

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

REGULAR SCHOOL BOARD MEETING

February 27, 2012

Carl T. Secor Administration Center – Board Room

7:00 p.m.

Minutes

- I. President William Searfoss called the meeting to order at 7:04 p.m. and led those present in the Pledge of Allegiance. Interim Secretary, Debra Wisotsky called the roll.
- II. **Members present were:** Ronald Bradley, Robert Cooke, Eileen Featherman, Douglas Freeman, Robert Gress, Roy Horton, Michael Meachem and William Searfoss. Marjorie James was absent.
- III. **School personnel present:** Andronikki Andrews, Michelle Arnold, Patricia Bader, David Baker, Maria Bartolotta, Hillary Beal, Jody Bohrman, Brian Borosh, Regina Brotherton, Jim Brunkard, John Burrus, Anthony Calderone, Rick Carty, Marialena Casciotta, Ann Catrillo, Michael Catrillo, Patricia Chestnut, Sue Czahor, Casandra Dietz, Robert Dilliplane, Irene Duggins, Larry Dymond, Eric Forsyth, Carol Geiges, Jill Greenwood, Heather Gress, Marjory Gullstrand, Sue Hegarty, Kim Holcomb, Lynda Hopkins, Alisa Keiper, Michelle Krajewski, Sharon Laverdure, Phil Lazowski, Joyce Leonard, Olivia Lesoine, David Lidecap, Irene Livingston, Kristin Lord, Araina Maynard-Freed, Theresa McGovern, Maria Melchiorre, Frederick Mill, Carrie Panepinto, Kathy Parrish, Joanne Peters, Rose Perkins, Gisela Piedra, Amy Polmounter, Yolanda Ponce de Leon, Annelie Prefontaine, Devon Remsnyder, Janice Rodriguez, Pamela Rowe, Steven Ruhl, Vicki Sayer, Melodie Shamp, James Shearouse, Amanda Signorello, Heather Skeldon, Ann Sowers, Jennifer Spece, Kim Stevens, Stephanie Stricker, Bridget Tinney, Tim Wagner, Corinne Weseloh, Thomas Williams, Susan Wilson, Linda Wisneiski, Debra Wisotsky and Dr. Nadia Worobij. Also present was Thomas Dirvonas & Christopher Brown, Solicitors.
- IV. **Community members present:** Anusha Chaudhry, Dominique Crivellaro, David Czahor, Amy Daniels, Devin Day, Claudia Dilliplane, Tomara Ellis, Dr. Vaughn Ellis, Josephine Ferro, Gail Francis, Anna Khawaja, Kenneth Koberlein, Sharon Maly-Cramer, Michael McGovern, Anthony Nace, Sandra Pace, Michal Peterson, Anne Power, Enrico Rios, Laura Rodriguez, Thelma Sepulveda, Karen Stroebel, Wayne Stroebel, Judy Summers, Bill Suriano, Ali Stewart, Kristina Vinzon-Baltazar and Ana Wolbert.

Dr. Tim Rushton & Mrs. Sheila White-Monroe Career & Technical Institute
Mr. Carl Wilgus - Pocono Mountain Visitors Bureau
Mr. Mike Winfield – Rhoads & Sinon
Mr. Jim Ertle – Kunkletown, PA
Mr. Rob Howell – Shawnee Inn & Golf Resort

V. **APPROVAL OF MINUTES**

ACTION BY THE BOARD: Motion was made by Eileen Featherman to approve the minutes for the meeting of January 12 and reconvened on January 19, 2012, (pages 1-33) and January 23, 2012 (pages 1-26). Motion was seconded by Roy Horton. Mr. Meachem stated a correction to page 22, item 28, paragraph A; subsection II, the January 23rd minutes have to be corrected because the main motion, I voted no to the preliminary budget. He stated I don't think I was the only one who voted no, but I voted no. Mr. Searfoss directed the secretary to make the change, with no other changes necessary, the motion carried unanimously 8-0.

VI. APPROVAL OF AGENDA

ACTION BY THE BOARD: Motion was made by Robert Cooke to approve this agenda for February 27, 2012 (pages 1-18), 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 Eileen Featherman and carried unanimously 8-0.

VII. 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.

VIII. ANNOUNCEMENTS BY THE BOARD

- A. Mr. Gress stated a couple of things, we talked about with the public getting more involved with the budgetary process, I should say with our Legislators, Senators, and Governor. What I ask the President is whether we should have a petition at each Board meeting set out front and wording that we are requesting/demanding full funding for education per the Constitution and have the public sign that and forward that to our Senators and Representatives each and every month because we all call and speak to our Representatives for an hour each and if everybody starts calling and telling the people that we need the funding to fund our schools it will prevent some of the closings. Some of the people who haven't attended the meetings for six, eight or ten years now are consistently saying we've got to do something with Harrisburg. We get shortchanged. We get 22% funding and then we are stuck looking at things to cut which ultimately affect the education quality of our schools. We end up reducing things that Harrisburg says we have to provide and we don't get the funding to provide it. So I was asking the President and the Board to come up with a petition where the public could sign and we send it into the Representative delegation and the Governor that we need this funding which is very important. So that is one of the things I would ask the Board, if they would consider that.

IX. SUPERINTENDENT'S REPORT

- A. Mrs. Laverdure stated Monroe Career & Technical Institute Update – Mr. Robert Cooke, Mr. Douglas Freeman, Mr. Robert Gress and we have Dr. Thomas Rushton and Ms. Sheila White here tonight to give a presentation on MCTI.
- B. Dr. Rushton stated, as I was introduced, I am Dr. Tom Rushton, Director of MCTI, and I'm also accompanied here this evening with Ms. Sheila White, she's my Business Manager. As you can see on the screens on either side, and I believe the Board has hard copies of this, this is a PowerPoint presentation that deals with a proposed current funding formula change for MCTI. If you go back to the previous slide, you'll notice underneath the title, the February JOC meeting 2012, actually that is when I presented this to the JOC. Following that meeting, I was asked by my JOC President, Mr. Cooke to come to East Stroudsburg and present the current status of the funding formula talks at MCTI and I will also be making my rounds to the other sending districts to MCTI to talk about this proposed change. Next slide please, this slide is called a review and it is a review because I put a number of items that we are going to be talking about, we've talked about in the past, an acronym that you are going to see a lot of in this presentation and that ADM, Average Daily Membership. What that means, essentially, that's based on the amount of pupils grades 9, 10, and 11 vs. county total membership. For example, for East Stroudsburg, would be their ADM of pupils, grades 9, 10 and 11 as it is compared to the other members of the consortium, Pleasant Valley, Pocono Mountain and Stroudsburg. You will notice bullet two, 3 or 5 year ADM calculations is most widely used by Career and Technical Schools in the State. The funding formula that was previously sent to sending districts last year that did not pass with a unanimous vote was based on a rolling 4 year ADM. One of the reasons why this was not passed unanimously was there was concern that by just adding a 4 year ADM, there is no minimum that each district would have to pay. It was just a basic 4 year ADM. Next slide, so at this point, I was asked by the sending districts, what are the other options if a 4 year rolling ADM formula was not adequate and did not provide that umbrella, that safety net, if you will, that base that all districts must pay. What else is out there? I can tell you there are quite a number of current technical schools in the State and there are almost that many variants of a funding formula. With our research, Ms. White and I have spoken with a great deal of Directors across the State and Business Managers and when we discussed it with our JOC, the funding formula that seemed to have what the districts seek, meaning fairness based on ADM but also some sort of safety net, some sort of base that all districts would have to pay regardless of member student that could send and this was an 80/20 formula. I will explain what that means, on the second bullet point, just for your own reference, the Career

