

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

REGULAR SCHOOL BOARD MEETING

January 23, 2012

Carl T. Secor Administration Center – Board Room

7:00 p.m.

Minutes

- I. President William Searfoss called the meeting to order at 7:16 p.m. and led those present in the Pledge of Allegiance. Secretary, Patricia Rosado called the roll.
- II. **Members present were:** Ronald Bradley, Robert Cooke, Eileen Featherman, Douglas Freeman, Robert Gress, Roy Horton, Marjorie James, Michael Meachem and William Searfoss.
- III. **School personnel present:** Susan Andrews, Michelle Arnold, Patricia Bader, David A. Baker, Maria Bartolotta, Joanne Bohrman, Brian Borosh, Mark A. Brown, John Burrus, Anthony Calderone, Rick Carty, Maria Casciotta, Lois Casella, Ann Catrillo, Mike Catrillo, Patricia Chestnut, Lucianna Coke, Sue Czahor, Robert Dilliplane, Irene Duggins, Larry Dymond, Taryn Fleck, Eric Forsyth, Gail Francis, Kellie Fuehrer, Jill Greenwood, Heather Gress, Erin Gurry, Kevin Hatcher, Sue Hegarty, Kim Holcomb, Lynda Hopkins, Jennifer Husson, Arlene Kirkwood, Francesca Koch-Rutkowski, Michael Korb, Michelle Krajewski, Carolyn Krotowski, Sharon Laverdure, Phil Lazowski, Donna Lehmann-Deming, Charles Libecap, Irene Livingston, John Madas, Jennifer Marmo, Stephanie Marshall, Todd Mason, Carla Mathiesen, Frederick Mill, Robbi Jean Miller, Rose Perkins, Joanne Peters, Amy Polmounter, Annelle Prefontaine, Amanda Reiche, Yvonne P. Rispoli, Carolina Rodriguez, Patricia Rosado, Paul H. Schmid, Mary Shadle, Melodie Shamp, Michelle Siptroth, Jennifer Spece, Kim Stevens, Gloria Stinger, Christine Suarez, Matt Suarez, Snoann Tobin, Catherine VanWinkle, Thomas J. Williams, Lisa Zabriskie and Ann Zannella. Also present were: Thomas Dirvonas, Solicitor.
- IV. **Community members present:** Rob Casella, Dave Czahor, Marty Davey, Seamus Davey-Fitzpatrick, Devin Day, Claudia Dilliplane, Sharon Duff, Jim Fitzpatrick, Iris Garcia, Tim Hegarty, Robert Hetu, Robert C. Huffman, Janet James, Reginald James, Tara Juszynski, Keith Karkut, Amna Khawaja, Donna Martinez, Kelly McNeill, Malachi McNeill, Albert McQueen, Rob McWalker, Verona Meachem, Elizabeth Orlando, Jeanette Orlando, Darlene Picchianti, Ann Marie Pohlman, Bob Pohlman, Jeff Poloway, Wendy Porter, Josephine Reckeweg, Laney Reckeweg, Xander Reckeweg, Paul Reiche, Thelma Sepulveda, Melissa Smith, Roderick Smith, Karen Strobel, Wayne Strobel, Gary Summers, Joseph Suthouse, Teresa Suthouse, L. Velez and Ray White.
- V. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the minutes for the meeting of December 5, 2011, (pages 1-12) and December 19, 2011 (pages 1-29). Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

VI. **APPROVAL AGENDA**

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve this agenda for January 23, 2012 (pages 1-14), 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 Cooke and carried unanimously, 9-0.

- VII. **ANNOUNCEMENT OF EXECUTIVE SESSION** -- An executive session was held this evening at 5:15 p.m. before this meeting for the purpose of discussing personnel, litigation and negotiations.

VIII. ANNOUNCEMENTS BY THE BOARD

- A. Mr. Meachem stated that this is the third meeting that he did not receive his preparation packet for this meeting until after 8:30 p.m. on Friday evening. He stated that he understands there are things that are going on but we are going to have to look perhaps to the policy committee to dealing with the delivering of these materials in preparation for this meeting. Mrs. Featherman stated that she didn't receive hers until that time and she was able to get her material read. Mr. Meachem stated that what he is saying, at this point is, he needs his earlier. He stated that, if in fact, she can read through hers that quickly he commends her but he can't. Mrs. Laverdure stated that Mr. Meachem called her today and they talked about that and they thought that what they would try to do is go to the north side first and then run down instead of delivering in town first and going up. She stated that they are going to see with Mr. Meachem and it might be wise if maybe we can have a contact and our delivery person can make sure that he is home to receive it and if he is not then we can make sure there is another time that is more appropriate. Mr. Meachem stated that he wants to be clear on this that he was at home until 8:30 p.m. Mrs. Laverdure stated that that she knows but we just want to make sure that he or she, whoever delivers, can make sure before they deliver. Mrs. Laverdure stated that we are going to try to make changes and see how that works out. Mr. Searfoss thanked her.

IX. SUPERINTENDENT'S REPORT

- A. Mr. Gress stated that at the Monroe Career & Technical Institute (MCTI) meeting last week they were re-reviewing the by-laws and that they will be coming back for the next meeting regarding the funding formula. He stated that it will be remaining on the radar until that is straightened out and fixed. Mr. Gress stated that they will be bringing it up monthly and hopefully, they will have something to report on it at the next Board meeting. He stated that there will be an open house at MCTI on February 2, 2012, for all Board members especially for the new Board members who are not aware of what the MCTI has to offer. Mr. Gress stated that there was also discussion on increasing enrollment especially for East Stroudsburg Area School District because part of the problem is that we can't get our quota, so what that means is that we are overspending at that location.
- B. Mrs. Featherman stated that at the last Colonial IU 20 meeting the staff was telling them all of the measures that they are taking to save money. She stated that their staff is taking a financial freeze this year. Mrs. Featherman stated that they are making every effort to keep their cost down. She stated that the next meeting is this Wednesday and she will have more to report at the next Board meeting.
- C. Mr. Cooke stated that Mr. Thomas Williams, Property/Facilities Committee Secretary, has provided the Board with copies of the notes from the previous meeting. He stated that copies are also available for the public on the desk outside. Mr. Gress stated that the only thing to add is that they talked about Resica Elementary's playground extensively which he believes there is something on the Board agenda tonight to talk about possibly a recommendation for the Board to act to seal that. He stated that it was discussed about getting future funding to get that thing up and running as we have done for the other schools in the school district in the past. Mr. Gress stated that they want to make sure the playground is repaired so the kids have a playground to play on. He stated that they had a good discussion on the recommendation during the budget process to help fund it to perhaps take some matching money from other budget line items. Mr. Gress stated that one, specifically, was to take any left over money from the Board conference account. He stated that one Board member was approved last month for about \$2,300 and the balance, rather than it go for future trips out of State, it should go for the Resica Elementary playground. Mr. Gress stated that this was one of the suggestions that was brought up.
- D. Mr. Tom Dirvonas stated that the Porter Township Initiative is still on appeal to the Commonwealth Court. He stated that all of the briefs for all three parties, East Stroudsburg Area School District, Wallenpaupack and Porter Township Initiative, have now been filed. Mr. Dirvonas stated that just very late this afternoon, his office received a call from the Commonwealth Court Prothonotary office who essentially indicated to them that rather than the normal procedure of having a three judge panel hear this appeal, they have decided that the appeal is going to be heard by the entire court in banc. He stated that in other words, all of the justices are going to be hearing this. Mr. Dirvonas stated that they have requested that we provide them with additional copies of the reproduced record. He stated that at least someone is taking an interest in this on the part of the Commonwealth Court. Mr. Dirvonas stated that we will see what happens. He stated that as of this date we do not have an argument date but he will keep us informed as far as what is happening with regard to this appeal.
- E. Mrs. Bader stated that she gave the Board a preparation sheet that gives them some of the details for the Senate Bill 330. She stated that, basically, by June 30 this Board has to pass a resolution on allowing small businesses to pay their taxes in installments similar to Homestead/Farmstead eligible taxpayers. Mrs. Bader stated that,

currently those taxpayers pay at base which means they do not get the 2% discount. She stated that they pay on August 31, October 31 and December 31. Mrs. Bader stated that the definition of a small business under this Senate Bill is that it is located in the Commonwealth and has no more than 50 employees. She stated unlike the Homestead/Farmstead that is decided countywide, this is decided on a school district by school district basis. Mrs. Bader stated that she did a little bit of an analysis. She stated that we currently have issued in August 2011 just over 30,000 tax bills. Mrs. Bader stated that we had just over 11,000 of our taxpayers that qualified for Homestead/Farmstead rebate and also made them eligible for installment payments. She stated that this was about 36.6% of our bills that were eligible for installments. Mrs. Bader stated that only 5% of those eligible took advantage of installment payments because the 2% discount is a very attractive option for them. She stated that what we could do in the district is make an application for a small business to apply to us to become qualified for installments or, conversely, we could offer to all taxpayers the opportunity to pay their taxes in installments at base. Mrs. Bader stated that this could potentially yield a small amount of revenue for the district and there may not be a cash flow hardship on the district because the tax revenues would not all come in. She stated that the majority of people pay by September 30. Mrs. Bader stated that it may not be a cash flow hardship to us if all taxpayers behave like Homestead/Farmstead payers. She stated that it is my recommendation that the Board consider allowing all taxpayers to pay their taxes in installments. Mrs. Bader stated that this will come up for a vote at a later meeting after more information is obtained. She stated that she just wanted to bring this to their attention because this is something that we have to do by June 30. Mrs. Bader stated that in addition even though they say June 30, there would be some minor software changes that will have to be made to their program to allow them to offer this as well as be able to print the bills. She stated that she would assume that this will come sooner than that. Mr. Meachem stated that he thought the tax collectors printed the bills and asked if the district printed them. Mrs. Bader stated, "Yes". Mr. Meachem asked how extensive is the change to the software she is looking at. Mrs. Bader said not much because it is a flag that will be set. She stated that it will probably cost a little bit more to print them because the bills are bigger. Mrs. Bader stated that she does not think it will be much. She stated that we currently get the file from the county and it goes to our system and the flag is turned on or not.

