

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

REGULAR SCHOOL BOARD MEETING

July 18, 2011

Carl T. Secor Administration Center – Board Room

7:00 p.m.

Minutes

- I. President Horace Cole called the meeting to order at 7:08 p.m. and led those present in the Pledge of Allegiance.
- II. **Members present were:** James Brunkard, Horace Cole, Robert Cooke, Douglas Freeman, Bet Hays, (arrived at 7:30 p.m.) Audrey Hocker, Robert Huffman and William Searfoss. Robert Gress was absent.
- III. **School personnel present:** Michelle Arnold, Patricia Bader, David A. Baker, Jean Benfante, Brian Borosh, Mark Brown, Rick Carty, Maria Casciotta, Sue Czahor, Dawn Dailey, Robin Daning, Robert Dilliplane, Irene Duggins, Larry Dymond, Eric Forsyth, Kim Holcomb, Lynda Hopkins, Sharon Laverdure, Irene Livingston, Fred Mill, Annelle Prefontaine, Carolina Rodriguez, Patricia Rosado, Paul H. Schmid, Jim Shearouse, Oliver Trojak, Robin Walker and Steve Zall. Also present were: Thomas Dirvonas and Christopher Brown, Solicitors.
- IV. **Community members present:** Warren Bailey, Betty A. Cook, Devin Day, Eileen Featherman, Margie James, Kenneth Koberlein, Judy Moelle, Jen Stillmayer and Judy Summers.
- V. **APPROVAL OF MINUTES AND AGENDA**

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the minutes for the meeting of June 20, 2011, (pages 1-42), and this agenda for July 18, 2011 (pages 1-23), as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Robert Huffman and carried unanimously, 7-0.

- VI. **ANNOUNCEMENT OF EXECUTIVE SESSION** -- An executive session was held this evening at 6:00 p.m. before this meeting for the purpose of discussing personnel, litigation and negotiations.

VII. ANNOUNCEMENTS BY THE BOARD

- A. None

VIII. SUPERINTENDENT'S REPORT

- A. Mr. Brunkard stated that probably the biggest thing they accomplished at the Monroe Career & Technical Institute (MCTI) was that they had an audit. He stated that MCTI with all the complexity and everything else that goes on, they have every penny accounted for. Mr. Brunkard stated that they have done a darn good job. He stated that with everything that the audit disclosed, and it was extensive, it turns out that we have a facility there that is doing what it says it does. Mr. Freeman stated that the support staff negotiations are going nowhere quickly. Mr. Cooke stated that they have a new Superintendent of Record who took her seat at Monday night's meeting. He stated that Sharon Laverdure took over as the Superintendent of Record for the 2011/2012 school year. Mr. Cooke welcomed her and wished her a lot of success. Mr. Freeman stated that tomorrow is Mrs. Laverdure's birthday but she will accept gifts today.
- B. Ms. Hocker stated that there is no Colonial IU 20 update because there was no meeting.

- C. Mr. Brunkard stated that, in reference to the Property/Facilities Committee, it would be nice to have some money to do the things they intend to do. He stated that each year they come up with a list of priorities and when budget time comes, they slice a lot of them no matter how they prioritize them, how important they are or how much money they will save. Mr. Brunkard stated that this gets talked about during the course of the years. He stated that it is important that the Property/Facilities Committee continue to do its diligence work and point out what needs to be done. He stated that as funding becomes available or as they can squeeze it out from any portion that they are able to do, they need to do the things that will make our schools more functional, safer and responsive to the students' needs. Mr. Brunkard stated that he appreciates everything that the staff does. He stated that it is not from the lack of input; but, shortage of funds that we end up with cement degrading, stairwells needing to be upgraded, doors and windows that should be replaced and other things that would eventually save money and make our work area easier, better and everything else. Mr. Brunkard stated that we are on it and the next meeting is August 4th, where they will start the process for the upcoming school year. Mr. Brunkard asked if Mr. Cooke had anything to add since he is always at the meetings and appreciates all the work he does with that. Mr. Cooke stated that the next Property/Facilities Committee meeting is at 5:30 p.m. on August 4th in the High School South library.
- D. Mr. Tom Dirvonas stated they had a hearing in Pike County regarding the Porter Township Initiative on June 28th. He stated that it lasted about half of the day. Mr. Dirvonas stated that both sides presented some testimony. He stated that one of the interesting aspects of the testimony presented was that it seems as though, perhaps both school districts and or their financial advisors suggests that this proposed transfer is really not to the benefit of either of the school districts. Mr. Dirvonas stated that, nonetheless, East School Area School District and Wallenpaupack School District have until Friday to submit a final brief or memo of law with regard to some of the legal aspects and legal issues. He stated that Judge Kameen will be making a decision and issuing an order, he would think, probably within the next 30 days, with regard to how the debts and obligations of East Stroudsburg Area School District would be split and reimbursed by the Wallenpaupack School District should the State Board approve the transfer. He stated, again, we are still gearing up to challenge the transfer before the State Board of Education. Mr. Dirvonas stated that we do not know at this point what Wallenpaupack's final position is going to be. He stated that he thinks it would depend to a certain extent on what Judge Kameen's final order is going to be as far as the split of indebtedness and the method of repayment. Mr. Dirvonas stated that we will certainly keep the public informed of that. He stated that, in the meantime, if there are taxpayers, parents or residents of the school district that would like to participate in this as far as giving testimony or providing additional information, we still welcome that participation. Mr. Dirvonas stated that he does not know if Mrs. Laverdure has anything to add since she was at the hearing. Mrs. Laverdure stated that she and Mrs. Bader were at the hearing, as well. She stated that she thinks it became evident, as Mr. Dirvonas talked about, that she is not sure if Wallenpaupack is really thrilled about this whole initiative, since they will see some financial impact just like we will. She stated that it becomes a lose, lose situation for both school districts in that case. Mr. Dirvonas stated that there are also issues of not only if this would happen, but how much has to be paid, but when and if it has to be financed, how is it going to be financed. Mr. Dirvonas stated that there are so many side issues involved here especially with regard to the financing. He stated that we really have to make our pitch in front of the State Board. Mr. Dirvonas stated that Judge Kameen's duties at this point are limited to saying if it happens, here is the formula and this is when it has to be paid. Mr. Dirvonas stated that due to certain very recent legislations in connection with the budget, neither we nor Wallenpaupack are going to continue to have the court order exception under Act 1 as far as an increase as to how much we can increase our budget. He stated that with that gone, it is going to create a hardship on one or both districts if this happens. Mr. Dirvonas asked Mr. Chris Brown, his Associate, if he had anything to add since he also participated in the hearing. Mr. Brown stated that Mr. Dirvonas covered it well and the major item was that Wallenpaupack may end up being opposed to this transfer as well.

Mr. Cole stated that a Board Policy and a draft of the Code of Student Conduct to be considered for approval at the August 15, 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.

- # 436 Personal Necessity Leave

(See pages A1-A2)

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

A. Mrs. Judy Summers stated that she had the occasion last Thursday to speak to Kim Holcomb, Transportation Director. She stated that she shared with Mrs. Holcomb her concern about the lack of bus activity at present, with the falling of the bridge at the Country Club of the Pocono. Mrs. Summers stated that the bridge has been restored but, at this point and time, it has not been asphalted. She stated that she knows that our Transportation Department runs the buses in the safest way that they can. Mrs. Summers stated that she did hear mentioned, at a meeting that she was at, that before buses will be working in the Country Club of the Pocono arena again, that there has to be credentials given on all four of those bridges. She asked if she is correct in saying that. Mrs. Laverdure stated that she is correct. Mrs. Summers asked if the district is pushing the township. She stated that, as we know and she will be as careful as she can be without stepping on anybody, that the township is "topsy turvy" right now to say the least. Mrs. Summers stated that if you follow the Pocono Record, and she has been following the Pocono Record for the last five years now, and is not really happy with what is happening there but she knows this has to be a joint effort. She stated that we have the safety of all the children in our hands and knows we will do the right thing. Mrs. Summers stated that she is not sure that she has the same level of comfort with the people steering the ship in her township. She asked if the school district has asked the township officially on our letterhead to get those bridges inspected so that we have the proper credentials to make the buses roll. Mrs. Laverdure stated that we have been working this year with them as the incident occurred. She stated that the district is in dialogue with them whenever it is necessary for that to occur. Mrs. Laverdure stated that she knows that Mrs. Holcomb and Mr. Forsyth, both, talked with the appropriate individuals with regard to those bridges as the work is being completed. Mrs. Laverdure stated that we are in communication with them. Mrs. Summers asked if the district has been given any sense that they will have it ready for us to start the new school year. Mrs. Laverdure stated that we have not; but, we are watching. Mrs. Summers stated that the reason she called Mrs. Holcomb is because she has occasion to many times leave at 6:00 a.m. and head to New Jersey. She stated that after the bridge fell and Tom X Pub was being used as a point for some of the people to deliver children and for buses to pick them up there, that was fine and fairly safe. Mrs. Summers stated, however, teenagers being what they are and we all raised a few and we know that they do not do as Mom and Dad wish as they feel they should because their peer groups push them, boys and girls, are climbing up from the Tom X Pub property and Tom X Bridge which is very unsafe, especially at 6:00 A.M. when they are climbing down because this saves them a few footsteps. Mrs. Summer stated for the district to be aware because when the people are flying out to go to New York, they are driving 45 to 50 miles per hour and they are not driving as close to 25 miles per hour. Mrs. Summers stated that she is worried that a kid is going to get hit so beware. Mrs. Laverdure thanked Mrs. Summers for that information. Mrs. Summers thanked the district for all their help.