Institute in Easton, PA, that's one of our current tech schools that feed into the IU 20 which we also belong to, they currently use this formula and have since 1995 and have had no issues with this formula since 1995. Next slide please. This is going to be difficult to the eye to see at this distance, it is a rather large data table. This is an 80/20 formula, so what is the 80% formula going to be based on. If the district's decided to change the current funding formula to look at the 80/20 formula. How would it look, what affect would it have on the sending districts. I am going to ask the Board members, once again, you have hard copies, look across the title of the data table and you will see rolling 4 year average of ADM's. You will see MCTI ADM in years 10, 9, 8 and 7 taken in June based on PIMS data. Moving to the right, you will see the average of 4 years, further to the right, average of MCTI percentage and the 80% conversion factor. Okay let's look at East Stroudsburg, moving left to right. You will notice under the 4 year rolling ADM, the 6.30.10 through 6.30.07, you add up all four numbers for East Stroudsburg, if you look at the next column to the right you have an average of the four years of 171.90. If you take that number and you divide it into the total average of the four years of MCTI, if you look down vertically to the bottom of that column and you have 986.27 and you'll get your percentage of 17.43%. We are not finished with the calculation at this point. Where do we go from here? At this point you need to convert it to the 80%. So if you take 17.43% multiply by 80% and you get your 13.94%. 80% of the funding formula for East Stroudsburg's number is based on the 4 year rolling ADM of years 10 through 7, based on the average of the 4 years, multiplied by the 80%. Questions on that data table? Mr. Meachem stated, I've looked this over a couple of times. Column one, I'm looking at 6.30.10, so that for East Stroudsburg is 182.651, that represents, I'm asking? Dr. Rushton stated that's the Average Daily Membership of East Stroudsburg students versus the other districts combined which 968.570. Any other questions? Okay, next, we just looked at where the 80% comes from, now there comes the 20% factor. Once again, what is the advantage of the formula? This 20% is what all districts have to pay regardless of the number of students they send and this is based on population distribution. Now, 2011-2012 you look at the ADM of 6.30.10, that's a one year total of East Stroudsburg Area School District's 2,196.610. Once again, you take that by the total, you get 26.05% times the 20% weighting factor and you get 5.21% and you can see that the other four districts that feed into the MCTI how that factors out. So you have the 80%, the 20% based on population distribution and please advance to the next slide, combined here's what it looks like. Again, moving left to right, once again, taking East Stroudsburg as an example, from the first data table the rolling 4 year ADM 80% weighted average is 13.94% at the 80% you going to add the 20% factor which is 5.21% and notice East Stroudsburg's total is 19.15% and you will see the other districts follow suit. Please advance to the next slide, this is an important slide for a couple of reasons. Number one, this shows you what we currently use, that's the first data table column which reads current % of operating budget, or O.B., The column to the right is the 80/20 formula. Now you can see how it affects districts differently. For East Stroudsburg you start with current % of operating budget of 23.96% which is currently what East Stroudsburg's cut is, look at the 80/20 and East Stroudsburg's case that number comes down. If you look down the column, it affects other districts differently and again, that's based on a rolling 4 year ADM and also the 20% weight. Please advance to the next slide. The next series of slides, I will discuss how it looks versus what was proposed last year. That is what this slide is. How does the 80/20 compare to the 4-year rolling average that was sent to districts last year and did not pass with a unanimous vote? Here's the difference, the 80/20 provides a 20% minimum, that's that safety net if you will, that all sending districts have to pay based on population distribution of grades 9-11. Districts have to pay this regardless of number of students sent. That's that safety net factor that districts were looking for. Next slide, how does it compare to what we are currently doing at MCTI? That's this slide. 80/20 is based on a 4-year populations distribution vs. what we have now is a one year snapshot, four versus one. Also, the current method that we use now in place uses returning students as a factor which means it's that one year snapshot it depends on class and graduating size. It is always going to be a factor that weights in. Next slide, beside the funding formula change, ladies and gentlemen, these are other proposed changes or amendments to the articles of agreement if the JOC decides to move in this manner and the Boards decide to vote in this manner as well. The first bullet point is withdrawal timeline. Current articles of agreement have the March 1st withdrawal timeline which was instituted well before Act 1. One of the recommendations if the JOC decides to go this route, is that that is actually addressed and you see PA Code 4.35 [c] [3]. Actually in PA Code, districts that are in part of a consortium for vo-tech schools cannot withdraw without the unanimous vote of the other sending districts. For example, if you have seven sending districts, if one district wants to withdraw, the other six must vote to let it out of the consortium. In this case, MCTI has four sending districts, if one wished to withdraw, the other three need to vote to give it approval. Capital Expenditures in parenthesis, this is what is in current Articles, this is what we currently have now for capital expenditures, we use an ADM plus market value gives you an average. This is why I had spoken to the Business Managers last year and asked them, how would you like to see this changed so that it is fair and equitable for all sending districts. This is what they proposed. Lock in a formula for the life of any debt that has occurred by MCTI. The benefit is the long-range debt planning, it's not going to vary from year to year. It would be locked in for the life of the debt. That's a change that would be proposed from current articles. Finally, unanimous approval for capital debt. Here's the advantage to this, no one district can have a large capital debt essentially thrust upon them by a three to one vote. It would have to be unanimous vote by all four sending

districts to incur any capital debt. Next slide please, you will notice it says the next step, and this is where the PowerPoint ended with the JOC in February, the remaining slides after this are the next step. At that point in February, we have to review the 80/20 funding formula with the sending schools and that is what I am doing now. JOC must approve the funding formula change in addition to changes to the current articles concerning capital debt and withdrawal timeline. We need to make sure it reflects PA Code and you'll notice the next bullet point says legal review. The solicitor who sits on the MCTI Board also sits on a number of other Boards. The JOC had discussed if the JOC is going to do this, amend the articles of agreement to change the funding formula, that it should be reviewed by independent counsel. What I have done since then is actually looked at some other options as far as law firms to deal with other high schools both in the county and outside the county and I will be taking that recommendation to the JOC. They will then decide how they wish to go from independent counsel. That way it is someone completely removed from MCTI and the four sending districts, so you get a completely independent review. Lastly, the amendment must be voted on and adopted and there is a phase-in of the new funding formula. So if the JOC and the sending districts Boards vote to change this, there will be a two-year phase-in. I am going to caution you that the next several slides that I will go through are a hypothetical phase-in. The numbers will change in actuality but this is a hypothetical two-year phase-in over the next two budget cycles. Once again, the calculation is a sample calculation and does not represent actual or anticipated budget or percentages, it just to explain how this would look and the current funding formula for 2012-2013 has not change. So my current budget that I will be sending to the districts if the JOC approves it for sending at Monday night's meeting, has not changed. Next slide, this is how the articles would look to reflect the change in the funding formula. The current budget operating expenditures of the school shall be funded by the participating school districts based on 80 4-year ADM plus 20% population distribution expressed as a percentage. This ratio will be applied to the total operating expenditures resulting in a fixed funding amount for each district. This funding will be paid in the form of one-twelfth of the total funding amount of each district due on or before the advertised regularly scheduled JOC meeting held each month. So you will notice the 80/20 funding formula is inserted into that verbiage. Next slide, how would it look, the example I am going to show you will be implemented over a two year period beginning with the 2012-2013 budget. The old percentage for payment will be averaged with the new percentage for payment for the year 1 impact. Then on year two will be the 40 year 80/20 method would be used. So year one will be an average and year two will be a full 80/20 funding formula. I know I am throwing a lot at you tonight, just hang in with me. Next slide, once again, this is what we currently have, East Stroudsburg current % of budget and total district budget based on articles of agreement is what we have now. Next, what you see highlighted in yellow, far left moving left to right again, that's the current values from the previous data table. You're going to take those current values and add the 80/20 calculation for East Stroudsburg $23.96 + 19.15$. You will notice under 19.15 you see the word decrease because for East Stroudsburg, using this new funding formula, you're going to drop from 23.96 to 19.15 based on your rolling 4-year ADM 80% times 20% of population distribution. You will notice to the far right I have a big orange arrow, that is going to be your total, so $23.96 + 19.15 = 43.11$ divided by 2. We are taking an average of the old and the new. Next slide, on far right in yellow, total percent divided by 2, East Stroudsburg, 43.11 divided by 2 = 21.56 that is a decrease. So in year one is the average of the old and the new and advance the slide and year two, next slide, moving left to right in yellow is the 80/20 conversion. We're going to move to the second to the last column, in year two you will have the complete phase-in of the 80/20 funding formula. So once again, let me backtrack a bit, year one is an average of old and new year two is a complete phase-in of the 80/20 funding formulas. This is the proposed funding formula change that the JOC has now looked at and I'm spending between your meeting and the next several weeks going to the different districts explaining this funding formula. I've been doing a lot of quick talking and a lot of information especially on one night and I understand that. Does anyone have any questions for me at this point moving forward?

