 8  |
| 39. | Tobin, Snoann            | (\$45,388) Step 4, Col. 4   | (\$45,818) Step 4, Col. 5   |
| 40. | Vaccaro, Mark            | (\$49,403) Step 5, Col. 11  | (\$50,009) Step 5, Col. 12  |
| 41. | Vitulli, Lisa            | (\$44,530) Step 6, Col. 2   | (\$45,388) Step 6, Col. 4   |
| 42. | Wallen, Annamarie        | (\$68,982) Step 14, Col. 10 | (\$70,169) Step 14, Col. 12 |
| 43. | West, Melissa            | (\$62,351) Step 10, Col. 7  | (\$62,856) Step 10, Col. 8  |
| 44. | Zabriskie, Lisa          | (\$45,818) Step 6, Col. 5   | (\$47,232) Step 6, Col. 7   |
| 45. | Whitney, Matthew         | (\$45,818) Step 4, Col. 5   | (\$47,232) Step 4, Col. 7   |
| 46. | Wisneiski, Linda         | (\$60,937) Step 10, Col. 5  | (\$61,367) Step 10, Col. 6  |

**G. Salary Changes (effective April 14, 2011)**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the following professional staff salary changes according to the 2010-2013 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. All salaries are prorated and effective April 14, 2011. Motion was seconded by Audrey Hocker and carried unanimously, 7-0.

**1. Salary Changes for the 2010-2011 School Year (effective April 14, 2011)**

|    | Name                  | From:                       | To:                        |
|----|-----------------------|-----------------------------|----------------------------|
| 1. | Agosto-Schmitt, Lydia | (\$44,959) Step 6, Col. 3   | (\$45,388) Step 6, Col. 4  |
| 2. | Allison, Richard      | (\$45,388) Step 6, Col. 4   | (\$45,818) Step 6, Col. 5  |
| 3. | Ashcraft, Colien      | (\$43,955) Step 3, Col. 8   | (\$44,485) Step 3, Col. 9  |
| 4. | Burlein-Pitz, Carrie  | (\$65,760) Step 12, Col. 13 | (\$66,417) Step 12, Col. 4 |
| 5. | Coffman, Adam         | (\$67,391) Step 13, Col. 7  | (\$67,896) Step 13, Col. 8 |



