

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

**REGULAR SCHOOL BOARD MEETING**

**June 20, 2011**

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

**7:00 p.m.**

**Minutes**

- I. President Horace Cole called the meeting to order at 7:12 p.m. and led those present in the Pledge of Allegiance.
- II. **Members present were:** James Brunkard, Horace Cole, Robert Cooke, Douglas Freeman, Robert Gress, Bet Hays, Audrey Hocker, Robert Huffman and William Searfoss.
- III. **School personnel present:** Michelle Arnold, Patricia Bader, David A. Baker, AnnMarie Berardi, Brian Borosh, Anthony Calderone, Maria Casciotta, Mike Catrillo, Kim Conklin, Odette Curras, Robert Dilliplane, Irene Duggins, Larry Dymond, Kim Holcomb, Lynda Hopkins, Gail Kulick, Sharon Laverdure, Fred Mill, Rose Perkins, Annelle Prefontaine, Yvonne P. Rispoli, Carolina Rodriguez, John Rosado, Patricia Rosado, Paul H. Schmid, Jim Shearouse, Jennifer Spece, Kim Stevens, Marie Striscko, Virginia J. Vinti, Thomas J. Williams, Steve Zall and Ann Zannella. Also present were: Thomas Dirvonas and Christopher Brown, Solicitors.
- IV. **Community members present:** Devin Day, Arir Fazil, Roy Horton, Bill Hughes, Kenneth Koberlein, Jen Stillmayer and Joshua Velazquez.

Mr. Rob Thompson – Engle-Hambright & Davies

**V. APPROVAL OF MINUTES AND AGENDA**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the minutes for the meeting of May 9, 2011, (pages 1-17), May 16, 2011 (pages 1-23) and this agenda for June 20, 2011 (pages 1-29), as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by William Searfoss and carried unanimously, 9-0.

- 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. Freeman stated that he would like to thank the Act 93 staff for what they did this year by halting their pay and supporting the whole district and students. Mr. Huffman stated that this was greatly appreciated.
- B. Mr. Gress stated that he would like to comment on the graduations both North and South. He stated that they were a wonderful event and the kids were wonderful. Mr. Gress stated that as a parent of someone who graduated, he would like to thank the current Board and past Board who gave his daughter excellent educational opportunities in this district. Mr. Gress stated that she did everything possible she could do in this district. He stated that he was commenting to Mr. Huffman that 14 years ago he started going to Board meetings and the Board did the right thing in many, many things. Mr. Gress stated that he would like to thank Mr. Huffman, Mr. Cole, Ms. Hays and others who have been on the Board as well as past Board members who saw the vision and moved forward and did great things not only for his child but for the whole school district. He stated that he would like to publicly say this and thank them for the opportunities they have given his daughter to move forward with her educational careers. Mr. Gress stated that he would also like to state for the record that there was an athlete in High School South that he thought should have been recognized more than he was. He stated that he would like to publicly say that Kyle Connors, who he has known since he was in kindergarten, this year he got a varsity letter in golf, football, swimming

track and field and was also a captain and helped coached javelin. Mr. Gress stated that there is an award given at the high school that is based on some formula that if you are the top, you get the male athlete of the year award. He stated that he believes that Kyle should have gotten it because four varsity letters beat two varsity letters in his book regardless of whatever it is. Mr. Gress stated that he spoke to Mrs. Laverdure about this and Kyle is not here tonight but he is a great kid and was not recognized the way he feels he should have been. Mr. Gress stated that two years ago, John Dennis was the same way. He stated that John had three and someone else had two varsity letters. Mr. Gress stated that this individual was a super athlete but this award is based on numerous criteria some of which are obscure. He stated that, in his opinion, it should not be the male athlete award but the highest athlete. Mr. Gress stated that he would like to say for Kyle and for the record that, four athlete letters beats two.

## VIII. SUPERINTENDENT'S REPORT

- A. Mr. Freeman stated that the Monroe Career & Technical Institute (MCTI) is on summer schedule now. He stated that they are still in negotiations with the support staff and it is going nowhere quickly. Mr. Gress stated that he asks the Board members to keep pushing for the funding formula change. He stated that ½ million dollars per year is a lot of money that we are spending there and he believes it should be allocated differently. Mr. Gress stated that he knows that they are working on it but it should be pushed harder because ½ million dollars is a lot of money to be overspending. Mr. Brunkard stated that this continues to be a concern. He stated that they are meeting regularly and have a committee. Mr. Brunkard stated that he thinks that we are moving forward with these talks. He stated that it is like when anyone knows that we are all pouring money into a “kitty” and then we are all taking out of it. He stated that amount of money has to be kicked into. Mr. Brunkard stated that it is a hard battle to try to get the people who are not putting in their full share to both admit to that and then to admit to the responsibility of coming forward and empty their pockets for that share, at a time that they do not have a surplus of funds. He stated that we continue to make the hard arguments and we are going to go forward with that. Mr. Brunkard stated that one of our positions is that if we cannot get every dime that we deserve but we want 7 or 8 cents worth of it and this may be what we end up with out of all this. Mr. Brunkard stated that the arguments are being made both insistently and repeatedly. Mrs. Laverdure stated that it is important to mention that both Dr. Rushton and Ms. White, Business Manager, are for a relook at the funding formula which is an important start to have when you have the Director pushing the initiative as well as our school district. Mrs. Bader stated that the Business Managers are scheduled to meet on July 11, 2011 at 2:00 pm to go over the formula again. Mr. Brunkard stated that they appreciate everything that they have had to say and hopes that they continue to give the message to all of our schools and that this becomes the compelling thing. He stated that it really is true that there is 36 of them that vote in Joint Operating Committee in its total and each of them, in nine increments, have a lot of respect to what each Business Manager has to say and they listen to them. Mr. Brunkard stated that it has been a relief that they are able to crunch the numbers and come up with stuff that furthers our cause. Mr. Freeman stated that Mrs. Laverdure is the new Superintendent of Record of the MCTI. Mr. Brunkard stated that they we will miss John Toleno but, nonetheless, welcome Mrs. Laverdure.
- B. Ms. Audrey Hocker stated that at the Colonial IU 20 there was a very smooth short meeting last month. She stated that she would like to thank them because it is her understanding that the entire staff took a pay freeze. Ms. Hocker stated that there will not be any increase to our budget that she knows of.
- C. Mr. James Brunkard stated that the Property/Facilities Committee will meet in August. Mr. Williams stated that they will meet on August 4<sup>th</sup> at High School South. Mr. Brunkard stated Mr. Williams, Property/Facilities Committee Secretary, always tell them what they are going to do and what they have done. He thanked him.
- D. Mr. Thomas Dirvonas, Solicitor, stated that as the Board is aware, they are having a hearing before Judge Kameen in Pike County next Tuesday, June 28<sup>th</sup> with regard to the funding or repayment formula should the transfer of Porter Township from East Stroudsburg Area School District to Wallenpaupack School District take place. He stated that we are still contesting that transfer and will be doing so before the State Board.
- E. Mr. Rob Thompson, Engle-Hambright & Davies, thanked the Board for allowing him to come and present the proposed insurance for the 2011-2012 school year to them. He stated that he knows the agenda is very full tonight so he will try to keep this as quick as possible. Mr. Thompson stated that on page two of the booklet he gave them previously, he put together an executive summary and he would like to illustrate some of the high points we had over the year. He stated that he is happy to announce that he has been able to negotiate the insurance contracts to come in at 11% under the proposed budget which is around \$157,000 which is a big savings to the district. Mr. Thompson stated that at this point in the insurance market place in Pennsylvania for the public school districts is pretty limited. He stated that there are two major carriers on the property and casualty side. Mr. Thompson stated that one is Ohio Casualty who we have been insured with for several years

and the other is the PSBA Program. He stated that, as we do every year, we look at both programs to see what is the best combination of value and price for the district. He stated that at this point, we are going to recommend that the district continue its relationship with Ohio Casualty on the property and casualty side and PSBA for the school leaders E & O as well as the umbrella coverage. Mr. Thompson stated that as most of you are probably aware, the workman's compensation premium drives the cost of your insurance budget. He stated that it is about 75% and it is a very significant number this year which is proposed to be about \$933,000. Mr. Thompson stated that at this point we have been made aware that payrolls are likely to come in lower than projected, so that number will decrease. He stated that the thing that drives the workers' compensation is our experience mod which is right now at 2.0. Mr. Thompson stated that this is a factor that the State of Pennsylvania calculates for us based on the previous claims history. He stated that their job as our consultant and risk manager is to help control our total cost of risk. Mr. Thompson stated that, to that end, they have been involved with the safety committee which has done a phenomenal job over the past two years. He stated that we have been able to help drive down the claims costs from over one million dollars in 2007, over \$209,000 in 2009 and \$279,000 this past year which is about a 74% reduction. Mr. Thompson stated that we have also been pretty successful in reducing reporting time, which is important. He stated that the longer it takes to report a claim, generally the more expensive it is to settle it. Mr. Thompson stated that there have been numerous industry studies that show us that the longer it takes a claim to be reported, they are about 40% more expensive. He stated that in the past year and a half, we have implemented our proprietary workers comp system which is our online reporting system to drive that claims reporting time from 25 days to less than 5 days. Mr. Thompson stated that we made some great progress there and to that end, the market place is starting to recognize the progress that we have made on the workers' comp side. He stated that for the first time in three or four years, we received an alternate proposal for workers compensation insurance with PMA Insurance. Mr. Thompson stated that PMA Insurance writes several school districts in Pennsylvania. He stated that they proposed implementing a larger deductible workers compensation program which means the district will be self funding any workers compensation claims up to \$300,000 per year. Mr. Thompson stated that there is a significant premium savings associated with this of several hundred thousand dollars. He stated that there is also a downside risk. Mr. Thompson stated that if the district would like to go with a program like this and workers compensation claims were worse than expected, we would have the potential of a worst case scenario of approximately 1.4 million dollars outlay which is about \$470,000 more than the district would pay on a guaranty cost program. Mr. Thompson stated that in the interest of exploring every possible option to save budget dollars, we looked at PMA Insurance as a potential partner for the district. He stated that it may not be a partner this year because we may not be ready to make that leap for this year, but this may be something we might want to consider for next year. Mr. Thompson stated that on page 8 of the proposal, it gives the outcome of their marketing efforts on our behalf. He stated, in other words, the carriers they have contacted and what the results were. Mr. Thompson stated that as you can see, we received two options on the workers compensation, such as the PSBA option and the PMA option which he discussed. He stated that there is an option from Hartford Steam Boiler on the boiler & machinery coverage that is significantly less expensive than what we pay with Ohio Casualty; however, the coverage is about 25% of what we have today. Mr. Thompson stated that on page 9, it outlines the big picture how the program looks over the past five year, what has happened with experience mod, mod enrollment, number of vehicles, etc. He stated that we are essentially flat over last year which is, he thinks, pretty good in this marketplace. Ms. Hays asked why on page 9 is there no amount under the PSBA student accident. Mr. Thompson stated that the student accident coverage does not come up until next month and they do not have a quote on it yet. He stated that he will have it soon. Ms. Hays asked if the final premium will be more. Mr. Thompson stated that it will be more when the student accident number comes up but he does not expect any significant changes, but expects it to be similar to last year. Mr. Thompson stated that on page 36, he laid out optional coverage for the district to consider which, in a nutshell, is data breach and compromise coverage cost. He stated that if your system is breached, then we have a loss in private information and we need to notify people or if we are sued by somebody it covers that type of expense. Mr. Thompson stated that option 2 is boiler & machinery equipment breakdown that he spoke about earlier. He stated that option 3 is for cyber liability which we spoke about last year. Mr. Thompson stated that it is a broader form than a data breach and comprise coverage at an additional \$12,000 in premium. Mr. Thompson stated that option 4 is for violent event response coverage to cover "Columbine type" events, public relations, death benefits, etc. He stated that in addition to shopping the insurance in the marketplace and looking for the best situation for us, another thing they do is look at program structure and program design to see what is the most cost effective way to transfer the risks of the district to an insurance carrier. Mr. Thompson stated that on page 43, you will see some options for increasing deductibles on the property, auto and adding a small deductible for the workers compensation. He stated that there are premium savings involved with these as you can see. Mr. Thompson stated that the largest of which is adding \$5,000 to the workers compensation. He stated that this is \$5,000 for every claim that the district will be paying. Mr. Thompson stated that the savings associated with this is \$132,000. He stated that on page 44, it shows a study of losses over the past five years and how they relate to these deductibles should the district choose to implement them. Mr. Thompson stated that the top chart shows the

property losses that we have had over the past five years. He stated that it has the number, the total and the amount over \$2,500, \$5,000, \$10,000 and \$25,000 corresponding to the deductible levels. Mr. Thompson stated that he gave us the average of uninsured losses per year should we select a higher deductible. He stated that in each case, it does not make financial sense to go with the higher deductible even if we move the deductible from \$1,000 to \$2,500 on the property. Mr. Thompson stated that we potentially save \$500 a year on average. He stated that the bottom chart shows the workers compensation breakdown, the number of claims that we have had over the \$1,000 deductible level, over the \$5,000 deductible level and what the potential uninsured cost would be. Mr. Thompson stated that on column 2, it shows the incurred losses over the past five years. He stated that we will notice the dramatic drop off during the 2009/2010 school year and the 2010/2011 school year. Mr. Thompson stated that our average incurred losses are \$650,000 over the past five years. He stated that should we choose a \$1,000 deductible to go with, we would have potentially a \$30,500 uninsured cost that the district would have to pay. Mr. Thompson stated that compared to a savings of \$33,032, we are taking a little bit of risk if we do that. He stated that the next option is the \$5,000 deductible which would potentially save the district \$132,000 but over the last five years, we have had an average of 14.8 claims over \$5,000 which would relieve the district with an insured cost of \$74,166. Mr. Thompson stated that he just wanted to present the options to the district and let you decide what the best course of action is. Mr. Thompson stated that on page 45, we will find the commission disclosure which they provide us with every year, which is how we are compensated by the insurance carrier that we do business with. He stated that, at this point, it is approximately 9% of our premium which has been flat for the past 7-8 years since he has been managing our account. Ms. Hocker said she was looking at some of the exclusions and saw earthquake, flood, mold, fungus, mildew, etc. and asked why are these excluded. Mr. Thompson stated that these are standard insurance contract exclusions for every carrier. Ms. Hocker asked if there is a rider we can purchase. Mr. Thompson said there is an option available to purchase earthquake and flood and mold coverage. Mrs. Hocker said fungus, too, because recently they had a flood in one of our buildings. Mr. Thompson stated that the flood was covered because it was a pipe breakage. Ms. Hocker stated that floods have occurred because we have had bad weather. Mr. Thompson said that if a river rises and there is flooding then that is an exclusion. Ms. Hocker stated that there has been bad weather, so how much would it cost for a rider. Mr. Thompson stated that he can look into that. Mr. Thompson thanked the safety committee for everything they have done for the past two years that he has worked with. He stated that they have implemented several things in the last three years. Mr. Thompson stated that Mr. Williams will be doing some training at a meeting tomorrow. He stated that they put in the workers comp system which handles marketing and the services of our insurance companies. Mr. Thompson stated that they reorganized the workers comp panel to make sure they are getting the best "bang for our buck" with the doctors the employees see. He stated that they implemented a process where all employees sign a worker's comp acknowledgement form. Mr. Thompson stated that this is important in case they do not see a workers comp panel doctor to prevent litigation. He stated that accident investigation and building hazards have been implemented. Mr. Thompson stated that they did bleacher and grandstand training and traffic study to make sure patterns are appropriate to make sure students are safe. He stated that results are starting to show due to everyone's efforts.