- C. Mr. Gress stated I just have a comment. I just want to thank you for keeping this on the agenda at MCTI. I'm on the Board and we've been bringing this up and bring back a formula that I think is wonderful. I wish it was retroactive for ten years, that would solve our budget problem, but that's not going to happen but again, just to move this forward, I'm glad the other Board members at the vo-tech have also embraced this and I hope the entire four school districts approve this and get us back to funding what we send rather than just some arbitrary number. Thank you for your explanation of it.
- D. Mr. Meachem stated there are parts of it I still don't get but I'm looking at this. Okay, I can see you are basing this on attendance, what we're using. My question is how many of the other school districts do you still have left to present this presentation to? Dr. Rushton stated three, so you are number one. Mr. Meachem stated it makes a lot of sense to me. It seems very fair but I'm going to ask you do you think you're going to be able to sell this? Dr. Rushton stated that's a great question. He stated, Mr. Meachem, all I can tell you is this, as Director of MCTI, my role in addition to moving the school forward is to make sure all the districts are on the same page and I work very hard to make all districts have an equal say and is on the same page. With that being said though, it is important that I work very hard as did Mrs. White to bring the most valid formula to the table. Now, will this pass the other

districts, I cannot answer that with any certainty, this is one of the most fair formulas that I have seen, that I have researched, that I have spoken to the Director of CIT in Easton and he has been a Director for 13 years. It has been in play there since 1995 and has never had a major issue with the funding formula itself. The advantages of this, is it uses a 4-year ADM versus a single-year snapshot, so in theory you have a lot less variance. It falls right between where most districts, most tech districts fall. We looked at a seven year and we extrapolated it out to a ten-year. The theory there is you have a lot less peaks and valleys and fluctuations when you stretch it out over the ten-year period so it has that form. It has a 4-year ADM and it has a built-in safety net of that 20%. So if districts are looking for some sort of minimum and fair based on rolling ADM, this formula seems to have what they're looking for. But once again, I'm not a betting man, I would not say with any certainty how this will go. The last funding formula, just a rolling ADM didn't pass in one of the district and the reason why was there was no safety net. This one has that safety net. Mr. Meachem stated, I guess what I'm looking at is, of what I can understand out there, and I would like the opportunity to follow up with you, parts of it I get, parts of it I don't but the one thing I am looking at here is if one of the members should decide they don't want to go with this, where do we go next? Dr. Rushton stated if they don't, for example, East Stroudsburg decides not to pass it, and the other three do, then it will not pass. It must be unanimous. Mr. Meachem stated if East Stroudsburg votes for it because this is the first time in all the years that I have seen this, where the funding formula is equated on what we're using. So that means we're going to pay less. Somebody else is going to pay more. Why would they support this? Mr. Searfoss stated that the consensus from the JOC members there indicates that everyone is for this. Mr. Meachem stated that those are the words I wanted to hear. Mr. Gress stated that Dr. Rushton stated that even Pleasant Valley will vote for it because of that safety net provision and the language that didn't meet the PA Code which will be addressed now and that is what the Board at Pleasant Valley told me at the last meeting. Dr. Rushton stated, you are correct Mr. Meachem, there are two districts that are going to see a big change in the other direction, so it's going to come down to what they believe is fair and just. Mr. Meachem stated that our representatives are saying that everybody seems to be okay with it so, in theory, he stated, I thank you, because this is a long time coming. I know it is completely complicated and perhaps I might visit with some of our folks here and make the fuzzy parts clear for me but as long as everyone else is on board with it, it's the first time I have ever heard we're not going to be paying for what we are not using. Dr. Rushton stated, what I am recommending is that this comes to you, because it did for me, you really have to get your hands dirty with it, play with the numbers and do calculations and then it becomes evident. To look at this, just like your audience who is looking at this for the first time, it is pretty daunting, I will say that. Mr. Meachem stated, I looked at it all weekend and I couldn't figure it out but when you explain parts, I understand the averages, I understand the 4-year average. You see where we're going to have a savings and where everything else is going on. The one thing that I'm going to rely upon is you've got it here spelled out, it's fair. You've got that safety net, you've got a point where everybody is at least paying a fair share equally and then we are applying usage from there. The most impressive problem is that all of the other participants are okay with it. Mrs. Laverdure asked if there were any other questions.

- E. Mr. Meachem stated I have a couple of questions separate and apart from this. When I last mentioned it, have you (Dr. Rushton) had an opportunity to visit North yet? Dr. Rushton replied yes. Mr. Meachem stated and now you see the dynamic, the travel time, you understand, perhaps, why not everybody at the North Campus would embrace your program. Do you have any ideas about how you go about selling the concept so that we would get greater usage out of, cause it's been said many times that the things that are of value in your program because of the travel distance, people back away. So now that you have been there and have travelled the distance, you see what some of the reservations are. What are some of your ideas? Dr. Rushton stated that's a good question. Let me say a couple of things. I very much enjoyed my visit to the North Campus, beautiful campus. I would be lying to you if I said it wasn't a drive. As a matter of fact, last year, Mrs. Laverdure invited me and I appreciated coming to graduation and I entered into a GPS, which was my mistake, trying to find it and I wound up in a gated community and I couldn't get out. I sat in the audience. I could not sit on stage because I had arrived late and I left an hour and a half before show time. That was my first trip up to Bushkill. This time around, no problem finding the North Campus. Let me say a couple of things about the Guidance Department, I am very proud of the Guidance Department up there. Mr. Meachem stated very much so. Mrs. Dietz, first when I was to go up there, I wound up getting the flu, so I had to cancel. The next week I was scheduled to go up there, I had jury duty. So I finally got up there and Mrs. Dietz' son is a graduate of MCTI, so I could not ask for a better supporter who knew everything about the school. They know the programs are solid. They know there is great opportunity. The distance is the issue. Mrs. Laverdure has spoken to me about some of her ideas as well; she is really on the cutting edge of that. The other issue is just, Mr. Meachem, promoting the school because current tech ed, in my opinion, it's best days are yet to come because of the incredible need in this country for skilled trades people though retirement and just economic growth. There is a huge need and the major factor with the North Campus, hands down, is geography without a doubt. So I very much enjoyed my trip there. Thank you.

- F. Colonial IU 20 Update—Mrs. Featherman stated at your place is the report from the IU 20 and the Superintendent at the IU 20 went over the meeting with the Department of Ed Secretary and to break down some of the budget issues that we are going to have. That was the main focus of the meeting.
- G. Porter Township Initiative Update—Chris Brown stated that we have oral arguments scheduled before the Commonwealth Court down in Harrisburg on March 13th. You will recall that concerns only the financial ramifications of a possible transfer, not deciding the transfer at that point. The rest of the process will follow from what's decided at that argument.
- H. Property/Facilities Update—Mr. Cooke stated our last Property/Facilities meeting was held up at Resica Elementary School. Mr. Williams has provided each of you with a copy of the minutes of that meeting. If there are any questions, we would be happy to try and address those.
- I. Mrs. Laverdure stated, at this time, the Pocono Mountain Visitors Bureau, Mr. Carl Wilgus, requested time to speak to the Board. Mr. Wilgus stated, thank you it's a pleasure to be here. I am President of the Pocono Mountain Visitors Bureau. I come before you this afternoon as a member of the Coalition for a Post-Labor Day School Opening. I would like to talk to you about that opportunity. Historically it has been and I look around this room and there are a number of people that meet that 40 year or older class that will probably as they reflect on their years as a student in K-12 remember always going back to school after Labor Day. It has actually been a tradition here in the Pocono Mountains that that be the case. We have a unique situation here with the calendar for 2012-2013 where the Monday Labor Day holiday falls on September 3rd, 2nd and 1st. Our business community right now is being challenged. We've had tough economic times. A recent report that was done for the Pennsylvania Legislative Budget and Finance Committee indicated that there is somewhere in the neighborhood of nearly \$400 million of unrealized economic impact in the Commonwealth of Pennsylvania due to the fact that families are not able, both resident and non-resident, to use that last weekend of August for family vacation time. For our industry, the travel and tourism industry, the month of August is as important to us as the month of December is to the retail industry. It is a critical timeframe for all of us. Not only is there an unrealized expenditure opportunity of revenue stream there, the report also indicated that there are more than 2,300 jobs lost as a result of that. That would have generated somewhere in the neighborhood of \$18 million of State and local taxes. A good portion of that, as you well know, comes back to school districts. There is also the impact that it has on students and teachers who have summer employment opportunities. This interruption of that summer work schedule results in a loss of more than \$45 million of direct revenue as their inability to live out the contract or fulfill an entire season's worth of work as well as what's been happening in many of our resort communities now where they provide bonuses for student who work through the Labor Day weekend. In fact, interesting up and down the Delaware River in talking to some of the outfitters and some of the other guys, they are now actually showing preferences for hiring New Jersey students and teachers because they can fulfill the capability of working through that Labor Day weekend. Within the study as well, was the indication that energy savings that school districts could receive were in the neighborhood of \$100 million on an annual basis. As you well know, the heat index during the month of August is higher than it is in June and the costs of operating and cooling your school buildings for that last week of August would definitely be higher than they were in June as well. There are also some social reasons for looking at that. Our families are increasingly stressed in the amount of time that they can spend with one another. By the time school is out and they enter their sports programs or camps, August has been traditionally that time of the year when families can get together, do their family vacation and have their reunions and such. The movement of that school opening in that last week of August really gives you a two-three week window of opportunity. It would be much easier and much more fair and family friendly if we had all the way through that last week. We are really talking about four days the last week of August but really what it does is generate an eight day week for us by the time you get through that Labor Day weekend and so we think it's important. Just to give you an indication, in October of 2011 Susquehanna Polling Research which does quarterly studies here in the Commonwealth, they will ask a number of questions of Pennsylvania citizens, everything about how they feel about redistricting to Marcellus Shale. In the last report they asked a question about when school should start and by a factor of 2-to-1, Commonwealth residents said they would prefer a post-Labor Day opening. Hopefully, many of you saw the poll that was in the Pocono Record last Thursday. Over 1,000 votes cast relative to our readers of the Pocono Record, in terms of their impression of a pre or post-Labor Day opening, 62% said that wanted a post-Labor Day opening. That is basically a percentage of 2-to-1 and if that were an election, it would have been considered a landslide victory. So I come before you today, encouraging you to look at that, we think that it is appropriate. We have a coalition that is gaining steam from the business community every day. Pocono Mountain Chamber of Commerce supports it, the Wallenpaupack School District, the Jacob Strouds Corporation, Pocono Mountains Realtors Association and the West End Fair all come forward and support. Individuals like Mario Scavello, Rosemary Brown, people like Matt Rumpp from the YMCA, John Cassell of Career Link and Carl Weiler of the Weiler Corporation have all volunteered their time and effort to help us move