- F. Mrs. Bader stated that the 2012-2013 Preliminary Budget that is on the agenda today is set at the index plus the two exceptions; the 1.0 million dollars for special education and 2.3 million dollars for our PSERS retirement. She stated that basically what this means is that the budget is raised to the legal limit for taxes and at that level we have a seven million dollar budget deficit that we need to close. Mrs. Bader stated that if we want to raise taxes only to the index, we have a ten million dollar deficit that we have to close. She stated that the preliminary budget is only a first draft and sets the limit. Mrs. Bader stated that from here we can go down and Mrs. Laverdure and Mrs. Bader have committed to them that they will bring it down.
- G. Mrs. Sharon Laverdure stated that they are a phase one school for the State of Pennsylvania and they are rolling into the next six years. She stated that having worked on the last one six years ago, we are looking for some volunteers that would like to work on the e-Strategic Planning Committees. Mrs. Laverdure stated that the committees are in the process of being formed and Board members may want to serve on it as well. She stated that they can wear different hats, one as a community member or one as a Board member. Mrs. Laverdure stated that ultimately, all committees will have to be Board approved. She stated that they will bring that back to the Board but wanted to let them know that we are looking for folks. Mrs. Laverdure informed the community members that may be interested that they will need many committee members. She stated that they can let the principal of the schools know because the first level is at the building level and then we work into the district level committees as well.
- H. Mrs. Laverdure stated that Mr. Mason, teacher and Director of an elite group of singers at J. T. Lambert Intermediate called the Cavalier Voices, is here tonight to talk, if possible, during public participation and asked the other members of the community to let him go first since he has to run off to a practice.

Mrs. Laverdure apologized to the community members for being late because today was Board recognition night for the community to thank our Board members in what they give back to us voluntarily. She stated that we had some wonderful presentations from our students at all levels. Mrs. Laverdure stated that it was a nice time and thanked the community members for being patient.

Mrs. Laverdure stated that it is important when we have different members of our staff at all levels when they represent the school district at the national level. She stated that we have two individuals who have been elected to national positions. Mrs. Laverdure stated that Mr. Schmid has been elected into the School Nutrition Associations National Committee. She stated that he is on the Nominating Committee. Mrs. Laverdure stated that he recently, January 15- 17, 2012, was part of a round table discussion group with two other cafeteria directors, one from Louisville, Kentucky and one from Atlanta, Georgia. She stated that they were able to

address about 200 members of the industry. Mrs. Laverdure thanked Paul for representing East Stroudsburg, Pennsylvania in that capacity. She stated that she would also like to thank Kim Stevens, who most recently was elected as a trustee to the National Association of Pupil Services Administrators. Mrs. Laverdure stated that this is an elected position, that she ran for and won. She thanked her for serving in that position representing East Stroudsburg Area School District as well as the State of Pennsylvania as a trustee. Mrs. Laverdure thanked them both.

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

A. Mr. Todd Mason stated that he does not know if they have background history on his group. He stated that the Cavalier Voices are an audition group at J. T. Lambert. He stated that they started in 2004 and by 2006 they were the All-State Middle School Choir for Pennsylvania. Mr. Mason stated that they go on tour every spring. He stated that they have done a southern tour. Mr. Mason stated that they go to the Midwest and last year they went to Chicago and Ohio. He stated that they travel and perform at churches and other venues. Mr. Mason stated that last year, they were in Chicago performing at the Navy Pier and somebody from the World Choir Games Committee happened to be there and saw our kids perform. Mr. Mason stated that when they came back two weeks later he had a letter of invitation to perform and compete at World Championships. He stated that this is the only way you can go because you can't sign up and go. Mr. Mason stated that never in his wildest dreams did he think he would ever have a group that would achieve that level but, in fact, he does. He stated that they have been invited to compete against 230 other groups from other countries. Mr. Mason stated that it is in the United States this year in Cincinnati, Ohio, where other times it is abroad. He stated that they have been rehearsing and fundraising and have many wonderful parents involved with helping with our fundraising as well as the kids. Mr. Mason stated that they have two charter buses reserved due to the amount of students and parents. He stated that the total for the week for both buses is \$18,000. Mr. Mason stated that they are definitely fundraising and heading towards that but they would like to know if there are any funds available to help them reach their goal to go to the World Championships and towards the transportation. Mr. Meachem asked Mr. Mason by when would he need to know. Mr. Meachem stated the he knows he would like to know tonight but needs to know an idea since it deals with budgeting. Mr. Mason stated that they leave in July and asked Ms. Orlando for more details. Ms. Orlando stated that they have the buses reserved just on their good name of using this transportation services over the years. She stated that the bus company allowed them to reserve it without a down payment just yet, with the understanding that they will be able to get it to them soon, which they can do. Ms. Orlando stated that this will help the students know as soon as they can what their actual cost is if the transportation cost is lowered by a donation by the school district. She stated that it will help the students know how much it will actually cost them. Ms. Orlando stated that the Board received numbers and as they can see, they took it down as much as they can but there are costs that are required by World Choir Games. She stated that they thought the district might be able to help them.

B. Mr. Keith Karkut distributed information to the Board. He stated that he was at the budget meeting this past Thursday. Mr. Karkut stated that, as we all know, he is a previous Board member so he was looking at numbers over the last few days from the previous years. He stated that the Board asked for suggestions from the community so here are his suggestions for them to look at. Mr. Karkut stated, for starters, the first two pages are from Kirk Summa's Audit Report. He stated that our district started out in June, 2010, with \$26,539,971 in the general fund balance, but yet we had a tax increase that year. Mr. Karkut stated that this past year, June 2011, we ended up with about \$42,000,000, yet we are projecting a tax increase. He stated that the budget process is a very difficult process and he applauds Mrs. Bader and Mrs. Laverdure for tackling this. Mr. Karkut stated that this is a very tough project but the last two years we are increasing and it says here on the sheet: At the close of the current fiscal year the district governmental funds report combined ending fund balances of \$41,770,950, an increase of \$9,708,224 from the prior year. Approximately 22.56% of the fund balance amount is available for spending at the government's discretion. Mr. Karkut stated yet in this year's budget, it says that we have \$8,000,000 of funding available. He asked where did the excess money go but knows that this is not the solution. Mr. Karkut stated that he understands that we have to look beyond that. He stated that on the last page, he presented to the Board his proposal to look into further. Mr. Karkut stated that current enrollment, like he said last Thursday, in all of our elementary schools is down by about anywhere from 101 students to 474 students per building. He stated that if we figure that out, the two lowest schools, which are the two most underfilled schools, Smithfield and J.M Hill Elementary are under, Smithfield by 321 students and J. M. Hill by 252 students. Mr. Karkut stated that his proposed changes are:

- Take the students out of Smithfield and J.M. Hill and migrate them into East Stroudsburg and Middle Smithfield and shift some students of Middle Smithfield to Bushkill Elementary. This would leave room for approximately

100 students in each elementary school as a surplus. Even doing this you cut the expenses. Now people are worried about closing schools, they say we cannot close schools and that is a good thing but we have valuable space. Let's look at a way to use those buildings.