- F. Mrs. Duggins stated that as she has been saying throughout the year, our school improvement plans from schools that are in any stage of school improvement from warning to corrective action, needed to work all year long on a school improvement plan and the Board needs to approve tonight those plans for submission to the Pennsylvania Department of Education in compliance with the Elementary and Secondary Education Act of 2007 and No Child Left Behind. Mrs. Duggins stated school teams have been working throughout the year using what the State has provided in a Getting Results template. She stated that the team is comprised of parents, all members of the staff, special education, different areas of departments and so forth. Mrs. Duggins stated that the schools had to go through foundational guiding questions that forced them to evaluate the entire system, the curriculum, the instructional practices in the classrooms, professional development, the attendance of students and having all students be exposed to a rigorous core curriculum. Mrs. Duggins stated that from there, they needed to pick some priorities based around a systems approach and what the data was telling them for where they needed to improve with student achievement. She stated that it has been a long and rigorous process. Mrs. Duggins introduced Mr. Stephen Zall, Principal of High School North, who will give us a brief overview of what his team has decided.

Mr. Stephen Zall stated that High School North, going back two years ago in developing their plan in the first year, they needed to do so with the data they had. He stated that entering into this year their team looked at the data from the previous year such as the PSSA results and areas of increase, although still not meeting the benchmark as established by the State. Mr. Zall stated that there was growth that was within our school that they are very pleased by. He stated that at the same time, there were still some areas that they identified that they know that they could and should be doing better in. Mr. Zall stated that looking at our plan that we had in existence at that time, there were some things that we tried to define a little bit better. He stated that overall, the plan that they are submitting to the Board today has very minimal change to it in terms of what they found to be

the target areas for growth. Mr. Zall stated that last year, they met 23 out of 25 targets that were established from the State. He stated that the “all student” group for reading and math has shown an increase in each of the past three years consecutively. Mr. Zall stated that if they add the preliminary raw data that they recently received, it appears that they would be making it a fourth year with the increase in reading and math. He stated that the areas of growth are identified for the areas of math, reading, science and writing. Mr. Zall stated that also outlined are proficiency goals that we established for this year. He stated that the preliminary data is out there and he is not sure what information, if any, has been shared with you. Mr. Zall stated that there is still work to be done at High School North and they do not sit back and say “Well we have done our job that is it. Let’s see what happens from here!” He stated that they are constantly looking at what they can do differently, what can they be trying and what do they want to bring into their school to enhance things. Mr. Zall stated that working with our teams or staff through surveys, focus groups and in talking with their students, they compiled their information input. He stated that they looked at map scores, PSSA scores and district wide assessments. Mr. Zall stated that, from here, they are pulling together and identifying what are the instructional strategies that they can implement to further promote improvement and proficiency among our students. He stated that they are still working on the implementation of a standard-based, “At the bell activity.” Mr. Zall stated that this is one they have implemented in the past to reinforce it to have higher order thinking questions. He stated that the next area is training all of their staff in content literacy. Mr. Zall stated that this is somewhat of an initiative that Mike Catrillo and he found early on. He stated that they both had it in their improvement plan and started collaborating on it last year with personnel from the IU. Mr. Zall stated that they did overview trainings throughout the spring and is pleased to announce that both schools, in the fall, will have a cohort of staff that is going to be trained in content literacy. He stated that not only are they identifying lead teachers in their building, but they are also having them go to the trainings together as a North and South entity to have a cohort of people to try to lean upon and work with as they develop through this plan. Mr. Zall stated that the plan that we outlined will take us through the next three years to have staff trained in the content literacy area. He stated that we are also looking to increase the use of open-response questions in support of math, science and reading in all the classrooms. Mr. Zall stated that this is something they are initiating in our faculty meetings, through Department Chair meetings and in professional learning communities. He stated that professional learning communities are a team of staff that teaches similar courses. Mr. Zall stated that their goal through this past year is to identify and establish the core curriculum that they want their students to learn. He stated that they need to identify key terms, main points and vocabulary common themes. He stated that they wanted to insure that every student, regardless of who they had for their biology class, was going to receive the same key essential information. Mr. Zall stated that our initiative, this year, will be that they will have to develop common assessments that relate to the essential curriculum that they already identified. He stated that this will become an additional data point that they can use with the staff and the students to measure their proficiency and performance for both students and teachers as well. Mr. Zall stated that one of the other strategies, is promoting the use of writing process and grading rubrics throughout the staff and students. He stated that these are the instructional strategies that they are looking to further improve upon. Mr. Zall stated that some of the initiatives they introduced last school year such as the Wolf Program, which was working on the learning focus, which was their school-wide grading plan. He stated that in addition, they introduced a hybrid of a ninth grade team. Mr. Zall stated that this coming school year, they will be rolling out a ninth grade teaming model for all incoming freshmen. He stated that this past year was just one team but this year it will be for all incoming 8<sup>th</sup> graders from Lehman Intermediate. Mr. Zall stated that even with block scheduling, it has a support network to it. He stated that their administrative team participated in Teachscape learning-walk training with the IU. Mr. Zall stated that they are looking forward to working with the staff in identifying those main points and essential skills that they need to see from their staff which is promoting success within the classrooms and for our students. Mr. Zall stated that this is basically the focus that he has for learning at High School North. Ms. Hocker stated that she likes the idea that they are using joint collaboration. She stated that this is the method that is used in the United Nation schools. Ms. Hocker stated that she is looking at the reading, math, writing and science scores but does not see history or social studies. She stated that all of these have fallen completely off the wagon. Ms. Hocker stated that in order to keep up with the increase of our scores and also keeping up to data with what is going on with other subject areas, those topics such as history should be part of the reading curriculum. Mr. Zall stated that we will also see this transition with the Keystone Exams. Ms. Hocker stated that this is imperative because we are fighting for them to learn to read and to do math but they do not know who the Vice President of the United States is, so this is a good direction to take. Mr. Gress stated that parental involvement remains the key and it is not happening. He stated that there is no push over the summer, weekends and nights. Mr. Gress stated that it does say here, parental involvement, but by the time you figure it out you, will probably be retired from here. He stated that he thinks that is the key for everybody’s improvement plan. Mr. Gress stated that we do that and he knows we try with instant messaging to remind parents what is going on. He suggested to keep pushing this issue because this is 99% of the problem. Mr. Zall stated that this is an area that is always focused upon and where there is always room for improvement. He stated that this is not something the team had to improve or increase in but, at the same time, they want to make sure that they are not

overstocking things where people feel overwhelmed or burdened. Mr. Zall stated that in working with the administrative team and guidance staff, they are always looking for ways to see how to increase it or boost it (parent involvement). Ms. Hays stated that she is happy to see that they are working together to see what works here can work there and to see teachers working together and taking this step. Mr. Devin Day stated that often government confuses endless process with results. He stated that he sees a lot of endless process, like we have seen over the last 25 years of one program after another. Mr. Day stated that if you are looking at an improvement program, he has never seen one where you cannot have measureable parts and accountability for success and failure. He stated that we are spending over \$17,000 per year for each student in the school district, and cost keeps going up. Mr. Day asked if we are going to see a 5% increase like in science or in our math program which has been horrendous for the last 25 years. He asked if we are going to see suddenly a 10% increase in math and over what time. Mr. Day asked who is in charge of this thing and if we don't make it what is the penalty besides an automatic pay raise and another year closer to retirement. Mr. Zall stated that if he is speaking about the student performance target, they have established goals that they set for themselves. He stated that the executive summary is available for everyone to see. Mr. Zall stated that they do have goals that are established each year and, obviously, the benchmarks from the State also increase as well. He stated that, certainly, we are striving all the time to meet those goals and establish them. Mr. Day asked what about the accountability. He asked what are they willing to commit to. Mr. Zall asked if for himself or the school. Mr. Day asked if everyone remains. Mr. Zall stated that he takes great stock in the fact that they are professionals in the industry of the business that they are doing. He stated that they do not close up shop and fold their hands if they are not meeting the benchmarks of what they are looking to do. Mr. Zall stated that they recognize that they have to continue to build upon it if they are not meeting those standards. He stated that they need to continue to collaborate and work together to look at the data. Mr. Day stated that this is more Kumbaya but where is the accountability. He stated to look at our SAT scores because our college bound kids cannot compete with others. Mr. Day asked when is that going to change. He stated that it will not change with this. Mrs. Laverdure stated that these are issues that they will take under advisement as we always do and work to solve them together as a district.

Mr. Michael Catrillo, High School South Principal, stated that it was a great year working with the High School South school improvement team. He stated that this being his first year, they looked and revamped the team and really came up with something they thought was very viable and they had a great year talking and sharing together. Mr. Catrillo stated that they also worked with the distinguished educators which were provided to them by the Pennsylvania Department of Education. Mr. Catrillo stated that they were part of their plans and discussions. He stated that what they basically did throughout the year was to examine the PSSA data, MAPS data and classroom walkthroughs that Mr. Zall already spoke about. Mr. Catrillo stated that the teams from North and South together joined up with Stroudsburg High School which, again, was very nice to be able to collaborate with their colleagues right across the river. He stated that they went through 30 hours of training in classroom walkthroughs to see what to look for, how to handle it, the technology behind it and the data you can produce. Mr. Catrillo stated that it was a very great experience. He stated that they began to dabble and use it and it will become part of their plan; but, they actually did practice it this year. Mr. Catrillo stated that as we walked through, we had Ms. Lynda Hopkins, from the special education prospective. He stated that Ms. Hopkins walked through with them and they focused on math in the classroom walkthroughs. Mr. Catrillo stated that the other thing they had as far as data collection with their school improvement team, was student focus groups which were pretty wonderful to use. He stated that they kind of took the prospective that students are consumers and with any good business you go to the consumers and ask them how you are doing and what you need to do to improve. Mr. Catrillo stated that in all math levels, they had five or six student focus groups and collected data from them. He stated that the distinguished educators did this so there were no administrators present, so students can feel free to share their knowledge and information. Mr. Catrillo stated that they used this when collecting their data. Mr. Catrillo stated that this was also reflected in the plans that they made. He stated that the areas that they identified, as they went through the year and already began to work on, were the active engagement of students in all classrooms. He stated that they are looking to improve upon active engagement in all areas, especially in the applied level classrooms. Mr. Catrillo stated that they are focusing on staff development because none of this will happen, unless the staff has the tools in a focused, organized way to take care of things. He stated that in student motivation and in working with student focus groups, it was amazing what students would share very maturely and professionally when sharing their needs. Mr. Catrillo stated that they are using all of that to focus on student motivation. He stated that, finally, in reflective practices, they are taking teachers through the practice to see where the year went, reflect on what happened and make changes and improvements based on what they see happening. Mr. Catrillo stated that they did this in a small way and will have it as a bigger part of the plan next year in the math department. He stated that they took them through looking at data, reflecting on goals, where they achieved and where they need to go. Mr. Catrillo stated that they created a motto, "Success for All" because, when it comes down to it, that is what they want to be all about. He stated that they want this to govern each part

of their day. Mr. Catrillo stated that if you call the High School South, it is on the phone message, "Success for All." He stated that they are excited to work collaboratively with High School North, as Mr. Zall mentioned. Mr. Catrillo stated that in the next five years, they plan to train all staff to have a common vocabulary in North and South. He stated that this Thursday, the administrators will be trained because they cannot train their teachers and hold the expectation, unless they are firmly rooted in what is happening. Mr. Catrillo stated that the principal, assistant principal and anyone else who will be involved will be trained. He stated that the other thing they will be working on in mathematics is to focus on power teaching in math, which will again work to develop active math classrooms from applied through honors, especially focusing on the applied classes in Algebra I, Algebra II and Geometry. He stated that they will see what can they do to focus, get students more actively involved and learn more in those classrooms. Mr. Catrillo stated that they already have teachers starting with power teaching that that will continue until next year. He stated that the third part or their third goal is the development of a positive behavior support team. Mr. Catrillo stated that they will be working to be trained to create a system of tiered intervention for behavioral issues, trying to get students, because obviously if a student is turned off or acting out, they are not going to learn. He stated that they are excited to be looking for various ways to assist their students, other than the traditional way to get the student motivated in the classroom. Mr. Catrillo stated that these are the three major goals and they look forward to working with them. He stated that parental involvement was mentioned and this is something they will be looking at. Mr. Catrillo stated that one of the things the Superintendent had them do was a survey to their teachers and one startling thing that stood out was that an overwhelming majority of the teachers did not meet an overwhelming majority of the parents of the students they were working with. He stated that one of the challenges, he left the staff in a faculty meeting a couple days before school closed, was to brainstorm over the summer ways to get parents actively involved or for them to reach out to parents. Mr. Catrillo stated that although it does not appear on the school improvement plan for the State, it is a school goal. He stated that our preliminary data is in reading which we have 5%-6% increase in the reading scores and 6%-7% increase in math in one year. Mr. Catrillo stated that one thing that is phenomenal, is that we did put a lot of effort into the applied and special education students. He stated that in reading, they went from 24% to 60% in one year. Mr. Catrillo stated that they only had three students in that category below basic in reading which is something they are very proud of and in mathematics going from a 23% to 40% in the special education population. He stated that they are also very proud of our writing PSSA scores which are up around 91% and not one student scoring below basic because all are basic or above. Mr. Catrillo stated that this is where our plan is heading. He stated that they are very excited and have a very good team next year and a good approach on how they will continue to monitor their plan and implement it.

Mr. Devin Day stated that Mr. Catrillo said five years of teacher training and retraining. Mr. Catrillo stated that it is 3-5 years and it is a small cohort of teachers going through, so by the time the last teacher goes through it will be four years. Mr. Day stated that it takes four years for a Bachelor's Degree, so if they already been through it and if they don't grasp it by the year two, then why would they still be training. Mr. Catrillo stated that it is different teachers each year, so the whole staff will be going through the training and each year there is a different cohort of about 25 teachers that go through extensive training while the whole staff is going through. Mr. Day stated that a kid's education is 12 years and they take five years for this program then this is half of the students' schooling. Mr. Catrillo stated that this is under the assumption that nothing else is happening during those five years. He stated that teachers are being trained as a group and this is just a cohort group. Mr. Catrillo stated that it would be great to train 125 teachers in one shot but that is an impossibility.

Mrs. Duggins stated that we have three elementary schools that will be presenting tonight. She stated that one of our major initiatives in the elementary schools has been our response to instruction and intervention where we looked closely at student data and planned for interventions and enrichment, based on what students are learning or not learning. Mrs. Duggins stated that Mrs. Annette Prefontaine will now do a presentation on one of our initiatives for this year and the success it has brought to us.