X. PERSONNEL ITEMS

A. Support Staff

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the change of status of the support staff designated. This change of status will not result in increased District costs for the employee's medical insurance. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

1. Change of Status - Regular

Name	Appointment
a. Nevin, Angela	From: Secretary (part-time, 5 hours) – Transportation To: Secretary (full-time, 7.5 hours) – Transportation Effective Date: July 1, 2011

B. Support Staff

ACTION BY THE BOARD:

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

1. Resignation

Name	Position Held
a. Santiago, Timothy	Security Guard – North Campus Effective Date: July 14, 2011
b. Soldo, Mindy	Study Hall Monitor - High School North Effective Date: August 23, 2011

(See pages 24-25)

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

Name	Position Held
a. Circelli, Mark	Custodian (2 nd shift) – J. M. Hill Elementary Effective Date: June 18, 2011 Length of Leave: twelve weeks
b. Kirschner, Karen	Secretary – High School South Effective Date: June 30, 2011 Length of Leave: six weeks
c. Schnaitman, Jennifer	Benefits Clerk - Business Office Effective Date: July 6, 2011 Length of Leave: August 31, 2011 This leave is intermittent.
d. Smith, Thomas	Custodian (2 nd shift) – Smithfield Elementary Effective Date: July 26, 2011 Length of Leave: September 20, 2011

(Applications for Leaves of Absence received)

3. Appointment - Long Term Substitute

Name	Appointment
a. Melchiorre, Mariaelena	Secretary (Step 1) – High School North (LTS) Hourly Rate: \$11.81 Effective Date: July 1, 2011 Through: November 11, 2011 Mariaelena replaces Roseria Cernigliaro who is on a leave.

4. Appointments – Supplemental Positions

Name	Appointment
a. Cassieri, Donna	Bookkeeper I (Business Office) – Administrative Services appointed as substitute for the supplemental position of telephone caller for substitute support employees. Hourly Rate: \$8.89
b. Rosado, John	Accounts Payable Clerk (Business Office) appointed for the twelve month supplemental position of telephone caller for substitute support employees for the 2011-2012 fiscal year. Hourly Rate: \$8.89 (652.50 maximum hours)

5. Temporary ITEC Interns for the Summer of the 2010-2011 School Year

Name	Appointment
a. Dekmar, Ryan	Temporary Summer Intern - ITEC Hourly Rate: \$8.00 Effective Date: June 27, 2011 End Date: August 19, 2011
b. Yasdiman, Mehmet	Temporary Summer Intern - ITEC Hourly Rate: \$8.00 Effective Date: June 27, 2011 End Date: August 19, 2011

6. Substitute Appointments

Name	Position(s)
a. Miller, Lorette	Custodian, Instructional Aide, Secretary, Student Helper, Student Hall Monitor, Study Hall Monitor
b. Prevost, Toni-Ann	Instructional Aide, Student Helper, Cafeteria Aide, Cafeteria Worker
c. States-DelCane, Denise	Student Helper

C. Support Staff – Extended School Year

ACTION BY THE BOARD:

Motion was made by James Brunkard to approve the following support staff as student helpers or bus drivers for the 2011 Extended School Year (ESY) Program effective July 5, 2011 through July 28, 2011. The hourly rate will be their 2011-2012 fiscal year salary compensation. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

1. Appointments - Extended School Year

	Name	Position	2010-11 Hourly Rate
a.	Bader, Vicky	Bus Driver	\$17.66
b.	Cole, Marie	Bus Driver	\$19.59
c.	Conway, Karen	Student Helper	\$10.71
d.	Counterman, Boyd Sr.	Bus Driver	\$27.70
e.	Dildine, Vince	Bus Driver	\$27.70
f.	Douse, Lillie	Student Helper	\$10.71
g.	Hamilton, Crystal	Bus Driver	\$17.66
h.	Johnson, Beverly	Student Helper	\$10.71
i.	Kallai, Eileen	Student Helper	\$10.71
j.	Kresge, Judy	Bus Driver	\$24.30
k.	LeBar, Edward	Bus Driver	\$24.30
l.	Lynch, Linda	Bus Driver	\$17.66
m.	Madison, Dale	Bus Driver	\$25.92
n.	Milazzo, Janice	Student Helper	\$10.71
o.	Muti, Paula	Bus Driver	\$19.59
p.	Nevil, Jacqueline	Bus Driver	\$24.30
q.	Presco, Debra	Bus Driver	\$18.49
r.	Roberts, Elaine	Bus Driver	\$17.66
s.	Siska, Charlene	Bus Driver	\$19.59
t.	Spiotta, Anthony	Bus Driver	\$18.49
u.	Stitch, Melody	Student Helper	\$10.71
v.	Wilson, Robin	Student Helper	\$10.71

D. Professional Staff

ACTION BY THE BOARD:

Motion was made by James Brunkard to approve the compensated professional leave of absence in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Audrey Hocker and failed 2-5. James Brunkard and Audrey Hocker voted yes. Horace Cole, Robert Cooke, Douglas Freeman, Robert Huffman and William Searfoss voted no.

1. Leave of Absence - In accordance with School Board Policy #438

Name	Position Held
a. Leyrer, Brian	Social Studies teacher – High School South Effective Date: August 24, 2011 Length of Leave through: the last teacher day of the 2011-2012 school year.

(Application for Leave of Absence received on July 6, 2011)

E. Professional Staff

ACTION BY THE BOARD:

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

1. Resignations

Name	Position Held
a. Agosto-Schmitt, Lydia	English teacher – High School North Effective Date: August 23, 2011
b. Dailey, Elizabeth	Guidance Counselor - J. M. Hill Elementary Effective Date: August 23, 2011
c. Erb, Sandra	Kindergarten teacher – Middle Smithfield Elementary Effective Date: July 11, 2011

(See pages 26-28)

2. Leaves of Absence - In accordance with School Board Policy #435 & Child Rearing Leave

Name	Position Held
a. Lamoreux, Erica	Grade 4 teacher – Middle Smithfield Elementary Effective Date: September 19, 2011 Length of Leave through: January 1, 2012
b. Sinkaus, Stefanie	Science teacher – High School South Effective Date: October 9, 2011 Length of Leave through: the end of the first semester of the 2011-2012 school year.

(Applications for Leaves of Absence received)

3. Change of Status

Name	Position Held
a. Bilello, Jessica	From: English teacher (part-time) – High School North To: English teacher (full-time) - High School North Effective Date: August 24, 2011 Jessica replaces Lydia Agosto-Schmitt who resigned.

4. Appointment - Regular

Name	Appointment
a. Orak, Linda	Special Education teacher (Emotional Support) – High School South (TPE) Salary: \$42,865.00 (Step 1 Column 7) Effective Date: August 24, 2011 Linda replaces Clifton Nelson who resigned.

(See page 29)

5. Tenure

	Name	Certification	Building
a.	Ashcraft, Colien	Special Education	North High School
b.	Battipaglia, Gloria	Special Education, English	South High School
c.	Beal, Hillary	Music	Lehman Intermediate
d.	Bender, Gillian	English	South High School
e.	Bigio, Jaclyn	Elementary	Bushkill Elementary
f.	Bowen, Karleigh	English	Lehman Intermediate

g.	Boylan, Brian	General Science, Earth & Space Science	South High School
h.	Casella, Lois	Elementary	East Stroudsburg Elementary
i.	Chester, Christine	Mathematics	North High School
j.	Crosswell, Hadiyah	Special Education	Resica Elementary
k.	Follis, Laura	Elementary	Middle Smithfield Elementary
l.	Freed, Nicole	Art	East Stroudsburg Elementary
m.	Karpe, Michael	Elementary	Middle Smithfield Elementary
n.	Lord, Elizabeth	Special Education	Lehman Intermediate
o.	Luhrs, Melinda	Elementary	Middle Smithfield Elementary
p.	Osmun, Jonathan	Elementary Guidance	East Stroudsburg Elementary
q.	Shields, Robert	Mathematics	North High School
r.	Tinney, Bridget	Art	Lehman Intermediate
s.	Zannella, Ann	Special Education, Mid-Level Math 7-9, Bus-Computer-Info Tech	South High School

6. Salary Change

	Name	From	To	Effective Date
a.	McHugh, Bonnie	\$45,388 (Step 5 Column 4)	\$45,818 (Step 5 Column 5)	8/26/10

7. Substitute Appointment

Name	Certification
a. Roberts, Susan	Special Education (NY)

F. Supplemental Days for the 2010-2011 Fiscal Year

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the following guidance counselors' additional supplemental days for the 2010-2011 Fiscal Year, effective July 1, 2010 through June 30, 2011. Motion was seconded by Robert Cooke and carried unanimously, 8-0.

1. Elementary Guidance Counselor

	Name	Supplemental Days
a.	Dollar-Krell, Beverly	3 days

G. Summer Quick Start Kindergarten Program – 2010-2011

ACTION BY THE BOARD:

Motion was made by Robert Huffman 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 Parent Presenter Positions are fully funded through the Title I Grant 2010-2011 "Summer Quick Start Kindergarten Program. The rate is \$28.00 per hour. Motion was seconded by Audrey Hocker and carried unanimously, 8-0.

1. Appointment for Parent Presenter for the Quick Start Summer Program for 2010-2011

	Name	School	Amount
a.	Steakin, Susan	East Stroudsburg Elementary	13 hours @ \$28.00 p/h = \$364.00

H. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the rescissions and 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 Audrey Hocker. Motion was made by James Brunkard to table rescission items 1 a & b seconded by Douglas Freeman and carried unanimously, 8-0. Motion for approval of the remaining items listed under H. 2 through 4 passed 7-1. James Brunkard voted no.