|     |                          |                             |                             |
|-----|--------------------------|-----------------------------|-----------------------------|
| 6.  | Contino, Diane           | (\$45,818) Step 4, Col. 5   | (\$46,247) Step 4, Col. 6   |
| 7.  | Crosswell, Hadiyah       | (\$40,748) Step 3, Col. 2   | (\$41,178) Step 3, Col. 3   |
| 8.  | Cox, Leslie              | (\$51,688) Step 8, Col. 4   | (\$52,117) Step 8, Col. 5   |
| 9.  | DeLong, Jennifer         | (\$45,818) Step 5, Col. 5   | (\$47,232) Step 5, Col. 7   |
| 10. | DeLong, Ryan             | (\$52,546) Step 9, Col. 6   | (\$53,531) Step 9, Col. 7   |
| 11. | Falbo, David             | (\$49,403) Step 5, Col. 11  | (\$50,009) Step 5, Col. 12  |
| 12. | Fuller, Jennifer         | (\$45,818) Step 5, Col. 5   | (\$46,247) Step 5, Col. 6   |
| 13. | Hnasko, Scott            | (\$70,800) Step 14, Col. 13 | (\$72,138) Step 14, Col. 15 |
| 14. | Hojnowski, Kelly         | (\$54,566) Step 9, Col. 9   | (\$55,122) Step 9, Col. 10  |
| 15. | Kruger, Nancy            | (\$45,818) Step 6, Col. 5   | (\$46,247) Step 6, Col. 6   |
| 16. | Luhrs, Melinda           | (\$40,748) Step 3, Col. 2   | (\$41,178) Step 3, Col. 3   |
| 17. | Madas, John              | (\$40,748) Step 2, Col. 2   | (\$41,178) Step 2, Col. 3   |
| 18. | Martin, Joseph           | (\$63,387) Step 12, Col. 9  | (\$63,942) Step 12, Col. 10 |
| 19. | Martinelli, Armand       | (\$77,103) Step 16, Col. 9  | (\$77,659) Step 16, Col. 10 |
| 20. | Mitchell, Brandi         | (\$68,982) Step 15, Col. 10 | (\$69,563) Step 15, Col. 11 |
| 21. | Newman, Shelley          | (\$44,959) Step 4, Col. 3   | (\$45,388) Step 4, Col. 4   |
| 22. | Padavano, Debra          | (\$65,129) Step 12, Col. 12 | (\$65,760) Step 12, Col. 13 |
| 23. | Parrish, Jill            | (\$51,297) Step 5, Col. 14  | (\$51,979) Step 5, Col. 15  |
| 24. | Pattison, Gayle          | (\$57,596) Step 7, Col. 14  | (\$58,278) Step 7, Col. 15  |
| 25. | Prusik, Julia            | (\$46,247) Step 5, Col. 6   | (\$47,232) Step 5, Col. 7   |
| 26. | Polmounter, Amy          | (\$45,388) Step 5, Col. 4   | (\$46,247) Step 5, Col. 6   |
| 27. | Rasely-Philipps, Susanne | (\$56,309) Step 8, Col. 12  | (\$56,940) Step 8, Col. 13  |
| 28. | Reyes, Claudia           | (\$44,530) Step 4 Col. 2    | (\$44,959) Step 4, Col. 3   |
| 29. | Ridner, Cara             | (\$51,688) Step 7, Col. 4   | (\$52,117) Step 7, Col. 5   |
| 30. | Sands, Deborah           | (\$68,982) Step 15, Col. 10 | (\$69,563) Step 15, Col. 11 |
| 31. | Segond, Angelic          | (\$44,959) Step 6, Col. 3   | (\$45,388) Step 6, Col. 4   |
| 32. | Siptroth, Michelle       | (\$62,856) Step 10, Col. 8  | (\$63,387) Step 10, Col. 9  |
| 33. | Ward, Clarissa           | (\$67,896) Step 13, Col. 8  | (\$68,426) Step 13, Col. 9  |
| 34. | Widger, Stephanie        | (\$44,101) Step 4, Col. 1   | (\$44,530) Step 4, Col. 2   |

**H. Salary Compensations for the 2010-2011 School Year (Long-Term Substitutes)**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the following long-term substitute professional staff salary compensations according to the 2010-2013 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. Motion was seconded by Audrey Hocker and carried unanimously, 7-0.

**1. Salary Compensations for Long-Term Substitute Professional Staff for the 2010-2011 School Year**

|     | Name  | From:                     | To:                       |
|-----|---|---------------------------|---------------------------|
| 1.  | Austin, Clinton (prorated, effective 10/12/10)    | (\$38,920) Step 1, Col. 1 | (\$39,309) Step 1, Col. 1 |
| 2.  | Blazier, Jaclyn                                   | (\$38,920) Step 1, Col. 1 | (\$39,309) Step 1, Col. 1 |
| 3.  | Fattorusso, Karen                                 | (\$38,920) Step 1, Col. 1 | (\$39,309) Step 1, Col. 1 |
| 4.  | Campbell, Stephanie (prorated, effective 9/20/10) | (\$41,045) Step 1, Col. 6 | (\$41,455) Step 1, Col. 6 |
| 5.  | Dreisbach, Ashley (prorated, effective 10/14/10)  | (\$42,020) Step 1, Col. 7 | (\$42,440) Step 1, Col. 7 |
| 6.  | Fleck, Taryn (prorated, effective 2/3/11)         | (\$38,920) Step 1, Col. 1 | (\$39,309) Step 1, Col. 1 |
| 7.  | Gallagher, Cori                                   | (\$38,920) Step 1, Col. 1 | (\$39,309) Step 1, Col. 1 |
| 8.  | Hancz, Jennifer (prorated, effective 9/21/10)     | (\$39,770) Step 1, Col. 3 | (\$40,168) Step 1, Col. 3 |
| 9.  | Jabbour, Scott                                    | (\$38,920) Step 1, Col. 1 | (\$39,309) Step 1, Col. 1 |
| 10. | Koretski, John (prorated, effective 3/1/11)       | (\$42,020) Step 1, Col. 7 | (\$42,440) Step 1, Col. 7 |
| 11. | Leitch, Ryan                                      | (\$41,045) Step 1, Col. 6 | (\$41,455) Step 1, Col. 6 |
| 12. | Loughren, Ryan (prorated, effective 3/14/11)      | (\$41,045) Step 1, Col. 6 | (\$41,455) Step 1, Col. 6 |
| 13. | Martonik, Ashley                                  | (\$38,920) Step 1, Col. 1 | (\$39,309) Step 1, Col. 1 |
| 14. | Munch, Laura                                      | (\$38,920) Step 1, Col. 1 | (\$39,309) Step 1, Col. 1 |
| 15. | Orak, Linda (prorated, effective 1/28/11)         | (\$42,020) Step 1, Col. 7 | (\$42,440) Step 1, Col. 7 |
| 16. | Perez, Rosa (prorated, effective 2/28/11)         | (\$42,020) Step 1, Col. 7 | (\$42,440) Step 1, Col. 7 |