Mrs. Prefontaine stated that she wished to share with the School Board and members of the audience the results of the implementation of the RtII in kindergarten and first grade with the Step by Step Learning partnership along with the district goals for continued improvement. She stated that the Board received a copy of the powerpoint presentation. Mrs. Prefontaine stated that during the 2010/2011 school year, Step by Step Learning coaches have helped kindergarten and 1st grade teachers refine their process of using student data to make decisions about instruction. She stated that this year's plan included looking at student reading skills, deciding on where to begin providing support and ongoing monitoring of their progress. Mrs. Prefontaine stated that teachers also attended LETRS training and Connecting to the Classroom sessions, where they learned what research has proven are the skills that every successful reader needs and how best to deliver them. She stated that this process was intense and sometimes overwhelming but the results speak clearly. Mrs. Prefontaine stated that East Stroudsburg Area School District (ESASD) kindergarten and 1st grade students benefited greatly from our teachers' and leaders'

hard work. She stated that the grid at the top shows the amount of change from year to year, taking the DIBELS test in fall, winter and spring. Mrs. Prefontaine stated that the bottom grid compares the kindergarten change from 2010 at 56% to the change in 2011 at 93% which equals a 66% improvement rate. She stated that the 1<sup>st</sup> grade changed from -10% in 2010 to -4% in 2011 which shows an improvement of 150%. Mrs. Prefontaine stated that although we have improved and grown, we need to continue to improve until all kindergarten and 1<sup>st</sup> grade students are 95% benchmarked. She stated that as a district, your leaders are not comfortable saying to any parent that their child is part of the 13% that did not improve or reached the benchmarks. Mrs. Prefontaine stated that research tells us that 95% of all students can learn to read on grade level. She stated that in looking at the neighboring districts which are not much different than ours, it took them five years to get kindergarten students to 94% with a half day of kindergarten. Mrs. Prefontaine stated that this is what is possible with a sustained commitment to success for every student. She stated that Pleasant Valley's kindergarten and 1<sup>st</sup> graders began working with Step by Step Learning in the 2006 /2007 school year. Mrs. Prefontaine stated that through five years of hard work and commitment and a model of no excuses, they have continued to achieve outstanding results for their students. She stated that in a half-day kindergarten program, they have managed this year to move a group of students who entered the year at a 50% benchmark to a 94% benchmark. Mrs. Prefontaine stated that these results are not a rare exception and can be achieved in the ESASD. She stated that this shows what is possible over a period of time with sustained commitment to success and support of our teachers. Mrs. Prefontaine stated that we foresee the same possibility at ESASD and to accomplish these results, we need to continue to work with kindergarten and 1<sup>st</sup> grade teachers to strengthen and solidify their skills. She stated that it is at the kindergarten and 1<sup>st</sup> grade level that we build the foundational skills for all students which are essential in later grades. Mrs. Prefontaine stated that the only way we can contemplate having 80%-90% of our 2<sup>nd</sup> to 5<sup>th</sup> grade students benchmarked is to repeatedly achieve better than 90% in kindergarten and 1<sup>st</sup> grade. She stated that what makes Step by Step Learning different from other types of training is that this is not a program that is packaged in a box nor do they stop in for one day of training and exit. Mrs. Prefontaine stated that research shows that programs and one day trainings do not result in success. She stated that Step by Step Learning objective is to develop the knowledge and skills of our teachers so they can meet the needs of every student in our classrooms. Mrs. Prefontaine stated that this is how we will continue to improve scores by more than 150%. She stated that every professional development session is followed by mentoring and coaching. Mrs. Prefontaine stated that, on average, teachers met with a Step by Step coach twice a month through the 2010/2011 school year to support them throughout this process. She stated that it is this support that results in student success and research shows that sustained professional develop produces sustained results. Mrs. Prefontaine stated that two buildings which had the greatest percentage of improvement were Smithfield Elementary, which always had the highest, and Bushkill Elementary which is the lowest performing building. She stated that we can see the performance of all students in the ESASD can improve when we are focused and committed. Mrs. Prefontaine stated that when looking beyond the data, teachers were often overwhelmed and frustrated but in the end, those who were willing to open their minds and their classrooms to the possibility of change found success never before achieved. She stated that change is uncomfortable for all of us but it is necessary for success and has been no different in the ESASD. Mrs. Prefontaine stated that what we have are some reflections from some of our teachers that were shared with their Step by Step coaches. She stated that the coaches value the confidences that they have built with their teachers so we have not included any names. Mrs. Prefontaine stated that Step by Step Learning also received a letter of reflection from John Burrus, Smithfield Elementary Principal and Director of Professional Development, K-5. She stated that we have included an excerpt of this letter in their handouts for their review. Mrs. Prefontaine stated that at the end of the school year, Step by Step asked teachers to provide them with a reflection on working with the Step by Step coaches and the results in their classrooms. She stated that they received a lengthy email from a kindergarten teacher, who reflected on the work accomplished this year and who was able to improve the skills by 55% from the fall to the spring. Mrs. Prefontaine read the lengthy email. She stated that in conclusion kindergarten and 1<sup>st</sup> grade have made remarkable growth in one year implementing RtII with professional development from the Step by Step learning. Mrs. Prefontaine stated that they have seen what is possible when we sustain that commitment as Pleasant Valley has done. She stated that in our dedication to do what is best for every student, we must continue to move forward with this project and move even closer to our goal of having every ESASD student reading on grade level. Mrs. Prefontaine stated that, in the end, our district must commit to doing what is best for every student.

Mrs. Hocker asked that when Step by Step was implemented did they question teachers because she sees one letter here but she saw three others that said the opposite. She stated that she started reviewing the Step by Step process and some of the downsides she saw, is that it takes the teachers quite a number of days out of the classroom at a time and at this young age, teachers come to the class with a certain amount of their own creativity. Ms. Hocker stated that Step by Step sort of puts them in a rigid space. She stated that she also noticed that we paid a tremendous amount of money for it. She asked how much was it? Mrs. Prefontaine stated that Step by Step was about \$815,000. Ms. Hocker stated that is a lot of money. Mrs. Hocker stated that when she



started reading some of the restrictions where you cannot miss it because you are penalized and you have to continue paying, this should have been something that was discussed quite a bit and brought to the Board. She stated that they should have a panel of teachers who would have been part of that program to have some sort of opinion on it. Ms. Hocker stated that, to her, it takes out the creativity from the teachers in those early stages. She stated that she can remember, and she is as old as Methuselah, her kindergarten teacher, Mrs. McGrath, and the creativity of that individual is still remembered by her. Ms. Hocker stated that she thinks Step by Step is a very rigid program. She stated that we should have discussed it further because it is a lot of money. Ms. Hocker stated that they should have polled those teachers to see if they would have liked to participate in this. She stated that they go to school a long time to get their educational courses that teaches you a lot of things that Step by Step is adopting. Ms. Hocker stated that Step by Step has many different methods but nothing original because these many different methods they learn in graduate school. She stated that she is wondering why we took this course.

Mr. Brunkard stated that he has not heard as many negative comments about a program as he has heard about Step by Step. He stated that the teachers are coming up to him in droves of people that he does not speak to on any other subjects. Mr. Brunkard stated that they are saying to him what is Step by Step and why do we have to do this? He stated that, as Ms. Hocker said, he depends upon our staff and who knows how many teachers we could employ with the \$815,000. Mr. Brunkard stated that he depends on their ability to develop curriculum and to develop appropriate curriculum and to understand how things go. He stated that there is nothing to him that is magic about this. Mr. Brunkard stated that he appreciates that there are people who do like this program and he is not naysaying that someone else can have a different opinion but the vehemence of which kindergarten and first grade teachers have been coming to him and saying can you do something to get Step by Step off of our back that is different from this letter from Mr. Burrus. Mr. Brunkard stated that we had a retirement letter recently from Ms. Linne and she was saying as she leaves and won't be here anymore can she take Step by Step and bury it with her. He stated that, again, when this Board discussed and implemented Step by Step, they looked at it as a program that would be self-funded. Mrs. Laverdure stated that it was funded through the grants. Mr. Brunkard stated that you always start out saying it is something for nothing and let's see if it works. He stated that even in this presentation, and again he is overstepping his usual bounds here, but he has to say that the way on things like the big picture and -10% becomes -4% and that is 150% improvement, he is not accusing anyone of innumeracy because he has a difficult time with his own budget, but when you point out Bushkill Elementary School's numbers has a 288% improvement and first grade because they go from -32% to 17% improvement, we get into a lot of areas where the numbers are getting kind of squishy. Mr. Brunkard stated that he is not taking their conclusion of their process on this being some exceptional gain. He stated that he is listening to his teachers and they are coming up to him and telling him how can we make them do this, how can we take away their ability to teach their students and compress them into the Step by Step program and at this cost.

Mrs. Duggins stated that this is an intervention program and not core. She stated that this is a process that they do with students who are not getting it for 30 minutes during the day. Mrs. Duggins stated that this year, it was more intensive because they had to go through all of the LETRS training which is Language Essential for Teachers of Reading and Spelling. She stated that there were three modules, and that it was very intensive and teachers were out of the classroom but despite that, we still had the gain. Mrs. Duggins stated that Frederick Douglas said, "If there is no struggle, there is no progress." She stated that it was an intense process but this is what the State recommends if we are to get improvement. Mrs. Laverdure asked Mrs. Duggins to speak about the program since they plan to support it for another year. She stated for Mrs. Duggins to talk about the differences she has for the program. Mrs. Laverdure stated that if it is not core, then how will the teachers maintain their creativity and how will the teachers be able to have the flexibility, if this comes to the table as their primary concern. She stated that the reason they put in the RtII part in place right now, in the high schools and elementary schools is because RtII is a big component in the school improvement plan in the other three schools. Mrs. Laverdure stated that RtII is a State initiative and not a Step by Step initiative. She stated that Step by Step supports it through some other models as Ms. Hocker spoke about. Mrs. Laverdure stated to talk about what is in place that they are going to change differently for next year.

Mrs. Duggins stated that in conjunction with common core, we are going back to do integrated thematic units and teachers are getting together this summer to develop some of those. She stated that we have trained our teachers in Great Books and shared inquiry and all students need to be exposed to this level of thinking and questioning. Mrs. Duggins stated that all teachers will have this training as well. She stated that teachers will get together this summer to help sequence it a little bit better; because, what Step by Step taught them is that there is a sequence of skills. Mrs. Duggins stated that in the past, sometimes, we would teach more to the test and not be able to dig deeply. She stated that in other words, we give the DIBELS assessments and we think the student would have a problem in one area and just work on that. Mrs. Duggins stated that it is like going to the doctor and he says you have a fever and just gives you an aspirin but does not dig more deeply to see what is causing the fever. She

stated that it has caused the teachers to understand how to use diagnostic tests to determine what it is and to have explicit instruction for 30 minutes, where they can get it and to use progress monitoring to determine if they are getting it. Mrs. Duggins stated that schools that have used this process have reduced the number of IEP referrals. She stated that, in time, we are hoping this would also happen here because everyone now understands the reading, how students learn to read and the research behind how students learn to read. We need to catch them early. Mrs. Duggins stated that, again, after kindergarten, the expectation grows and that is why we see the decrease in first grade because students have to learn to read text. She stated that by third grade, they need to read to learn. Mrs. Duggins stated that we cannot afford to wait because in kindergarten, we can catch them up with 30 minutes and for those that cannot get it in 30 minutes, we can give them another dose to equal 60 minutes. She stated that as they get older, it will take longer for them to catch up. Mrs. Duggins stated that just like your health, the longer you wait, it takes longer to remediate. Mrs. Duggins stated that this is a good process and has been fully funded by grants. She stated that this is money that, in the past, has been spent before a little bit here and little bit there. She stated that now it sounds like a lot of money but this money was spent before without any sustained plan, just sending teachers to conferences or buying books here and there. Mrs. Duggins stated that there have been people in the beginning that wanted to take her head off and at the end they said that they really needed it. She stated that this is coming from reading specialists who said they were never taught this and they have a Masters in reading. Mrs. Duggins stated that she believes that we got a lot for our money. Mrs. Laverdure stated that it is important to mention that they scaled back. She stated that the commitment is to do it another year in first grade only. Mrs. Laverdure stated that, originally, Mrs. Duggins requested to go into second grade but we are not. She stated that second grade will be trained through the Colonial Intermediate Unit (CIU). Mrs. Laverdure stated that they just want to see this program through for another year to get the training sustained. Mrs. Duggins stated that there are teachers that are saying that second grade needs this, but with the loss of grant funding, they did not want to come to the Board and ask for any money for this program until they can really come to the Board and tell them look at the improvement that it has made. She stated that they are working with the CIU who have trained people in LETRS because this has proven to be very successful across the State. Mrs. Duggins stated that they will be coming in and training our 2<sup>nd</sup> grade teachers next year. She stated that they have teacher leaders in our building that want their teachers to have some form of Connecting to the Classroom so they are developing some ways to make sure they work with their colleagues and talk about collaboration. Mrs. Duggins stated that they will have the CIU help us with second grade as much as possible but they have two or three consultants trained in this and thirteen schools to serve. She stated that it was hard for us to depend totally on the CIU. Mrs. Duggins stated that with first grade, we feel one more year is necessary because, sometimes, they did not understand it until the last version of LETRS three and now they know how to apply it. Mrs. Duggins stated that some of them thought they had to do it all day long. She stated that it is an intervention program; therefore, this is what you do to determine what a student needs and what you are going to do about it.

Ms. Hocker stated that she is very concerned about the morale of workers because they have to be happy doing what they are doing. She stated that you cannot crush them into a model of one size fits all. Ms. Hocker stated that when you start telling us about this community or this school district in comparison to this one, it would have to be apples to apples and if the actual composition of the area is not identical to the one you are talking about, then you are talking about apples and oranges and it is not a comparison at all. Ms. Hocker stated that what she is concerned about is the teachers having a good feeling about going into the classroom and this is not good. Mrs. Duggins stated that next year is not half as intensive because it is just coming through and reviewing the data with them. She stated that for the specialists that work with the team that did not get the training, this team will be fully trained. Ms. Hocker asked what about the teachers that got all the training and are called professionals, went into a classroom and they have what it took to teach and then they have someone called professionals come in and sit down over them and tell them what to do. Ms. Hocker stated that she does not feel very comfortable with that. She stated that she will not go along with that. Mrs. Prefontaine stated that she would like to address the issue of creativity. She stated that she thinks that it is important to know that the Step by Step is the process she showed them in one slide and the process is done after they DIBEL the students. Mrs. Prefontaine stated that what happens with that is that they analyze the data, they sit down and do the SIRS meetings and all that is, so they can get their small groups for RtII together. She stated that it did not necessarily infringe upon their creativity in their 90 minutes of non-interrupted core teaching. Mrs. Prefontaine stated that the LETRS instruction actually helped them in their core. She stated that she does not want them to think that they were completely stifled and this is what they had to do for the entire day. Mrs. Prefontaine stated that they are talking about the process for the 30 minutes of their intervention time in which, according to the State, we have to have this time. She stated that the 30 minutes is structured, so we get the most out of the very short amount of time. Mrs. Prefontaine stated that it did not stifle their creativity as teachers. Ms. Hocker stated that maybe she will send her the letters that she received.

Mr. Brunkard stated that one of these things where you talk about a program that costs in excess of  $\frac{3}{4}$  of a million dollars and, at the moment or in times past, we received it in grants but you are talking about perhaps downsizing the program but you are still talking about the potential for a substantial outlay of money at a time that you are talking about reducing the professional staff, he weighs one against the other and before he gives up teachers and a decent student-to-teacher ratio in the classroom, in order to get what strikes him to be a gimmick and one that many, many teachers of ideology independently have come to him to complain about Step by Step. Mr. Brunkard stated that he did not hear as much criticism about No Child Left Behind but he read in the Chronicle of Higher Education and every place else. He stated that it was being lambasted from pillar to post. Mr. Brunkard stated that as far as people coming to him and asking what is Step by Step and why we have the program that you gave us that Pleasant Valley ran and they did not have a program prior to Step by Step but that it will work for us. He stated that if you are standing out there and have no program, it is like the naked person who looks well dressed when they put on anything. Mr. Brunkard stated that, again,  $\frac{3}{4}$  of a million dollars and you are coming to the Board that it will cost them money, at a time that you asked the Board to reduce staff. He stated good luck with that and he hopes that the Board sees things his way.