- Turn Smithfield into an Alternative Education Academy for K-12 students. We are so worried about the higher level classes but it has been proven and when I was a Board member and we started full day kindergarten, if you start students on a good learning process, they will not need remediation in the higher grades. Get them while they are younger and have the desire to learn. (He asked for about 2.5 minutes of more time to finish his presentation). Use the older part of the Smithfield building which is smaller as a backup for that building first, while keeping the new addition as a backup as necessary. People are concerned that you cannot mix younger students with older students but use one part for one grade and so forth.
 - Close JM Hill for the time being but keep open for Community rentals and possibly be a dedicated building to lease to the IU, to keep Monroe County students in Monroe County. Maybe offer some of the building for short-term rental to Monroe County to help Monroe County office overcrowding since they are strapped for space.
 - Reevaluate all High School Programs for classes with low student participation. It was like that when I was on the Board and still is now. I am not sure where in the budget, but we are \$3,000,000 in vocational spending and if, he is not mistaken, beyond that MCTI of \$2,000,000. Eliminate all Vocational Technical Programs at the High School Level that overlap the MCTI programs which we are co-owner in. We have double programs in both buildings. Mr. Gress talked about a lack of students that want to attend the MCTI because there are programs here already so we are double paying.
 - Form a Citizen Advisory Board of interested community business leaders, to help evaluate further savings issues. People in the community are business leaders and are looking to cut their budgets because they have a business themselves, and we may utilize them to use as other resources. I realize you will vote on the budget tonight and it is important but look beyond because there are so many ways to save. To Mrs. Laverdure, when I said that the numbers are misleading last Thursday, I was not directing this to you personally but the history of this School Board before I was on the Board, along with administration, mismanaged and you and Mrs. Bader are doing a fine task in trying to pull this all together and you can't do it with \$100,000 expenditures but look beyond it. We can get through these crises. I know we can and without a tax increase, if necessary. Mr. Searfoss thanked him for the work he put into this and typing it all out for them. Mrs. Laverdure stated that on Saturday morning at 9:30 a.m., she will be here to discuss with anybody concerns and share information that they may not realize, such as, that you cannot put all IU #20 classes in one building because you cannot segregate all special education kids to one location, but there are other things that we may talk about. She stated that this is the kind of information we can discuss, and if you have other ideas, perhaps, she can clear them up with you. Mrs. Laverdure stated that she will be here every Saturday from 9:30 a.m. to 11:00 a.m.
- C. Miss Chieyen Meachem stated that she is a High School North student and, if she is not mistaken, at the December 5th meeting the Board spoke about moving some of the meetings to the North campus. She stated that she knows the North and South schools are equipped with web cams. Miss Meachem asked if we thought about when there is a meeting at the Secor Building having the North auditorium opened up and use the web cam so people who cannot come here have an opportunity to see what the Board is doing and vice versa when they have a meeting up North maybe set up a web cam at J. T. Lambert so other members of the community can see the meeting without physically being in the room. Miss Meachem stated that this is just something she thought the Board should think about. Mr. Meachem asked Mr. Borosh if this is a possibility. Mr. Borosh stated that it is a possibility to look into. Mr. Meachem asked if we can set a date to update the public so this is not an issue that is hanging in limbo. Mr. Meachem asked Mr. Borosh if he thinks we can get some sort of answer together to offer a response at next month's meeting. Mr. Borosh said, "Absolutely". Mr. Meachem asked if Mrs. Rosado can calendar this and get an update on the agenda. Mrs. Rosado said she can.
- D. Good evening as we all know, tonight was our recognition and appreciation for all the Board members. She stated, her name is Ann Catrillo, a parent and teacher in the school district as well as the Association President. Mrs. Catrillo stated that, at this time, she is asking that the School Board listen to Mr. Karkut and to what all of you have said in terms of working together to bring the budget down. She stated, however, she thinks it is very important that all of you today vote for the preliminary budget. Mrs. Catrillo said that Mrs. Featherman stated at the last budget meeting, for them not to be out of compliance. She stated that once we have the preliminary budget set then everyone will work together to bring it down to where everyone feels it is acceptable but to be out of State compliance is foolish.

Mrs. Catrillo stated that we have no idea what the State will do at this time and we cannot afford to lose any State funding. She said, "So I ask you at this time to please support the preliminary budget this evening."

Mr. Meachem stated that he would like to speak to this because he heard Mrs. Featherman when she suggested that there might be some sort of liability. He stated that he did research. Mr. Meachem stated that the first thing that he found out is that there is no liability and he found this out from PSBA. He stated that Mr. David Davare sent him notification because he asked him to outline what would happen if a Board did not pass a preliminary budget. He stated that Mr. Davare searched and spoke to his legal department and the only thing that they said was that we would be out of compliance. Mr. Meachem stated that there is no ramification for it or legal exposure for it. He stated that there would be fiscal exposure. He stated that the exposure would be, if in fact, we don't pass the budget, we would be in a position where we would not be able to raise the taxes above the index, meaning that if we pass a budget this evening at the index, the district would still be in a position where they could apply for exceptions and those exceptions would allow the budget to be raised and leave the public completely out. Mr. Meachem stated that what he asked to be done and he made specific suggestions about items that could be eliminated so that we could look at them in discussion. He stated that he found out, at this point, that there are items in this budget that are included in our budget and the term unbudgeted was used. Mr. Meachem stated that at this point as a Board member, he does not have enough information to pass or reject a preliminary budget. He stated that where he takes exception is as an elected Board member with responsibility not only to the children's education but to taxpayers, the alternatives he has been given are to affect educational standards or raise taxes. Mr. Meachem stated, "I say there are many other alternatives than these and, at this point, while I appreciate your opinion, I would suggest that we do not consider a budget this evening until we have all of the information".

Mrs. Catrillo thanked Mr. Meachem for his honest opinion, adding that she still holds to hers because we do not know for sure what those ramifications will be. She stated, secondly, that the end result whether we pass a preliminary budget or not, by June 30, we have to pass the final budget and that does reside in the Board's hands. Mrs. Catrillo stated that at that point, they would need to decide whether we raise taxes or not anyway.

Mr. Horton stated that as far as the 3.3 million dollars in exception funds, he called as well and they said if we did not pass a preliminary budget, we would not be able to get that. He asked how does that come to the district, in form of a check or do we apply it to taxes. Mrs. Laverdure stated that we apply it to taxes.

Mr. Bradley stated that in an article from July 6th, it states that East Stroudsburg Area School District got back from the State Government close to \$800,000. He stated that he would like to know where that money is, how was it reported and whether it was used or distributed. Mr. Bradley stated, basically, where is it and how it figures into the budget. Mrs. Bader asked what was this for. Mr. Horton stated that he believes it was the \$770,000. Mr. Bradley stated that it was from Governor Corbett. He stated that there was 1.1 billion dollars in cuts and the House settled on 862 million dollars. Mr. Bradley stated that each district got money back. He stated that East Stroudsburg got close to \$770,000 and Pocono Mountain got 1.5 million dollars. Mr. Bradley stated that these are all questions as Mr. Meachem was mentioning. He stated that he also has questions on it. Mr. Bradley stated that he has no idea where this money is, why was it not reported, why were they not made aware of it and, more importantly, where is it. Mrs. Bader stated that if he is speaking about the allocation of our basic education, it is distributed to us over every other month. She stated that they deposit it into our bank account, if it is basic education. Mrs. Bader stated that if you are talking about the level of funding they are giving us.... Mr. Bradley stated that he is talking about the \$770,000 that was sent back to us and it has not been seen since, as far as he is concerned. Mrs. Laverdure stated that it was used to budget right now. She stated that we are using it right now. Mr. Bradley asked where is it indicated and that is his point. Mrs. Laverdure stated that it is not next year's budget because what we are dealing with tonight is next year's budget. She stated that the money he is talking about, we are using to live on as a school district right now. Mr. Bradley asked where is that money. Mrs. Laverdure stated that it is in our different line items and in our budget because it is what we are living on, like for our salaries. Mr. Bradley stated that is not good enough and the bottom line is he thinks the public would also like to know. Mrs. Laverdure stated that she understands but this is the kind of thing that if it is spread out across what we are living on now, this would be the kind of thing for him to come in and sit down and we can show you how it is prepared and where the money is allocated. Mrs. Laverdure stated that this is why it is important to have the preliminary budget passed tonight based on what we are requesting because we don't know what the Governor will give us. She stated that the Governor may have given us \$799,000 last year and he may come in \$900,000 next year or \$600,000 but we are not sure because that does not come out until February 7th. Mrs. Bader stated that then we can start setting those numbers down in different areas. Mr. Bradley stated that what he is saying is that this money has already been sent back to the school district. He stated that what he is asking is and the public wants to also know, is where is the money and how is it being distributed. Mr. Bradley stated that if it is being distributed on a month to month basis fine, if so to whom and for what. Mrs. Laverdure stated that it is the money we are living on. Mr. Meachem stated that he understands that we are living on that but he is going to give you a very

specific example and he offered them this specific example earlier. He stated that in this evening's budget, we are going to be considering a special education issue. Mr. Meachem stated that what happens is that it is a special education issue that we made a negotiation. He stated that there was a suit that was brought against us and in the settlement what happens is that we have an amount that we are going to have to adjust how we handle this child's education. Mr. Meachem stated that as a result of that, we are also assuming the legal expenses that this family incurred in bringing this due process hearing. He stated that out of all of the forms and materials of pages and pages that we have received, he would like to know specifically relative to those legal expenses, where are they reflected in the pages that he has been given. Mrs. Bader stated that items such as settlements from lawsuits are budgeted... Mr. Meachem stated that he is not talking about settlements from lawsuits. Mrs. Bader stated this is what it is. Mr. Meachem stated that he is asking about the legal expenses that were incurred as a result of that settlement. He stated that he understands what we are doing with the settlement because it was very clear. Mr. Meachem stated that what is happening here is the money for the settlement as it relates to education, is being taken out of the educational budget. He asked about the expenses for their attorney, where is that money budgeted? Mrs. Bader stated that we have an item called budgetary reserve which handles all types of unforeseen expenses, and lawsuit settlements fall into that category. She stated that there is no way for us to predict at this time of year what types of lawsuits we might be engaged in the next fiscal year, so instead of throwing an arbitrary budget amount at that type of thing, that is what a budgetary reserve is set up to handle, totally unknown, unbudgetable items. Mr. Meachem stated that what he stated and one of the reasons he will not support a preliminary budget is because he has dug and dug for weeks to find that out and now we find out that this is some sacrificial lamb that cannot be touched, but we came before the people and suggested eliminating driver's education in order to balance a budget. He stated that the fact is, that those are decisions that should have been offered to everyone and should have been on the table to discuss, because those very types of practices are being put before me and he is expected to pass a budget and we got people that are saying aye or nay. Mr. Meachem stated that if in fact he is not offered all of the chapters of the murder mystery, he does not want any of them.