1. Rescissions

Name	Position Held
a. Leyrer, Brian	Football Head Coach – J. T. Lambert Intermediate
b. Leyrer, Brian	Intramural Weightroom Supervisor (2011-12 summer and winter) – J. T. Lambert Intermediate

(See pages 30-31)

2. Appointments for the 2010-2011 School Year

	Last Name	First Name	Position	School	Salary
a.	Buksa	Erik	Intramural Boys' Soccer Co-Advisor	High School North	\$23.00/hour (48 hour maximum between 2 advisors)
b.	Clogg	Katye	Summer Band Advisor	High School South	\$28.00/hour (54 hours)
c.	Flicker	Matthew	Summer Band Advisor	High School South	\$28.00/hour (72 hours)
d.	Perkins	Rose	Summer Band Advisor	High School South	\$28.00/hour (54 hours)

3. Appointments for the 2011-2012 School Year

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
1.	Andrews	Andronikki	K-Kids Club Advisor	East Stroudsburg Elementary	\$1,079.69	
2.	Angle	Shelli	Study Club Advisor	High School South	\$1,079.69	
3.	Antoni	Barbara	Detention Supervisor	Lehman Intermediate	\$28.28/hour	
4.	Bakner	Paul	Jazz Band Director	High School North	\$1,477.63	(plus \$250.00 longevity stipend)
5.	Bakner	Paul	Band Director	High School North	\$6,479.15	(plus \$250.00 longevity stipend)
6.	Bealer	Brett	Intramural Ski Group Co-Advisor	Middle Smithfield Elementary	\$23.23/hour (48 hour maximum between 2 advisors)	
7.	Bealer	Brett	Intramural Spring Sports (Gymnastics & Tennis) Co-Advisor	Middle Smithfield Elementary	\$23.23/hour (48 hour maximum between 2 advisors)	
8.	Behme	Beth	Yearbook Assistant Editor Advisor	Lehman Intermediate	\$1,358.45	
9.	Berardi	Ann Marie	Intramural Math Group Co-Advisor (1st semester)	Middle Smithfield Elementary	\$23.23/hour (48 hour maximum between 2 advisors)	
10.	Bigio	Camille	Sophomore Class Advisor	High School North	\$1,171.60	
11.	Bogart	Jenny	Junior Class Co-Advisor	High School South	\$1,262.50 (prorated)	
12.	Bove	Sheila	Pocono Academic	J. T. Lambert	\$1,079.69	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
			Challenge Eighth (PACE) Club Advisor	Intermediate		
13.	Bove	Sheila	Science Olympiad Club Advisor	J. T. Lambert Intermediate	\$1,079.69	
14.	Bozena	John	Volunteer Football Coach	High School South	not applicable	
15.	Carson	Wayne	Computer Assistant	High School South	\$909.00	
16.	Catrillo	Ann	Intramural Reading Olympics Advisor	High School South	\$23.23/hour (48 hour maximum)	
17.	Cepin	Marisol	Detention Supervisor	High School North	\$28.28/hour	
18.	Clogg	Katye	Jazz Band Director	High School South	\$1,477.63	
19.	Clogg	Katye	Drama Musical Director	High School South	\$1,481.67	
20.	Clogg	Katye	Band Director	High School South	\$6,479.15	
21.	Cloward	Daniel	Foreign Language Club Advisor	High School North	\$1,079.69	
22.	Coke	Lucianna	Newspaper Advisor	High School South	\$2,330.07	
23.	Coke	Lucianna	Yearbook Assistant Editor Advisor	High School South	\$1,481.67	
24.	Conklin	Kimberly	Jazz Band Director	J. T. Lambert Intermediate	\$1,477.63	(plus \$250.00 longevity stipend)
25.	Conklin	Kimberly	Band Director	J. T. Lambert Intermediate	\$2,212.91	(plus \$250.00 longevity stipend)
26.	Contino	Diane	Intramural Homework Advisor	Lehman Intermediate	\$23.23/hour (48 hour maximum)	
27.	Cox	Leslie	Intramural Nutrition/Fitness Co-Advisor	Lehman Intermediate	\$23.23/hour (24 hour maximum)	
28.	Cramer	Patricia	Foreign Language Club Advisor	High School South	\$1,079.69	
29.	Cruz	Lisa	Detention Supervisor	High School North	\$28.28/hour	
30.	Dell'Orto	Roberta	Detention Supervisor	J. T. Lambert Intermediate	\$28.28/hour	
31.	DeLong	Ryan	Intramural Softball Advisor	High School North	\$23.23/hour (48 hour maximum)	
32.	Deuerlein	Alice	Senior Class Advisor	High School South	\$1,379.66	
33.	DiCola	Michelle	Detention Supervisor	J. T. Lambert Intermediate	\$28.28/hour	
34.	DiMino	Diana	Intramural Boys' Soccer Co-Advisor	J. T. Lambert Intermediate	\$23.23/hour (48 hour maximum between 2 advisors)	
35.	Dobrowolski	Darrin	Math Club Advisor	High School North	\$1,079.69	
36.	Edwards	Sean	Stage Manager	Lehman Intermediate	\$2,834.06	
37.	Edwards	Sean	Stage Manager	High School North	\$3,747.10	(plus \$250.00 longevity stipend)
38.	Ems	Tammy	Cheerleading Co-Head Coach (fall)	High School South	\$2,301.79 (prorated)	
39.	Ems	Tammy	Cheerleading Co-Head Coach (winter)	High School South	\$2,301.79 (prorated)	(plus \$125.00 longevity stipend)
40.	Falbo	David	Student Council Advisor	High School North	\$1,592.77	
41.	Favini	Laurie	Assistant Director of School Productions	J. T. Lambert Intermediate	\$1,404.91	(plus \$250.00 longevity stipend)

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
42.	Fekula	Nathan	Intramural Life Science Group Advisor	Lehman Intermediate	\$23.23/hour (48 hour maximum)	
43.	Fekula	Nathan	Intramural Games and Cards Co-Advisor	Lehman Intermediate	\$23.23/hour (48 hour maximum between 2 advisors)	
44.	Flad	Ruthann	Environmental Education Club Advisor	J. T. Lambert Intermediate	\$1,079.69	
45.	Flicker	Matthew	Band Director	Lehman Intermediate	\$2,212.91	(plus \$250.00 longevity stipend)
46.	Flicker	Matthew	Jazz Band Director	Lehman Intermediate	\$1,477.63	(plus \$250.00 longevity stipend)
47.	Flicker	Matthew	Assistant Band Director	High School North	\$3,922.84	(plus \$250.00 longevity stipend)
48.	Fluhr	Joseph	Detention Supervisor	Lehman Intermediate	\$28.28/hour	
49.	Foley	Patricia	Director of School Productions (spring)	High School South	\$2,001.82	(plus \$250.00 longevity stipend)
50.	Formica	Joseph	Detention Supervisor	High School South	\$28.28/hour	
51.	Francis	Gail	Detention Supervisor	Lehman Intermediate	\$28.28/hour	
52.	Francis	Gail	Intramural Girls' Basketball Co-Advisor	Lehman Intermediate	\$23.23/hour (48 hour maximum between 2 advisors)	
53.	Francis	Gail	Detention Supervisor	High School North	\$28.28/hour	
54.	Fuehrer	Kellie	Yearbook Editor Advisor	Lehman Intermediate	\$1,844.26	
55.	Gollinge	Lisa	National Honor Society Advisor	Lehman Intermediate	\$937.28	
56.	Gonda	George	Intramural Soccer Advisor	Bushkill Elementary	\$23.23/hour (48 hour maximum)	
57.	Gonda	George	Intramural Soccer Advisor	Lehman Intermediate	\$23.23/hour (48 hour maximum)	
58.	Gullstand	Marjory	Reading Olympics Club Co-Advisor	High School North	\$1,079.69 (prorated)	
59.	Hartopp	Cynthia	Art Club Advisor	High School North	\$1,079.69	
60.	Heard	Jeffrey	Intramural Fall Sports (Football & Soccer) Co-Advisor	Middle Smithfield Elementary	\$23.23/hour (48 hour maximum between 2 advisors)	
61.	Henry	Jeffrey	Intramural Sports Advisor (Grade 4)	Resica Elementary	\$23.23/hour (28 hour maximum)	
62.	Henry	Jeffrey	Intramural Sports Advisor (Grade 5)	Resica Elementary	\$23.23/hour (28 hour maximum)	
63.	Hnasko	Scott	Chess Club Advisor	Resica Elementary	\$1,079.69	
64.	Hnasko	Scott	Intramural Vocabulary Enrichment Advisor	Resica Elementary	\$23.23/hour (16 hour maximum)	
65.	Husson	Jennifer	Student Council Club Advisor	J. M. Hill Elementary	\$1,079.69	
66.	Husson	Jennifer	Computer Assistant	J. M. Hill Elementary	\$909.00	
67.	Husson	Jennifer	Odyssey of the Mind Club Advisor	J. M. Hill Elementary	\$1,079.69 (prorated)	
68.	Illingworth	Sharon	Detention Supervisor	J. T. Lambert Intermediate	\$28.28/hour	
69.	Jennings	Jill	Student Council Club	Middle Smithfield	\$1,079.69	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
			Advisor	Elementary		
70.	Johnson	Beverly	Step Team Club Advisor	High School North	\$1,079.69	
71.	Johnson	Frank	Intramural Basketball Advisor	J. T. Lambert Intermediate	\$23.23/hour (48 hour maximum)	
72.	Jordan	Susan	Director of School Productions (fall)	High School South	\$2,001.82	(plus \$250.00 longevity stipend)
73.	Judd	Jeremy	Choral Director	East Stroudsburg Elementary	\$1,704.88	
74.	Karpe	Michael	Computer Assistant	Middle Smithfield Elementary	\$909.00	
75.	Keaney	James	Math/Computer Club Advisor	High School South	\$1,079.69	
76.	Keesser	Bridget	Intramural Homework Advisor - 1st semester	Middle Smithfield Elementary	\$23.23/hour (48 hour maximum)	
77.	Kirschner	Karen	Intramural Step Team Co-Advisor	High School South	\$23.23/hour (48 hour maximum between 2 advisors)	
78.	Kirschner	Karen	Junior Class Co-Advisor	High School South	\$1,262.50 (prorated)	
79.	Kizer	Ann Marie	Intramural Math Group Co-Advisor (1st semester)	Middle Smithfield Elementary	\$23.23/hour (48 hour maximum between 2 advisors)	
80.	Kolankoski	Laura	National Honor Society Advisor	High School North	\$937.28	
81.	Kolcun	Brian	Intramural Golf Advisor	J. T. Lambert Intermediate	\$23.23/hour (48 hour maximum)	
82.	Konawalik	Terry	Volunteer Boys' and Girls' Soccer Coach	High School South	not applicable	
83.	Konitsky	Carol	Fitness Club Co-Advisor	J. T. Lambert Intermediate	\$1,079.69 (prorated)	
84.	Konitsky	Carol	Detention Supervisor	J. T. Lambert Intermediate	\$28.28/hour	
85.	Krueger	Jessie	Yearbook Club Co-Advisor	J. M. Hill Elementary	\$1,079.69 (prorated)	
86.	Kuchinski	Kevin	Intramural Spring Sports (Gymnastics & Tennis) Co-Advisor	Middle Smithfield Elementary	\$23.23/hour (48 hour maximum between 2 advisors)	
87.	Kuchinski	Kevin	Intramural Fall Sports (Football & Soccer) Co-Advisor	Middle Smithfield Elementary	\$23.23/hour (48 hour maximum between 2 advisors)	
88.	Kuchinski	Kevin	Intramural Ski Group Co-Advisor	Middle Smithfield Elementary	\$23.23/hour (48 hour maximum between 2 advisors)	
89.	LaBar	Keith	Choral Co-Director (Grade 6)	Lehman Intermediate	\$1,704.88 (prorated)	
90.	LaBar	Keith	Choral Co-Director (Grades 7 & 8)	Lehman Intermediate	\$2,387.64 (prorated)	(plus \$125.00 longevity stipend)
91.	LaBar	Keith	Choral Director	High School North	\$3,580.45	(plus \$250.00 longevity stipend)
92.	LaBar	Keith	Chorale Club Advisor	High School North	\$1,079.69	
93.	LaBar	Keith	Director of School Productions (spring)	High School North	\$2,001.82	(plus \$250.00 longevity stipend)