- G. Mr. David Baker, Principal of Middle Smithfield Elementary, stated that Middle Smithfield Elementary School, despite the best efforts of their staff and students, failed to meet all targets in the 2009/2010 school year. He stated that the one that they did not meet out of 25 was the IEP reading group. Mr. Baker stated that the 2011/2012 school year plan addresses that. Mr. Baker stated that, however through this year, they used items from Step by Step, such as the data analyses type items, as well as help from the RtII teacher, reading teachers and the IU 20 personnel were able to implement understanding with them on how that works. He stated that they did this so that they had a better way of looking at their data and analyzing what is going on with their students. Mr. Baker stated that they had several workshops during grade level meetings in the buildings and it paid huge dividends in the upper grade levels on understanding how to get all this information, utilize it and focus on the instruction that individual students needed. He stated that, as a result, he is really happy to say that Middle Smithfield Elementary's preliminary data shows that we made AYP this year. Mr. Baker stated that we should be out of warning and in the good graces of the PSSA gods once again. He stated that we are on the right track and are now looking at the 2011/2012 school year plan as determined by the team of teachers, coaches, specialists and IU 20 personnel reviewed the plan and found the following things:

Mr. Baker stated that one of their concerns was that they had to make sure that everyone is teaching what they are supposed to be doing at the same time and in the same realm, making sure everyone is on target with what they are doing. He stated that this is one of the focuses that they will have to make sure everybody is doing that. Mr. Baker stated that they will have a phonics survey in the beginning of the year after a DIBELS assessment to see where our weaknesses are. He stated that they are going to have the teachers identify gaps to come up with plans to assist all students to make sure they are able to meet where they are so they don't fall further behind. Mr. Baker stated that they will create a checklist to show that content is being covered. He stated that this is currently in the process with the reading and RtII teachers along with Julie Rubino, where they are looking at the teachers to be able to say, "Yes" we covered it, did this, check it off and turn it into him as principal. Mr. Baker stated that they are looking at more staff development and they contacted the IU 20 who comes into building grade level meetings to look at topics such as core reading instruction with fidelity, phonics instruction, differentiated instruction, writing strategies, comprehension strategies, vocabulary development and two math areas they need to look at. Mr. Baker stated that another concern that they looked at was making sure that all students were in for core instruction. He stated that they are going to make sure that IEP and ELL students are in for at least 30 minutes a day for core instruction for communications arts. Mr. Baker stated that what they are doing is getting them in there and using the data driven process to make sure everybody is on target. He stated that they will see the benchmark and see who made it, who didn't and who needs additional work. Mr. Baker stated that this came from a Step by Step process that they have in place. He stated that they will get more of the IEP students in the classroom and check their performance. Mr. Baker stated that they are all for more professional development that will help them get on target to make AYP for years to come. He stated that they are taking the right steps and they already have gotten back into the good graces and hopefully the preliminary data stands up. Mr. Baker stated that he is pretty sure it will. He stated that they have already taken the right steps towards that and this will further them in that process and they will have good results from years to come. Mr. Baker stated that they, particularly, focused on third grade because they saw, over the years, that last year in third grade, they had some deficits coming. Mr. Baker stated that through a lot of hard work with Barbara Miller, reading chairperson, and Mrs. Heeter, RtII teacher, they made sure everything was met. He stated that they had a 90% advanced or proficient in reading overall for their third grade, which was incredible because this was a big concern to them and they did an outstanding job. Mr. Baker stated that it is this type of efforts that they are looking at to make this follow through. He stated that some of the Step by Step things he thinks will help them. Mr. Baker stated that a lot of people pulled their hair out and he was one of them but at some of the meetings a light bulb popped up. He

stated that if a teacher could have gotten a job somewhere else, they probably would have but at the end, they were happy that they went through it. Mr. Baker stated that some of the teaching was from the colleges and they got some instruction that can only be helpful to the students down the line. He stated that, at this point, we are on the right track and hopefully they will continue to be.

Mrs. Duggins, in the absence of Mr. Richard Carty, Principal of Bushkill Elementary School, stated that Bushkill Elementary School successfully met 24 out of 25 AYP targets. She stated that they did not make it because of the IEP reading. Mrs. Duggins stated that they followed all of the processes that the other schools did. She stated that they decided to focus on three areas. Mrs. Duggins stated that one area was to sustain a professional development plan with the focus of using and enhancing teacher facility with current data tools such as NWEA, DIBELS and Performance Tracker. She stated that when you talk about the 90, 90, 90 schools, they are the schools that are 90% free and reduced school lunch, 90% ethnicity and 90% proficient. Mrs. Duggins stated that one of the things that they do is the laser-like focus on using the data to drive instruction. She stated that this is one of the things that Step by Step tried to help the teachers to do. Mrs. Duggins stated that they got great results from that so they were going to continue with the implementation of RtII and data driven instructional practices. She stated that this includes regular meetings to reflect on the progress of student learning to help identify any possible learning gaps as well as the need for maintenance of skills and enrichment. Mrs. Duggins stated that, finally, one of the areas they found is making sure that all students are exposed to rigorous core curriculum. She stated that they will get together to develop a plan where we do include the special education students in the regular education classrooms during core instruction for a minimum of 30 minutes and then breaking out into their groups so they have access to the grade-level, standards-aligned curriculum. Mrs. Duggins stated that the benchmarks went up this year. She stated that they went up 9% in reading, where last year, we had to make 63% and this year we needed to make 72% overall in reading. Mrs. Duggins stated that in math, they went up 11%, where they had to go last year from 56% to 67% overall in math. She stated that the preliminary data is indicating that Bushkill Elementary School has also made AYP. Mrs. Duggins stated that we are extremely proud of our schools.

Ms. Gail Kulick, Principal of Resica Elementary School, stated that Resica Elementary School, too, is keeping their fingers crossed that the preliminary data looks good, once the PASA tests come in and she can see how her one subgroup for her Pennsylvania Alternative System of Assessment looks for that one sub group. She stated that they are hoping that they will be making AYP which will take them out of School Improvement and put them back into the running field with everyone else. Ms. Kulick stated that she is keeping fingers crossed and cannot wait for the results to come in. She stated that the areas that they focused on in the 2010/2011 school year are the areas that they will be focusing on in the 2011/2012 school year. Ms. Kulick stated that the areas are special education reading and math, attendance and parent involvement. She stated that based on preliminary 2011 results, significant progress was made in math this year, and respectable growth was achieved in reading. Ms. Kulick stated, although, we exceeded the State percentage requirement, most students not meeting proficiency have poor attendance. She stated that a significant decrease has been noted in parents attending school functions, requested meetings, following through on student academic plans, etc. Ms. Kulick stated that they are trying to figure out what they can do to keep them coming to the school. She stated that the two red flag areas are in the Hispanic population in reading and economically-disadvantaged students in reading. Ms. Kulick stated that for the special education students scoring in the low proficient to below basic range, they will have specific academic plans created to address any identified deficiencies. She stated that deficiencies will be identified using data from the 2011 PSSAs, Spring MAPs, Spring DIBELS, and Curriculum Based Measurements. Ms. Kulick stated that additional academic plans will be designed. Ms. Kulick stated that for the Hispanic population, the ESL teacher will push into core reading instruction during guided/small group instruction time. She stated that all students will continue to receive an additional 40 minutes of either daily intervention or enrichment. Ms. Kulick stated that all students will be involved in an increased use of the Junior Great Books Shared Inquiry Process within the core reading and enrichment periods. She stated that all students will experience an increased integration of science and social studies into Communication Arts. Ms. Kulick stated that a high focus will be on analyzing and responding to nonfiction text. She stated that all students will continue to receive systematic, explicit, and multi-sensory instruction. Ms. Kulick stated that all students will continue to experience an increased use of an arts and academic integration. She stated that for students receiving Supplemental Learning Support, they will continue to receive guided reading, and small group skill instruction within the regular education classroom (minimum of 45 minutes per day). Ms. Kulick stated that instructional resources will be maximized in these rooms (regular education teacher, special education teacher or aide, reading specialist or aide, and ELL teacher). She stated for math, 20 minutes (8:50–9:10am) and students receiving Tier 3 intensive reading interventions will receive an additional 20 minutes of focused instruction. Ms. Kulick stated that students not in need of Tier 3 reading interventions, but need additional math skill reinforcement, will hone their skills using specific math skill centers and small group work with a teacher or an older student. She stated that students demonstrating solid proficiency in math, will use higher level application of mastered skills. Ms. Kulick stated that for attendance, monthly

attendance reports will be run. She stated that letters regarding excessive, unlawful absences (3 or more unlawful absences) will be sent. Ms. Kulick stated that attendance conferences/contracts will be utilized for those receiving a 3<sup>rd</sup> letter. She stated that for parent involvement, they want Parent Universities, one in the fall, one in the winter and one in the spring. Ms. Kulick stated that they will continue afterschool events such as Family Game Night, Books and BINGO, Racing to Read, etc. She stated that they will survey parents to obtain information regarding the obstacles keeping parents from becoming more actively involved in their child's school events, activities, studies, etc. (a survey was sent twice last year, only 3 parents replied.). Ms. Kulick stated that they will be sending with kindergarten, first and second graders weekly packet with communication arts and reading materials. She stated that when looking at all that we are hoping, between what we implemented within the last two years, that we continue addressing the needs of the children. Mrs. Laverdure stated that the reason they had to present the School Improvement Plans is because the Board has to vote on it tonight. She thanked the administrators and Mrs. Duggins for their presentations.

Mr. Cole mentioned the Board Policies to be considered for approval at the July 18, 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.

- # 237 Electronic Communication Devices
- # 815 Acceptable Use of the Computers, Network, Internet, Electronic Communications and Information Systems
- # 816 Social Media Policy

(See pages A1-C7)

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

A. No public comments

**X. PERSONNEL ITEMS**

**A. Support Staff - Furloughs**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the furloughing of the following support staff employees due to educational programming needs and the loss of grant funding, effective June 30, 2011. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

**1. Furloughs**

<b>Name</b>	<b>Position Held</b>
a. Melchiorre, Marialena	Instructional Aide - Middle Smithfield Elementary Effective Date: June 30, 2011
b. Miller, Lorette	Instructional Aide - Lehman Intermediate Effective Date: June 30, 2011
c. Nigro, Christopher	Instructional Aide - Lehman Intermediate Effective Date: June 30, 2011

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

**ACTION BY THE BOARD:**

Motion was made by James Brunkard 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 Audrey Hocker and carried unanimously, 9-0.

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

<b>Name</b>	<b>Position Held</b>
a. Aquino, Evelyn	Instructional Aide – Lehman Intermediate Effective Date: August 24, 2011 Length of Leave: end of the 2011-2012 school year.
b. Miller, Lynda	Instructional Aide – Resica Elementary Effective Date: August 24, 2011 Length of Leave: end of the 2011-2012 school year.
c. Senior, Caren	Instructional Aide – Resica Elementary Effective Date: August 24, 2011 Length of Leave: end of the 2011-2012 school year.

(Requests for Leaves of Absence Received)

2. **Uncompensated Leave of Absence (extension) – In Accordance with School Board Policy #539**

<b>Name</b>	<b>Position Held</b>
a. Marvin, Gary	Maintenance I Worker (2 <sup>nd</sup> shift) – Maintenance Department Effective Date: March 22, 2011 Length of Leave now through: September 7, 2011

C. **Support Staff**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the resignations, retirement, leaves of absence, reassignment and appointments to the support staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

1. **Resignations**

<b>Name</b>	<b>Position Held</b>
a. Anstey, Deborah	Temporary Student Helper - Bushkill Elementary Effective Date: at the end of the workday on May 12, 2011.
b. Cuiffo, Helen	Instructional Aide - Lehman Intermediate Effective Date: August 23, 2011.
c. Edwards, Josette	Bus Driver – Transportation Effective Date: May 2, 2011
d. Soliman, Sara	Temporary Student Helper - East Stroudsburg Elementary Effective Date: at the end of the workday on June 6, 2011.
e. Temple, Jeffrey	Custodian (1 <sup>st</sup> shift) - J. T. Lambert Intermediate Effective Date: at the end of the workday on June 6, 2011.

(See pages 30-34)

2. **Retirement**

- | <b>Name</b>    | <b>Position Held</b>  |
|----------------|---|
| a. Olson, Carl | Custodian (3 <sup>rd</sup> shift) - J. T. Lambert Intermediate<br>Effective Date: at the end of the workday on July 27, 2011. |

(See page 35)

3. **Leaves of Absence (Change of Dates) - 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 now through: the end of the 2010-2011 school year. |
| b. Massaro, Ellen    | Secretary – High School North<br>Effective Date: April 6, 2011<br>Length of Leave now through: June 24, 2011   |
| c. Pafnitzko, Thomas | Custodian (2 <sup>nd</sup> shift) – High School North<br>Effective Date: May 3, 2011<br>Length of Leave now through: May 30, 2011                        |
| d. Wade, Jessica     | BOP Secretary – Administrative Services<br>Effective Date: April 28, 2011<br>Length of Leave now through: May 30, 2011                                   |

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

- | <b>Name</b>               | <b>Position Held</b>  |
|---------------------------|---|
| a. Dreisbach, Katherine   | Confidential Secretary – Central Administration<br>Effective Date: April 18, 2011<br>Length of Leave: December 30, 2011<br>This leave will be intermittent. |
| b. Knitter, Jefferey      | Bus Driver - Transportation<br>Effective Date: May 13, 2011<br>Length of Leave: end of the 2010-2011 school year.   |
| c. Krumanocker, Catherine | Instructional Aide - Bushkill Elementary<br>Effective Date: August 24, 2011<br>Length of Leave: October 5, 2011   |
| d. Litts, Anne            | Cafeteria Worker (full-time) - North Campus<br>Effective Date: May 9, 2011<br>Length of Leave: May 20, 2011   |
| e. Prendergast, Frances   | Instructional Aide (ISS) - Lehman Intermediate<br>Effective Date: May 19, 2011<br>Length of Leave: end of the 2010-2011 school year.                        |
| f. Radick, Kirk           | Bus Driver - Transportation<br>Effective Date: May 2, 2011<br>Length of Leave: end of the 2010-2011 school year.<br>This leave will be intermittent.        |

- g. Valedofsky, Jennifer                      Student Helper - J. T. Lambert Intermediate  
Effective Date: May 18, 2011  
Length of Leave: end of the 2010-2011 school year.
- h. Wells, Barbara                                Bus Driver - Transportation  
Effective Date: May 18, 2011  
Length of Leave: May 27, 2011

(Applications for Leaves of Absence received)

**5. Reassignment (Temporary) - Extension**

- | <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: \$18.79 (plus \$1.50/per hour differential)<br>Effective Date: March 17, 2011<br>Now Through: June 15, 2011<br>Janet replaces Freda Bogart who is on a leave. |

**6. Temporary Cafeteria Cooks for the Summer of the 2010-11 School Year**

- | <b>Name</b>           | <b>Appointment</b>   |
|-----------------------|--|
| a. Marasco, Amy       | Temporary Cafeteria Cook – J. M. Hill Elementary<br>Hourly Rate: \$11.00<br>Effective: July 18, 2011 through August 12, 2011 |
| b. Miller, Patricia   | Substitute Temporary Cafeteria Cook – J. M. Hill Elementary<br>Hourly Rate: \$11.00  |
| c. Rodriguez, Deborah | Substitute Temporary Cafeteria Cook – J. M. Hill Elementary<br>Hourly Rate: \$11.00  |
| d. Searfoss, Barbara  | Temporary Cafeteria Cook – J. M. Hill Elementary<br>Hourly Rate: \$11.00<br>Effective: June 20, 2011 through July 15, 2011   |
| e. Van Why, Rose      | Substitute Temporary Cafeteria Cook – J. M. Hill Elementary<br>Hourly Rate: \$11.00  |

**7. Temporary ITEC Interns for the Summer of the 2010-11 School Year**

- | <b>Name</b>         | <b>Appointment</b>  |
|---------------------|---|
| a. Cassar, Lawrence | Temporary Summer Intern - ITEC<br>Hourly Rate: \$8.00<br>Effective Date: June 22, 2011<br>End Date: August 19, 2011 |
| b. Johnson, Richard | Temporary Summer Intern - ITEC<br>Hourly Rate: \$8.00<br>Effective Date: June 22, 2011<br>End Date: August 19, 2011 |



**8. Substitute Appointments**

<b>Name</b>	<b>Position(s)</b>
a. Rosado, Ariana	Instructional Aide/ Secretary/ Student Hall Monitor/ Student Helper /Study Hall Monitor
b. Smith, Sara	Custodian

**D. Support Staff - Substitute Support Pay Rates for the 2011-2012 Fiscal Year**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the substitute support pay rates for the 2011-2012 fiscal year as follows. (No increase from the 2010-2011 school year). Motion was seconded by William Searfoss and carried unanimously, 9-0.