Mrs. James asked Mrs. Laverdure when we use those monies and we say we are living on them now, is it documented anywhere, such as we have used this much for this or for that? Mrs. Bader stated that on pages 132 and 133 of their Board book are the current receipts and expenditures.

- E. Mr. Larry Dymond stated that he was here the other night at the budget meeting and there was much discussion and suggestions and he was wondering if anyone came up with any ideas about getting our fair share from the State compared to what other school districts get. Mr. Meachem stated that what he has done since he was elected to the Board is, that he has worked with our high school principals and the Superintendent diligently to make sure that not only do we make the great things that we are doing in this district visible, what is happening is that we are pulling these materials together in order to make a credible lobby for our district. Mr. Meachem stated that we have spoken to members of the community where we are looking forward to demonstrate, one, what we are doing here. He stated that we are doing exactly what we are supposed to be doing with what we have been given and we are outraged that we are being underfunded because there is absolutely no reason for it. Mr. Meachem stated that this should not be the burden of one Board member calling. He stated that what we need to do is, we need to begin to build an effective lobby, and he can tell you that he has been working consistently with all of our school administration in conjunction with the Superintendent, because he wants to see our district present a credible lobby and make sure that all of our State legislators understand we realize that we are being underfunded. Mr. Meachem stated that we should not have to sit here and make any types of tough decisions about eliminating educational programs, furloughing least senior workers or increasing the burden on our taxpayers. He stated that we are not doing a good enough job on that yet, and, yes, we are working towards dealing with that issue. Mr. Dymond asked if this includes the administration and the rest of the Board members. He asked if they have all signed up to lobby and have appointments. Mrs. Laverdure stated that she has met with our legislators. She stated to Mr. Dymond that she would hope that his union is also meeting with them. Mr. Dymond stated that he has spent countless hours, but he does not carry near the clout that an elective School Board, our attorneys or our Business Office carries. Mrs. Laverdure stated that she does not know if she agrees with that, only because she knows PSEA has done a lot of work and is making some headway with regards to that. She stated, personally for East Stroudsburg Area School District, she has spoken with the legislators and, she, along with other Superintendents, will be meeting before a legislator committee in February at the IU 20 conference in Harrisburg. Mr. Dymond stated that in one of his meetings, he pointed out an error and he was using another school district as a comparison and that school district in fact got some funding because it was a mistake. He stated that it didn't do anything for East Stroudsburg but we have to do something. Mr. Cooke stated that he has made weekly contacts as he stated last week. Mr. Dymond stated that they all have for 20 years. Mr. Cooke stated thirty-eight years. Mr. Dymond stated that we have all done that and it needs to change. Mr. Cooke stated that we defeated the charters, didn't we? Mr. Dymond stated, yes, we did, and he personally put in a lot of hours into it. Mr. Cooke stated that we can beat this, too, but we need to make contacts. Mr. Dymond stated, but we need to have a plan and he was hoping to hear a plan here tonight that everybody in this room can sign up with and everybody goes to it and does it.

Mr. Dymond stated that he was hoping to hear a plan. Mrs. James stated that we need to form a committee and she would be very happy to be on it. Mr. Dymond stated that he volunteers to be on it, too. Mr. Dymond stated that he has a concern with the Kirk Summa auditing that the Board is looking to vote on tonight. He stated that he sees a contract for the next three years. Mr. Dymond stated that his first question is, was it bid and his second question is he did not understand and he looked it up and could not get a definition out of his accounting books. Mr. Dymond stated that, first of all, in here it says it is a financial statement audit and he could not find a definition for that. He stated that then in his proposal, it says it is an unaudited audit. Mr. Dymond stated that he is concerned about what kind of an audit are we really getting. He stated is it really detailed enough to be where we are at? Mr. Dymond stated that his other issue and he had an opportunity to attend a couple of other school Board meetings over the summer because he had issues within their area. He stated that he thinks something we need to do is to be more responsible with funding by giving back. Mr. Dymond stated that all the other districts like Schuylkill County and York County where he attended they opened bids for over \$10,000 at their Board meetings. He stated that they don't go into details or make a decision on them but they physically show the bids and open them up in public and say things like we have a bid for a truck for \$28,000, 34,000 and \$42,000. Mr. Dymond stated that this is something we really need to do and he thinks we need to get away from our different groups and do it right.

Mr. Meachem stated that he would like to speak about the issue about the Kirk Summa contract and he is glad Mr. Dymond brought it up because he happened to notice that, during the wee hours of the morning when he was going over the Board documents, it seems that Mr. Kirk presented a letter and it does not say who it was addressed to or maybe the salutation block was whited out but it is dated January 18th and was placed on the agenda. Mr. Meachem stated that he is asking for a lot of money. He stated that he just wants to remind the Board when he came to us last month it was a 72-page document that Mr. Meachem got after 8:30 and after he read it over and read it over, he waited and got up the next morning and tried to read it again because he thought it was too late but, when he spoke to Mr. Kirk, he admitted that it was a document that was designed for him not to understand. Mr. Meachem stated that at this point he would like to know, one, why are we not bidding it and increasing the pool particularly with the state of economy such that it is. He stated that we can actually find someone that will do a good job at a lesser amount and write a document that a layperson can read. Mr. Meachem stated to put this on the agenda this evening and, particularly, in reading this letter it is as though he has an inside track and it is a foregone conclusion. He stated that when he read this document, he was insulted. Mr. Meachem stated that the fact is, if we are going to nickel and dime the taxpayer and undercut the children, his question is, this is one of the contracts that we absolutely should be scrutinizing and looking to do better by. He stated that he has figured out his budget and says East Stroudsburg, that is \$39,000 he could count on. Mr. Meachem stated that he is saying it shouldn't be. He stated that Mr. Kirk should of at least come in and tell us that he rewrote that report so you, Mike, can understand it because he is out there doing the best that he can but, "No", he is looking forward to not only next year but the next three years. Mr. Meachem stated that he is saying to you as he said on Thursday night, that we have a responsibility to begin to do business differently.

Mr. Horton stated that he understands that we don't have to bid out for professional services. He asked where would the harm be putting this out to see if we can get a better price, if nothing else? Mrs. Bader stated that this item the previous Board went through a long process in 2008 and he was the low bidder at that point and he has not raised his price since then. Mr. Horton stated that there still would not be any harm in going out and see if we get a better bid. Mr. Meachem said, "May I state the obvious? I was not a part of the Board in 2008". He stated that this is one of the reasons that the taxpayers voted in different people because they are looking for a new and different perspective, not a rubber stamp on the old. Mr. Bradley stated that if we are willing to spend \$39,000 on this, why not spend more money and get a forensic audit and get one that is completely devoid of any kind of collusion. He stated that he thinks the public would appreciate that, the public needs that and that is why they voted them in. Mrs. Bader asked if he thinks this audit report has collusion in it. Mr. Bradley stated that under the circumstance and what has been going on for the last couple of years, that is why he is sitting here and some of the other Board members are sitting here and it is why some of the people in the audience are here tonight. Mr. Bradley stated that we need to make a change. He stated that if nothing is wrong and everything is as it should be, then it should not make a difference. Mr. Bradley stated to allow us to use the same people we have been using, maybe they are missing something we need found, like additional money. Mr. Horton stated that it does not hurt to see if there is somebody else out there that can do this for a better price. Mr. Horton asked when is the contract up. Mrs. Bader stated that they would need to begin auditing the results at the end of June 30, 2012. Mr. Searfoss asked if we have enough time to bid it out. Mrs. Bader said, "Yes". Mr. Meachem stated that he spent so much time this week on the PSBA website, this week alone, and they have a by-board and this is just their list of vendors. He stated that this is something we are paying dues for. Mr. Meachem stated that he called them up and got a password and looked around and at this point, what he is saying is, open up the pool. He stated that in the light of the fact that there are as many Americans in all walks of life that are out of work, he has to believe there are some diamonds in the rough and we are going with the foregone conclusion. Mr. Meachem stated that he is saying, at this point, he personally thinks it is time to try to do business differently. Mrs. Bader asked if the Board has any recommendations on firms that they would like her to contact. Mr. Gress stated that we can wait

until we get to that part of the agenda. Mr. Searfoss stated that this is public participation time and he would like to hear from the public. He stated that what the Board says is good but when the Kirk Summa contract comes up, the Board can have a motion and second and can then discuss it. Mr. Searfoss stated that if need be, they can table it so they can send it out for bids, but we have a gentleman waiting patiently at the microphone to speak.