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
94.	LaBar	Robert	Volunteer Football Coach	High School South	not applicable	
95.	Lantz	David	Choral Director	High School South	\$3,580.45	(plus \$250.00 longevity stipend)
96.	Lantz	David	Choraliers Club Advisor	High School South	\$1,079.69	
97.	Lauer	Danny	Art Club Advisor	Middle Smithfield Elementary	\$1,079.69	
98.	Lee	Mary Katherine	Intramural Ski Advisor (Grade 6)	J. T. Lambert Intermediate	\$23.23/hour (48 hour maximum)	
99.	Leitch	Ryan	Girls' Volleyball Varsity Assistant Coach	High School South	\$3,232.00	
100.	Leone	Pauline	Detention Supervisor	Lehman Intermediate	\$28.28/hour	
101.	Leone	Pauline	Intramural Games and Cards Co-Advisor	Lehman Intermediate	\$23.23/hour (48 hour maximum between 2 advisors)	
102.	Litts	Diane	Intramural Ski Group Advisor	Bushkill Elementary	\$23.23hour (48 hour maximum)	
103.	Longo	Ashley	Volunteer Cheerleading Coach	High School South	not applicable	
104.	Lopez	Kaitlin	Yearbook Club Advisor	East Stroudsburg Elementary	\$1,079.69	
105.	Lopez	Kaitlin	Computer Assistant	East Stroudsburg Elementary	\$909.00	
106.	Ludka	Shannon	Intramural Cross Country Advisor	J. T. Lambert Intermediate	\$23.23/hour (48 hour maximum)	
107.	Ludwig	Suzanne	Computer Assistant	Resica Elementary	\$909.00	
108.	Luna	Michael	Intramural Sports Advisor	J. M. Hill Elementary	\$23.23/hour (48 hour maximum)	
109.	Madas	John	Intramural School Musical Advisor	Resica Elementary	\$23.23/hour (32 hour maximum)	
110.	Marmo	Jennifer	Reading Olympics Club Co-Advisor	High School North	\$1,079.69 (prorated)	
111.	Marshall	Stephanie	Odyssey of the Mind Club Advisor	J. M. Hill Elementary	\$1,079.69 (prorated)	
112.	Mason	Todd	Choral Director (Grade 6)	J. T. Lambert Intermediate	\$1,704.88	(plus \$250.00 longevity stipend)
113.	Mason	Todd	Choral Director (Grades 7 & 8)	J. T. Lambert Intermediate	\$2,387.64	(plus \$250.00 longevity stipend)
114.	Mason	Todd	Cavalier Voices Club Advisor	J. T. Lambert Intermediate	\$1,079.69	
115.	McCue	Catherine	Detention Supervisor	J. T. Lambert Intermediate	\$28.28/hour	
116.	McMahon	Beverly	Intramural Step Team Co-Advisor	High School South	\$23.23/hour (48 hour maximum between 2 advisors)	
117.	McMahon	Beverly	Homework Club Advisor	High School South	\$1,079.69	
118.	Millard	John	Key and Leo Club Advisor	High School North	\$1,079.69	
119.	Miller	Robbi Jean	Yearbook Club Co-Advisor	J. M. Hill Elementary	\$1,079.69 (prorated)	
120.	Moletto	Denise	Student Council Advisor	High School South	\$1,592.77	
121.	Moletto	Denise	DECA Fashion Club	High School South	\$1,079.69	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
			Advisor			
122.	Molin	Maurice	Model UN Club Advisor	High School South	\$1,079.69	
123.	Molin	Maurice	Intramural Wallyball Advisor	High School South	\$23.23/hour (48 hour maximum)	
124.	Mosher	Stanley	Chess Club Advisor	J. T. Lambert Intermediate	\$1,079.69	
125.	Nearhoff	Bryan	Intramural Weight Room Supervisor (summer)	J. T. Lambert Intermediate	\$23.23/hour (48 hour maximum)	
126.	Nearhoff	Bryan	Intramural Weight Room Supervisor (winter)	J. T. Lambert Intermediate	\$23.23/hour (48 hour maximum)	
127.	Nicoletta	Anna	Intramural Cooking Group Advisor	Lehman Intermediate	\$23.23/hour (48 hour maximum)	
128.	O'Brien	Patricia	Detention Supervisor	J. T. Lambert Intermediate	\$28.28/hour	
129.	O'Brien	Patricia	Builder's Club Advisor	J. T. Lambert Intermediate	\$1,079.69	
130.	Osborn-Hallet	Michelle	Detention Supervisor	J. T. Lambert Intermediate	\$28.28/hour	
131.	Osborn-Hallet	Michelle	Spirit Squad Club Co-Advisor	J. T. Lambert Intermediate	\$1,079.69 (prorated)	
132.	Osborn-Hallet	Michelle	Intramural Ski Advisor (Grade 8)	J. T. Lambert Intermediate	\$23.23/hour (48 hour maximum)	
133.	Parton	James	Power Point Club Advisor	East Stroudsburg Elementary	\$1,079.69	
134.	Parton	James	Detention Supervisor	East Stroudsburg Elementary	\$28.28/hour	
135.	Peeke	Lachlan	Engineering & Physics Club Advisor	J. T. Lambert Intermediate	\$1,079.69	
136.	Piedra	Gisela	SADD Club Advisor	High School South	\$1,079.69	
137.	Polmounter	Amy	FBLA Club Advisor	High School South	\$1,079.69	
138.	Prusik	Julia	Intramural Ski Group Co-Advisor	East Stroudsburg Elementary	\$23.23/hour (24 hour maximum)	
139.	Ridner	Cara	Character Education Club Advisor	East Stroudsburg Elementary	\$1,079.69	
140.	Riley	Kimberly	Intramural Ski Group Co-Advisor	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum between 2 advisors)	
141.	Rispoli	Yvonne	Choral Director	Resica Elementary	\$1,704.88	(plus \$250.00 longevity stipend)
142.	Rodriguez	Janice	Intramural Spanish Advisor	Resica Elementary	\$23.23/hour (16 hour maximum)	
143.	Rogers	Denise	Computer Assistant	High School South	\$909.00	
144.	Rourke	Jennifer	Intramural Homework Advisor	Resica Elementary	\$23.23/hour (48 hour maximum)	
145.	Ruhl	Jessica	Yearbook Editor Advisor	J. T. Lambert Intermediate	\$1,844.26	
146.	Rusk	Daniel	Intramural Ski Group Advisor	Bushkill Elementary	\$23.23/hour (48 hour maximum)	
147.	Sanker	Donald R.	Key Club Advisor	High School South	\$1,079.69	
148.	Schaller	Linda	Assistant Director of	High School South	\$1,404.91	(plus \$250.00)

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
			School Productions (spring)			longevity stipend)
149.	Schaller	Linda	Intramural Choralier Group Advisor	High School South	\$23.23/hour (48 hour maximum)	
150.	Sedlak	Elizabeth	Cheerleading Head Co-Coach (fall)	High School South	\$2,301.79 (prorated)	
151.	Sedlak	Elizabeth	Cheerleading Head Co-Coach (winter)	High School South	\$2,301.79 (prorated)	
152.	Senese	Suzanne	Volunteer Field Hockey Advisor	High School South	not applicable	
153.	Shemansky	Mercy	Director of School Productions	J. T. Lambert Intermediate	\$2,001.82	(plus \$250.00 longevity stipend)
154.	Silvoy	Michael	Stage Manager	High School South	\$3,747.10	(plus \$250.00 longevity stipend)
155.	Simerson	Carol	Yearbook Business Advisor	High School North	\$1,698.82	
156.	Snapp	Donna	Band Front Advisor	High School South	\$3,012.83	
157.	Stricker	Stefanie	Intramural Ski Group Advisor	Resica Elementary	\$23.23/hour (22 hour maximum)	
158.	Susic	Stacy	Yearbook Editor Advisor	High School North	\$2,575.50	
159.	Tasick	Denise	Intramural Ski Advisor (Grade 8)	Lehman Intermediate	\$23.23/hour (48 hour maximum)	
160.	Tiernan	Patricia	Yearbook Editor Advisor	High School South	\$2,575.50	
161.	Tiernan	Patricia	Yearbook Business Advisor	High School South	\$1,698.82	
162.	Tinney	Bridget	Intramural Art Advisor	Lehman Intermediate	\$23.23/hour (48 hour maximum)	
163.	Toth	Donald	Computer Assistant	J. T. Lambert Intermediate	\$909.00	
164.	Toth	Donald	Intramural Ski Advisor (Grade 7)	J. T. Lambert Intermediate	\$23.23/hour (48 hour maximum)	
165.	Toth	Donald	Good Morning JTL Club Advisor	J. T. Lambert Intermediate	\$1,079.69	
166.	Toth	Donald	Stage Manager	J. T. Lambert Intermediate	\$2,834.06	(plus \$250.00 longevity stipend)
167.	Trauschke	Billie	Character Club Advisor	Middle Smithfield Elementary	\$1,079.69	
168.	Turner	Patricia	Newspaper Advisor	High School North	\$2,330.07	
169.	Umphrey	Lisa	Detention Supervisor	J. T. Lambert Intermediate	\$28.28/hour	
170.	Van Winkle	Catherine	Senior Class Advisor	High School North	\$1,379.66	
171.	Vanderpoof	Melissa	Spirit Squad Club Co-Advisor	J. T. Lambert Intermediate	\$1,079.69 (prorated)	
172.	Varner	Lisa	Yearbook Assistant Editor Advisor	J. T. Lambert Intermediate	\$1,358.45	
173.	Ware	James	Yearbook Assistant Editor Advisor	High School North	\$1,481.67	
174.	Weiss	Jacqueline	Detention Supervisor	Resica Elementary	\$28.28/hour	
175.	West	Melissa	Homework Club	J. T. Lambert Intermediate	\$1,079.69	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
176.	West	Melissa	Detention Supervisor	J. T. Lambert Intermediate	\$28.28/hour	
177.	Whitney	Matthew	Assistant Band Director	High School South	\$3,922.84	
178.	Wilson	Susan	Intramural Homework Advisor - 1st semester (shared position)	High School South	\$23.23/hour (48 hour maximum split between advisors)	
179.	Wilson	Susan	Intramural Homework Advisor - 2nd semester (shared position)	High School South	\$23.23/hour (48 hour maximum split between advisors)	
180.	Yarnall	Lois	National Honor Society Advisor	High School South	\$937.28	
181.	Zannella	Ann	Intramural Homework Advisor - 1st semester (shared position)	High School South	\$23.23/hour (48 hour maximum split between advisors)	
182.	Zannella	Ann	Intramural Homework Advisor - 2nd semester (shared position)	High School South	\$23.23/hour (48 hour maximum split between advisors)	