this initiative forward. You may have known that the Pocono Mountain School District, last week, adopted and endorsed a post-Labor Day school opening. It was on the agenda for a pre-Labor Day school opening before the Stroudsburg School District last week. There were two proposals, two agendas after our presentation, by majority vote, the School Board chose to table the motion and asked the Superintendent to come back at the next meeting with a post-Labor Day schedule as well so that could be evaluated. I was also at the Pleasant Valley School District last Thursday along with the West End Fair Board. A good portion of their 36 members were there and gave an impassioned presentation to the School Board in terms of looking at the needs of the West End Fair which runs that same time and I'm sure a lot of residents here participate in as well. There are more than a dozen non-profit organizations whose primary fundraising effort is associated with that West End Fair. Those organizations are now reaching out to that School Board. What I am telling you is that I believe by this time next week or in two weeks, we will have both the Stroudsburg and the Pleasant Valley School District firmly on the side of a post-Labor Day school opening. So I thank you for your time and I would encourage you to look favorably on this recommendation because I think it is fair. I think it is appropriate. I think it is the right thing to do. While I don't agree with much of what our new Governor has to say, I do think he did get it right when speaking before the joint session of the legislature when presenting his budget address. He outlined the priorities of education which was students first, then parents, and then teachers. This is really about students and about parents and families. So I ask you again to consider this recommendation. Thank you.

Mr. Horton stated I have a quick comment. I have been fortunate enough to have employed a lot of young adults in this area and I find that over that Labor Day weekend, my attendance, a lot of families seem to be still going out of town and on vacations. Have we looked at attendance, for example, has it been a poor attendance pre-Labor Day. Mrs. Laverdure stated, "No". We have not seen that because we have the Friday off before Labor Day and the Monday. Mr. Horton stated how about any negative effects toward the school year or even positive. Mrs. Laverdure stated my opinion is that you should front load as much education as you possibly can with the route our Governor and PDE is going down the road with the testing. Testing dates don't flow with snow. You have to test, when you have to test and if we can front load the education as much as possible, then that would be my recommendation. I also see it for the little guys as a phase in time. You have the four days in and then you have a break and then you have the next four days and especially your younger students acclimate to school; otherwise, and Carl I've had a chance to share some of these concerns. The other thing that I would like to say as far as education goes, I would love to see an initiative by the resorts, by the vacation bureau to employ every one of our high school graduates as of this year so that they have jobs. They're not going back to school and they need work and that where I really feel it is important. Mr. Wilgus stated I have two very good people that can share that, Mr. Ertle who just purchase Fernwood and Mr. Howell but unfortunately those jobs don't stay full year because the season drops off and they get laid off otherwise but I will let them address that issue. Mrs. Laverdure stated that's great but I don't think students mind that they are going to get laid off if they have a job. They have something to go out and start with. I think it's important to remember that. Mr. Wilgus stated, "I agree". I've spent some time thinking about the question about pre-loading and getting the students in there. Since we have a casino in the Pocono Mountains, let me ask you this question. Why is it that this School Board and these School Districts are only halving the education then? Why aren't you all in? Why aren't we starting then if we need that four extra days, if four days means that much to the educational process and their preparation for the March testing, why aren't we starting school on August 1st. That will give you an entire month. Or why don't we start in early July if that is really, truly what the reason is all about because it's not. Let's face it; you would have the school year done at the end of April. If that's the motivation, we are asking for four days for the business development, the millions of businesses. Part of what you as a school should do, at least my sense is, the reason we have local control of School Boards is because your job, at least part of your job I would think, is to reflect the community values, needs and community interest here. This community is driven by tourism.

Mr. Meachem stated, if I may, you raised a number of issues and your ask is very well crafted but I want to shift the paradigm a little bit because what you've done is come before us, you've put forward your top-loaded presentation in that this is what we need from you. I want to shift that paradigm and I want to invoke the Janet Jackson doctrine, "What have you done for me lately?" My kids live in Bushkill and at this point when we talk about all the resorts and that sort. I have a 17 year old who has got a position in one of your resorts and what happens is in order to propel her dreams, I play chauffer all week long. What happens is the Pony Bus Line doesn't even transport the kids from the Bushkill area to work on the weekends. But you see your saying they need to be there. We need to get them there. What is the Visitors Bureau doing to bridge that gap because, at this point, you're saying you need the workforce but you haven't put in place any way for them to get to work. So, therefore, what I want you to do is and again what happens is, I will allow the Superintendent because that's her job, she understands how she is going to structure this and when testing scores are down, it all falls on her head and what happens there are times when I'm going to crowd her and look to share the decisions with her but when it comes to how she structures their educational process, I'm going to leave that up to her because that is what she

is trained to but when we talk about operations, when we talk about the pluses and minuses of call outs for your minimum wage staff, the question I ask the Visitors Bureau is when are you going to bridge the gap to fill that gap at \$4.00 a gallon. Now my daughter, I live in Bushkill in Tamiment, but my daughter works at the Top of the World so I get to drive five miles down a hill, a mile and a half to Winona Falls Road, to drive five miles up. There is no transportation in place, when we got a North High School with a group of kids that would be only too happy to work at the Fernwood but they have no transportation to get there. Then I'm going to fight with a seventeen year old as to whether or not she is going to put her education before a \$7.50 an hour job. If you are looking for us to meet you, I ask you this, I pose this simple conundrum of "What have you done for me lately?"

Mr. Wilgus replied, I guess I will have Rob Howell and Jim Ertle talk about the tax revenues that are being paid by their businesses to help support the education for the jobs that are created and the employees they have. We are all part of this process.

Mr. Searfoss stated, Mr. Wilgus, thank you. He stated could I have Mr. Howell respond. Mr. Searfoss, stated no, we have your letter. You made your presentation. Thank you.

Mrs. Laverdure stated, at this time we are going to put Pat on hold and pull the next item, Mr. Winfield.