- F. Mr. Bob Pohlman stated that he was here a couple of weeks ago and mentioned about four to five items and sent an email to Mr. Meachem about them and he will speak about them tonight. He stated that he and his wife are retired school teachers from New Jersey. Mr. Pohlman stated that a good teacher is worth their cost to the taxpayers. He stated that if you have a good teacher, you want to keep them, you want to pay them good, you want to keep them active, you want to reeducate them, you want them to get involved with their students and you want them to be part of a good culture within the school district. Mr. Pohlman stated that what a lot of people are failing to look at is, what the budget is really made up of. He stated that maybe our budget is too costly for the people in this community. Mr. Pohlman stated that we want to make sure the children are educated, the district is well recognized and make sure the teachers have their degrees such as Master degrees, doctorates or whatever. He stated here are two recommendations to reduce cost if we can. Mr. Pohlman stated that one of our biggest items that we have in regards to direct contact with the students is not teachers' salaries, maybe administrators' salaries, but not teachers. Mr. Pohlman stated that we are talking about special education. He stated that he previously spoke to a gentleman who was on the Board and he was still on the Board a couple of years ago about special education. He stated that his wife was a special education teacher and her school went from six to thirty special education teachers. Mr. Pohlman stated that we might say this is expensive but what happened in that school district was that they kept their people within the district and they kept their special education students in their district. He stated that they did not send them out, bus them or transport them or pay a lot of money to have these students educated. Mr. Pohlman stated what occurred was something positive. He stated that the other school districts started sending their special education students to his wife's district and they started making money. Mr. Pohlman stated that he hates to say making money on the deal but that is what they did and this goes in kind with what the other gentleman said about use of facilities. He stated that the 2nd thing is about class sizes. Mr. Pohlman stated that if we have 12-13 kids in a high school class, it is great if you can afford it. He stated that this is an average but if you have a class with 4-5 students, what his district did was have these courses like Physics IV or Calculus V, they ran them during half lunch hours or after school and teachers would be compensated. Mr. Pohlman stated that this way nobody would lose in this thing and here we will have larger class sizes and all the classes that we would like.
- G. Mr. Albert McQueen stated that he heard a statement a few minutes ago that is still ringing in his ear, in terms of an action being taken today on the basis of a budget that was submitted in 2008 and that really perturbs him. He stated that if we are dealing with a budget from 2008 on 2012 values, he needs an explanation of what that means and what the differentials are and he would really appreciate this. Mrs. Bader asked if he is referring to her statement that we got quotes and the Board went through a big process to determine which auditor we would have. Mr. McQueen said, "Precisely." Mrs. Bader stated we received quotes and proposals she believes from three different auditors and at that time Kirk Summa was the lowest and he has not raised his prices since then. Mr. McQueen stated and we proceeded on the basis of that budget. Mrs. Bader stated that it was on the proposal not the budget. Mr. McQueen stated yes. Mr. Freeman stated that it was not on the budget but on the proposal to do the work. Mr. McQueen asked if this is the proposal we proceeded on because this was his impression. Mrs. Bader stated that there were other qualifications that the Board was considering at that time but the lowest price was the consideration. Mr. McQueen stated so we accepted that budget. Mrs. Bader stated that it was not a budget but a proposal. Mr. McQueen stated that we took the proposal but what modifications have occurred since then. Mrs. Bader stated that auditing financial statements of a school district are the same every year. She stated that there is the AICPA that has standards that must be met for governmental accounting and these financial statements are audited in compliance with that. Mrs. Bader stated that we prepared the financial statements and they come and audit them. She stated that they have to do federal compliance testing and make recommendations for findings. Mr. McQueen stated so what she is telling him is that the proposal that was presented in 2008 has been modified annually up until this date. Mrs. Bader stated that the price has not changed. Mr. Gress stated that this was a contract for three or four years that was locked in. Mr. McQueen stated for four consecutive years locked in. Mr. Gress said "Yes", for four consecutive years at \$39,000 a year. Mr. McQueen said thank you and he stands corrected.
- H. Mr. Wayne Strobel asked what do we put out for public bids like for buses and we are finding out now that we did some research and got a couple of bids for this accounting firm. He asked do we have a structure that states what goes out for public bid or a dollar amount like anything over \$10,000 goes out for public bids and how are we notifying that are we putting them out on different websites to get the most bids that we can possibly get. Mrs. Bader stated that we have to comply with State laws that say for our school district, items over \$6,200 need three quotes up to \$15,200 and over \$15,200, we have to go out to bid. She stated that we have to have two ads in newspapers that cover our district for three consecutive weeks. Mr. Strobel asked how are we notifying people about anything from \$6,200 to \$15,000.

Mrs. Bader stated that the law states that we can make phone calls and get quotes from three different vendors. Mr. Gress stated that just so you know, we also lowered that criteria under \$6,200. He stated that we want quotes for under \$6,200 when needed. Mr. Gress stated that he suggests, if you are a certain vendor they can send a letter and not necessarily be put on a vendor list but something along that line to be considered for quotes and send whatever you happen to do, send to the business office so when they are looking for someone like an electrician for a small job, the business office has it. He stated that the law is \$6,200 but then we said \$1,000 or so to get the quotes. Mr. Gress stated that we pushed it down lower so we make sure we get quotes from the community. He stated just for clarification for the bidding process, it is opened for public bid and they are advertised. Mr. Gress stated that it is in a public meeting room and all Board members are notified when they can come and watch these bids. He stated that he has been there as well as other Board members and the public, too. Mr. Gress stated that it can be in a Regular Board meeting but some bids are an hour or hour and a half opening sometimes. Mr. Strobel stated that he has been to many of them. Mr. Gress stated that we can do it in a public meeting, no problem, but some of these bids could last for about two hours opening up to 20-30 bids sometimes. He stated that it sounds nice to have it at a School Board meeting, but they are specifically advertised as public meetings. Mr. Gress stated that the public are invited to the Business Office, the bids are sealed and the Board members are invited. He stated that if the consensus of the Board wants to open them at this meeting, he has no problem staying here until 1:00 a.m., but the public will. Mr. Gress stated that he has no problem opening up these bids at this meeting, but again they are opened to the public and are advertised. Mr. Strobel asked if the bid openings are on the website because he has not seen anything. Mr. Gress said he does not know but if not, they should be. Mrs. Bader stated that it is something that they are developing. She stated that it is in the implementation stage to have them on our website. Mrs. Bader stated that Carolina Rodriguez, Assistant Business Manager, has been working with our website designer. Mrs. Rodriguez stated that they are setting up on the East Stroudsburg Area School District website a section where we will advertise bids that will be coming. She stated that we will see them starting in March or April, when they start the bidding process for the next fiscal year. Mrs. Rodriguez stated that we will see them under the business section where you will see bids and you will find them listed. She stated that there will also be a section to check for State contracts like PEPPM and any consortiums that we are part of that we can use for purchase. Mr. Strobel stated that there are different sites out there and he uses govdirections.com because the more bids we get, obviously, the better off we are going to be. He stated that we can meet to discuss this because there are more sites that he goes on for his business. Mr. Strobel stated that if we can get any bids that we are putting out for public bids onto these types of sites so we are not just getting a couple of bids but we are getting the best pricing that we possibly can. Mrs. Rodriguez stated that there is also the PASBO website which has a link for purchasing that we will also use to advertise bids. Mr. Meachem stated that one thing that he is hearing here tonight is that they are looking at doing a lot of things differently, but we have not started yet. Mrs. Rodriguez said that we have started. Mr. Meachem stated this has him having deep reservations about passing the preliminary budget tonight. He stated that one of the things he has heard many times and those of you that don't know, he is the representative that has been slated to go to the NSBA Conference this year, and it is a lot more than a trip. Mr. Meachem stated that there are a lot of things that are going on there and he has spoken to senior administrators about developing the depth and diversity of our bidding process because the fact is, that sometimes you have to go well beyond what the State mandates. He stated that there are a lot of things that we need to look at and we heard about the COSTARS list or this State list or the other State list. Mr. Meachem stated that the fact is this, he does not think we have done due diligence. He asked have we gone out there to see if we can beat those prices. Mr. Meachem stated that some people say they went to the list. He stated that the way on how you are going to list and if, in fact, we have every school or administrator or department head going to purchase one item from the list, this is not the best way to do business. Mr. Meachem stated that if we are going to order 1,000 in a year why not order them all at once and manage the distribution process. He stated that the fact is this: "We need to think about doing business differently." Mr. Meachem stated that the fact that we are meeting the State legal standard is not enough. Mr. Meachem stated that we need to develop a deep and wide pool, getting price quotes from many varied areas. Mrs. Featherman stated that we are also part of the IU 20 and we do collective bidding throughout the IU 20 area. She stated that it is a bulk ordering and bidding through the IU 20. Mrs. Featherman stated that a lot of our purchasings are also through there. Mr. Searfoss directed Mr. Strobel to email his websites to Mrs. Bader because any help that someone has may be something we have not thought of and can use. Mr. Strobel stated that he goes to govdirections.com which has 100 different categories that we can sign up for. He stated that he has used it and he is amazed at how many bids you can get. Mr. Strobel stated that you can put in bonding on it for larger items like buses and you can put 10% bid bond in there so you know people are serious. Mr. Searfoss thanked him for the suggestions and asked him to email it to the Business Office.