4. Department Chairpersons for the 2011-2012 School Year

	Last Name	First Name	Position	School(s)	Salary
1.	Agosto	Caroline	Reading	Lehman Intermediate School	\$3,809.72
2.	Brotherton	Regina	Family & Consumer Science Co-Chair	J. T. Lambert Intermediate School and High School South	\$3,809.72 (prorated)
3.	Calpin	Maryann	Reading	J. T. Lambert Intermediate School	\$3,809.72
4.	Carson	Wayne	Math	High School South	\$3,809.72
5.	Catrillo	Ann	English	High School South	\$3,809.72
6.	Clark	Stephanie	Third Grade/Math	all elementary schools	\$3,809.72
7.	Cole	Susan	Health Services (K - 12)	all schools	\$3,809.72
8.	Cramer	Patricia	Foreign Language	High School South	\$3,809.72
9.	Dailey	Charles	Health/Physical Education	Lehman Intermediate School and High School North	\$3,809.72
10.	Dietz	Casandra	Guidance (Secondary)	Lehman Intermediate School and High School North	\$3,809.72
11.	Dollar-Krell	Beverly	Guidance (Elementary)	all elementary schools	\$3,809.72
12.	Dougherty	Kenneth	Health/Physical Education	J. T. Lambert Intermediate School	\$3,409.76
13.	Dreibelbis	Susan	Science	J. T. Lambert Intermediate School	\$3,809.72
14.	Ellison	Aimee	Health/Physical Education	High School South	\$3,409.76
15.	Formica	Joseph	Guidance (Secondary) Co-Chair	J. T. Lambert Intermediate School and High School South	\$3,809.72 (prorated)
16.	Fuehrer	Kellie	Special Education	Lehman Intermediate School	\$3,809.72
17.	Gasda	Lawrence	Social Studies	High School South	\$3,809.72
18.	Gubernot	Joseph	Social Studies	Lehman Intermediate School	\$3,809.72
19.	Gullstrand	Marjory	Library Science (Grades K-12) Co-Chair	all schools	\$3,809.72 (prorated)
20.	Hnasko	Scott	Fifth Grade/Technology	all elementary schools	\$3,809.72
21.	Hopstetter	Jessica	Business Education (Grades 9-12)	High School North	\$3,409.76
22.	Jones	Sally	First Grade/Communication Arts	all elementary schools	\$3,809.72
23.	Kule	Jay	Guidance (Secondary) Co-Chair	J. T. Lambert Intermediate School and High School South	\$3,809.72 (prorated)

	Last Name	First Name	Position	School(s)	Salary
				High School South	
24.	LaBar	Robert	Social Studies	J. T. Lambert Intermediate School	\$3,809.72
25.	Lazowski	Philip	Technology Education (Grades 6-12)	Lehman Intermediate School and High School North	\$3,809.72
26.	Leonard	Jacilyn	Kindergarten/Social Studies	all elementary schools	\$3,809.72
27.	Long	Craig	Technology Education (Grades 6-12)	J. T. Lambert Intermediate School and High School South	\$3,409.76
28.	Ludwig	Suzanne	Second Grade/Communication Arts	all elementary schools	\$3,809.72
29.	Marmo	Jennifer	English	High School North	\$3,809.72
30.	Moucha	Karen	Math	High School North	\$3,809.72
31.	Mathiesen	Carla	Foreign Language	Lehman Intermediate School and High School North	\$3,809.72
32.	Miller	Barbara	Reading (Elementary)	all elementary schools	\$3,809.72
33.	Mooney	Edward	Special Education	High School South	\$3,809.72
34.	Nace	Kevin	Social Studies	High School North	\$3,809.72
35.	Ostroski	Deana	Special Education	J. T. Lambert Intermediate School	\$3,809.72
36.	Padavano	Debra	Special Education	High School North	\$3,809.72
37.	Partel	Jane	Math	J. T. Lambert Intermediate School	\$3,809.72
38.	Pellington	Cynthia	English	Lehman Intermediate School	\$3,809.72
39.	Rescigno	Barbara	Fourth Grade/Science	all elementary schools	\$3,809.72
40.	Rogers	Denise	Business Education (Grades 9 - 12)	High School South	\$3,409.76
41.	Rowe	Pamela	Family & Consumer Science Co-Chair	all secondary schools	\$3,809.72 (prorated)
42.	Ruhl	Jessica	English	J. T. Lambert Intermediate School	\$3,809.72
43.	Schaller	Linda	Vocal Music (Grades K - 12)	all schools	\$3,809.72
44.	Shamp	Melodie	Instrumental Music	all Grades 4 through 12	\$3,809.72
45.	Skeldon	Heather	Science	High School South	\$3,809.72
46.	Soskil	Lori	Science	High School North	\$3,809.72
47.	Spering	Laureen	Math	Lehman Intermediate School	\$3,809.72
48.	Stein	Linda	Science	Lehman Intermediate School	\$3,809.72
49.	Streisel	Susan	Art (Grades K - 5)	all elementary schools	\$3,409.76
50.	Tischler	Julie	Art	Lehman Intermediate School and High School North	\$3,409.76
51.	Weseloh	Corinne	English as a Second Language (Grades K-12)	all schools	\$3,809.72
52.	Wilson	Susan	Library Science (Grades K-12) Co-Chair	all schools	\$3,809.72 (prorated)
53.	Wilson	Robert	Health/Physical Education	all elementary schools	\$3,809.72

I. Virtual Academy Facilitators for the 2011-2012 School Year

ACTION BY THE BOARD:

Motion was made by James Brunkard to approve the appointments in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). These teaching positions are for the 2011-2012 school year. All rates are \$28.28 per hour up to 135 hours (*not to exceed 135 hours*) for each full credit course or its equivalent and 67.5 hours (*not to exceed 67.5 hours*) for each half credit course or its equivalent. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

1. Appointments for the 2011-2012 School Year

	Name	Subject
1.	Brotherton, Regina	Family & Consumer Science
2.	Bukoski, Gary	Social Studies – Grade 7
3.	Byrne, Angela	Reading Edge
4.	Byrne, Angela	Reading – Grade 8
5.	Calpin, Maryann	Reading – Grade 7
6.	Carson, Wayne	Web Design
7.	Coke, Lucianna	English (Co) – Grade 8
8.	DeLeon, Karla	Math – Fundamentals of Math
9.	DeLeon, Karla	Math – Algebra II CP
10.	DeLeon, Karla	Math – Algebra II
11.	DeLong, Jennifer	Environmental Science
12.	DeLong, Jennifer	Environmental Science CP
13.	Dobrowolski, Darrin	Math – Statistics CP
14.	Dobrowolski, Darrin	Math – Trigonometry
15.	Dougherty, Kenneth	Health/PE – Grade 8
16.	Dreibelbis, Susan	Science – Grade 7
17.	Edwards, Sean	Social Studies – World Studies II CP
18.	Edwards, Sean	Social Studies – World Studies II
19.	Edwards, Sean	Social Studies – Psychology
20.	Edwards, Sean	Social Studies – Sociology
21.	Eich, Holly	Health/PE – Grade 12
22.	Espinoza, Marilyn	Math – Algebra 1
23.	Espinoza, Marilyn	Math – Math Edge – Grade 11 & Grade 12
24.	Espinoza, Marilyn	Math – Algebra CP
25.	Espinoza, Marilyn	Math – Math 8
26.	Fisher, Marijo	Biology II
27.	Fisher, Marijo	Biology II, CP
28.	Fisher, Marijo	Science – Grade 8
29.	Greenwood, Jill	English – Grade 7
30.	Hahn, Elizabeth	English – Grade 12
31.	Hahn, Elizabeth	English – Grade 12 CP
32.	Hopstetter, Jessica	Everyday Law
33.	Kerzner, Phillip	Guidance – South
34.	Kirkpatrick, Jason	Health/PE – Grade 11 Drivers Education
35.	LaBar, Robert	Social Studies – Grade 8
36.	Ludka, Shannon	Health/PE – Grade 7
37.	Marmo, Jennifer	English – Grade 11
38.	Marmo, Jennifer	English – Grade 11 CP
39.	Moletto, Denise	Intro to Business
40.	Moskovitz, Scott	Sports Nutrition
41.	Moskovitz, Scott	Health/PE - Grade 9
42.	Panepinto, Carrie	Math – Geometry
43.	Panepinto, Carrie	Math – Geometry CP
44.	Panepinto, Carrie	Math – Consumer Math
45.	Pattison, Gayle	Math 7
46.	Piedra, Gisela	Spanish II
47.	Rasely-Philipps, Susanne	Creative Writing I
48.	Rasely-Philipps, Susanne	Creative Writing II
49.	Rasely-Philipps, Susanne	Spanish I
50.	Rasely-Philipps, Susanne	English (Co) – Grade 8
51.	Reichl, Jeffrey	Guidance – NORTH
52.	Saeger, Blaec	Health/PE – Grade 10
53.	Soskil, Lori	Biology
54.	Soskil, Lori	Biology CP

55.	Stine, Richard	General Science
56.	Stine, Richard	General Science CP
57.	Stine, Richard	Science - Physics
58.	Susic, Stacy	English – Grade 10 CP
59.	Szepietowski, Waldemar	Social Studies – American Studies I
60.	Szepietowski, Waldemar	Social Studies – American Studies I CP
61.	Turner, Patricia	English – Grade 9
62.	Turner, Patricia	English – Grade 9 CP
63.	VanWinkle, Catherine	Math – Math Edge Grades 9 and 10
64.	Zerfoss, Jon	Social Studies – World Studies I
65.	Zerfoss, Jon	Social Studies – World Studies I CP
66.	Zerfoss, Jon	Social Studies – American Studies II
67.	Zerfoss, Jon	Social Studies – American Studies II CP

J. Act 93 Staff

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the military leave of absence of the Act 93 Staff designated, in accordance with the approved applicable policies and procedures [*subject to proper completion of all necessary documents*]. Motion was seconded by Douglas Freeman and carried unanimously, 8-0.