- J. Mr. Michael Winfield, Special Construction Counsel to the district—The district has been in litigation with Rado, Enterprises, Inc. arising out of the completion of the High School South alteration and additions project. That litigation that was filed by Rado is in the amount of \$1.2 million. We were able to take that litigation to mediation. As a results of mediation, we've had extended negotiation with Rado Enterprises and have come up with a recommended settlement for the district on terms that we believe are in the best interest of the district. That settlement amount is \$512,500. The settlement agreement has been executed by Rado and is submitted to the district now for consideration and approval.
- K. Mr. Searfoss stated that most of the Board under attorney client privilege has talked about this in executive session but you have a very long drive in front of you. What I would like to do is, I would like to first open up to public comment only on this one item and it is found on page 15, fiscal items, A. Rado Litigation. I would like to go to public comment and vote on that so that Mr. Winfield can start driving back to Harrisburg. He stated, if I could ask the public if you have any comments, dealing with this specific Rado Litigation item, please come forward to the podium. Mr. Searfoss stated, seeing none, on page 15, fiscal items, A. Rado Litigation (See page 26 for ACTION BY THE BOARD with regard to Rado Litigation.)
- L. Mrs. Laverdure turned the podium back over to Mrs. Bader for the 2012-2013 Budget update.
- M. Mrs. Bader stated a lot of what I am going to present is a review from previous presentations and there is a double-sided presentation for the majority of the presentation. We developed a final timeline. It has a few proposed dates, March 12th being the next available date and of course the Regular Board Meeting of March 19th as well as April 3rd which is an available date. At the end of the presentation or sometime during the meeting we are going to ask the Board if this is an acceptable time to have our next meeting. The next slide for the Board is a reminder that the current fiscal year has revenues of just under \$140 million and expenditures of \$141,514,000. It is an operating deficit of \$1.6 million. On the next slide, the preliminary budget that is being considered had a tax increase of 2.3%. That is what the index is for the school district. When that percent is applied, there is an operating deficit of \$10,220,000. On the next slide is an analysis, again, this is something that we have presented in the past that shows a multi-year analysis of our assessed values. Assessed values in this county constantly climbed from 2006-2010. On November 1, 2011, it's the first time in the recent history that our assessed values have declined which means that our applying a tax increase is really just holding us in place from the current year. I have a multi-year comparison of actual school year 2010-2011 with the budget of 2011-2012, the current year and the proposed budget. For revenues it is showing that our local tax revenue, while there is some increase, it is mainly remaining flat. Other local revenues are slightly declining \$1.7 million because of earned income taxes and transfer taxes. State revenue, while it is mainly flat, has a small \$2 million increase which is really to cover out state pension cost increase. It's a \$2 million increase in State funding; however, our funding percentage has increased by 4 percentage points. Federal revenue is declining and also other revenue is declining. Strategies for balancing our final budget in the revenue area, we were hopeful that our 90% collection rate could have been raised to 91%. There was some indication that by previous years that we might be able to raise our percentage to 91%. However, Fernwood has not paid their taxes for any of their properties which have made our collection percentage drop to 87.7%. At the current moment, I am still leaving the collection percentage at 90%. We are hoping to hear from Fernwood to see when we can expect their payment. They are going to be paying the county and there is a 5% penalty for the county to collect their fee for delinquent taxes that the school district won't be getting. In addition,

we may be able to increase our delinquent tax collections that are included in the preliminary budget, we may be able to generate more revenue by increasing our delinquent tax collections to \$7.5 million from the current \$6.0 million. The budget assumption that we made based on what we thought the Governor was going to propose, he did indeed propose those items. There is no additional revenue that we would be able to recognize from anything that the Governor has proposed. I have a multi-year comparison of our expenditures for 2010-2011 with the budget of 2011-2012 and the budget of 2012-2013. The biggest increase 15.9% is coming in the area of our benefits. Our PSERS contribution, that's our pension contribution in 2011-2012 the percentage was 5.64 in 2011-2012 the current year it's 8.65 and in 2012-2013 it is 12.34. The pension rate is scheduled to increase to 16.75 in 2013-14 and 21.25 in 2014-2015. One of the things that were announced as part of the Governor's budget and the analysis that was done after that was that there doesn't seem to be any relief in the employer portion of the pension contribution for the foreseeable future. There have been gains in the market that the pension administration has been able to recognize but at this point it is not causing that large increase to disappear. Salaries are also a contributing factor. The increase in salaries over the 2011-2012 school year is 2.6%. Our debt has a slight increase, in fact, from the 2010-2011 year it has declined because of favorable market conditions. We can refinance our debt just like homeowners do and we can have our debt financed for lower percentage points. Our other expenditures that we refer to as objects 300-900, supplies, contracted services, utilities, that kind of thing, there is an increase there of \$1.6 million. Overall we have an increase of \$8.3 million and let's not forget the deficit that we have this year of \$1.6. So you add those together and that's where you're coming up with the \$10 million. Now for the worksheet that the public has. We spent the last month after the last Board Meeting trying to cost out some of the ideas we had presented and while we are not complete, you can see there is still a few items that say to be determined. We tried to make an estimate at what it would cost to do some of the strategies for reducing the deficit. In the salary and benefit items, we could negotiate and I did add our support staff with a new item we haven't talked about before. We could negotiate a salary freeze for one year. For professionals it is a \$1.3 million savings and for support staff it is \$517,000 savings. We could also initiate a one year tuition reimbursements freeze for all staff. That would be a savings \$437,000. While it is not final, we do have some indications that there are going to be some retirements and if we can restructure our program, to not fill those positions, we would have a \$1 million savings. In addition, we have done some aggressive internal changes to our workers compensation so we have realized some savings there. I have conservatively estimated that we might have a \$100,000 savings; however, that could be larger as we see how the year is shaping up. All in all that's a \$3.35 million savings in salary and benefit items. To move on to education and operating items, they are listed there for your review, I can go through them one at a time. Mr. Searfoss would you like me to? Mr. Searfoss stated I think a budget meeting might be more in order. These are very good savings and I think the Board needs to digest. There are a lot of things you have on here that I think we need to mull over. They would be more suited for a work session than a Board meeting. Mrs. Laverdure stated would we like to consider March 12th. That's a date that we had reserved, it's a Monday. Mr. Searfoss stated March 12th. Mrs. Laverdure stated it was in the original timeline that Mrs. Bader presented and then April 3rd. March 19th is the Regular Board meeting and then April 3rd there is a possibility if that is open. We need to advertise, so that's why I need to know ahead of time. Mr. Searfoss stated, yes that is fine with the Board.

- N. Mr. Searfoss stated that we are going to move to public participation. I will tell you that we will not be taking public comment on the school closures. There is a meeting for that on March 2nd and it is done a certain way with a stenographer. There are many legal ramifications for having it done a proper way. It will be public participation for items other than school closings.

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

- A. Mr. Jim Ertle, Kunkletown, PA , I did want to take a couple of minutes. You did have a couple of legitimate questions and I did want to answer those for you. A few things were brought up in talking about opening after Labor Day and why it is important to our industry. I think with the economy that we're under; you know for a lot of students it's important because it is a big week in the Poconos. It's their chance to bank money in one of the busiest weeks in the Poconos. A lot of things are following the students these days that were not following them before. Their parents are making the money. Their parents might be out of a work and unfortunately a lot of the applicants that we do get are for these jobs are still children going to school. Fortunate or unfortunate, they are looking for work. They do get penalized for having to work around their schedules and not being able to work that Labor Day will create other problems on their schedule in the summer time versus the employers. To give you a little background, of myself, I did go to Stroudsburg, born

and raised. I graduated from Stroudsburg High School and I have done several projects. A lot of them are in the Bartonsville area. I created over 1,500 jobs with the Lowes/Kohl's. I started the Giant complex. I have also purchased the Comfort Inn and Big Daddy's Family Barbeque. We do employ quite a few of the students. We also employ quite a few of the graduates in the Poconos. I've always tried and believed in trying to grow the Poconos locally. That's why we are really here today asking for those four extra days because those four days not only includes those particular businesses but it is all the businesses in the Poconos. Can you ask why is it important or what have we given back, well we give a lot back. There's a lot of different organizations that we give contribute to, there's a lot of non-profit organizations, we do adoption day once a month that our dealership does because of the ASPCA closing. Also, simply look at the tax base and Fernwood and that will be forthcoming but as you see, the hole that it creates in it. The tax base that commercial businesses pay into the school districts is huge. We don't have any children per say attending from those businesses. They are not living on the residence like a house is but yet probably if you compare the two, we probably pay 10-20 times the amount of taxes for it. I don't believe that's fair. I don't believe any of the taxes the way the formula is based. I know Mario Scavello has been a big one pushing for that. It has been unfairly put on the residents and the businesses of the Poconos especially with this economy, it's a struggle. Couple that with the summer that we had of all rain and the winter that we had with no snow, it's very, very difficult to pay the bills. So that is why we are looking for those four additional days. It is huge. In the Bushkill area there is an opportunity for additional commercial growth that again will go to help the school. We can't get there by ourselves. We need the schools assistance in getting there. Just four extra days.