- I. Mr. Roderick Smith asked when the Board purchased 1,000 Apple machines on an open bid and when they purchased the specific software, there was a gentlemen in music that was volunteering his time. He stated that the Board purchased software and the Board was to examine if it could be done on a PC platform, but they went ahead and approved it without looking at the feasibility and if it can be run on a PC platform. Mr. Smith stated that this decision was made here in the Board about over 1,000 Apple machines. He asked how was this handled. Mr. Borosh stated

that the pricing was per a consortium pricing. He stated that it was State pricing and much like PEPPM, there is one for Apple. Mr. Borosh stated that Apple does not bid against anybody because it is its own entity. He stated that we received pricing from the Chester County School Boards joint purchasing consortium. Mr. Borosh stated that they do all the pricing for the State of Pennsylvania and it is well below the retail price. He stated that it has been said that we purchased the computers at retail prices in the past but that is not true. Mr. Borosh stated that we purchased them at a discount. He stated that he can give Mr. Smith any of the quotes he wants for any Apple items. Mr. Smith stated that he saw the quotes because he purchases Apple, too and he went into an Apple store and per item, it was the same per unit item as the 1,000. Mr. Borosh stated, "Definitely not." He stated that he will gladly meet with Mr. Smith because we got a discount. Mr. Smith stated that this was not his question. He stated that he knows that is Mr. Borosh's job and he is not here to argue about that. Mr. Smith stated that his question is was this an open bid. He stated that they can talk about the other offline. Mr. Borosh stated that if we purchase off the State contract it does not need to be an open bid. Mr. Smith stated that he knows it does not need to be but there are companies that are resellers of Apple so you can still look at that and see if they can match the price that you have. He stated that, if not, in addition, offer additional services. Mr. Smith stated that the previous gentleman said there are a lot of people out of work. He stated that even if they can't match Apple's price, they can say we can give you X amount of hours or other services to make it more advantageous. Mr. Smith stated but not to investigate it and he is just asking this because he is not here to cause any controversy but is listening that people say we take open bids and stuff, so he is just investigating. Mr. Smith stated that there are things like virtual classrooms or wireless technology in the schools and asked was this really investigated in looking at the people who can provide those services for all these big line items.

XI. PERSONNEL ITEMS

A. Support Staff – Uncompensated Leaves of Absence

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

ACTION BY THE BOARD:
 Motion was made by Douglas Freeman to approve the uncompensated leaves of absence in accordance with the approved applicable policy, procedures and contractual agreement. Motion was seconded by Roy Horton and carried unanimously, 9-0.

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

Name	Position Held
a. Goff-Deigert, Debra	Cafeteria Worker (part-time) – North Campus Effective Date: September 7, 2011 Through: February 6, 2012
b. Grodzki, John	Custodian (3 rd shift) – North Campus Effective Date: December 16, 2011 Through: September 14, 2012
c. Malvagno, Catherine	Instructional Aide – Lehman Intermediate Effective Date: January 14, 2012 Through: January 24, 2012
d. Safin, Sherry	Cafeteria Worker (full-time) – J. M. Hill Elementary Effective Date: January 17, 2012 Through: February 28, 2012

(Requests received)

B. Support Staff

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the leaves of absence, change of status, reassignments 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. Leave of Absence – In Accordance with School Board Policy #534

Name	Position
a. Garris, Randy	Custodian (1 st shift) - Smithfield Elementary Effective Date: February 14, 2012 Length of Leave through: February 17, 2012

(Request received)

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

Name	Position
a. Carmel, Maureen	Cafeteria Worker (full-time) - Resica Elementary Effective Date: September 20, 2011 Length of Leave: November 11, 2011
b. Carmel, Maureen	Cafeteria Worker (full-time) - Resica Elementary Effective Date: December 16, 2011 Length of Leave: January 26, 2012
c. Peters, Karen	Instructional Aide – High School South Effective Date: January 9, 2012 Length of Leave: February 20, 2012

(Applications received)

3. Change of Status – Non-Bargaining Unit

Name	Appointment
a. Schnaitman, Jennifer	From: Benefits Clerk (BOP II, Step 2) – Business Office To: Confidential Benefits Coordinator – Business Office Hourly Rate: \$17.66 Effective Date: January 13, 2012

4. Appointment – Non-Bargaining Unit

Name	Appointment
a. Sutter, Robert	School Police Officer (1 st shift, 12 month) (Step 1) - High School South Hourly Rate: \$14.45 Effective Date: January 3, 2012 Robert replaces Joseph A. Coddington who resigned.

5. **Appointment – Regular**

Name

Appointment

- a. Kuczma, John
Custodian (2nd shift) (Step 1) - Smithfield Elementary
Hourly Rate: \$12.73 (plus \$.40/per hour shift differential)
Effective Date: January 9, 2012
John replaces Theodore Picciotti who retired.

6. **Appointments – Temporary**

Name

Appointment

- a. Baglione, Marissa
Student Helper (Step 1) - Lehman Intermediate (Temporary)
Hourly Rate: \$10.71
Effective Date: January 23, 2012 through the last student day of the 2011-2012 school year only.
Marissa replaces Charissa Frederick who resigned.
This position is funded by ACCESS.
- b. Bortnichak, Amber
Student Helper (Step 1) - Middle Smithfield Elementary (Temporary)
Hourly Rate: \$10.71
Effective Date: January 3, 2012 through the last student day of the 2011-2012 school year only.
This new position will be funded by ACCESS.
- c. Bortnichak, Derek
Student Helper (Step 1) - Lehman Intermediate (Temporary)
Hourly Rate: \$10.71
Effective Date: January 5, 2012 through the last student day of the 2011-2012 school year only.
Derek replaces Joseph Webb who resigned.
- d. Britton, Angela
Instructional Aide (Step 1) - Resica Elementary (Temporary)
Hourly Rate: \$13.97
Effective Date: January 3, 2012 through the last teacher day of the 2011-2012 school year only.
This new temporary special education position replaces an unfilled new position for the 2010-2011 school year.
- e. Frevele, Samantha
Student Helper (Step 1) - East Stroudsburg Elementary (Temporary)
Hourly Rate: \$10.71
Effective Date: January 3, 2012 through the last student day of the 2011-2012 school year only.
Samantha replaces Robin Siversten who resigned.
- f. Hyatt, Cumeshia
Student Helper (Step 1) - Lehman Intermediate (Temporary)
Hourly Rate: \$10.71
Effective Date: January 5, 2012 through the last student day of the 2011-2012 school year only.
Cumeshia replaces Jennifer Valedofsky who resigned.
This position is funded by ACCESS.
- g. Tayburn, Cynthia
Student Helper (Step 1) - Smithfield Elementary (Temporary)
Hourly Rate: \$10.71
Effective Date: January 12, 2012 through the last student day of the 2011-2012 school year only.
Cynthia replaces Toni-Ann Prevost who resigned.
This position is funded by ACCESS.

7. **Reassignments**

Name	Appointment
a. Okurowski, Mary Alice	From: Cafeteria Worker - North Campus To: Cafeteria Worker - Middle Smithfield Elementary Effective Date: August 26, 2011 Mary Alice replaces Jennifer Rose who was reassigned.
b. Rose, Jennifer	From: Cafeteria Worker - Middle Smithfield Elementary To: Cafeteria Worker - North Campus Effective Date: August 26, 2011 Jennifer replaces Mary Alice Okurowski who was reassigned.
c. Smith, Thomas	From: Custodian (2 nd shift) - Smithfield Elementary To: Custodian (1 st shift) - Smithfield Elementary Hourly Rate: \$15.60 Effective Date: December 27, 2011 through February 17, 2012 only. Thomas temporarily replaces Randy Garris who is on a leave.

8. **Substitute Appointments**

Name	Position(s)
a. Castro, Zoraida	Secretary
b. deJesus, Miguel	Custodian
c. Hyatt, Cumeshia	Student Helper
d. Mauro, Samantha	Instructional Aide
e. Mitchell, Robert II	Instructional Aide
f. Ruschmeyer, Leif	Instructional Aide

C. **Professional Staff**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the leaves of absence, appointments and tenure to the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Marjorie James and carried unanimously, 9-0.

1. **Leave of Absence – In Accordance with School Board Policy #434**

Name	Position
a. Gasda, Lawrence	Social Studies teacher – High School South Effective Date: the second semester of the 2011-2012 school year Length of Leave: end of the 2011-2012 school year.

(Request received)

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

Name	Position
a. Schultz, Cathleen	Guidance Counselor – Resica Elementary Effective Date: November 18, 2011 Length of Leave now through: February 17, 2012

(Request received)

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

Name	Position
a. DeLong, Jennifer	Biology teacher – High School North Effective Date: April 24, 2012 Length of Leave: end of the 2011-2012 school year.
b. Jacobsen, Eric	Math teacher - Lehman Intermediate Effective Date: January 23, 2012 Length of Leave: six weeks
c. Miller, Beth-Ann	Grade 2 teacher – East Stroudsburg Elementary Effective Date: March 15, 2012 Length of Leave: end of the 2011-2012 school year.