|     |   |                            |                            |
|-----|---|----------------------------|----------------------------|
| 17. | Reinhardt, Kimberly (prorated, effective 9/13/10)     | (\$42,520) Step 1, Col. 8  | (\$42,945) Step 1, Col. 8  |
| 18. | Schaefer, Alison (prorated, effective 11/15/10)       | (\$41,045) Step 1, Col. 6  | (\$41,455) Step 1, Col. 6  |
| 19. | Smith, Jennifer S.                                    | (\$38,920) Step 1, Col. 1  | (\$39,309) Step 1, Col. 1  |
| 20. | Sorrentino, Jaymie                                    | (\$38,920) Step 1, Col. 1  | (\$39,309) Step 1, Col. 1  |
| 21. | Souffrant, Fabiola                                    | (\$38,920) Step 1, Col. 1  | (\$39,309) Step 1, Col. 1  |
| 22. | Steiner, Stephen (prorated, effective 11/1/10-5/3/11) | (\$43,595) Step 1, Col. 10 | (\$44,031) Step 1, Col. 10 |
| 23. | Villa, Priscilla (prorated, effective 3/15/11)        | (\$39,345) Step 1, Col. 2  | (\$39,738) Step 1, Col. 2  |
| 24. | Welch, Shawn (prorated, effective 1/27/11)            | (\$42,520) Step 1, Col. 8  | (\$42,945) Step 1, Col. 8  |
| 25. | Wysokinski, Heather (prorated, effective 3/24/11)     | (\$42,020) Step 1, Col. 7  | (\$42,440) Step 1, Col. 7  |

### I. Extra Responsibility Positions

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

Motion was made by William Searfoss to approve the appointments according to the 2010-2013 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

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

|    | Last Name  | First Name | Position                              | School                     | Rate  |
|----|------------|------------|---------------------------------------|----------------------------|---|
| a. | Bedell     | Elaine     | Intramural Softball Tri-Advisor       | J. T. Lambert Intermediate | \$23.00/hour (48 hour maximum split between all advisors) |
| b. | Falbo      | David      | Mentor for Rosa Perez (eff 2/28/11)   | High School North          | \$600.00 (prorated)                                       |
| c. | Hopstetter | Jessica    | Mentor for John Koretski (eff 3/1/11) | High School North          | \$600.00 (prorated)                                       |

### XI. CONTRACTS

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

Motion was made by William Searfoss to approve the contracts listed for their specific services, rates and effective dates totaling under \$10,000. Motion was seconded by Audrey Hocker and carried unanimously, 7-0.