1. Military Leave of Absence

- a. Krotowski, Carolyn Assistant Principal – High School North
 Effective Date: July 5, 2011
 Length of Leave: July 8, 2011

(Request received)

K. Act 93 Staff

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve additional supplemental days for the 2010-2011 Fiscal Year, effective July 1, 2010 through June 30, 2011, for the Act 93 Staff designated. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

1. Additional Supplemental Days

	Name	Supplemental Days
a.	Baughman, Lauren	3 days

L. Affiliation Agreement

ACTION BY THE BOARD:

Motion was made by James Brunkard to approve the agreement between Indiana University of Pennsylvania and East Stroudsburg Area School District for use of the District as an internship/practicum, pre-clinical and student teaching site. Motion was seconded by William Searfoss and carried unanimously, 8-0.

(See pages 32-35)

XI. **CONTRACTS**

1.

ACTION BY THE BOARD:
 Motion was made by William Searfoss to approve the contracts listed for their specific services, rates and effective dates totaling under \$10,000. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Bushkill Emergency Corps.	Standby Ambulance Coverage for designated Home Football games at High School North	\$700.00	Athletics Dept.	8/20/11-11/4/11
2.	Bushkill Emergency Corps.	Standby Ambulance Coverage for designated Home Football games (JV & Jr. High - Freshman) at High School North	\$1,400.00	Athletics Dept.	8/20/11-10/24/11
3.	Bushkill Emergency Corps.	Standby Ambulance Coverage for designated Home Football games (Middle School) at Lehman Intermediate	\$1,000.00	Athletics Dept.	9/7/11-11/9/11
4.	Center on Teaching and Learning	DIBELS Data System Benchmark Reporting Service	\$1.00/student \$3,154.00	Curriculum	7/1/11-6/30/12
5.	East Stroudsburg University	Athletic Trainer Graduate Assistant Program for High School South	Not to exceed \$7,500.00	Athletics Department	8/13/11-Spring Athletic Season 2012
6.	Langan, Brooke & Martin, Joseph	Review & Reinforce Resources for Mimio, IPODS and Promethean	\$150.00	Professional Development	9/13/11
7.	PASBO	Presentation "Elements of Purchasing" -Legal Aspects of Purchasing	Not to Exceed \$1,000	Business Office	8/18/11
8.	Prothro, Robert	Music for High School North Prom	\$1,700.00	High School North	5/12/12
9.	Suburban EMS	Standby Ambulance Coverage for designated Varsity Home/District Playoff Football Games at High School South	\$945.00	Athletics Dept.	8/26/11-11/24/11
10.	Suburban EMS	Standby Ambulance Coverage for designated JV and Jr. High Home Football Games	\$990.00	Athletics Dept.	9/3/11-11/7/11
11.	Suburban EMS	Standby Ambulance at J. T. Lambert for Home Football Games	\$810.00	Athletics Dept.	9/7/11-11/10/11
12.	TSA Consulting	To ensure the district's compliance with the new Internal Revenue Service regulations.	Not to Exceed \$6,500.00	Business Office	7/1/11-6/30/12
13.	Zimmerman, Susan	Keys to Comprehension and Mosaic of Thought	\$3,500.00	Professional Development	10/10/11
		TRANSPORTATION	CONTRACTS		
1.	Bridgeman, Alexandra	Contract Transportation	\$308.00/day	Transportation Dept.	5/16/11
2.	Caramella, George	Contract Transportation	\$194.76/day	Transportation Dept.	5/16/11
3.	Krupski, Diane	Contract Transportation	\$43.05/day	Transportation Dept.	6/7/11
4.	Krupski, Diane	Contract Transportation	\$275.49/day	Transportation Dept.	6/8/11

5.	Muti, Peter	Contract Transportation	\$128.98/day	Transportation Dept.	5/24/11
6.	Muti, Peter	Contract Transportation	\$98.64/day	Transportation Dept.	5/25/11
7.	Muti, Peter	Contract Transportation	\$137.53/day	Transportation Dept.	5/27/11
8.	Muti, Peter	Contract Transportation	\$149.99/day	Transportation Dept.	5/31/11
9.	O'Rourke, John	Contract Transportation	\$213.39/day	Transportation Dept.	5/19/11

Mrs. Hocker asked why are these contracts lumped together since they are really significantly over \$10,000. Mr. Brunkard stated that he has some questions on the Step by Step contract. He stated that there are two items that equal about \$37,000 and another item that is about \$87,000 and he would be happy to speak about these separately. Mr. Brunkard stated that he said at our last meeting and we had a lengthy discussion about the Step by Step Learning program. He stated that in Step by Step Learning, we are talking about an excess of a half million dollars or 1/3 percent of our annual budget or in excess of that. Mr. Brunkard stated that if you look back into the minutes of the last meeting, you will see that several Board members have large reservations about the sensibility of spending that amount of money. He stated that there are other things in our budget such as salaries, utilities and other expenditures. Mr. Brunkard stated that when we talk about a half million dollars to incorporate a program that we tried, we had testimony about it but it has been conflicting testimony, that it is a huge expenditure. Mr. Brunkard stated that this is one of those things that sometimes he does not have the chance to have one on one with his fellow Board members as much as he can; but, this kind of expenditure is something that he feels very strongly against. Mr. Brunkard stated that the teachers we have in place, and you can look at this in a number of different ways, you can say to yourself that teachers like anybody else do their job using "carrots and sticks." He asked if this is a carrot or stick? He stated that he does not know because it looks like a mosh in between. Mr. Brunkard asked what are we going to do with this in terms of guidance for our teachers. He stated that many teachers already have the experience of a teacher and go forward with that. Mr. Brunkard asked what tools do we provide them. He stated that he is uncertain with the monies involved because we are admitting to \$513,000 but how much beyond that will we spend in providing substitute teachers for the times that the teachers are going through Step by Step training outside of the classroom. Mr. Brunkard asked what is the disruption and is this a positive thing? He asked does he, right off the bat, want to sign up to spend ½ million dollars from very scarce funds that we do not have any flexibility about. Ms. Hays asked if we are spending this money or do we have a grant for it. Ms. Hocker stated that it is not a grant. Mr. Brunkard stated that it is not a grant but an expenditure. Mrs. Laverdure stated that the Step by Step Learning contract is being funded by grants. She stated that what is important is that someone who may have more specific information than what she does may be able to say that these particular grants are used for staff development and support for the students. Mrs. Laverdure stated that this is why all the grants are listed here for you to see. She stated that she thinks it is important to say that Step by Step Learning, itself, incorporates a lot of fundamentally sound programs that have been established to support the children. Mrs. Laverdure stated that she agrees with Mr. Brunkard when he said that last year was very disruptive. She stated that this year there will be limited disruption. Mrs. Laverdure stated that it is year two and has been put in place to finish what we started. She stated that after this year we will be on our own, where the teachers will be working together and take over the training from then on. Mrs. Laverdure stated that they will get minimal support from the IU. She stated that she believes that that some principals and, she does not want to put anyone on the spot, such as Mr. Carty saw a tremendous change in how instruction was delivered in his building. Mrs. Laverdure stated that Ms. Kulick also wrote a letter to the Board stating the significant change she saw in her building as well. She stated that Ms. Kulick felt that it is important to divide children in small groups. Mrs. Laverdure asked if there are ways to change it to make it more hours, absolutely, but the program that has been given to us, we made it clear that we needed that flexibility to do that as well. She stated that if Step by Step is not allocated then it will be other staff development programs that will be put aside for that instruction to occur because that is where that money needs to go. Mrs. Laverdure stated that when teachers come out of college, they are absolutely ready to instruct and we have very fine educators; however, along the way, we need to reinforce those skills and as instruction changes, we need to be able to change with it. She stated that she knows that the kindergarten teachers just realigned their curriculum. Mrs. Laverdure stated that it was just done by Mrs. Duggins who worked with them intensively within the last two weeks to get that done, based on some of the information they learned and received in the in-service last year.

Ms. Hocker stated that she raised this issue last month. She stated that she knows that Irene Duggins has done a wonderful job explaining it. Ms. Hocker stated, believe it or not with all the criticism she hurls a lot of time, she really appreciates all the work she has done. Ms. Hocker stated that she knows, as a former teacher, it would be very difficult because teaching is something you use your creativity with. She stated that she knows she would feel very put upon if she were forced to have to teach in a certain particular little box. Ms. Hocker stated that we want our teachers to think outside of the box. She stated that Step by Step is not a set program and she is pretty familiar with it. Ms. Hocker stated that she thinks if we go back to our teachers and find out what they feel they need in their respective classes, she thinks we can see the same kind, if not more improvement than has been mentioned by two of the principals that have been involved. Ms. Hocker stated, again, as many complimentary things that have been said about it, she has heard, and she is not in the schools every day, just the opposite. She stated that it is a very confining thing and very difficult for children to be without their teachers the numbers of hours and days that these teachers have been taken away from them. Ms. Hocker stated that if she were in their position, she would be up in arms because she went to a college or university to get a degree to put herself in that position in order to get across

to the students. She stated that she learns in her class. Ms. Hocker stated that everybody cannot fit into a mold and she is very opposed to continue using that large amount. She stated if we would give the teachers a choice on what to do with that money, she thinks we would have some very successful schools here. Ms. Hays asked if this grant is specifically for Step by Step Learning. Ms. Laverdure stated that it is for staff development. Ms. Hays asked if we can use it in any way. Mrs. Laverdure stated, "Yes", but you may not get the focus or instruction that is necessary or you may also end up taking teachers out of classrooms to get it done. Ms. Hays stated that since they said that last year was so disruptive, what are we going to do to change that so it does not happen this time around.