(Requests received)

4. Appointment (Extension) – Long Term Substitute

Name	Position
a. Lakatos, Vincent	Social Studies teacher - High School South (LTS) Salary: \$39,702.00 (Step 1 Column 1) Effective Date: August 24, 2011 Now through: the last teacher day of the 2011-2012 school year only. Vincent replaces Lawrence Gasda who is on a leave.

5. Appointment (Revision) – Long Term Substitute

Name	Position
a. Handelong, Amber	Guidance Counselor – High School South (LTS) Revised Salary: \$43,910.00, prorated (Step 1 Column 9) Effective Date Now: January 9, 2012 Through: the last teacher day of the 2011-2012 school year only. Amber replaces Faith Nicosia who is on a leave.

6. Appointment – Long Term Substitute

Name	Position
a. Reese, Stephanie	Social Studies teacher - High School South (LTS) Salary: \$42,865.00, prorated (Step 1 Column 7) Effective Date: the first day of the second semester of the 2011-2012 school year through the last teacher day of the 2011-2012 school year only. Stephanie replaces Brian Leyrer who is on a leave.

(See page 15)

7. Reassignment - Temporary

Name	Appointment
a. Chamberlin, Carley	From: Guidance Counselor - Bushkill, Middle Smithfield and Resica Elementary To: Guidance Counselor - Resica Elementary Effective Date: November 18, 2011 through February 17, 2012 only. Carley temporarily replaces Cathleen Schultz who is on a leave.

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

Name	Certification/School
a. Fries, Sarah	Guidance Counselor/East Stroudsburg Elementary
b. Suarez, Matthew	Technology Education/High School North

9. Substitute Appointments

Name	Certification(s)
a. Andricosky, Joan	Elementary
b. Calder, Norda	Guidance Counselor (K-12)
c. Chupalio, Julie	Elementary
d. Cramer, Harry	Math
e. Giannini, Brittany	Elementary
f. Healy, Beth	Elementary, Special Education
g. Lance, Ashley	Math
h. Reese, Stephanie	Social Studies
i. Zecchino, Edward	Elementary

D. Extra Responsibility Positions

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the rescission, resignation 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 Eileen Featherman and carried unanimously, 9-0.

E. Staffing Needs of the District

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

ACTION BY THE BOARD:

Motion was made by Eileen Featherman that the Superintendent and Administration:

*Study the professional staffing needs of the District based upon instructional program requirements and student enrollment, and

*determine the minimum professional staff needs of the District for the upcoming school year, and

*make recommendations to the Board based upon the considerations set forth in the Pennsylvania School Code during February and March 2012, concerning whether any professional or temporary professional employee positions should be maintained, added, reduced or eliminated for the 2012-2013 school year, and

*if the recommendation is made to eliminate or reduce positions, implement the established procedures through termination of specific temporary professional employees, suspension of specific professional employees or demotion of specific professional employees, obtaining approvals from the Pennsylvania Department of Education that may be required due to alteration or curtailment of educational programs, and

*notify any temporary professional employees or professional employees affected by recommendations, and

*consult with and work with District legal counsel to ensure correctness and completeness of the process. Motion was seconded by Roy Horton and carried unanimously, 9-0.

XII. CONTRACTS

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

1.

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the contracts listed for their specific services, rates and effective dates totaling under \$10,000, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Eileen Featherman and carried unanimously 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	4 Ever Young Photoboosts	H.S. North Senior Prom 2012	\$1,025.00	H.S. North Student Account	5/12/12
2.	Byrne, Angela	On-Line Curriculum Development – Reading 8	Not to Exceed \$282.80	Virtual Academy Account	12/11-1/12
3.	Lantz, David	Jazz masterclass and performance for all music department students	\$150	Music Department	3/7/12
4.	Lehmann-Deming, Donna	Love & Logic workshop for Parents on behavior /parenting	\$504.00	Title I Grant	3/7/12; 3/14/12, 3/21/12; 3/28/12; 4/11/12 & 4/18/12
5.	Macbride, James	Jazz masterclass and performance for all music department students	\$150	Music Department	3/7/12
6.	Markovitz, Raviv	Jazz masterclass and performance for all music department students	\$150	Music Department	3/7/12

7.	Murhead, Matt	Jazz masterclass and performance for all music department students	\$150	Music Department	3/7/12
8.	Pocono Family YMCA	Employee Wellness Discount for Membership	No Cost	N/A	12/31/11-12/31/12
9.	Wilkins, Daniel	Jazz masterclass and performance for all music department students	\$150	Music Department	3/7/12
		TRANSPORTATION	CONTRACTS		
1.	Davis, Christine	Contract Transportation	\$102.71/day	Transportation Dept.	12/12/11
2.	Fink, Carleen	Contract Transportation	\$213.88/day	Transportation Dept.	12/6/11
3.	Krupski, Diane	Contract Transportation	\$308.34/day	Transportation Dept.	12/5/11
4.	Krupski, Diane	Contract Transportation	\$279.34/day	Transportation Dept.	12/12/11
5.	Lastra, Steve	Contract Transportation	\$108.88/day	Transportation Dept.	12/12/11
6.	Muti, Peter	Contract Transportation	\$216.27/day	Transportation Dept.	12/14/11
7.	Prevost, Barbara	Contract Transportation	\$166.53/day	Transportation Dept.	11/18/11
8.	Prevost, Barbara	Contract Transportation	\$164.24/day	Transportation Dept.	12/4/11

2.

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the contracts listed for their specific services, rates and effective dates totaling over \$10,000, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

	NAME	SERVICE	RATE	NOTE	PAYMENT FROM	EFFECTIVE DATE
1.	Schoolwires, Inc	Webhosting Service and Licensed Software	\$19,124.00 (This total cost is prior to any e-Rate funding discounts for which the school district may be eligible. After e-Rate funding the total cost is estimated to be \$11,473.28)	These services have been selected from bids received by the district for webhosting services in compliance with the USAC's SLD bidding requirements for Federal e-Rate funding.	ITEC/e-Rate	07/01/2012 - 06/30/2015
2.	Schoolwires, Inc	Professional Services, Professional Development, Licensed Software, and Pro-rated Webhosting Service	\$21,738.00		ITEC	04/01/2012 - 06/30/2012

XIII. STUDENT ITEMS

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

A. Placements

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the agreed upon alternative placements for the students listed for recommended schools and times indicated. Motion was seconded by Robert Gress and passed 8-1. Michael Meachem voted no.

	Student Number
a.	11021010
b.	11171011
c.	11020912
d.	11021113
e.	11020914
f.	11021015

(See page 18)

B. Overnight Field Trips

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the overnight field trips listed. The proposal and itineraries for the field trips meet the required Board Policy #121. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

	Name	Activity	Location	Dates
1.	Polmounter, Amy	H.S. South FBLA students to State Leadership Conference-Competition	Hershey, PA	4/15/12-4/18/12
2.	Sanker, Donald	H.S. South Key Club Students to Competition	State College, PA	3/16/12-3/18/12
3.	Vitulli, Lisa	Lehman Intermediate 6 Blue Team Students to PEEC	Dingmans Ferry, PA	4/12/12-4/13/12

(See pages 19-21)

C. Field Trips – 75 Miles or More

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the 75 miles or more field trips listed. The proposal and itinerary for the field trips meet the required Board Policy #121. Motion was seconded by Roy Horton and carried unanimously, 9-0.

	Name	Activity	Location	Dates
1.	Delp, Judy	MCTI cosmetology students to Dermal Institute for training	King of Prussia, PA	5/16/12
2.	Healey, Michael	H.S. South UN Aspire students to the United Nations Headquarters	New York, NY	2/28/12
3.	Lantz, David/Schaller, Linda	H.S. North/South Regional Chorus Festival	Waynesboro, PA	3/8/12

(See page 22-24)

D. Settlement Agreement

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the Settlement Agreement for student 11171103. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 25-30)

E. Tuition Invoices

ACTION BY THE BOARD:

Motion was made by Roy Horton to exonerate the tuition invoices listed, which were issued for failure to provide required proof of residency within sixty (60) days of the application for student enrollment pursuant to the provisions of Policy 202.1.

Acceptable proof of residency has since been provided in connection with each student for whom these invoices were issued, and the residents have submitted a written request to the Board for exoneration. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

	<u>Invoice Date</u>	<u>Amount</u>
(a)	10/24/2011	\$5,359.52
(b)	12/22/2011	\$2,750.28
(c)	01/02/2012	\$1,274.94

(See pages 31-49)

F. 2012-2013 School Year Calendar

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the 2012-2013 school year calendar as presented. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

(See page 50)

XIV. OLD AND NEW BUSINESS

None

XV. REQUEST TO ESTABLISH A STUDENT ACTIVITY

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the request to establish a student activity fund for the Reach Hei Club at High School North. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See page 51-52)

XVI. REQUESTS TO ESTABLISH SPECIAL ACTIVITIES

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

1.

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the request to establish a special activity fund for Track & Field at High School South. Motion was seconded by Roy Horton and carried unanimously, 9-0.