|     | NAME                                       | SERVICE  | RATE                   | PAYMENT FROM             | EFFECTIVE DATE        |
|-----|--|--|------------------------|--------------------------|-----------------------|
| 1.  | Astorino, Daria                            | Cake-Making presenter at 3 <sup>rd</sup> Annual Art Stars Program          | Not to Exceed \$175.00 | Art Stars Grant          | 5/19/11               |
| 2.  | Beal, Hillary                              | GarageBand   | \$350.00               | Professional Development | 3/11/11               |
| 3.  | Behavioral Health Services/The ReDCo Group | Inter-agency Communication and Collaboration Agreement                     | No Cost                | N/A                      | 2011/2012 school year |
| 4.  | Calpin, Maryann                            | Web 2.0  | \$75.00                | Professional Development | 4/4/11                |
| 5.  | Castelgrande, Ann Marie                    | Mask-Making presenter at 3 <sup>rd</sup> Annual Art Stars Program          | Not to Exceed \$175.00 | Art Stars Grant          | 5/19/11               |
| 6.  | Child Study Institute, Bryn Mawr College   | Full Psychoeducational Evaluation for a student                            | \$4,400.00             | District                 | 3/15/11-6/15/11       |
| 7.  | Child Study Institute, Bryn Mawr College   | Full Psychoeducational Evaluation for a student                            | \$4,400.00             | District                 | 3/15/11-6/15/11       |
| 8.  | Cortese, Barbara                           | Solar Plate Printing presenter at 3 <sup>rd</sup> Annual Art Stars Program | Not to Exceed \$175.00 | Art Stars Grant          | 5/19/11               |
| 9.  | Husson, Jennifer                           | ActiveInspire  | \$150.00               | Professional Development | 12/1/10               |
| 10. | Husson, Jennifer                           | Active Slate   | \$150.00               | Professional Development | 12/2/10               |

|     |                            |   |                        |                          |                |
|-----|----------------------------|---|------------------------|--------------------------|----------------|
| 11. | Langan, Brooke             | Web 2.0   | \$75.00                | Professional Development | 4/4/11         |
| 12. | Levergood-Flaherty, Andrea | Encaustic painting presenter at 3 <sup>rd</sup> Annual Art Stars Program              | Not to Exceed \$175.00 | Art Stars Grant          | 5/19/11        |
| 13. | Lopez, Kaitlin             | Basic Graphing on Excel   | \$150.00               | Professional Development | 5/4/11         |
| 14. | Ludwig, Melinda            | Basket Weaving Presenter  | Not to Exceed \$175.00 | Art Stars Grant          | 5/19/11        |
| 15. | Ludwig, Suzanne            | Compass Learning Advanced   | \$150.00               | Professional Development | 5/4/11         |
| 16. | Ludwig, Suzanne            | Internet Classroom/<br>Educational Connections<br>Discovery Education                 | \$150.00               | Professional Development | 5/16/11        |
| 17. | Ludwig, Suzanne            | Google Earth Beginner   | \$150.00               | Professional Development | 5/19/11        |
| 18. | Mading, Pam                | Mixed Media presenter at 3 <sup>rd</sup> Annual Art Stars Program                     | Not to Exceed \$175.00 | Art Stars Grant          | 5/19/11        |
| 19. | McMahon, Beverly           | Quilting presenter at 3 <sup>rd</sup> Annual Art Stars Program                        | Not to Exceed \$175.00 | Art Stars Grant          | 5/19/11        |
| 20. | Molnar, Michael            | Oil painting presenter at 3 <sup>rd</sup> Annual Art Stars Program                    | Not to Exceed \$175.00 | Art Stars Grant          | 5/19/11        |
| 21. | Pocono Arts Council        | Artist in Residence - Nikki Moser   | \$1,739.15             | Resica Elementary        | 5/2/11-5/24/11 |
| 22. | Tucker, Christopher        | Airfare for him to be present and work with students for the 2011 South Dept. Concert | \$340.80               | Music Dept.              | 3/6/11-3/9/11  |
|     |                            | <b>TRANSPORTATION</b>   | <b>CONTRACTS</b>       |                          |                |
| 1.  | Davis, Christine           | Contract Transportation   | \$196.43/day           | Transportation Dept.     | 2/22/11        |
| 2.  | Davis, Christine           | Contract Transportation   | \$204.98/day           | Transportation Dept.     | 3/9/11         |
| 3.  | Frascella, Maria           | Contract Transportation   | \$203.81/day           | Transportation Dept.     | 3/14/11        |
| 4.  | Gerst, Lisa                | Contract Transportation   | \$249.68/day           | Transportation Dept.     | 2/22/11        |
| 5.  | Gerst, Lisa                | Contract Transportation   | \$257.55/day           | Transportation Dept.     | 3/4/11         |
| 6.  | Gilmore, Rosalyn           | Contract Transportation   | \$156.55/day           | Transportation Dept.     | 3/10/11        |
| 7.  | Krupski, Diane             | Contract Transportation   | \$275.49/day           | Transportation Dept.     | 3/14/11        |
| 8.  | LaBadie, Dina              | Contract Transportation   | \$236.39/day           | Transportation Dept.     | 2/7/11         |
| 9.  | Siska, Douglas             | Contract Transportation   | \$451.90/day           | Transportation Dept.     | 2/28/11        |
| 10. | Siska, Douglas             | Contract Transportation   | \$327.37/day           | Transportation Dept.     | 3/2/11         |
| 11. | Siska, Dustin              | Contract Transportation   | \$235.36/day           | Transportation Dept.     | 2/22/11        |