- B. Ms. Josephine Ferro, I think it is about time, actually past time, that our School Board, our Administration, our citizens and our staff seriously consider what each of their roles are and act to meet the challenges we are facing. Not the least of which is the management of our tax dollars. I want to make it clear that I am not on a witch hunt nor do I mean to spew criticism that is not meant to be constructive, I have but one special interest and that is to make sure that our Board and our administration acts to provide a quality education and a healthy environment in a fiscally responsible manner. This cannot be accomplished if you, our Board, does not understand that the administration works for you and that you are accountable to the taxpayer. This does not have to be accomplished through an adversarial, us against them mentality but instead with each group coming to the table and treating each other with respect. We do however need leadership with courage and humility. To quote a favorite music composer, Quincy Jones, "Egos should be left at the door". There is a wealth of knowledge within our community. It must be utilized. Transparency is a must. None of this is impossible and I will work tirelessly to see this goal accomplished. The days of ways of wasteful spending and blind eyes to impropriety must end. Our Board and our administration must be diligent stewards of our children's education and our tax dollars and the two are not mutually exclusive. To comment on some things in Harrisburg in addition to what my statement was, I can go as far back to the J.T. Lambert Superintendent where citizens went to him and asked him to please use us to speak to Harrisburg about fair funding formulas. That's at least 15 years ago. It's very nice that Mr. Gress mentioned this evening that 15 years later, should we have a petition or shouldn't we. We cannot continue to blame Harrisburg for all of the woes in the East Stroudsburg Area School District. Pennies make dollars. The statement this young woman made about what the possible consideration of savings is a step forward. We need to continue in that vein and we need to move forward. Again I will say that pennies make dollars and we need to consider all of this. Thank you.
- C. Mr. Larry Dymond, school district resident, my request tonight is simple. Could you possibly put the MCTI presentation on the website too? We couldn't even begin to see it. Thank you.
- D. Mr. Rob Howell, Manager of the Shawnee Inn and Golf Resort, I just wanted to take a few minutes to speak about the post-Labor Day opening of school and sort of what some of my colleagues had to say here. As a parent of a school aged child, as an employer here and a taxpayer here, I think this is an important issue. I want to be one of the first to thank you for driving your daughter to come work at one of our facilities because those are the employees that get us through, those are the staff members that get us through as a resort through all the times. Not only the summers but year round. We are fortunate to employ over 80 young adults at the Shawnee Inn & Golf Resort as well as some teachers throughout the summer there. For us during this time, we deliver high levels of service and we do that year round but the summer is really an intense time not only to deliver that service but also as a lot of the business that we have here in the Pocono Mountains and so we take the time to train our staff to the best of their ability to follow those standards and we invest in their education to not only learn a skill but also to help them learn skills that will take them further in the future and hopefully solidify a career for them. What we are doing is looking for that to be carried all the way through our season. When staff members need to go back to school before Labor Day, we

end up short of staff in sort of that last week and we end up not delivering the service we would want to deliver. We end up not being able to open up outlets the way we would like to open them because of that. I know that I don't want to pretend that our business is more important than education because it is not but our business is part of the community. It is part of what we do together and part of how we educated our children not only here in the schools but also they are educated in the workforce to help them in the future. All I ask is that you think about how that might help us as a resort. I think I was just talking to Carl about this, this was the longest fall of my life which has affected the resort business and affected other businesses such as snowplowing and all and the people who do that. We are hoping that this summer with our guests coming to us, that we can be an affordable destination for people who can't go other places. I hope you will consider that and thank you for your time.

- E. Mr. Meachem stated, before you walk away Mr. Howell, I appreciate many of the things that you said and I understand that it's a community activity that you're talking about but one of the things that I was very sensitive about is that, let's say I'm going to go to the Superintendent and say to her, can we consider because there are many people who believe it's only four days, but all I am hearing is the ask. What's happening is where is the partnership because there are things, if in fact you're telling me about the strength of this consortium, that's doing something to build the community economically, the fact is there are parts of this story, parts are missing and I see the focus. We need to get those students there and I understand that. I'd be the very first to say that the opportunities that my daughter has gotten through the position that she has. It has been immensely valuable to her. If we are talking about building the community as a partnership and if those four days are that important to you where you ask the Superintendent to figure out where educationally we can work this out, my question to you is what are you bringing to the table? When in fact for part of this area there isn't transportation available for the people coming to your jobs. We are facing \$5.00 a gallon and this is a situation we are facing and its ongoing and more importantly, what's happening is that there are opportunities for children that aren't going on to college. Where are your succession plans? Let's put it this way, I want you to use all 64 colors when you color. I want you to color in this picture. Right now I only see black and white and very few shades of gray. Mr. Howell stated that is too much for me to answer right now but I would be happy to send that to you. Thank you.
- F. Mrs. Judy Summers, Middle Smithfield Township, on Friday, late in the day, I was on the website for our district and I pulled up a mold report. Most upsetting. Let me tell you why it was upsetting to me personally. My children are now 40 and 43. So I am long past having a horse in this race but I am allergic to mold. I moved into a brand new home built by Toll Brothers in Country Club of the Poconos. In December 2009, we had what was called a slow roof leak. That slow roof leak caused my vocal cords to swell together and I was almost asphyxiated. Now, mold is a nasty, nasty substance. I know this because I am a registered nurse, retired and when I saw that mold report, I just kind of held my breath. When was that report received by the district? Mrs. Laverdure stated 2010. Mrs. Summers stated it couldn't have been because it is dated 2011. Mr. Shearouse stated there was one in 2010 and one in 2011. Mrs. Summers asked was remediation done based on that report. Mr. Shearouse stated absolutely. Mrs. Summers asked is everything clear there now? Mr. Shearouse stated yes. Mrs. Summers and you have reports. I could not get back in my home for almost ten weeks until my insurance company was satisfied that air samples were okay. Do we have clean air samples there now? Mr. Shearouse stated we did not retest, we had a visual inspection done. Based on the recommendation of the cleaning company, the air quality was fine. Mrs. Summers asked if it was ServPro. Mr. Shearouse stated no it was not. Mrs. Summers stated well I'm not happy about it and we understand now that we have more children at seven and eight years old having asthma. That wasn't happening when I was seven or eight years old but I'm almost 70. Again, you have to be very careful of this. If had been me sitting in Sharon's seat, I would have closed that building immediately. Taken those children out of those seats and the personnel cause they're in harm's way too. This is a liability issue for this and we have an attorney sitting right here and this is a liability issue. Mrs. Laverdure stated, Judy, if I may comment on that, we did some more research on this. The school nurse was having some physical issues when we brought the private certified tester in. It seems that she was developing her own mold in her room because of the plants. We know in the Poconos if you go outside, a lot of the mold is in the trees and in the grass. So she created her own mold within her own office space. We removed the plants, we thoroughly cleaned it and it has not been a problem. Mrs. Summers stated that any time you have a wet roof as I had; I saw this because I looked in a corner of my family room and saw a trickle of water. That was developing for three years. That is when we tore the ceiling out of our family room and it was as black as this microphone. This is an issue you really need to investigate. Mrs. Laverdure stated we are doing further work. That is why it is important as Boards to keep maintenance going on an ongoing basis. Mr. Searfoss stated before we start a full scale panic on mold. If you read the report on page 5, 6 and 7 the same mold levels that they found when they tested is the

same mold levels that they found in mold outside. So before we have a full district panic about this, read the report, and don't listen to what somebody else tells you it says, read it yourself and be informed.