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

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

**E. Professional Staff - Resignation/Agreement**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the resignation of employee #7082 effective August 15, 2011 and that the Board further ratify and affirm the authority of the Superintendent to execute the Agreement and Release in the form as approved by John Audi, Esq., Special Counselor to the Board. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

(See pages 36-44)

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

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the uncompensated leave of absence to the professional staff designated, in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

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

<b>Name</b>	<b>Position Held</b>
a. McKelvin, Wanda	Reading Specialist – High School North Effective Date: November 15, 2010 Length of Leave now through: end of the 2010-2011 school year.

**G. Professional Staff**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the resignations, retirement, change of status, leaves of absence, salary change 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, 9-0.

**1. Resignations**

<b>Name</b>	<b>Position Held</b>
a. Albertson, Amy	ESL teacher – Middle Smithfield Elementary Effective Date: August 23, 2011
b. Metaxas, Carolyn	Special Education teacher – Resica Elementary Effective Date: August 23, 2011

(See pages 45-46)

**2. Retirement**

<b>Name</b>	<b>Position Held</b>
a. Jansen, Peggy	School Nurse – J. M. Hill Elementary Effective Date: August 23, 2011

(See page 47)

**3. Change of Status**

<b>Name</b>	<b>Position Held</b>
a. Freed, Nicole	From: Art teacher (part-time) – J. M. Hill and East Stroudsburg Elementary Schools To: Art teacher (full-time) - J. T. Lambert Intermediate Effective Date: August 24, 2011 Nicole replaces Aynne Polinski who retired.

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

<b>Name</b>	<b>Position Held</b>
a. Langan, Brooke	Instructional Technology teacher - District Now through Effective: May 6, 2011 Length of Leave: June 3, 2011

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

<b>Name</b>	<b>Appointment</b>
a. Steiner, Stephen	Reading Specialist – High School North (LTS) Salary \$44,031.00, prorated (Step 1 Column 10) Effective Date: November 1, 2010 Now Through: the end of the workday on June 16, 2011. Stephen replaces Wanda McKelvin who is on a leave.

## 6. Salary Change

	Name	From:	To:	Effective:
a.	Burlein-Pitz, Carrie	(\$66,417) Step 12, Col. 4	(\$66,417) Step 12, Col. 14	April 14, 2011

## 7. Substitute Appointments

	Name	Certification
a.	Fetherman, Patrick	Health & Physical Education
b.	McCombs, Tamara	Biology
c.	Shanley, Bridget	Special Education/Elementary

## H. Salary Compensations – Guidance Counselors for the 2011-2012 Fiscal Year

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

Motion was made by Douglas Freeman to approve the following guidance counselor salary compensations in accordance with the 2010-2013 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. These salaries are effective July 1, 2011 through June 30, 2012. Motion was seconded by William Searfoss and carried unanimously, 9-0.

### 1. Salary Compensations - Intermediate Guidance Counselors for the 2011-2012 Fiscal Year

	Last Name	First Name	Step	Column	2011-2012 Salary
a.	Christian	Cynthia	14	11	\$70,258
b.	Jones	Deborah	14	14	\$72,171
c.	Peeke	Lachlan	16	16	\$82,337

### 2. Salary Compensations - High School Guidance Counselors for the 2011-2012 Fiscal Year

	Last Name	First Name	Step	Column	2011-2012 Salary
a.	Formica	Joseph	16	8	\$77,339
b.	Kule	Jay	16	10	\$78,435

## I. Salary Compensations for the 2010-2011 School Year

Motion was made by Douglas Freeman 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. These salaries are effective 8/26/10 and are pro-rated. Motion was seconded by James Brunkard and carried unanimously, 9-0.

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

	Last Name	First Name	2010-11 Step	2010-11 Column	Through	2010-11 Salary
1.	Bozzuto	Jenifer	5	1	9/10/10	\$44,101
2.	Clifton	Nelson	4	7	1/28/10	\$47,232
3.	Detrick	Karra	8	8	12/14/10	\$54,036
4.	Evans	David	10	12	1/2/11	\$65,129
5.	Lambert	Thomas	13	6	11/23/10	\$66,406
6.	Lefevre	Nikolya	16	5	11/11/10	\$74,654
7.	Mooney	Tina	12	6	9/20/10	\$61,367
8.	Pietryka	Jennifer	2	7	2/28/11	\$43,450
9.	Premo	Mary	4	8	9/17/10	\$47,737
10.	Seip	Linda	16	6	1/25/11	\$75,083
11.	Steigerwalt	Jan	16	11	12/15/10	\$78,240

12.	Willis	Stacey	12	11	3/14/11	\$64,523
13.	Youngkin	Sylvia	10	7	3/16/11	\$62,351

**J. Supplemental Days for the 2011-2012 Fiscal Year**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the following guidance counselors and special education consultants' additional supplemental days for the 2011-2012 Fiscal Year, effective July 1, 2011 through June 30, 2012. Motion was seconded by William Searfoss and carried unanimously, 9-0.

**1. Elementary Guidance Counselors**

	<b>Name</b>	<b>Supplemental Days</b>
a.	Chamberlin, Carley	13 days
b.	Dailey, Elizabeth	13 days
c.	Dollar-Krell, Beverly	16 days
d.	Fries, Sarah	13 days
e.	Meyers, Loriann	13 days
f.	Osmun, Jonathan	13 days
g.	Rovi, Lauren	13 days
h.	Shultz, Cathleen	13 days

**2. Intermediate Guidance Counselors**

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

**3. High School Guidance Counselors**

	<b>Name</b>	<b>Supplemental Days</b>
a.	Dietz, Casandra	25.5 days
b.	Falbo, David	22.5 days
c.	Formica, Joseph	21.5 days
d.	Huffman, Carol	20 days
e.	Kerzner, Philip	20 days
f.	Kule, Jay	21.5 days
g.	Lavelle, Rosemary	10 days
h.	Mazzei, Elizabeth	22.5 days
i.	Nicosia, Faith	20 days
j.	North, Alison	20 days
k.	Reichl, Jeffrey	22.5 days

**4. Special Education Consultants**

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

**K. Professional Staff - Substitute Teacher/School Nurse Pay Rate for the 2011-2012 School Year**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the per diem substitute teacher/school nurse rate for the 2011-2012 school year as \$80.00 per day. After thirty (30) days of substituting in this capacity, the substitute teacher/school nurse will be eligible for a \$500.00 bonus. The thirty (30) days do not have to be consecutive and are calculated for time substituted within the 2011-2012 school year and will not carry over to subsequent school years. (No change from the 2010-2011 school year). Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

**L. On-line Summer School for the Summer of the 2010-2011 School Year**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the appointments at no cost to the district in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). These teaching positions are for the summer of the 2010-2011 school year. All rates are \$28.00 per hour up to 32 hours (not to exceed 32 hours). **Pending enrollment.** Motion was seconded by Audrey Hocker and carried unanimously, 9-0.

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

	<b>Name</b>	<b>Subject</b>
1.	DeLeon, Karla	Math-Algebra II
2.	DeLong, Jennifer	Environmental & General Science
3.	Dobrowolski, Darrin	Statistics & Trigonometry
4.	Espinoza, Marilyn	Math-Algebra I & Geometry
5.	Fisher, Marijo	Biology II
6.	Hahn, Elizabeth	English – Grade 12
7.	Marmo, Jennifer	English – Grade 11
8.	Soskil, Lori	Biology I
9.	Susic, Stacy	English – Grade 10
10.	Szepietowski, Waldemar	Social Studies – American Studies I & II
11.	Szepietowski, Waldemar	Social Studies – World Studies I & II
12.	Turner, Patricia	English-Grade 9

**M. ELL Correspondence Course for the Summer of the 2010-2011 School Year**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the appointment in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). The following position is fully funded through the Title III Grant 2010-2011 school year for a maximum of 10 hours at \$28.00 per hour. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

**1. Appointment for Title III Correspondence Course for the Summer of the 2010-2011 School Year**

	<b>Name</b>	<b>School</b>	<b>Amount</b>
a.	Gittens	Linda	10 hours @ \$28.00; maximum \$280.00

**N. Summer On-Line Reading Program for the 2010 - 2011 School Year (Facilitator)**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the appointment in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). This Title I On-Line Pilot Summer Reading Program begins June 15, 2011 through August 5, 2011. This position is fully funded by Title I for a maximum of 30 hours at \$28.00 per hour. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

**1. Appointment for On-Line Reading Program for the Summer of the 2010-2011 School Year**

	<b>Name</b>	<b>Amount</b>
a.	Rubino, Julie	30 hours @ \$28.00; maximum \$840.00

**O. Summer On-Line Pilot Reading Program for the 2010 – 2011 School Year (Technology)**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the appointment in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). This Title I On-Line Pilot Summer Reading Program begins June 15, 2011 through August 5, 2011. This position is fully funded by Title I for a maximum of 10 hours at \$28.00 per hour. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

**1. Appointment for Technology Assistance Program/Web Page Creation for the On-Line Summer Reading Pilot Program.**

	<b>Name</b>	<b>Amount</b>
a.	Seidel, Maureen	Technical Assistance for On-Line Pilot Summer: 10 hours @ \$28.00, maximum \$280.00.

**P. Summer Quick Start Kindergarten Program for the Summer of the 2010-2011 School Year**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the appointments in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). These teaching positions are fully funded through the Title I Grant 2010-2011 “Summer Quick Start Kindergarten Program”. All rates are \$28.00 per hour. Motion was seconded by William Searfoss and carried unanimously, 9-0.

**1. Appointments for Quick Start Instructors for the Summer of the 2010-2011 School Year**

	<b>Name</b>	<b>School</b>	<b>Amount</b>
1.	Britton, Angela	Resica Elementary	24 hours and 1 hour orientation @ \$28.00 – not to exceed \$700.00
2.	Casella, Lois	East Stroudsburg Elementary	24 hours and 1 hour orientation @ \$28.00 – not to exceed \$700.00
3.	Christensen, Marie	Bushkill Elementary	24 hours and 1 hour orientation @ \$28.00 – not to exceed \$700.00
4.	Dreisbach, Ashley	Smithfield Elementary	24 hours and 1 hour orientation @ \$28.00 – not to exceed \$700.00
5.	French, Diane	Bushkill Elementary	Substitute @ \$28.00/hour
6.	Hewitt, Erin	Middle Smithfield Elementary	24 hours and 1 hour orientation @ \$28.00 – not to exceed \$700.00
7.	Leonard, Jacilyn	J. M. Hill Elementary	24 hours and 1 hour orientation @ \$28.00 – not to exceed \$700.00
8.	Munch, Laura	Middle Smithfield Elementary	Substitute @ \$28.00/hour
9.	Riley, Kimberly	East Stroudsburg Elementary	Substitute @ \$28.00/hour
10.	Rogers, Maria	J. M. Hill Elementary	Substitute @ \$28.00/hour
11.	Sorrentino, Jaymie	Smithfield Elementary	Substitute @ \$28.00/hour

**2. Appointments for Quick Start Parent Presentors for the Summer of the 2010-2011 School Year**

	<b>Name</b>	<b>School</b>	<b>Amount</b>
1.	Angelopoulos, Eleni	East Stroudsburg Elementary	13 hours @ \$28.00 – not to exceed \$364.00
2.	Finley-Welsh, Susan	Resica Elementary	13 hours @ \$28.00 – not to exceed \$364.00
3.	Heeter, Patricia	Middle Smithfield Elementary	13 hours @ \$28.00 – not to exceed \$364.00
4.	Hogan, Karin	J. M. Hill Elementary	13 hours @ \$28.00 – not to exceed \$364.00
5.	Jablonski, Alison	Bushkill Elementary	13 hours @ \$28.00 – not to exceed \$364.00
6.	Schoenherr, Catherine	Smithfield Elementary	13 hours @ \$28.00 – not to exceed \$364.00

**Q. Extra Responsibility**

**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 Robert Cooke and carried unanimously, 9-0.

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

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Building</b>	<b>Rate</b>
1.	Bakner	Paul	Summer Band Advisor	High School North	\$28.00/hour (33 hours)
2.	Conklin	Kimberly	Summer Band Advisor	J. T. Lambert Intermediate	\$28.00/hour (49 hours)
3.	Leyrer	Brian	Intramural Weightroom Supervisor (summer)	J. T. Lambert Intermediate	\$23.00/hour (48 hour maximum)
4.	Mitchell	Brian	Intramural Weightroom Supervisor (summer)	Lehman Intermediate	\$23.00/hour (48 hour maximum)
5.	Rose	Anthony	Intramural Weightroom Supervisor (summer 1 <sup>st</sup> half)	High School South	\$23.00/hour (48 hour maximum)
6.	Rose	Anthony	Intramural Weightroom Supervisor (summer 2nd half)	High School South	\$23.00/hour (48 hour maximum)
7.	Whitney	Matthew	Summer Band Advisor	J. T. Lambert Intermediate	\$28.00/hour (48 hours)

**2. Appointments for the 2011-2012 School Year**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Building</b>	<b>Rate</b>	<b>longevity stipend</b>
1.	Allison	Richard	Boys' Basketball Freshman Coach	High School South	\$3,466.32	(plus \$250.00 longevity stipend)
2.	Allison	Richard	Boys' Soccer Head Coach	J. T. Lambert Intermediate	\$2,096.76	(plus \$250.00 longevity stipend)
3.	Allison	Richard	Intramural Boys' Soccer Advisor	J. T. Lambert Intermediate	\$23.23/hour (48 hour maximum)	
4.	Aponte	Betty	Girls' Tennis Head Coach	High School North	\$2,711.85	(plus \$250.00 longevity stipend)
5.	Armitage	Jay	Rifle Team Head Coach	High School South	\$3,079.49	
6.	Baker	Richard	Boys' Basketball Head Coach	High School South	\$5,784.27	
7.	Baker	Richard	Intramural Boys' Basketball Advisor	High School South	\$23.23/hour (48 hour maximum)	
8.	Bartlett	Carol	Field Hockey Assistant Coach	J. T. Lambert Intermediate	\$1,464.50	
9.	Bealer	Brett	Football Freshman Assistant Coach	High School South	\$3,801.64	
10.	Bedell	Elaine	Intramural Softball Tri-Advisor	High School South	\$23.23/hour (48 hour maximum between 3	