Mrs. Duggins stated that classroom teachers this particular year will only be out, after major testing, no more than three days during the entire year. She stated that they have gone through extensive training so it is just taking it to the next step. Mrs. Duggins stated that, in reference to Ms. Hocker's comment about creativity, the training is only for intervention time. Ms. Duggins stated that the training is pinpointing exactly what the student needs are and delivering that. She stated that when you have only a little bit of time, you need to be very systematic in delivering that instruction. She stated that the structure is for the struggling students who are not getting it. Mrs. Duggins stated, again she has to say, it is our obligation to teach these students to read by 3rd grade. She stated that if we don't get them by 3rd grade, it makes it harder and harder. Mrs. Duggins stated that these are students who are potential dropouts and it is critical that we learn to be, not just general practitioners, but surgeons. She stated that when we have severe health problems, we want to go to a specialist. Mrs. Duggins stated that this program is teaching teachers and administrators to be specialists. She stated that anybody can teach a child that gets it. She stated that it's the children that don't get it that we need to be able to reach in this explicit manner. Mr. Searfoss stated that it sounds like you really support this program. Mrs. Duggins stated, "Absolutely." Mr. Searfoss stated that one of the global issues that he sees with thinking outside of the box is that no one wants to get rid of the sacred cow and as soon as we try something new, we want to kill it while it is still on the birthing table. He stated that as with any new program or pilot program, what is the real time frame something like this needs to be put in that we can actually sit back and evaluate it and say we had x amount of time and it is living up to our expectations or not and move on. Mr. Searfoss stated that it sounds like year one was all training and resetting the circuitboard, so to speak, of thinking and orating what was supposed to be done with the children. Mrs. Duggins stated that even in year one we got results. She stated that she did not know if Mr. Baker wants to speak to this. Mr. Searfoss said to put him on the spot. Mrs. Duggins stated that what these teachers have learned through this, that they put practice in another grade that was in jeopardy and used the skills and those kids did phenomenally. Mrs. Laverdure stated that they did this on their own. Mr. Brunkard asked if aside from the testimony that they got last month from Step by Step, is there accompanying information today that we would draw to their attention. Mrs. Laverdure stated that information was given to the Board previously with the briefs. Ms. Hocker stated that it was just two letters. Mrs. Laverdure stated that there was also other documentation. Mr. Brunkard stated that there was other documentation, they heard from Mrs. Prefontaine and other people beforehand and saw accompanying letters and all that; but, there isn't anything else that he is missing in his briefs. He stated that it would just be this motion to pass it or not. Mrs. Laverdure said, "Yes" and it is based on the grants. Mr. Brunkard said thank you and that is all he wanted to hear. Ms. Hays asked what is Mrs. Laverdure's recommendation and what are her thoughts. Mrs. Laverdure stated that we have taken all concerns to heart. Mrs. Laverdure stated that we had teachers with us and we talked to them. She stated that she thinks it is important that we see it through for a second year. Mrs. Laverdure stated that Mr. Searfoss, basically, said exactly what happened. She stated that it was a rough year and maybe we didn't handle things exactly the way we should have. Mrs. Laverdure stated, that in speaking with administrators and individual schools making sure that the teachers are definitely heard and limiting their removal from the classroom and making their transition as minimal as possible, that she would definitely support it for another year because it is not forever and we need to see it through. Ms. Hays stated that Mr. Carty said he saw a significant change in his building and also Ms. Kulick, who she does not see here tonight. Mr. Carty stated that one of the things they tried to do is to close the gap that was created when the children arrive at our doorstep. He stated that in the short time that he has been in the elementary school, each year the students have benchmarks that are lower and lower. Mr. Carty stated that, this year, the benchmark was 29%, which basically means that 70% of the students are not ready for kindergarten and we have to close that gap because they are now our responsibility. He stated that we need to close that gap and it is very difficult to get them to 90% or 95% where they should be when they arrive in the first grade. Mr. Carty stated that what happens is that if they get to the first grade, the skills get harder and they have not mastered the kindergarten skills yet. He stated that as they progress in grades, the gaps keep getting wider and wider, then they hit the testing grades and they are not really ready for them. Mr. Carty stated that in prior years, they came with a benchmark of about 40% which still means 60% are not ready for kindergarten. He stated that the year before that they came in 45% and by the end of the school year it was 65%. Mr. Carty stated that this year, they came in at 29% and by end of year, they made it up to 73%. Ms. Hays asked if full day kindergarten had something to do with this. Mr. Carty stated that it has been full day kindergarten for a couple of years now. He stated that the program is not during their core instruction like Mrs. Duggins mentioned but it is during intervention. Mr. Carty stated that this is holding teachers accountable for learning, what to do, how to look at the data that they are seeing from all the benchmarks that we are giving them and knowing what to do with them and how to get them to the next level to really work them harder to try to close the learning gap. Mr. Carty stated, like Mrs. Duggins said, if we don't get them to read by 3rd grade there is a pretty good chance that they won't learn how to read. Mr. Huffman called for the vote. Ms. Hocker stated that she wants to hear this. Mr. Carty stated that he believes the kids made incredible gains

which are attributed to the work we are doing with Step by Step because prior, we were not getting there. He stated that it is a process by where you examine the data and know what to do with it to determine what intervention you are going to give these children.

Mr. Cole stated that Mr. Huffman called for the vote. Ms. Hocker stated that she wants to hear from any other principal that had kindergarten who had significant improvements with this because we are talking about a lot of money here so if it takes a minute more, let's do it right. Mr. Huffman stated that we talked about this at the last meeting. Ms. Hocker stated that we did not get to this point; therefore, obviously, we are still up in the air about it and this is taxpayers' money so we need to take our time. Mr. Brunkard stated that he would like to set out item number 4 from the other contracts to consider it separately. He stated that he is asking the makers of the motion to consider this. Mr. Searfoss said that he thought we already voted on this and went back to discussion. Mr. Cole stated that we did not vote on it yet. Mr. Cole asked Mr. Huffman if he would modify the motion to the first three items only. Mr. Huffman stated, "No" because if we vote and it fails then we can separate them. Ms. Hocker stated that this will be after we spend half a million dollars. Mr. Huffman said what is the difference if we spend it now or two minutes from now. Mr. Searfoss asked if it is the point of order that when the question is called to vote that means debate stops and we vote on it. Mr. Dirvonas stated, "Yes". Mr. Cole asked Mr. Dirvonas if we need a second for the question to call the vote. Mr. Dirvonas stated, "No".

2.

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the contracts listed for their specific services, rates and effective dates totaling over \$10,000. Motion was seconded by William Searfoss. A roll call vote was taken and failed 4-4. Horace Cole, Bet Hays, Robert Huffman and William Searfoss voted yes. James Brunkard, Robert Cooke, Douglas Freeman and Audrey Hocker voted no.

2.

ACTION BY THE BOARD:

Motion was made by James Brunkard to reconsider and to approve the contracts listed for their specific services, rates and effective dates totaling over \$10,000 with the exception of item 4, Step by Step Learning. Motion was seconded by Douglas Freeman and was carried unanimously 8-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	East Stroudsburg University	Athletic Trainer Graduate Assistant Program for J. T. Lambert Intermediate Athletics	Not to exceed \$18,500.00	Athletics Department	8/13/11-2012-Spring
2.	East Stroudsburg University	Athletic Trainer Graduate Assistant Program for Lehman Intermediate Athletics	Not to exceed \$18,500.00	Athletics Department	8/13/11-2012-Spring
3.	Northwest Evaluation Association	Internet Version of NWEA's Computerized Measures of Academic Progress Renewal of Fees for District-wide.	\$86,987.50	Curriculum	7/1/11-6/30/12
4.	Step by Step Learning	Professional Development for K-1 Teachers, Administrators, Plus Instructional and Assessment Materials	\$513,253.00	ACCESS, Title III Grant, Accountability Block Grant for the 2011/2012 school year, Title I School Improvement Grant and Program Improvement Set Aside Grant	7/1/11-6/30/12

XII. STUDENT ITEM

A. Student Athletic Handbook

ACTION BY THE BOARD: Motion was made by Douglas Freeman to approve the Student Athletic Handbook for the 2011-2012 school year. Motion was seconded by William Searfoss and carried unanimously, 8-0.