- G. Mr. Bradley asked where is this in the report. Mr. Searfoss stated pages 5, 6 and 7. When you go to the webpage it's right there in the front under links
- H. Ms. Michal Peterson, Middle Smithfield Township, I am getting very concerned about how the district handles maintenance when it comes to leaking roofs. We have a leaking roof at Middle Smithfield Elementary. That's why you don't have a permanent certificate of occupancy. They are waiting for you to present a weatherproof roof. There has been a leak reported at JTL in the nurses area where they are using buckets to catch water, ESE had water in the elevator shaft, J.M. Hill, all of a sudden we see a mold report from a year ago. I have to question whether correct maintenance is being done on these roofs and who is watching the ship and making sure when these roofs have a problem, they are repaired immediately so we don't have millions of dollars in repairs and damage two or three years down the road. There is something wrong with how maintenance is being done on these buildings and you are going to have mold issues if these leaks are not being taken care of. So I think you as a Board need to look at that because that can represent not only safety issues for people who are sensitive to mold it can also represent millions of dollars for the district for repairs. So there needs to be some kind of plan put in place of inspecting these roofs and making sure they are not holding water. Somebody needs to be going up into the attics and look around. I know I went up in the Bunnell building before we voted to tear it down and I could see the sky because no one had been up in the attic in 25 years. It's just not acceptable. There needs to be a better maintenance plan when it comes to our buildings or it's going to cost us a lot of money. Thank you.
- I. Mr. Anthony Nace, Smithfield Township, I've lived here my whole life. A couple of concerns I have with the way you guys are spending money. First of all, this Porter Township thing has been going on for years. How much money have we wasted as a district fighting those 20 kids, letting them go? If they want to go to Wallenpaupack, let them go. How much money and legal cost have you fought for that couple of thousand dollars we are going to lose in taxes. Mrs. Laverdure stated it is \$2.2 million a year for life. Okay, how much have you wasted fighting for it? Mr. Searfoss stated it wasn't \$2 million. Mr. Nace stated if they don't want to be here that bad, why are you fighting to keep them here? Also, I was looking at your preliminary budget on the website. You have under Other \$9 million in discretionary spending. What do you spend \$9 million on that's Other? I went page by page and that's a lot of pages to go through. You have what each school is going to cost, what each teacher is going to cost and at the end of your report, you have \$9 million in other. Mrs. Bader stated a lot of times I will classify other as central office, and some district-wide expenditures that can't be associated with a building. Mr. Nace stated not that I agree with going back to school four days later, I grew up all my life and we went back to school after Labor Day and I understand your concern with easing the little kids in. You go back to school after a four day week, you go back to school. Are you going to tell me you get that much education in the four days; that those four days are that detrimental? He stated, Mr. Meachem, what exactly are you looking for in a "what's in it for me". Mr. Meachem stated that they are coming to us and they are telling us... Mr. Nace stated no, they are asking you, they are asking. Mr. Meachem stated what they are suggesting is that they need the workforce. That is fine. At this point, why aren't they putting in place the transportation that is going to get them there. Mr. Nace stated why would they? They are giving them jobs. He stated, Mr. Meachem, again, when I was a kid if I couldn't get there by foot or by pedal, my dad took me. That's what families are supposed to do. Mr. Meachem stated, I don't know how old you are but gas wasn't \$5.00 per gallon when you were a kid. Mr. Nace stated when I was growing up, I grew up dirt poor and most of the time the only way I got around was by foot. Family takes care of family and it would be a cold day in hell before I'd ask a boss to get me back and forth to work. I just don't understand and I take offense and I'm not going to say who it was, when Mr. Wilgus was up here talking, some of you guys couldn't even take the time to listen to him. You guys have got your mind made up on several things that we are not allowed to talk about at this meeting but can you at least pretend that you are open to some of the thoughts.

XI. **PERSONNEL ITEMS**

A. **Support Staff –Uncompensated Leave of Absence**

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the uncompensated leaves of absence in accordance with the approved applicable policy, procedures and contractual agreement. Seconded by Roy Horton and carried unanimously 8-0.

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

Name	Position Held
a. Carmel, Maureen	Cafeteria Worker (full-time) - Resica Elementary Effective Date: January 27, 2012 Through: end of the 2011-12 school year.
b. Pembleton, Glen	Student Helper - Lehman Intermediate Effective Date: January 17, 2012 Through: April 20, 2012

(Requests received)

B. **Support Staff**

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the resignations, retirement, leaves of absence, reassignments, reinstatement 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 8-0.

1. **Resignations**

Name	Position Held
a. Grodzki, John	Custodian (3 rd shift) - North Campus Effective Date: February 14, 2012
b. Hoffmann, Nicholas	Media II Technician - District Effective Date: at the end of the workday on February 10, 2012.
c. Krumanocker, Catherine	Instructional Aide – Bushkill Elementary Effective Date: at the end of the workday on February 1, 2012.

(See pages19-21)

2. **Retirement**

Name	Position Held
a. Lloyd, Charles	Bus Driver – Transportation Effective Date: July 1, 2011

(See page 22)

3. **Leave of Absence – In Accordance with School Board Policy #534**

Name	Position
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- a. Warlix, Kathy Bus Driver - Transportation
 Effective Date: March 5, 2012
 Length of Leave through: April 4, 2012

(Request received)

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

Name Position

- a. Farmer, Patricia Confidential Secretary - Central Administration
 Effective Date: December 15, 2011
 Length of Leave now through: January 27, 2012
 This leave will be intermittent effective January 17, 2012.

(Request received)

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

Name Position

- a. Bartholomew, Kara Student Helper – Middle Smithfield Elementary
 Effective Date: February 16, 2012
 Length of Leave: May 17, 2012
- b. Cole, Christie Bus Driver – Transportation
 Effective Date: January 5, 2012
 Length of Leave: February 8, 2012
- c. Giove, Miriam Student Helper – Bushkill Elementary
 Effective Date: January 16, 2012
 Length of Leave: March 12, 2012
- d. Masi, Carol Instructional Aide – J. M. Hill Elementary
 Effective Date: March 9, 2012
 Length of Leave: April 6, 2012
- e. Mertz, Susan Student Hall Monitor – High School South
 Effective Date: February 9, 2012
 Length of Leave: March 9, 2012
- f. Rosado, Patricia Confidential Secretary – Central Administration
 Effective Date: February 20, 2012
 Length of Leave: March 6, 2012
- g. Warlix, Kathy Bus Driver - Transportation
 Effective Date: November 29, 2011
 Length of Leave: March 2, 2012

(Applications received)

6. Appointment (Date Change) – Long Term Substitute

Name Appointment

- a. Doxbeck, Allison Instructional (Reading) Aide (Step 1) – Bushkill Elementary
 (LTS)
 Hourly Rate: \$13.97
 Effective Date now: December 20, 2011 through March 2, 2012
 only.

Allison replaces Ellen Bianco who was temporarily reassigned.

7. Appointments – Long Term Substitutes

Name	Appointment
a. Dickerson, Michael	Custodian (3 rd shift) (Step 1) - North Campus (LTS) Hourly Rate: \$12.73 (pus \$.50/per hour shift differential) Effective Date: February 8, 2012 through September 14, 2012 only. Michael replaces John Grodzki who was on a leave and resigned.
b. Wisotsky, Matthew	Instructional Aide (Step 1) - High School North (LTS) Hourly Rate: \$13.97 Effective Date: January 30, 2012 through the last teacher day of the 2011-2012 school year only. Matthew replaces Miriam Stevens who is on a leave.

8. Appointments – Temporary

Name	Appointment
a. Doxbeck, Allison	Temporary Instructional (Reading) Aide (Step 1) – Bushkill Elementary Hourly Rate: \$13.97 Effective Date: March 6, 2012 through the last teacher day of the 2011-2012 school year only. This temporary new position will be fully funded by the Title I Program Improvement Set Aside grant.
b. Perry, Deanna	Temporary Student Helper (Step 1) - High School North Hourly Rate: \$10.71 Effective Date: January 25, 2012 through the last student day of the 2011-2012 school year only. This temporary new position will be fully funded by Access.

9. Reassignments

Name	Appointment
a. Butz, Connie	From: Student Helper - Smithfield Elementary To: Student Helper - J. M. Hill Elementary Effective Date: February 6, 2012 Due to student's school reassignment.
b. Justiniano, Edward	From: Temporary Student Helper - J. M. Hill Elementary To: Temporary Student Helper - Smithfield Elementary Effective Date: January 23, 2012 This position was reassigned due to student needs.
c. Ortiz, Gladys	From: Student Helper - J. T. Lambert Intermediate To: Student Helper - Lehman Intermediate Effective Date: February 6, 2012 Gladys replaces Evelyn Pardellas who was reassigned.
d. Pardellas, Evelyn	From: Student Helper - Lehman Intermediate To: Student Helper - J. T. Lambert Intermediate Effective Date: February 6, 2012 Evelyn replaces Gladys Ortiz who was reassigned.

e. Trojak, Oliver

From: Media I Worker (Step 1) - ITEC
To: Media II Worker (Step 1) - ITEC
Hourly Rate: \$20.22
Effective Date: February 21, 2012
Oliver replaces Nicholas Hoffmann who resigned.

10. Reinstatement

Name	Position
a. Greenway, Teresa	Bus Driver (Step 1) (6 hour) - Transportation Hourly Rate: \$13.74 Effective Date: June 9, 2011

11. Substitute Appointments

Name	Position(s)
a. Aseng, Wilfredo	Cafeteria Aide, Student Helper, Student Hall Monitor, Study Hall Monitor
b. Castro, Zoraida	Student Hall Monitor
c. Gable, Donna	Student Hall Monitor, Study Hall Monitor
d. Perry, Deanna	Student Helper
e. Reed, Sara	Instructional Aide
f. Rodriguez, Natasha	Cafeteria Aide, Cafeteria Worker, Custodian, Instructional Aide, Student Helper, Student Hall Monitor, Study Hall Monitor
g. Van Why, Rose	Custodian
h. Wisotsky, Matthew	Instructional Aide

C. Professional Staff-Uncompensated Leave of Absence

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the uncompensated leave of absence in accordance with the approved applicable policy, procedures and contractual agreement. Motion was seconded by Roy Horton and carried unanimously 8-0.