	Last Name	First Name	Position	Building	Rate	longevity stipend
					advisors)	
11.	Bedell	Elaine	Softball Head Coach	High School South	\$4,830.83	(plus \$250.00 longevity stipend)
12.	Bedell	Elaine	Girls' Tennis Head Coach	High School South	\$2,711.85	(plus \$250.00 longevity stipend)
13.	Bedell	Elaine	Intramural Tennis Co-Advisor	J. T. Lambert Intermediate	\$23.23/hour (48 hour maximum between 2 advisors)	
14.	Bickart	Charles	Boys' Track and Field Varsity Assistant Coach	High School South	\$3,552.17	(plus \$250.00 longevity stipend)
15.	Bigio	Jaelyn	Field Hockey Assistant Coach	High School North	\$3,232.00	
16.	Bishamber	Breanna	Cheerleading Varsity Assistant Coach (fall)	High School South	\$1,247.35	
17.	Bishamber	Breanna	Cheerleading Varsity Assistant Coach (winter)	High School South	\$1,247.35	
18.	Blazier	Jaelyn	Cheerleading Varsity Assistant Coach (winter)	High School North	\$1,247.35	
19.	Blazier	Jaelyn	Cheerleading Varsity Assistant Coach (fall)	High School North	\$1,247.35	
20.	Bonser	Jeremy	Baseball Junior Varsity Coach	High School North	\$3,069.39	
21.	Bowen	Karleigh	Field Hockey Head Coach	Lehman Intermediate	\$2,096.76	
22.	Boyd	Dorrie	Assistant Athletic Trainer	High School North	\$7,025.56	
23.	Boylan	Brian	Baseball Junior Varsity Coach	High School South	\$3,069.39	
24.	Boylan	Brian	Intramural Baseball Tri-Advisor	High School South	\$23.23/hour (48 hour maximum between 3 advisors)	
25.	Bukoski	Gary	Football Varsity Assistant Coach	High School South	\$5,086.36	(plus \$250.00 longevity stipend)
26.	Buksa	Erik	Intramural Boys' Soccer Co-Advisor	High School North	\$23.23/hour (48 hour maximum between 2 advisors)	
27.	Buksa	Erik	Boys' Soccer Head Coach	High School North	\$4,567.22	(plus \$250.00 longevity stipend)
28.	Bybee	Steven	Cross Country Head Coach	J. T. Lambert Intermediate	\$2,096.76	
29.	Bybee	Steven	Girls' Soccer Head Coach	J. T. Lambert Intermediate	\$2,096.76	
30.	Bybee	Steven	Girls' Basketball Assistant Coach	J. T. Lambert Intermediate	\$2,049.29	
31.	Carmeci	Dawn	Cheerleading Head Coach (fall)	High School North	\$2,301.79	(plus \$250.00 longevity stipend)
32.	Carmeci	Dawn	Cheerleading Head Coach (winter)	High School North	\$2,301.79	(plus \$250.00 longevity stipend)
33.	Carson	Jessica	Mock Trial Head Coach	High School North	\$2,459.35	
34.	Charvet	Michael	Boys' Basketball Varsity Assistant Coach	High School South	\$4,062.22	
35.	Christian	Edward	Football Head Coach (11 or more years)	High School South	\$7,673.98	
36.	Clouse	Denise	Girls' Track & Field Varsity Assistant Coach	High School North	\$3,552.17	(plus \$250.00 longevity stipend)
37.	Cloward	Daniel	Speech & Debate Team	High School North	\$1,481.67	



	Last Name	First Name	Position	Building	Rate	longevity stipend
			Advisor			
38.	Cole	Adam	Girls' Basketball Head Coach	High School South	\$5,784.27	(plus \$250.00 longevity stipend)
39.	Corso	Christopher	Wrestling Assistant Coach	Lehman Intermediate	\$2,956.27	
40.	Cox	James	Football Assistant Coach	Lehman Intermediate	\$1,464.50	
41.	Cramer	Bryan	Scholastic Scrimmage Head Coach	High School North	\$1,721.04	
42.	Dailey	Charles	Football Head Coach (11 or more years)	High School North	\$7,673.98	
43.	Dailey	Charles	Associate Athletic Director	High School North	\$7,142.72	(plus \$250.00 longevity stipend)
44.	Davidge	Samuel	Boys' Soccer Junior Varsity Coach	High School North	\$3,232.00	(plus \$250.00 longevity stipend)
45.	Deibler	Sharon	Cross Country Head Coach	High School South	\$3,382.49	
46.	DeLong	Ryan	Rifle Team Varsity Assistant Coach	High School North	\$2,154.33	(plus \$250.00 longevity stipend)
47.	DeLong	Ryan	Softball Head Coach	High School North	\$4,830.83	
48.	Diehl	Matthew	Girls' Volleyball Varsity Assistant Coach	High School North	\$3,232.00	
49.	DiMino	Diana	Boys' Soccer Assistant Coach	J. T. Lambert Intermediate	\$1,464.50	(plus \$250.00 longevity stipend)
50.	Dobish	Van	Wrestling Varsity Assistant Coach	High School South	\$4,062.22	
51.	Dreibelbis	Susan	Girls' Tennis Junior Varsity Coach	High School South	\$1,756.39	(plus \$250.00 longevity stipend)
52.	Eich	Holly	Field Hockey Head Coach	High School North	\$4,567.22	(plus \$250.00 longevity stipend)
53.	Eich	Holly	Intramural Field Hockey Co-Advisor	High School North	\$23.23/hour (48 hour maximum between 2 advisors)	
54.	Finelli, Jr.	John	Girls' Track and Field Varsity Assistant Coach	High School South	\$3,552.17	(plus \$250.00 longevity stipend)
55.	Finelli, Jr.	John	Football Freshman Head Coach	High School South	\$4,632.87	
56.	Fodness	Peter	Boys' Soccer Head Coach	High School South	\$4,567.22	(plus \$250.00 longevity stipend)
57.	Fodness	Peter	Girls' Soccer Head Coach	High School South	\$4,567.22	(plus \$250.00 longevity stipend)
58.	Fogelsanger	Monica	Girls' Basketball Head Coach	Lehman Intermediate	\$2,956.27	
59.	Francis	Gail	Girls' Basketball Varsity Assistant Coach	High School North	\$4,062.22	
60.	Francois	Maria	Science Olympiad Club Advisor	High School North	\$1,079.69	
61.	Frick	Samantha	Field Hockey Varsity Assistant Coach	High School South	\$3,232.00	
62.	Fuller	Joshua	Wrestling Varsity Assistant Coach	High School North	\$4,062.22	(plus \$250.00 longevity stipend)
63.	Furst	Kane	Baseball Varsity Assistant Coach	High School South	\$3,524.90	
64.	Gallagher	Cori	Girls' Freshman Basketball Coach	High School South	\$3,466.32	

	Last Name	First Name	Position	Building	Rate	longevity stipend
65.	Gonda	George	Boys' Soccer Head Coach	Lehman Intermediate	\$2,096.76	(plus \$250.00 longevity stipend)
66.	Harris	Timothy	Girls' Basketball Head Coach	High School North	\$5,784.27	
67.	Hartle	Brent	Football Assistant Coach	J. T. Lambert Intermediate	\$1,464.50	
68.	Hendricks	Sara	Boys' Soccer Varsity Assistant Coach	High School North	\$3,232.00	(plus \$250.00 longevity stipend)
69.	Henritz	Anthony	Football Varsity Assistant Coach	High School South	\$5,086.36	
70.	Henritz	Anthony	Girls' Basketball Head Coach	J. T. Lambert Intermediate	\$2,956.27	(plus \$250.00 longevity stipend)
71.	Henritz	Anthony	Girls' Track & Field Head Coach	J. T. Lambert Intermediate	\$2,096.76	
72.	Holden	Christopher	Girls' Volleyball Head Coach	J. T. Lambert Intermediate	\$2,096.76	
73.	Johnson	Frank	Boys' Basketball Head Coach	J. T. Lambert Intermediate	\$2,956.27	(plus \$250.00 longevity stipend)
74.	Kean	Ashley	Girls' Basketball Varsity Assistant Coach	High School North	\$4,062.22	
75.	Kean	Ashley	Softball Varsity Assistant Coach	High School North	\$3,524.90	
76.	Kennedy	Kevin	Boys' Basketball Head Coach	High School North	\$5,784.27	(plus \$250.00 longevity stipend)
77.	Kernan	Paul	Mock Trial Head Coach	High School South	\$2,459.35	(plus \$250.00 longevity stipend)
78.	Kerzner	Phillip	Softball Junior Varsity Coach	High School South	\$3,069.39	(plus \$250.00 longevity stipend)
79.	Kirkpatrick	Jason	Baseball Head Coach	High School North	\$4,830.83	(plus \$250.00 longevity stipend)
80.	Kirkpatrick	Jason	Intramural Baseball Advisor	High School North	\$23.23/hour (48 hour maximum)	
81.	Kolcun	Brian	Boys' Tennis Head Coach	High School South	\$2,711.85	(plus \$250.00 longevity stipend)
82.	Kolcun	Brian	Golf Head Coach	High School South	\$2,711.85	(plus \$250.00 longevity stipend)
83.	Konas	Elena	Field Hockey Assistant Coach	Lehman Intermediate	\$1,464.50	
84.	Kruczek	Laurie	Scholastic Scrimmage Head Coach	High School South	\$1,721.04	
85.	Krupski	David	Boys' Track and Field Head Coach	High School North	\$4,888.40	
86.	Laverdure	Richard Bryan	Boys' Soccer Varsity Assistant Coach	High School South	\$3,232.00	
87.	Laverdure	Richard Bryan	Intramural Boys' Soccer Co-Advisor	High School South	\$23.23/hour (48 hour maximum between 2 advisors)	
88.	Leap	Jason	Football Head Coach	Lehman Intermediate	\$2,096.76	
89.	Leap	Jason	Girls' Track and Field Head Coach	High School North	\$4,888.40	(plus \$250.00 longevity stipend)
90.	Lehr	John	Girls' Freshman Basketball Coach	High School North	\$3,466.32	
91.	Lesoine	Gary	Rifle Team Varsity Assistant	High School South	\$2,154.33	

	Last Name	First Name	Position	Building	Rate	longevity stipend
			Coach			
92.	Lewis	Daniel	Boys' Soccer Junior Varsity Coach	High School South	\$3,232.00	
93.	Leyrer	Brian	Baseball Head Coach	J. T. Lambert Intermediate	\$2,096.76	
94.	Leyrer	Brian	Intramural Weight Room Supervisor (winter)	J. T. Lambert Intermediate	\$23.23/hour (48 hour maximum)	
95.	Leyrer	Brian	Football Head Coach	J. T. Lambert Intermediate	\$2,096.76	
96.	Litts	Randall	Wrestling Head Coach	High School South	\$5,784.27	
97.	Luchowski	Patrick	Girls' Basketball Varsity Assistant Coach	High School South	\$4,062.22	
98.	Malachowsky	Paul	Football Assistant Coach	Lehman Intermediate	\$1,464.50	
99.	Martinelli	Armand	Associate Athletic Director	High School South	\$7,142.72	(plus \$250.00 longevity stipend)
100.	Martinelli	Armand	Athletic Trainer	High School South	\$11,708.93	(plus \$250.00 longevity stipend)
101.	Mason-Caiazzo	Laura	Cross Country Varsity Assistant Coach	High School South	\$2,366.43	
102.	Maye	Riley	Boys' Basketball Varsity Assistant Coach	High School South	\$4,062.22	
103.	McCormick	Cara	Intramural Field Hockey Co-Advisor	High School South	\$23.23/hour (48 hour maximum between 2 advisors)	
104.	McCormick	Cara	Field Hockey Head Coach	High School South	\$4,567.22	(plus \$250.00 longevity stipend)
105.	McGee	Amanda	Girls' Volleyball Head Coach	High School South	\$4,567.22	
106.	McGee	Amanda	Intramural Volleyball Advisor	High School South	\$23.23/hour (48 hour maximum)	
107.	Metzgar	Richard	Rifle Team Head Coach	High School North	\$3,079.47	(plus \$250.00 longevity stipend)
108.	Minnichbach	Joseph	Football Varsity Assistant Coach	High School North	\$5,086.36	
109.	Mitchell	Daniel	Baseball Head Coach	High School South	\$4,830.83	
110.	Mitchell	Daniel	Intramural Baseball Tri-Advisor	High School South	\$23.23/hour (48 hour maximum between 3 advisors)	
111.	Mitchell	Brian	Associate Athletic Director	Lehman Intermediate	\$5,423.70	(plus \$250.00 longevity stipend)
112.	Mitchell	Brian	Football Freshman Head Coach	High School North	\$4,632.87	
113.	Molin	Maurice	Boys' Track and Field Varsity Assistant Coach	High School South	\$3,552.17	(plus \$250.00 longevity stipend)
114.	Montgomery	Res	Girls' Tennis Junior Varsity Coach	High School North	\$1,756.39	(plus \$250.00 longevity stipend)
115.	Montgomery	Res	Boys' Tennis Head Coach	High School North	\$2,711.85	(plus \$250.00 longevity stipend)
116.	Mosher	Stanley	Intramural Chess Advisor	High School South	\$23.23/hour (48 hour maximum)	
117.	Mosher	Stanley	Chess Team Coach	High School South	\$1,603.88	(plus \$250.00 longevity stipend)
118.	Moskovitz	Scott	Boys' Basketball Varsity Assistant Coach	High School North	\$4,062.22	

	Last Name	First Name	Position	Building	Rate	longevity stipend
119.	Murphy	Kenneth	Boys' Track and Field Head Coach	J. T. Lambert Intermediate	\$2,096.76	
120.	Myers	John	Football Varsity Assistant Coach	High School North	\$5,086.36	(plus \$250.00 longevity stipend)
121.	Naser	Paul	Boys' Basketball Freshman Coach	High School North	\$3,466.32	
122.	Naser	Paul	Football Varsity Assistant Coach	High School North	\$5,086.36	
123.	Nearhoof	Bryan	Football Assistant Coach	J. T. Lambert Intermediate	\$1,464.50	
124.	Nevil	Jeffrey	Golf Head Coach	High School North	\$2,711.85	(plus \$250.00 longevity stipend)
125.	Peeke	Lachlan	Football Assistant Coach	J. T. Lambert Intermediate	\$1,464.50	
126.	Pellington	Lauren	Girls' Basketball Assistant Coach	Lehman Intermediate	\$2,049.29	
127.	Pilz	David	Cross Country Head Coach	High School North	\$3,382.49	
128.	Pilz	David	Intramural Cross Country Advisor	High School North	\$23.23/hour (48 hour maximum)	
129.	Reichl	Jeffrey	Boys' Basketball Varsity Assistant Coach	High School North	\$4,062.22	(plus \$250.00 longevity stipend)
130.	Reichl	Jeffrey	Softball Junior Varsity Coach	High School North	\$3,069.39	
131.	Ridner, Jr.	Fred	Science Olympiad Club Advisor	High School South	\$1,079.69	
132.	Rose	Anthony	Intramural Weight Room Supervisor (spring, 1st half)	High School South	\$23.23/hour (48 hour maximum)	
133.	Rose	Anthony	Football Varsity Assistant Coach	High School South	\$5,086.36	(plus \$250.00 longevity stipend)
134.	Rose	Anthony	Intramural Weight Room Supervisor (spring, 2nd half)	High School South	\$23.23/hour (48 hour maximum)	
135.	Ruhl	Steven	Football Varsity Assistant Coach	High School South	\$5,086.36	
136.	Ruhl	Steven	Softball Varsity Assistant Coach	High School South	\$3,524.90	(plus \$250.00 longevity stipend)
137.	Ruschmeyer	Leif	Wrestling Varsity Assistant Coach	High School South	\$4,062.22	
138.	Saeger	Blaec	Baseball Varsity Assistant Coach	High School North	\$3,524.90	(plus \$250.00 longevity stipend)
139.	Saeger	Blaec	Football Varsity Assistant Coach	High School North	\$5,086.36	(plus \$250.00 longevity stipend)
140.	Sagan	Mary	Speech & Debate Team Advisor	High School South	\$1,481.67	
141.	Schouppe	Stephen	Associate Athletic Director	J. T. Lambert Intermediate	\$5,423.70	(plus \$250.00 longevity stipend)
142.	Segond	Angelic	Girls' Soccer Varsity Assistant Coach	High School South	\$3,232.00	(plus \$250.00 longevity stipend)
143.	Shields	Robert	Wrestling Varsity Assistant Coach	High School North	\$4,062.22	
144.	Shields	Robert	Football Freshman Assistant Coach	High School North	\$3,801.64	
145.	Shields	Robert	Boys' Track and Field Varsity Assistant Coach	High School North	\$3,552.17	
146.	Stalker	Michael	Wrestling Head Coach	High School North	\$5,784.27	(plus \$250.00)

	Last Name	First Name	Position	Building	Rate	longevity stipend
						longevity stipend)
147.	Swineford	John	Swim Team Head Coach	High School South	\$4,567.22	
148.	Swineford	John	Intramural Swimming Co-Advisor	High School South	\$23.23/hour (48 hour maximum between 2 advisors)	
149.	Terwilliger	Jaclyn	Field Hockey Head Coach	J. T. Lambert Intermediate	\$2,096.76	
150.	Timpson	Daniel	Boys' Basketball Assistant Coach	J. T. Lambert Intermediate	\$2,049.29	
151.	Tosh	Christopher	Girls' Basketball Varsity Assistant Coach	High School South	\$4,062.22	
152.	Watson	Mark	Girls' Volleyball Head Coach	Lehman Intermediate	\$2,096.76	
153.	Wilson	Robert	Boys' Track and Field Head Coach	High School South	\$4,888.40	(plus \$250.00 longevity stipend)
154.	Wisotsky	Matthew	Intramural Weight Room Co-Supervisor (winter)	Lehman Intermediate	\$23.23/hour (48 hour maximum between 2 advisors)	
155.	Wisotsky	Matthew	Football Assistant Coach	Lehman Intermediate	\$1,464.50	
156.	Wisotsky	Matthew	Boys' Track and Field Varsity Assistant Coach	High School North	\$3,552.17	
157.	Wisotsky	Matthew	Intramural Boys' Track & Field Co-Advisor	High School North	\$23.23/hour (48 hour maximum between 2 advisors)	
158.	Woolsey	Lawrence	Girls' Track and Field Varsity Assistant Coach	High School South	\$3,552.17	(plus \$250.00 longevity stipend)
159.	Zaso	Patricia	Girls' Volleyball Head Coach	High School North	\$4,567.22	(plus \$250.00 longevity stipend)

**R. Act 93 - John Burrus**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve John Burrus, Principal of Smithfield Elementary to have an additional responsibility as Principal of J. T. Lambert Intermediate School effective July 1, 2011. Mr. Burrus will receive a \$3,000 stipend for the 2011-2012 fiscal year for this responsibility. (No change from the 2010-2011 school year). Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

**S. Act 93 - Administrative Compensation Plan**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman that the Act 93 Administrative Compensation Plan for 2008-2011 as previously approved by the Board be extended for one additional year (until June 30, 2012) with all salaries and benefits as are in effect for the 2010-2011 school/fiscal year remaining in effect for the 2011-2012 school/fiscal year for all covered employees. (Approximately \$75,000 savings for the district). Motion was seconded by Robert Huffman and carried unanimously, 9-0.