## XII. STUDENT ITEMS

### A. Placements

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

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

|    | Student Number |    | Student Number |
|----|----------------|----|----------------|
| a. | 10171116       | b. | 10171017       |
| c. | 10021018       | d. | 10170919       |
| e. | 10171020       |    |                |

(See page 42)

**B. Overnight Field Trip**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the overnight field trip listed. The proposal and itinerary for the field trip meets the required Board Policy #121. Motion was seconded by William Searfoss and carried unanimously, 7-0.

|    | <b>Name</b>     | <b>Activity</b>   | <b>Location</b> | <b>Dates</b>    |
|----|-----------------|---|-----------------|-----------------|
| 1. | Polmounter, Amy | H. S. South Interactive Virtual Media students to State Computer Fair | Carlisle, PA    | 5/23/11-5/24/11 |

(See page 43)

**C. Field Trips – 75 Miles or More**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke 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 Robert Gress and carried unanimously, 7-0.

|    | <b>Name</b>    | <b>Activity</b>   | <b>Location</b>  | <b>Dates</b> |
|----|----------------|---|------------------|--------------|
| 1. | Cloward, Dan   | H.S. North Foreign Language Club students to the United Nations.  | New York, NY     | 5/21/11      |
| 2. | Connor, Jyl    | J. M. Hill 5 <sup>th</sup> grade students to Philadelphia   | Philadelphia, PA | 5/25/11      |
| 3. | Cramer/Lagace  | H.S. South Honors/AP French students to the Museum of Art   | New York, NY     | 5/19/11      |
| 4. | Guida, Emile   | Middle Smithfield Elementary 2 <sup>nd</sup> grade students to Liberty Science Center                             | Jersey City, NJ  | 5/19/11      |
| 5. | Hegarty, Sue   | East Stroudsburg Elementary 5 <sup>th</sup> grade students to the National Constitution Center/ Independence Hall | Philadelphia, PA | 5/25/11      |
| 6. | Wescott/Langan | H.S. North & J. T. Lambert Intermediate Ed Tech students to Capitol Building for Student Technology Showcase.     | Harrisburg, PA   | 5/23/11      |

(See pages 44-49)

**D. High School North Graduation**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the date of the East Stroudsburg Area Senior High School – North commencement as Wednesday, June 15, 2011 at the Mountain Laurel Center at 5:00 p.m. Motion was seconded by William Searfoss and passed 6-0-1 abstention. Audrey Hocker abstained.

**E. High School South Graduation**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the date of the East Stroudsburg Area Senior High School - South commencement as Thursday, June 16, 2011 at 6:00 p.m. at the Memorial Stadium with a rain date of Friday, June 17, 2011 at 6:00 p.m. Motion was seconded by Robert Gress and carried unanimously, 7-0.

**F. Revised 2010-2011 School Calendar**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the revised 2010-2011 school calendar, as presented, to reflect changes due to inclement weather and to fix the dates of the commencement ceremonies of the district's high schools. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

(See page 50)

**G. Release and Settlement Agreement**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the Release and Settlement Agreement between the East Stroudsburg Area School District and the parents of student #10021201 to have the student graduate in June 2011. Motion was seconded by Robert Gress and carried unanimously, 7-0.

(See pages 51-58)

**XIII. OLD AND NEW BUSINESS**

None

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

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the request to establish a special activity fund for the High School North Transitional Skills Club. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

(See page 59)

**XV. MEMORANDUM OF UNDERSTANDING**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the Memorandum of Understanding between the East Stroudsburg Area School District and Northampton Community College as presented at this meeting, retroactive for the 2010-2011 School Year, regarding East Stroudsburg Area School District juniors and seniors enrolling in Northampton Community College classes. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

(See page 60-61)

**XVI. CONCURRENT ENROLLMENT AGREEMENT**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the Concurrent Enrollment Agreement between the East Stroudsburg Area School District and Northampton Community College, retroactive for the 2010-2011 School Year, at \$134.00 per credit/\$45.00 fees (unless otherwise specified). The cost for books will be from \$40-\$200. All stated costs will be covered by the Dual Enrollment Grant. Motion was seconded by James Brunkard and carried unanimously, 7-0.