XIII. OLD AND NEW BUSINESS

None

XIV. BOARD POLICIES

Ms. Hocker stated that when reading Policy #816 Social Media, it almost seems that it infringes on your freedom of speech and on the privacy of people who have computers at home, if suspected by someone from administration to have done something on their personal computer. She stated that this is how it is reading to her. Ms. Hocker stated that when relating it to the exact law that it is tied to, she looked up that law and it does not support that. She stated that she is a little confused about it and maybe they should pull this policy out and study it in its entirety a little better. Ms. Hocker stated that the other two policies seemed all right but this one she had to take a double take and researched the law. She stated that it seems quite improper to her. Mr. Cole asked Ms. Hocker if she is asking that Policy #816 be tabled for now. Mr. Cole asked if the maker of the motion, Mr. Brunkard and the one who seconded, Mr. Freeman, agree to exclude the policy and just vote on the first two. Mr. Brunkard stated that he does not understand where it references the law that Ms. Hocker thinks is a conflict. Ms. Hocker stated that if you read it carefully, it infringes on your freedom of speech and in certain places it looks unconstitutional. She stated that in most places it follows with what it is supposed to say but when you talk about having a person bring a computer to the district and it is suspected that they have something on that computer then administration has the right to take the computer. Mr. Brunkard asked if she is speaking about law 22 Pa Code §§ 235.2, 235.4, 235.5, 235.10 and 235.11. Ms. Hocker said, "Yes." She stated that if administration suspects that they wrote something against the district they can have their personal home computer confiscated. Ms. Hocker stated that this, to her, does not sound good and that is why she wants to have a closer look at it. Mr. Searfoss asked Mr. Dirvonas for clarification that policy cannot trump the 4th or 14th amendments and asked if this is correct. Mr. Dirvonas stated that Mr. Searfoss is correct. Mr. Searfoss stated that he understands where Ms. Hocker is coming from, because when he first read it, he skimmed it but then went back to read it. He saw a lot of potential for this to be taken that way and he reads legalese every day five days a week. Mr. Searfoss stated that he has come to his own conclusion that, basically, it is more infringement on our own ownership on what we have here than what people are doing online and that the district would still need to wind up getting warrants from the district attorney's office to confiscate personal property from someone's home. He asked if he was correct. Mr. Dirvonas stated that he would suggest he is correct from the standpoint of confiscating personal property and searches of private homes. Mr. Searfoss stated that this is a double-edged sword when you turn around, and no one will advocate on the Board more for bullying policies to stop bullying in the schools than himself, to see when the kids are doing this electronically with Facebook, My Space, Twitter and their cell phones. Mr. Searfoss stated that if we lock ourselves down to a certain point, that we cannot help these people when they come to the Board and say my child is being bullied. He stated that we need some policies that allow law enforcement to work with this. Mr. Searfoss stated, as for posting things about the district, there are many companies in America today that if you turn around and say something against your company, you are unemployed the following day. He stated that this is standard practice which is not great but if you do not like working there, you do not need the job there. Mr. Searfoss stated that unless you are a solicitor, someone who passed the Bar or someone who just reads legalese all day, it tells me that it is saying that you cannot just go take my son's laptop out of his bedroom without a warrant. Ms. Hocker stated that this pertains to him, as a Board member. Mr. Searfoss stated that if he puts something dealing with the Board, confidential information or personnel information he could be charged. Ms. Hocker stated that if you are suspected and it also says the Superintendent and/ or designee, is hereby granted the authority to create additional Administrative Regulations, procedures, and rules to carry out the purpose of this Social Media Policy. She asked what the purpose of the Board is. Ms. Hocker asked, "Do we not, as the Board, create regulations, procedures and rules?" Ms. Hocker stated is it not the Board's job to do the policy. Ms. Hocker stated that we have that area questionable, because what we are doing as a Board is delegating the duties that we were voted here to do. Mr. Dirvonas stated that it is essentially the function of the Board to create policy. He stated that by creating policies, the Board is delegating certain functions to administration including the establishment and enforcements of regulations. He stated that the Board is also talking about probable cause in criminal causes but reasonable suspicion, which is the standard that has been designed or designated in dealing with school situations. Mr. Dirvonas stated that he would also say that these policies, while our offices looked at it, obligation for drafting, revising and fine tuning them have been done by special counsel. Ms. Hocker asked by whom. Mr. Dirvonas stated that Dorothy Bollinger, President of the Bollinger Law Firm, LLC reviewed the policies. Mrs. Laverdure stated that Ms. Bollinger works with this specific media every single day because social media information is so new. Ms.

Hocker stated that this is why she would like the Board to take a look at it and not just because one attorney said they work with it every day. Ms. Hocker stated that she is talking about this district, not every other one and we are talking about us since we are a part of this district. She stated that when she reads something like this, she is very concerned. Ms. Hocker stated that she feels this is the Board's job to take the time and discuss it to see if the language is correct for us. Mrs. Laverdure stated that she respects what Ms. Hocker is saying but this is why we have a 30-day review process and she suggests in every brief that if the Board has any questions, to please contact the office and she will be glad to go over it line by line. Ms. Hocker stated that Mrs. Laverdure is telling her to call the office but she wants to deal with the Board because they are the ones that are supposed to do policy. She stated that it is not for her to call Mrs. Laverdure and ask her if it is okay because we have a nine panel Board here to create policies and this is one of the policies we have to vote on. Ms. Hocker stated that it would be incumbent on them to discuss it. Mrs. Laverdure stated that she can assist Ms. Hocker in getting answers. Ms. Hocker stated that she appreciates her assistance because she is always helpful; but, they are the Board and sometimes they should confer with each other when one or more have questions on issues. She stated that it is not always business as usual or stamp by stamp because it will come back on them and people will say, "You voted on it." Ms. Hocker stated that when she has questions, she wants them clarified and discussed amongst her peers; that is what she wants done. Mr. Searfoss stated that he called Mrs. Laverdure twice and one of those times he was speaking to her for 30 minutes to get clarification on it. He stated that he has no problem calling Mrs. Laverdure because he does not know if the nine Board members need to be here to hear that he is concerned that his son's Facebook picture of him holding his rifle, that was taken at the rifle range, will end up getting him expelled. Mr. Searfoss stated that this is the type of protection he wants for our students. He stated that we also need to protect our virtual property and stop bullying and people from getting picked on. Ms. Hocker stated that this is when she will call Mrs. Laverdure when it deals with children but this policy has adults, including this Board. She stated that she is saying to the Board that this is not just a situation where you call the Superintendent. Ms. Hocker stated that they are Board members so they can discuss this. She stated that she does not see why this has to be so rushed. Ms. Hocker stated that we cut other things out, table them and then come back and discuss them. She stated that she does not see why we can't do the same with this. Mr. Cole stated that he is attempting to take this back to the maker of the motion. Mr. Brunkard said to ask Mr. Freeman since he has been trying to speak. Mr. Cole asked Mr. Brunkard if he made the motion. Mr. Brunkard stated that he did and it still stands. Mr. Freeman stated that his second also stands. Ms. Hocker said okay because that is how it usually goes. Mr. Freeman stated that everyone is entitled to have their own opinion.

ACTION BY THE BOARD:

Motion was made by James Brunkard to approve the board policies listed for use in the East Stroudsburg Area School District. Motion was seconded by Douglas Freeman and passed 7-1. Audrey Hocker voted no.

1. # 237 Electronic Communication Devices
2. # 815 Acceptable Use of the Computers, Network, Internet, Electronic Communications and Information Systems
3. # 816 Social Media Policy

(See pages 36-62)

XV. PSBA 2011 LEGISLATIVE POLICY COUNCIL

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the following voting delegates, Robert Huffman, Robert Cooke and Bet Hays to the PSBA 2011 Legislative Policy Council with the meeting to be held on Thursday, October 20, 2011 during the School Leadership Conference in Hershey, PA. Motion was seconded by Douglas Freeman and carried unanimously, 8-0.

(See pages 63-64)

XVI. SCHOOL BUS DRIVER HANDBOOK

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the East Stroudsburg Area School District School Bus Driver Handbook for the 2011-2012 school year. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

XVII. FISCAL ITEMS

A. PlanCon K

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the submission of PlanCon K for the School District's General Obligation Bonds, Series of 2011 to the Pennsylvania Department of Education. Motion was seconded by Douglas Freeman and carried unanimously, 8-0.

(See page 65)

B. Fiscal Year End

ACTION BY THE BOARD:

Motion was made by James Brunkard to approve the Business Manager to perform all year-end budget transfers and assigned Fund Balance amounts for the 2010-2011 school year as needed. Motion was seconded by William Searfoss and carried unanimously, 8-0.

C. Student Accident Insurance

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the Commercial Insurance Proposal from Engle-Hambright & Davies, Inc. for the Voluntary Student Accident coverage in the premium amount not to exceed \$35,964.00 for the 2011-2012 school year. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See page 66-80)

D. Pepsi Account

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the request from Lehman Intermediate School Student Government that \$2,500 from the District Pepsi Account be transferred to the ESASD Interpretive Trail Activity Account to support the development and maintenance of the ESASD Interpretive Trail located on the North Campus. Motion was seconded by William Searfoss and carried unanimously, 8-0.

E. Fernwood Tax Appeals

ACTION BY THE BOARD:

Motion was made by Douglas Freeman that the Board authorize payment of an amount not to exceed \$5,000.00 to the County of Monroe as the District's share of the appraisal review fee to be incurred by the County in connection with the existing and ongoing assessment appeal filed by Fernwood/HRP/The Bushkill Group. Motion was seconded by William Searfoss and carried unanimously, 8-0.

F. St Pierre Tax Appeal

ACTION BY THE BOARD:

Motion was made by James Brunkard that the District not contest, and the District agree to, the proposed out of court settlement with regard to the appeal filed by Mr. and Mrs. St Pierre concerning the assessed value of Tax Code Parcel # 9/94078 in accordance with the June 21, 2011 letter from the Monroe County Board of Assessment Appeals as presented at this meeting. Motion was seconded by Douglas Freeman and carried unanimously, 8-0.

(See page 81)

G. Bond Payments

1.

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the current invoices for construction and related costs associated with the Bond Issue 2011A Needing Retroactive Approval: \$1,274,196.00. Motion was seconded by William Searfoss and carried unanimously, 8-0.

(See page 89)

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 2011A : \$1,573.80. Motion was seconded by Douglas Freeman and carried unanimously, 8-0.

(See page 90)

3.

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: \$3,500.00. Motion was seconded by Douglas Freeman and carried unanimously, 8-0.

(See page 91)

H. Use of Facilities

1.

ACTION BY THE BOARD:

Motion was made by Douglas Freeman 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 William Searfoss and carried unanimously, 8-0.

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
7/18/11	HS North	10/8/11	10/8/11	Delaware Football League	Football & Cheerleading Game	Policy
7/18/11	Lehman	10/8/11	10/8/11	Delaware Football League	Football & Cheerleading Game	Policy
7/18/11	M. Smithfield	9/26/11	6/27/12	Pack 82	Meetings	Policy
7/18/11	Resica	9/15/11	5/17/11	Cub Scout Pack 100	Meetings	Policy

(See pages 92-95)

2.

ACTION BY THE BOARD:

Motion was made by James Brunkard to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. (The Kiwanis Club is requesting a waiver of facility fees as well as personnel fees for this event. In lieu of all fees, the Kiwanis Club will be offering scholarships to ESASD students.) Motion was seconded by Robert Huffman and carried unanimously, 8-0.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived
7/18/11	HS South	11/11/11 (setup)	11/12/11 (event)	Kiwanis Club of the Stroudsburgs	Annual Pancake Day	Y

(See pages 96-97)

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

ACTION BY THE BOARD:

Motion was made by Robert Huffman 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, 8-0.

1. Budget Transfers - (See pages 98-104)
2. Payment of Bills - (See pages 105-130)
3. Treasurer’s Report - (See pages 131-137)

XVIII. ANNOUNCEMENTS/INFORMATION

A. None

XIX. ADJOURNMENT 8:35 P.M.

Respectfully Submitted,

Patricia L. Rosado
Board Secretary