**XI. STROUD AREA REGIONAL POLICE DEPARTMENT 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 the Stroud Area Police Department effective August 11, 2011 for a one (1) year period in the form as presented. This Memorandum of Understanding will automatically renew for additional successive one (1) year periods unless it is previously modified or terminated. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

(See pages 48-56)

**XII. CONTRACTS**

1.

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the contracts listed for their specific services, rates and effective dates totaling under \$10,000. Motion was seconded by William Searfoss and passed 7-2. James Brunkard and Douglas Freeman voted no.

	<b>NAME</b>	<b>SERVICE</b>	<b>RATE</b>	<b>PAYMENT FROM</b>	<b>EFFECTIVE DATE</b>
1.	Advanced Management Software, Inc.	Map Training	\$1,050.00	Transportation Department	5/9/11
2.	Advanced Management Software, Inc.	Mapping & Route Optimization	\$3,100.00	Transportation Department	Three days in July, 2011
3.	Alrwashdeh, Abeer	Translation of Psychological Evaluation	\$28.00	J. M. Hill Elementary	5/11/11
4.	Bukoski, Gary	Online Curriculum Development-Intermediate Social Studies 7	\$28.00/hr Not to Exceed \$1,680.00	Virtual Academy	6/2011-8/2011
5.	Byrne, Angela	Online Curriculum Development-Intermediate Reading 8	\$28.00/hr Not to Exceed \$1,680.00	Virtual Academy	6/2011-8/2011
6.	Calpin, Maryann	Online Curriculum Development-Intermediate Reading 7	\$28.00/hr Not to Exceed \$1,680.00	Virtual Academy	6/2011-8/2011
7.	Carbon Lehigh IU #21	Job Coaching Services	108 Hours, Not To Exceed \$1,453.00	ARRA IDEA	8/7/11, or upon last day of school
8.	Coke, Lucianna	Online Curriculum Development-Intermediate English 8	\$28.00/hr Not to Exceed \$840.00	Virtual Academy	6/2011-8/2011
9.	Concorde, Inc.	To fulfill D.O.T. requirements for random drug testing, pre-employment, post-accident for all CDL Personnel	\$8,000.00	Transportation Department	7/1/11-6/30/12
10.	Davis, Bruce	Employee Physician-Bus Drivers	\$60.00 per employee	Transportation Department	7/1/11-6/30/12
11.	Davis, Bruce	Employee Physician-Cafeteria Monitors	\$60.00 per employee	Human Resources Department	2011-2012 Fiscal year
12.	Davis, Bruce	Employee Physician-Cafeteria Workers	\$60.00 per employee	Cafeteria Funds	2011-2012 Fiscal year
13.	Devereux Kanner Center	Extended School Year Programming	\$200/day for 39 days-Educational \$207/day for 53 days-Residential Total cost, not to	District Special Education	7/5/11-8/26/11

			exceed \$18,771		
14.	Dreibelbis, Susan	Online Curriculum Development-Intermediate Science 7	\$28.00/hr Not to Exceed \$1,680.00	Virtual Academy	6/2011-8/2011
15.	Dougherty, Kenneth	Online Curriculum Development-Intermediate Health/PE 7	\$28.00/hr Not to Exceed \$840.00	Virtual Academy	6/2011-8/2011
16.	Espinoza, Marilyn	Online Curriculum Development-Intermediate Pre-Algebra Math 8	\$28.00/hr Not to Exceed \$1,680.00	Virtual Academy	6/2011-8/2011
17.	Fisher, Marijo	Online Curriculum Development-Intermediate Science 8	\$28.00/hr Not to Exceed \$1,680.00	Virtual Academy	6/2011-8/2011
18.	Greenwood, Jill	Online Curriculum Development-Intermediate English 7	\$28.00/hr Not to Exceed \$1,680.00	Virtual Academy	6/2011-8/2011
19.	Harris School Solutions	Query Training and User Defined Reports Training	\$2,425.00	Business Office	To be determined
20.	Jennings, Eugene	Psychological Evaluation	Not to Exceed \$3,500.00	District Special Education	5/18/11-6/30/11
21.	Jones, Kitty	Performance for One Room Schoolhouse Interactive Theatre	\$650.00	Smithfield Elementary	5/31/11
22.	LaBar, Robert	Online Curriculum Development-Intermediate Social Studies 8	\$28.00/hr Not to Exceed \$1,680.00	Virtual Academy	6/2011-8/2011
23.	Langan, Brooke	More Intensive Technology Training for eTech Academy Participants.	\$350.00	Title II A	8/1/11-8/4/11
24.	Ludka, Shannon	Online Curriculum Development-Intermediate Health/PE 7	\$28.00/hr Not to Exceed \$840.00	Virtual Academy	6/2011-8/2011
25.	Martin, Joseph	Intensive Technology Training for eTech Academy Participants	\$350.00	Title II A	8/1/11-8/4/11
26.	Nicoletti, Ann	Differentiated Supervision	\$87.50 (co-presenter)	Professional Development	8/23/11
27.	Nicoletti, Ann	Differentiated Supervision Refresher	\$62.50 (co-presenter)	Professional Development	8/23/11
28.	Pattison, Gayle	Online Curriculum Development-Intermediate Math 7	\$28.00/hr Not to Exceed \$1,680.00	Virtual Academy	6/2011-8/2011
29.	PMC/Pocono Occupational Medicine	Pre-employment D & A testing, post-accident testing, etc.	Not to Exceed \$3,200.00	Transportation Department	7/1/11-6/30/12
30.	Primiano, George	High School South Football Physician	\$2,985.00 (No change from 2010-2011 school year)	Athletic Department	7/1/11-6/30/12
31.	Rasely-Philipps, Susanne	Online Curriculum Development-Intermediate English 8	\$28.00/hr Not to Exceed \$840.00	Virtual Academy	6/2011-8/2011
32.	Ruhl, Jessica	Differentiated Supervision	\$87.50 (co-presenter)	Professional Development	8/23/11
33.	Ruhl, Jessica	Differentiated Supervision Refresher	\$62.50 (co-presenter)	Professional Development	8/23/11
34.	Salmon, Tom	Accompanist for Cavalier Voices Cadets	\$300.00	Music Dept.	2/11/11-6/18/11

35.	Seidel, Maureen	Intensive Technology Training for eTech Academy Participants	\$350.00	Title II A	8/1/11-8/4/11
36.	Wescott, Shawn	Intensive Technology Training for eTech Academy Participants	\$350.00	Title II A	8/1/11-8/4/11
37.	Xerox Corporation	Relocating Xerox Machines	Not to Exceed \$1,503.00	Business Office	To be determined
		<b>TRANSPORTATION</b>	<b>CONTRACTS</b>		
1.	Bloise, Lisa	Contract Transportation	\$118.58/day	Transportation Dept.	5/6/11
2.	Bloise, Lisa	Contract Transportation	\$171.07/day	Transportation Dept.	5/9/11
3.	Davis Christine	Contract Transportation	\$211.58/day	Transportation Dept.	5/2/11
4.	Frascella, Maria	Contract Transportation	\$188.16/day	Transportation Dept.	4/25/11
5.	O'Rourke, Victoria	Contract Transportation	\$144.17/day	Transportation Dept.	5/12/11

2.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the contracts listed for their specific services, rates and effective dates totaling over \$10,000. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Bart, John	School Physician; State-mandated physicals; athletic physicals; ACCESS; IEP review, sign-off; consultation and advisement, standing orders; working papers; employees	\$32,750.00 (No change from 2010-2011 school year) (student pays a \$10 advance deposit to be refunded if they attend)	Pupil Services/Athletics Department and Nursing Department	7/1/11-6/30/12
2.	New Story Extended School Year Contract	Extended School Year Services	\$175.00 per day for special education program \$25/hour-30 hours/week	District	6/20/11-8/12/11

**XIII. STUDENT ITEMS**

**A. Placements**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the agreed upon alternative placements for the students listed for recommended schools and times indicated. Motion was seconded by Robert Huffman and passed 8-1. Audrey Hocker voted no.

	Student Number		Student Number
a.	10021023	c.	10021025
b.	10020924	d.	10021026

(See pages 57-58)



**B. Overnight Field Trip**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss 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 Douglas Freeman and carried unanimously, 9-0.

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Delp, Judy	MCTI Electronics Students to PA College of Technology for Summer Camp	Williamsport, PA	6/14/11-6/17/11

(See page 59)

**C. Waiver of FAPE/Reimbursement For Camp**

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve the Waiver of FAPE/Reimbursement for Camp between the East Stroudsburg Area School District and the parents of students' numbers 10050301 and 10050302. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

(See pages 60-65)

**XIV. OLD AND NEW BUSINESS**

None

**XV. BOARD POLICIES**

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve the board policies listed for use in the East Stroudsburg Area School District. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

1. #118.1 On-Line Courses The East Stroudsburg Area School District Virtual Academy
2. #209 Health Examinations

(See page 66-75)

**XVI. SCHOOL IMPROVEMENT PLANS**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the Getting Results School Improvement Plans for Bushkill Elementary School, Middle Smithfield Elementary School, Resica Elementary School, East Stroudsburg High School – North and East Stroudsburg High School – South for submission to the Pennsylvania Department of Education in compliance with No Child Left Behind and the Elementary and Secondary Education Act of 2001. Motion was seconded by William Searfoss and carried unanimously, 9-0.

**XVII. FISCAL ITEMS**

**A. 2011-2012 Final General Fund Budget**

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman that the East Stroudsburg Area School District does hereby adopt its general fund and capital reserve budgets for the 2011-2012 school year, in the amounts and categories as set forth below and as posted and advertised in accordance with the law, the full budgets being filed with the school records and the Department of Education as required by law. The totals of said general fund and capital reserve budgets are \$141,514,000 and \$921,593, respectively. The general fund budget includes funds from the state and federal governments in addition to the taxes hereinafter levied, after proper additions and amendments. Motion was seconded by Robert Gress. A roll call vote was taken and passed 6-3. James Brunkard, Horace Cole, Robert Cooke, Douglas Freeman, Robert Gress and Robert Huffman voted yes. Bet Hays, Audrey Hocker and William Searfoss voted no.

<b><u>2011-2012 Final Budget - General Fund</u></b>			
<u>1000</u>	<b>Instruction</b>		
1100	Regular	49,677,181	
1200	Special	19,900,708	
1300	Vocational	2,685,154	
1400	Other	<u>3,876,897</u>	
	Subtotal – Instruction		<u>76,139,940</u>
<u>2000</u>	<b>Support Services</b>		
2100	Pupil Personnel	2,634,065	
2200	Instructional Staff	2,736,300	
2300	Administration	5,774,834	
2400	Pupil Health	1,606,613	
2500	Business Office	947,793	
2600	Operation & Maintenance	12,802,593	
2700	Transportation	11,354,141	
2800	Professional Services	5,234,498	
2900	Other Support Services	48,411	
	Subtotal- Support Services		<u>43,139,248</u>
<u>3000</u>	<b>Non-Instructional Services</b>		
3200	Student Activities	2,420,604	
3300	Community Services	<u>173,062</u>	
	Subtotal-Non-Instructional Services		<u>2,593,666</u>
<u>5000</u>	<b>Other Financing Sources (Uses)</b>		
5100	Financing	19,191,146	
5200	Transfers to Funds	-	
5900	Budgetary Reserve	<u>450,000</u>	
	Subtotal- Other Financing Sources (Uses)		<u>19,641,146</u>
	<b>TOTAL BUDGET – GENERAL FUND</b>		<u>141,514,000</u>
<b><u>2011-2012 Final Budget – Capital Reserve Fund</u></b>			
<u>2000</u>	<b>Support Services</b>		
2600	Operation & Maintenance	397,740	
2700	Transportation		
	Subtotal – Support Services		397,740
<u>4000</u>	<b>Facilities Construction &amp; Improvement</b>		
4200	Site Improvements – Replacements	523,853	
4600	Building Improvement-Replacement		
	Subtotal - Facilities Construction & Improvements		<u>523,853</u>
	<b>TOTAL BUDGET – CAPITAL RESERVE</b>		<u>\$ 921,593</u>

**B. 2011-2012 Taxes Rates**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the tax rates listed below for the 2011-2012 school year. These rates represent a 3.6% increase in tax in Monroe County and 3.02% increase in Pike County. Motion was seconded by Douglas Freeman. A roll call vote was taken and passed 6-3. James Brunkard, Horace Cole, Robert Cooke, Douglas Freeman, Robert Gress and Robert Huffman voted yes. Bet Hays, Audrey Hocker and William Searfoss voted no.

- a. Be it resolved that a tax of 180.81 mills be proposed on real estate in the Monroe County portion of the East Stroudsburg Area School District for the 2011-2012 school year; and
- b. Be it resolved that a tax of 128.88 mills be proposed on real estate in the Pike County portion of the East Stroudsburg Area School District for the 2011-2012 school year; and
- c. Be it resolved that the 1% Earned Income Tax be proposed to remain in effect be placed on all residents of the District for the 2011-2012 school year; and
- d. Be it resolved that the \$10.00 Occupational Privilege Tax be proposed to remain in effect to be placed on all workers in the District for the 2011-2012 school year; and
- e. Be it resolved that the 1% Real Estate Transfer Tax be proposed to remain in effect for the 2011-2012 school year.

**C. 2011-2012 Homestead and Farmstead Resolution**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the formal resolution as presented to the Board for the 2011-2012 Homestead and Farmstead Exclusion. This will result in a maximum real estate tax reduction of \$396.15 for each approved homestead and farmstead within the School District for the 2011-2012 school year. Motion was seconded by William Searfoss. A roll call vote was taken and carried unanimously, 9-0. James Brunkard, Horace Cole, Robert Cooke, Douglas Freeman, Robert Gress, Bet Hays, Audrey Hocker, Robert Huffman and William Searfoss voted yes.