(See page 62-66)

XVII. FISCAL ITEMS

A. Health Care Reform

1.

**ACTION BY THE BOARD:**

Motion was made by Robert Gress to approve the resolution for retention of grandfathered status as presented to the Board. Motion was seconded by William Searfoss and carried unanimously, 7-0.

(See page 67)

2.

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the resolution for the health plan coverage to age 26 as presented to the Board. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

(See page 68)

3.

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the resolution for the elimination of health plan lifetime limits as presented to the Board. Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

(See page 69)

B. Music Instrument Award

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to award the music department instruments bid to Chuck Levin Washington Music in the amount not to exceed \$33,216.00. Motion was seconded by Robert Gress and carried unanimously, 7-0.

(See pages 70-74)

C. District Copier Award

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke that the Board approve a lease agreement with Topp Business Solutions, Inc. ("Topp") for 26 replacement copiers in a basic Equipment Lease amount not to exceed \$110,000 per year for five (5) years for an annual total cost not to exceed \$220,000, with the terms and conditions of the lease documents being subject to review by the Solicitor and Bond Counsel and subject to the actual model numbers and monthly costs being confirmed by the Business Office. The total annual cost (Service & Supply plus Equipment Lease Costs) may fluctuate due to increasing or decreasing copy usage. Motion was seconded by Robert Gress and carried unanimously, 7-0.

D. Paper and Janitorial Supplies Award

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the award of bids for paper and janitorial supplies as per bids received through the Northampton/Monroe/Pike County Joint Purchasing Board in the total amount of \$202,427.52 for the 2011-2012 school year as listed: Motion was seconded by Robert Gress and carried unanimously, 7-0.

| BIDDER   | # of low bid items | AWARD        |
|--|--------------------|--------------|
| 1. Contract Paper Group, Uniontown, OH           | 24                 | \$130,368.07 |
| 2. Interline Brands, Pennsauken, NJ              | 1                  | \$57.90      |
| 3. Jersey/Clark Paper Plus, Carteret, NJ         | 3                  | \$30,659.36  |
| 4. Kurtz Bros., Clearfield, PA                   | 3                  | \$5,204.40   |
| 5. Penn Valley Chemical Co., Lansdale, PA        | 2                  | \$31,084.30  |
| 6. Pennsylvania Paper & Supply Co., Scranton, PA | 2                  | \$331.51     |
| 7. XPEDX-Harrisburg, PA                          | 3                  | \$4,721.98   |
| TOTAL  | 38                 | \$202,427.52 |

**E. JM Hill Elementary Parking Lot Expansion Project – Award of Bid**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman that the Board accept the bid of Bruce George Paving and Excavating, Inc., the lowest responsible bidder, for the JM Hill Elementary School Parking Lot Expansion Project, in the amount of \$175,000.00 and authorize the appropriate officers of the District to enter into a contract for such work upon the receipt of acceptable payment and performance bonds, certificates of insurance and other required documentation and permits. Motion was seconded by Robert Gress and carried unanimously, 7-0.

(See page 75)

**F. Authorized Signatures for District Accounts**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman that the Board ratify and confirm the list of individuals who are authorized to sign checks drawn on District Accounts as presented at this meeting. Motion was seconded by Robert Gress and carried unanimously, 7-0.

(See pages 76-79)

**G. Facsimile Signature Authorization**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the following: Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

That Horace S. Cole, Board President, and/or Donald Motts, Board Treasurer, be authorized to execute any instrument of payment for which his/their signature(s) is/are required or permitted on behalf of the District with a facsimile signature in lieu of his/their manual signature(s) as provided for in the Uniform Facsimile Signature of Public Officials Act.

That the Solicitor be authorized and directed to prepare the necessary certification(s) for filing with the secretary of the Commonwealth in accordance with the Uniform Facsimile Signature of Public Officials Act.

That the Business Manager or Secretary of the District be authorized and directed to purchase check signers or other appropriate devices for reproducing the manual signatures of the President and/or Treasurer and to arrange for the safekeeping of such devices for use by or at the direction of the Board Secretary.