(See page 53)

2.

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the request to establish a special activity fund for Cooking Club at Lehman Intermediate School. Motion was seconded by Roy Horton and carried unanimously, 9-0.

(See page 54)

XVII. CONFERENCE ATTENDANCE

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

A. Board Member

ACTION BY THE BOARD:

Motion was made by Michael Meachem to approve the attendance of William Searfoss at the PSBA Board President’s Training Camp in Morton, PA on January 28, 2012 in the approximate amount of \$270.00. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

XVIII. FISCAL ITEMS

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

A. Preliminary Budget

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the submission of the 2012-2013 Preliminary Budget in the amount of \$149,810,000 to the Pennsylvania Department of Education in order to comply with the requirements of Act 1 of 2006. Motion was seconded by Eileen Featherman. A motion was then made by Mr. Meachem and seconded by Mr. Bradley to table or postpone action on the vote. This motion to table or postpone was defeated by a 7-2 vote with Ronald Bradley and Michael Meachem being the dissenters. Mrs. Featherman called for a vote on the main motion. A roll call vote was taken and approved 7-2. Robert Cooke, Eileen Featherman, Douglas Freeman, Robert Gress, Roy Horton, Marjorie James and William Searfoss voted yes. Ronald Bradley and Michael Meachem voted no.

B. Local Audit

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to postpone the motion to appoint Kirk, Summa & Co., East Stroudsburg, PA as the local auditors for the basic financial statement audit for the years ending June 30, 2012, 2013 and 2014 at an annual fee not to exceed \$39,000 as per their proposal dated January 18, 2012. Motion was seconded by Roy Horton and carried unanimously, 9-0 to postpone.

(See pages 55-61)

C. Pike County Judicial Sale

ACTION BY THE BOARD:

Motion was made by Douglas Freeman that the Board not contest or file objections to the Petition for Rule to Show Cause as to why property should not be sold at Judicial Sale free and clear of all encumbrances and Rule to Show Cause received from the Pike County Court Indexed to No. 1938 Civil 2011 with regard to Sale No.(s) 12-203 through 12-350 which represent properties remaining unsold from the September 21 and October 3, 2011 tax upset sale, provided that the Judicial Sale is held on or before June 30, 2012. Motion was seconded by Robert Gress and carried unanimously, 9-0.

(See pages 62-65)

D. Portnoff Law Associates, Ltd.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the Agreement and Release of Claims with Portnoff Law Associates, Ltd., the terms of which were approved at the December 19, 2011 regular meeting. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

(See pages 66-72)

E. ESE Intersection – PennDOT Release Approval

ACTION BY THE BOARD:

Motion was made by Roy Horton that the Board authorize and approve the execution of the Agreement of Release by the Superintendent and/or other Board officers in favor of the Pennsylvania Department of Transportation with regard to the restriping of Route 447 to add an exclusive left hand turning lane at the East Stroudsburg Elementary intersection, which release shall be in substantially the form as presented at this meeting. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

(See pages 73-78)

F. H.S.S. – Rado Litigation/Mediation

ACTION BY THE BOARD:

Motion was made by Douglas Freeman that the Board confirm its direction to counsel to attempt the resolution of the Rado litigation by means of mediation and that the Board affirm the appointment of C. Grainger Bowman as Mediator and authorize and direct the Superintendent or officers of the Board to execute the engagement letter with the Mediator as presented. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 79-82)

G. Bus Purchases – 2012-2013

ACTION BY THE BOARD:

Motion was made by Marjorie James that the administration be authorized to develop appropriate bid specifications, and advertise the same, for the purchase of various school busses for the 2012-2013 school year and/or future years based upon the District's current inventory and anticipated needs, with any and all bids being subject to Board acceptance and award of appropriate contract(s). Motion was seconded Robert Gress and carried unanimously, 9-0.

H. Act 93 Meet and Discuss

ACTION BY THE BOARD:

Motion was made by Douglas Freeman that the Board approve Eileen Featherman, Douglas Freeman, Robert Gress and Michael Meachem to serve on an Act 93 Committee to perform the Board's meet and discuss obligations with the District's Act 93 employees to discuss the Administrative Compensation Plan and to make appropriate reports and recommendations to the Board. Motion was seconded by Robert Cooke and carried unanimously 9-0.

I. Bond Payments

1.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the current invoices for construction and related costs associated with the Bond Issue 2008: \$34,763.53. Motion was seconded by Douglas Freeman and carried unanimously, 9-0.

(See page 83)

2.

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the current invoices for construction and related costs associated with the QZAB Bond Issue (2011D): \$5,000.00. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See page 84)

3.

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 2012A: \$20,500.00. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See page 85)

J. Use of Facilities

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 Roy Horton 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 Fees Waived
01/23/12	HS South	01/30/12	03/26/12	Babe Ruth Mustangs	Batting Practice	Policy
01/23/12	J.T. Lambert	02/04/12 02/11/12 02/18/12	2/04/12 02/11/12 02/18/12	E.S. Little League	Softball Practices	Policy
01/23/12	J.T. Lambert	02/23/12	02/23/12	E.S. Little League	Parent Meeting	Policy
01/23/12	J.T. Lambert	03/12/12	06/30/12	E.S. Little League	Baseball & Softball Practices & Games	Policy
01/23/12	M. Smithfield	03/05/12	04/30/12	E.S.N. Little League	Softball Practice	Policy

(See pages 86-90)

K. Budget Transfers, Payment of Bills and Treasurer's Report

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the Budget Transfers, Payment of Bills and Treasurer's Report listed in this agenda for the 2011-2012 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 91-104)
2. Payment of Bills - (See pages 105-128)
3. Treasurer's Report - (See pages 129-139)

XIX. ANNOUNCEMENTS/INFORMATION

- A. Mr. Dirvonas stated that the Business Office needs direction on how to proceed with the Auditor since it was postponed. He asked what is the pleasure of the Board. Mr. Dirvonas asked if administration should go out to bid. Mr. Horton said, "Yes". Mr. Bradley said, "Yes" and preferably out of State. Mr. Freeman said not preferably out of State but any bids. Mr. Bradley stated or anyone out of the district. Mr. Gress said anyone who knows Pennsylvania Law. Mr. Freeman stated it should be someone who is qualified to do it and cheapest is not always the best. Mr. Searfoss asked if we need a motion. Mr. Dirvonas said, "No" just some direction. Mr. Horton said it should go out for bids. Mrs. Laverdure stated that it should go out to get the most qualified person. Mr. Dirvonas stated that it will be an RFP (Request for Proposal). Mrs. Laverdure asked if everyone understands that it is a Request for Proposal (RFP) because it is for Professional Services so it is not a bid. Mr. Gress said we still set a time and date to open them. Mrs. Laverdure stated that they will be able to talk to the folks and review everything. Mr. Dirvonas stated that it is in a more relaxed procedure, but it will still be advertised fully.

- B. Mr. Freeman stated that everyone has to go through background checks for all positions in the school district and asked why don't the Board members have to. He stated that when he ran a couple of years ago, he didn't have to get any clearances or checks. Mr. Freeman stated that they are around kids even though we are supposed to be escorted in schools and they should have criminal checks done for all Board members. Mr. Horton said this is another thing that does not hurt to do. Mr. Dirvonas stated that it does not hurt to get it done, but it is not required because, typically, they do not come in direct contact with the children. Mr. Freeman said "yes and no". Mr. Bradley said, "Are you volunteering Mr. Freeman. Mr. Freeman said, "Am I volunteering?" Mr. Bradley said, "I asked you a question". Mr. Freeman said, "Yes, you can do a check on me anytime". Mr. Bradley said "Then let us do a check on all of us." Mr. Freeman said "that is what I am saying". Mr. Bradley said "if you have a problem, you and I could have a discussion later on". Mr. Freeman said, "I don't have a problem. What are you talking about? You are taking everything out of context." Mr. Bradley said, "I am not taking anything out of context. I am just saying if there is anything that you would like to discuss in private with me later on we can do so." Mr. Freeman stated that he would like to bring to the Board a motion to require a background check on every Board member prior to them swearing in. He asked if this is right or is there something he has to change and asked for some direction from Mr. Dirvonas. Mr. Dirvonas stated, number one, this is not on the agenda. Mr. Freeman said it can be placed on the next agenda so there won't be any problems. Mr. Dirvonas stated that it can be placed on the next agenda. Mr. Meachem stated that he has a question about this because he guesses none of them have reviewed the policy. He stated that if in fact he as a Board member would go to the Superintendent and ask to review the

personnel file of any principal or any Board Director there, it could not be done unless a unanimous consent should be there. Mr. Meachem stated so if in fact we are going to put this policy in place, he is looking for reciprocity and there should have to be a unanimous consent of the Board. Mr. Meachem stated that what they need to do is read through the policies. Mr. Freeman stated that it is going on the agenda for the next time and we can discuss it then. Mr. Searfoss stated to Mr. Dirvonas to get legal background information that goes with this so they can have it for the February Regular Board agenda so we know the ramifications and what is needed for it to be voted in.

XX. ADJOURNMENT 9:08 P.M.

Respectfully submitted,

Patricia L. Rosado,
Board Secretary