(See pages 76-77)

**D. Fund Balance**

1.

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the Business Manager to establish Assigned Fund Balance categories in accordance with GASB 54. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

2.

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the Business Manager to establish Committed Fund Balance categories in accordance with GASB 54: Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

Retirement fund – PSERS  
Medical Claim Management Fund – EBTEP  
Tax Stabilization Fund  
Other Post Employment Benefits (OPEB) Fund

E. Engle-Hambright & Davies

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to appoint Engle-Hambright & Davies as insurance broker for the 2011-2012 school/fiscal year. Motion was seconded by Robert Gress and passed 8-1. Audrey Hocker voted no.

F. Senior Citizen Tax Rebate

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the extension of the filing dates for the 2010 Senior Citizen Tax Rebate program to December 31, 2011. Motion was seconded by William Searfoss and carried unanimously, 9-0.

G. Award of Bids

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the award of bids for the following areas as per bids received on Wednesday, May 4, 2011, for the 2011-2012 school year to the lowest responsible bidders as listed. Motion was seconded by Robert Gress and carried unanimously, 9-0.

**A. CUSTODIAL SUPPLIES**

BIDDER	# of low bid items	AWARD
1. All American Poly, Piscataway, NJ	0	\$0.00
2. CCP Industries, Cleveland, OH	1	\$4,312.00
3. Central Poly Corp., Linden, NJ	1	\$544.70
4. Indco, Gloucester City, NJ	8	\$4,658.80
5. Interboro Packaging Corp., Montgomery, NY	4	\$16,383.02
6. LJC Distributors of Fuller Brush, Scranton, PA	9	\$28,638.00
7. Master Chemical Products, Wilkes-Barre, PA	31	\$44,085.76
8. Northeast Chemical & Supply, Lansford, PA	0	\$0.00
9. Pyramid School Products, Tampa, FL	14	\$2,652.49
10. Philip Rosenau Co., Inc., Warminster, PA	4	\$190.36
<b>TOTAL</b>		<b>\$101,465.13</b>

**B. ATHLETIC SUPPLIES**

BIDDER	# of low bid items	AWARD
1. Aluminum Athletic Equipment, Royersford, PA	1	\$180.00
2. Anaconda Sports, Lake Katrine, NY	5	\$1,335.39
3. Bethlehem Sporting Goods, Bethlehem, PA	8	\$1,020.84
4. Cannon Sports, Burbank, CA	4	\$766.08
5. M-F Athletic, Cranston, RI	2	\$340.00
6. Metuchen Center, New Brunswick, NJ	9	\$3,236.62
7. Pyramid School Products, Tampa, FL	6	\$1,552.70
8. Riddell/All American, Elyria, OH	1	\$45.60
9. Schuylkill Valley Sports, Stroudsburg, PA	7	\$1,337.20
10. Sport Supply Group, Jenkinstown, PA	23	\$1,661.60
11. Triple Crown Sports, Old Bridge, NJ	10	\$394.60
<b>TOTAL</b>		<b>\$11,870.63</b>

**C. MEDICAL SUPPLIES**

BIDDER	# of low bid items	AWARD
1. Collins Sports Medicine, Raynham, MA	22	\$1,192.35
2. William V. MacGill & Co., Lombard, IL	2	\$57.99
3. Medco Supply, Tonawanda, NY	75	\$7,783.42
4. School Health Supply, Hanover Park, IL	42	\$3,651.59
5. Henry Shein, Inc., Melville, NY	12	\$1,812.42
6. Sport Supply Group, Hanover Park, IL	5	\$1,126.23
<b>TOTAL</b>		<b>\$15,624.00</b>

**D. CLASSROOM SUPPLIES**

BIDDER	# of low bid items	AWARD
1. Bye-Mo'r Inc., Kingsbury, IN	0	\$0.00
2. Elgin School Supply Co, Inc., Chico, CA	1	\$147.00
3. Kurtz Bros., Clearfield, PA	48	\$18,369.26
4. National Art & School Supplies, Rahway, NJ	9	\$14,714.39
5. Phillips Supply, Plymouth, PA	32	\$8,601.74
6. Pyramid School Products, Tampa, FL	35	\$17,758.90
7. Quill Corp., Lincolnshire, IL	25	\$11,731.81
8. School Specialty, Mansfield, OH	87	\$9,961.08
9. Standard Stationery Supply, Wheeling, IL	49	\$5,681.16
<b>TOTAL</b>		<b>\$86,965.34</b>

**E. TECHNOLOGY EDUCATION**

BIDDER	# of low bid items	AWARD
<b><u>WOOD TECH</u></b>		
1. Brodhead Garrett, Mansfield, OH	7	\$244.01
2. Cramers Home Center, East Stroudsburg, PA	11	\$1,306.00
3. Metco, Leechburg, PA	19	\$1,960.54
4. Midwest Technology, Sioux City, IA	32	\$3,175.92
5. Paxton Patterson, Chicago, IL	15	\$1,782.76
6. S&S Tools & Supplies, Scranton, PA	4	\$244.12
7. Satco, St. Paul, MN	35	\$1,838.49
<b>TOTAL</b>		<b>\$10,551.84</b>
<b><u>ELECTRONICS</u></b>		
1. Metco, Leechburg, PA	19	\$1,741.00
2. Mouser Electronics, Mansfield, TX	59	\$4,871.54
3. Paxton Patterson, Chicago, IL	4	\$230.85
4. Satco, St. Paul, MN	5	\$237.94
<b>TOTAL</b>		<b>\$7,081.33</b>
<b><u>GRAPHIC ARTS</u></b>		
1. Badger Graphic, Kaukauna, WI	2	\$1,341.00
2. Dick Blick, Galesburg, IL	14	\$3,063.81
3. Brodhead Garrett, Mansfield, OH	0	\$0.00
4. Metco, Leechburg, PA	1	\$2.04
5. Midwest Technology, Sioux City, IA	0	\$0.00
6. Paxton Patterson, Chicago, IL	3	\$514.46
7. Satco, St. Paul, MN	2	\$226.30
8. Valley Litho Supply, Rice Lake, WI	43	\$7,978.29
<b>TOTAL</b>		<b>\$13,125.90</b>

**POWER TECH**

1.	<u>Brodhead Garrett, Mansfield, OH</u>	1	\$193.83
2.	<u>Metco, Leechburg, PA</u>	2	\$309.50
3.	<u>Midwest Technology Products, Sioux City, IA</u>	6	\$886.34
4.	<u>Paxton Patterson, Chicago, IL</u>	1	\$4.52
5.	<u>Satco, St. Paul, MN</u>	9	\$342.22

**TOTAL** \$1,736.41

**LUMBER**

1.	<u>Downes &amp; Reader Hardwood, Stoughton, MA</u>	10	\$6,233.00
2.	<u>Mann &amp; Parker Lumber, New Freedom, PA</u>	1	\$2,540.00
3.	<u>O'Shea Lumber, Glen Rock, PA</u>	8	\$4,215.00

**TOTAL** \$12,988.00

**INTERMEDIATE SCHOOLS**

1.	<u>Badger Graphic, Kaukauna, WI</u>	2	\$396.50
2.	<u>Dick Blick, Galesburg, IL</u>	14	\$444.28
3.	<u>Brodhead Garrett, Mansfield, OH</u>	12	\$2,134.55
4.	<u>Cramers Home Center, East Stroudsburg, PA</u>	9	\$284.25
5.	<u>Metco, Leechburg, PA</u>	55	\$2,429.72
6.	<u>Midwest Technology, Sioux City, IA</u>	74	\$4,966.35
7.	<u>Modern School Supply, Hartford, CT</u>	5	\$514.75
8.	<u>Paxton Patterson, Chicago, IL</u>	47	\$3,194.58
9.	<u>Satco, St. Paul, MN</u>	74	\$6,420.17

**TOTAL** \$20,785.15

**H. East Stroudsburg Elementary**

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve, ratify and affirm the submission of Plancon J for the East Stroudsburg Elementary Project #3273 as required by the Pennsylvania Department of Education, as presented and attached. (This motion was previously approved by the Board by an 8-0 vote at the February 28, 2011 regular meeting, at which time there were only 8 members in office due to Mr. Motts' resignation. PDE requires that the submission show how 9 board members voted, even though there were only 8 board members in office at that time). Motion was seconded by Robert Gress and carried unanimously, 9-0.

(See pages 78-90)

**I. Summer Food Program**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman that the Board approve, ratify and/or affirm the operation of the Seamless Summer Option Food Service Program at J.M. Hill Elementary School from approximately June 20, 2011 through approximately August 12, 2011 as presented, with the understanding that this program shall be "cost neutral" to the District. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

**J. J.M. Hill Elementary Parking Lot Expansion Project – Award of Bid**

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman 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 \$173,000.00 and authorize the Business Manager or other 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 William Searfoss and carried unanimously, 9-0.

(See page 91A-91B)

**K. Architectural/Engineering RFP**

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to authorize the administration and Solicitor to prepare a request for proposals and advertise the same for the purpose of receiving proposals for the provision of architectural/engineering proposals for the following proposed capital projects: JTL driveway; JTL steps; JTL curbing; HSS door replacement; HSS stadium roof; HSN tennis courts. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

**L. Westfield Hospital Request**

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to authorize the administration and Solicitor to cooperate with the Westfield Hospital to develop an agreement for the purpose of granting an easement or right-of-way regarding redirecting and increasing stormwater discharge into the District's pond at the East Stroudsburg Elementary site with the understanding that all improvements will be at the hospital's sole cost and expense, the quality of the stormwater discharge will be maintained and the stormwater calculations are reviewed and approved by township and borough engineers. Motion was seconded by William Searfoss and carried unanimously, 9-0.

(See page 92)

**M. Solicitor**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to appoint Thomas F. Dirvonas as Solicitor for the 2011-2012 school year at an annual retainer of \$35,000.00 in accordance with the proposed Agreement presented to the Board (The terms of the Agreement and retainer amount are identical to the 2010-2011 Agreement). Motion was seconded by Robert Huffman and passed 8-1. Audrey Hocker voted no.

(See page 93-95)

**N. Apple Lease**

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve the Lease Purchase Agreement 7387311-011 with Apple, Inc. in the amount of \$169,315.79 per year for four (4) years for a total price of \$677,263.16 for personal computers, servers and networking equipment for the Middle Smithfield Elementary, Senior High School South and North school facilities, and the District Administration Offices, subject to final review by the Solicitor and Bond Counsel. Pricing is per the Chester County School District's Joint Purchasing Apple Bid 2011. Motion was seconded by Robert Cooke and passed 8-1. Audrey Hocker voted no.

(See page 96-118)

**O. HP Leases**

1.

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve Schedule Number 2996046043000002 to the existing Master Lease Purchase Agreement Number 2996046043 with Hewlett-Packard Financial Services Company in the amount of \$133,403.08 per year for five (5) years for a total price of \$667,015.40 for computer equipment, licenses and service upgrades at the South and North Data Center Facilities, subject to final review by the Solicitor and Bond Counsel. Pricing is per PA-COSTARS COMMONWEALTH OF PA 2010 (COSTARS-003-084) contract. Motion was seconded by Robert Gress and passed 8-1. Audrey Hocker voted no.

(See page 119-131)

2.

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve Schedule Number 2996046043000003 to the existing Master Lease Purchase Agreement Number 2996046043 with Hewlett-Packard Financial Services Company in the amount of \$93,941.29 per year for four (4) years for a total price of \$375,765.16 for desktop personal computers, monitors, notebook PC's and related computer equipment for the Middle Smithfield Elementary, Senior High School South and North school facilities, and District Administration Offices, subject to final review by the Solicitor and Bound Counsel. Pricing is per PA-COSTARS COMMONWEALTH OF PA 2010 (COSTARS-003-084) contract. Motion was seconded by James Brunkard and carried unanimously, 9-0.

(See page 132-148)

**P. CISCO Lease**

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve the Master Lease Purchase Agreement with Key Government Finance, Inc. in the amount of \$135,881.09 per year for four (4) years for a total price of \$543,524.35 for District-wide Cisco Networking Infrastructure Equipment, subject to final review by the Solicitor and Bond Counsel. Pricing is per PA-COSTARS COMMONWEALTH OF PA 2010 (COSTARS-003-084) contract. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

(See page 149-188)

**Q. Microsoft Enrollment for Education Solutions (EES)**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to enter into an agreement with Lancaster-Lebanon Intermediate Unit #13 to participate in the Pennsylvania State Microsoft Enrollment for Education Solutions (EES) Software Licensing program from July 1, 2011 through June 30, 2016, subject to final review of the administration and solicitor. The cost for year one is \$88,691.78, with an expected total cost over the five (5) year subscription of \$471,328.40. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

(See page 189-195)

**R. Bond Payments**

1.

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the current invoices for construction and related costs associated with the QZAB Issue: \$13,500.00. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

(See page 196)

2.

**ACTION BY THE BOARD:**

Motion was made by James Brunkard to approve the current invoices for construction and related costs associated with the Bond Issue 2008: \$18,899.31. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

(See page 197)



S. Use of Facilities

1a.

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman 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 Robert Gress and carried unanimously, 9-0.

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

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fee Waived
6/20/11	HS South	7/2/11	8/27/11	Pocono Family YMCA	Tennis Lessons	Policy
6/20/11	HS South	8/29/11	6/15/12	Pocono Family YMCA	Swim Practice	Policy
6/20/11	HS South	9/24/11	11/19/11	Pocono Family YMCA	Practices/Games	Policy
6/20/11	Lehman	6/22/11	8/5/11	Pocono Family YMCA	Swim Practice	Policy
6/20/11	Lehman	8/6/11	8/6/11	Pocono Family YMCA	Swim Meet	Policy
6/20/11	Lehman	8/29/11	6/15/12	Pocono Family YMCA	Swim Practice	Policy
6/20/11	Resica	1/3/12	4/26/12	FC Pocono	Indoor Soccer	Policy

(See pages 200-206)

1b.

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to remove items one and two from the previous motion for the use of facilities 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, 9-0.

1c.

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman 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 Audrey Hocker and passed, 8-1. Douglas Freeman voted no.

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

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fee Waived
6/20/11	HS South	6/9/11	8/4/11	Ed Ruisz's Speed Advantage Training Inc.	Speed Training	Policy

(See page 198)

1d.

**ACTION BY THE BOARD:**

Motion was made by Bet Hays 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 Audrey Hocker. A roll call vote was taken and failed 3-6. Bet Hays, Audrey Hocker and Robert Huffman voted yes. James Brunkard, Horace Cole, Robert Cooke, Douglas Freeman, Robert Gress and William Searfoss voted no.

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

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fee Waived
6/20/11	HS South	7/16/11	Rain date 7/23/11	FC Pocono	Car Wash	Policy

(See page 199)

2.

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the request for use of facilities as listed for Class 2 Governmental Agency (no facility fees will be incurred as per Policy #707). Motion was seconded by Robert Gress and carried unanimously, 9-0.

**CLASS 2 – GOVERNMENTAL AGENCY USE OF FACILITIES**

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fee Waived
6/20/11	Lehman	6/24/11	6/25/11	PA Department of Health *	Immunization Clinic	Policy

(See page 207)

**\*Security & Custodial Personnel Fees will be assessed.**

**T. Budget Transfers, Payment of Bills and Treasurer’s Report**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the Budget Transfers, Payment of Bills and Treasurer’s Report listed in this agenda for the 2010-2011 fiscal year, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the Auditor General. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

1. Budget Transfers - (See pages 208-224)
2. Payment of Bills - (See pages 225-246)
3. Treasurer’s Report - (See pages 247-254)

**XVIII. ANNOUNCEMENTS/INFORMATION**

**XIX. ADJOURNMENT 10:05 P.M.**

Respectfully submitted,

Patricia L. Rosado  
Board Secretary