That the Solicitor be authorized and directed to advise the Secretary of the Commonwealth to cancel and disregard any and all facsimile signature filings made on behalf of the District prior to the date of this resolution which are inconsistent with this resolution.

(See pages 80-83)

**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: \$2,343.04. Motion was seconded by James Brunkard and carried unanimously, 7-0.

(See page 84)

**I. Use of Facilities Fees**

1.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the requests for use of facilities as listed for Class 1 School-Related Use of Facilities (no facility fees will be incurred as per Policy #707). Motion was seconded by James Brunkard 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 Fees Waived</b> |
|---------------------|-----------------|------------------|----------------|------------------------------|--------------------------------|-----------------------------|
| 4/18/11             | Bushkill        | 4/19/11          | 10/15/11       | E.S. North Little League     | Baseball/Softball Practice     | Policy                      |
| 4/18/11             | ESE             | 6/20/11          | 8/11/11        | Pocono Family YMCA           | Summer Soccer League           | Policy                      |
| 4/18/11             | HS South        | 5/20/11          | 6/30/11        | E.S. Senior Babe Ruth League | Baseball Practices & Games     | Policy                      |
| 4/18/11             | HS South        | 7/1/11           | 8/30/11        | E.S. Senior Babe Ruth League | Baseball Practices & Games     | Policy                      |
| 4/18/11             | J.T.L.          | 5/3/11           | 6/15/11        | Pocono Family YMCA           | Volleyball Practices and Games | Policy                      |
| 4/18/11             | Smithfield      | 6/4/11           | 6/4/11         | Smithfield Elem PTO          | Spring Fair                    | Policy                      |

(See pages 85-90)

2.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. (No fees will be incurred for the use of school parking lots). 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>Facility Fees Assessed</b> |
|---------------------|-----------------|------------------|----------------|--------------------------------------|---------------------|-------------------------------|
| 4/18/11             | HS South        | 5/30/11          | 5/30/11        | United Veterans Org of Monroe County | Memorial Day Parade | N                             |

(See page 91)



3.

**ACTION BY THE BOARD:**

Motion was made by Robert Gress to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. (No fees will be incurred in lieu of providing free staff development to 40 staff members.) Pending all required documentation. Motion was seconded by Robert Huffman and carried unanimously, 7-0.

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

| Board Agenda | BUILDING | DATE from | DATE to | ORGANIZATION                                     | EVENT  | Facility Fees Assessed |
|--------------|----------|-----------|---------|--|--|------------------------|
| 4/18/11      | HS South | 5/14/11   | 5/14/11 | Buck Hill Skytop/<br>Metropolitan Opera<br>Guild | Tentative<br>Professional<br>Development<br>Workshop | N                      |

(See pages 92-93)

4.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. (Facility fees will be incurred). Motion was seconded by Douglas Freeman and carried unanimously, 7-0.

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

| Board Agenda | BUILDING | DATE from | DATE to | ORGANIZATION                              | EVENT                         | Facility Fees Assessed |
|--------------|----------|-----------|---------|---|-------------------------------|------------------------|
| 4/18/11      | HS South | 4/19/11   | 7/30/11 | United States Tennis<br>Association – 4.0 | Tennis Practices &<br>Matches | Y                      |

(See page 94)

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

**ACTION BY THE BOARD:**

Motion was made by James Brunkard 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 Huffman and carried unanimously, 7-0.

1. Budget Transfers - (See pages 95-105)
2. Payment of Bills - (See pages 106-139)
3. Treasurer’s Report - (See pages 140-161)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – April 18, 2011**

**Carl T. Secor Administration Center – Board Room  
7:00 P.M.**

**ADDENDUM A**

**XVII. FISCAL ITEMS**

**K. Porter Township Petition**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman that the Board oppose the requested transfer of Porter Township from the East Stroudsburg Area School District to the Wallenpaupack Area School District and authorize the Administration, Solicitor and Financial Advisor to take all actions necessary or reasonable to contest the same. Motion was seconded by James Brunkard and carried unanimously, 7-0.

**XVIII. ANNOUNCEMENTS/INFORMATION**

**XIX. ADJOURNMENT 9:19 P.M.**

Respectfully submitted,

Patricia L. Rosado,  
Board Secretary