1. Uncompensated Leave of Absence (Date Change) – In accordance with School Board Policy #439

Name	Position Held
a. Kerr, Kira	Chemistry teacher – High School North Effective Date now: February 6, 2012 Through: the end of the 2011-2012 school year.

(Request received)

D. Professional Staff

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the leaves of absence, change of status and appointments to the professional staff designated, in accordance with the approved applicable policies, procedures [subject to proper completion of all necessary documents and obtaining all necessary positive clearances] and contractual agreement. Motion was seconded by Roy Horton and carried unanimously 8-0.

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

Name	Position
a. Burlein-Pitz, Carrie	Reading Specialist – Bushkill Elementary Effective Date now: December 20, 2011 Length of Leave: forty-five work days
b. Schultz, Cathleen	Guidance Counselor - Resica Elementary Effective Date: November 18, 2011 Length of Leave now through: March 9, 2012 This leave will be intermittent effective February 15, 2012.

(Requests received)

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

Name	Position
a. Francois, Maria	Biology teacher – High School North Effective Date: April 10, 2012 Length of Leave: end of the 2011-12 school year.
b. Signorello, Amanda	English teacher – High School South Effective Date: April 19, 2012 Length of Leave: end of the 2011-12 school year.
c. Fuller, Jennifer	Special Education teacher – Middle Smithfield Elementary Effective Date: March 7, 2012 Length of Leave: May 14, 2012
d. Fuller, Joshua	Science teacher – High School North Effective Date: March 12, 2012 Length of Leave: April 4, 2012

(Requests received)

3. Appointment – Long Term Substitute

Name	Position
a. Lloyd, Timothy	Chemistry teacher - High School North (LTS) Salary: \$41,870.00, prorated (Step 1 Column 6) Effective Date: February 21, 2012 through the last teacher day of the 2011-2012 school year only. Timothy replaces Kira Kerr who is on a leave.

4. Change of Status (Date Change) - Long Term Substitute

Name	Appointment
a. Bianco, Ellen	From: Temporary Instructional Aide (Reading) – Bushkill Elementary To: Reading Specialist - Bushkill Elementary (LTS) Salary: \$42,865.00, prorated (Step 1 Column 7) Effective Date now: December 20, 2011 through March 2, 2012 only. Ellen replaces Carrie Burlein-Pitz who is on a leave. At the conclusion of this temporary teaching assignment, Ellen will return to her temporary instructional aide position.

5. Substitute Appointments

	Name	Certification(s)
a.	Ace, Andrea	English
b.	Bressett, Roxanne	Elementary
c.	Brown, Dennis	Elementary
d.	Drury, Kiersten	Early Childhood
e.	Rode, Kaley	Health & Physical Education

6. Homebound

	Name	Certification(s)
a.	Kean, Ashley	Elementary, Special Education, Mid-Level English
b.	Polmounter, Amy	Business Education
c.	Zisa, Jessica	Elementary

E. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the rescissions, resignations, termination 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 Roy Horton and carried unanimously 8-0.

1. Rescissions

	Name	Position
a.	Kirkpatrick, Jason	Baseball Head Coach - High School North
b.	Saeger, Blaec	Baseball Varsity Assistant Coach - High School North

(See pages 23-24)

2. Resignations

	Name	Position
a.	Angelopoulos, Eleni	Intramural Grade 3 Peer Reading Co-Advisor (1st semester) Effective Date: January 4, 2012
b.	Covart, Maureen	Intramural Grade 3 Peer Math and/or Reading Co-Advisor (1st semester) Effective Date: December 22, 2011
c.	Ems, Tammy	Cheerleading Co-Head Coach (winter) – High School South Effective Date: December 19, 2011
d.	Schultz, Cathleen	Mentor for Sarah Adams – J. M. Hill Elementary Effective Date: November 18, 2011
e.	Yohe, Zahra	Intramural Grade 3 Peer Math and/or Reading Co-Advisor (1st semester) Effective Date: December 22, 2011
f.	Zamorski, Fredrick	Intramural Grade 3 Peer Math and/or Reading Co-Advisor (1st semester) Effective Date: December 22, 2011

(See pages 25-30)

3. Termination

Name

Position

a. Sedlak, Elizabeth

Cheerleading Co-Head Coach (winter) – High School South
Effective: at the end of the workday on December 19, 2011

(See page 31)

4. Appointments for the 2011-2012 School Year

	Last Name	First Name	Position	Building	Rate
a.	Angelopoulos	Eleni	Intramural Grade 3 Homework Club Advisor (1st semester, shared position) Effective 1/4/12	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
b.	Angelopoulos	Eleni	Intramural Grade 3 Homework Club Advisor (2nd semester, shared position)	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
c.	Conklin	Donna	Intramural Grade 2 Peer Math & Reading Co-Advisor (2nd semester)	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
d.	Corso	Christopher	Girls' Track & Field Varsity Assistant Coach	High School North	\$3,552.17
e.	Covart	Maureen	Intramural Grade 3 Homework Club Advisor (1st semester, shared position) Effective 1/3/12	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
f.	Covart	Maureen	Intramural Grade 3 Homework Club Advisor (2nd semester, shared position)	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
g.	Cox	James	Intramural Weight Room Co-Supervisor (winter)	Lehman Intermediate	\$23.23/hour (48 hour maximum split between all advisors)
h.	Eich	Holly	Volunteer Softball Coach	High School South	not applicable
i.	Ems	Tammy	Cheerleading Head Coach (winter) Effective 12/20/11	High School South	\$2,301.79 (prorated) (plus \$250.00-prorated longevity stipend)
j.	Francis	Gail	Girl's Track & Field Head Coach	Lehman Intermediate	\$2,096.76
k.	Frick	Samantha	Volunteer Softball Coach	High School South	not applicable
l.	Kerzner	Phillip	Mentor for Amber Handelong Effective 1/9/12	High School South	\$606.00 (prorated)
m.	Luchowski	Patrick	Intramural Grade 5 Peer Math and Reading Co-Advisor (2nd semester)	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
n.	Malachowsky	Paul	Intramural Weight Room Supervisor (spring, 2nd half)	High School North	\$23.23/hour (48 hour maximum)
o.	Mason-Caiazzo	Laura	Girls' Track and Field Head Coach	High School South	\$4,888.40
p.	Mathew	Ida	Volunteer Boys' Tennis Coach	High School North	not applicable
q.	Mauro	Samantha	Intramural Grade 1 Peer Math and Reading Co-Advisor (2nd semester)	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
r.	Menio	Dr. Gregory	Volunteer Track & Field Coach	High School South	not applicable
s.	Monica	Jillian	Softball Head Coach	J. T. Lambert Intermediate	\$2,096.76
t.	Naser	Paul	Intramural Weight Room Supervisor (spring, 1st half)	High School North	\$23.23/hour (48 hour maximum)
u.	Nigro	Christopher	Girls' Soccer Varsity Assistant Coach	High School North	\$3,232.00
v.	Rodriguez	Laura	Boys' Track and Field Head Coach	Lehman Intermediate	\$2,096.76

	Last Name	First Name	Position	Building	Rate
w.	Rovi	Lauren	Mentor for Sarah Adams Effective 11/18/11	J.M. Hill Elementary	\$606.00 (prorated)
x.	Saeger	Blaec	Baseball Head Coach (interim until a permanent Head Coach is approved)	High School North	\$4,830.83
y.	Segond	Angelic	Intramural Girls' Soccer Co-Advisor	High School South	\$23.23/hour (48 hour maximum between 2 advisors)
z.	Shadle	Mary	Intramural Grade 2 Peer Math and Reading Co-Advisor (2nd semester)	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
aa.	Smith	Stephanie	Volunteer Softball Coach	J. T. Lambert Intermediate	not applicable
bb.	Smith	Jennifer S.	Intramural Grade 4 Peer Math and Reading Co-Advisor (2nd semester)	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
cc.	Souffrant	Fabiola	Intramural Grade 5 Peer Math and Reading Co-Advisor (2nd semester)	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
dd.	Steakin	Susan	Intramural Grade 1 Peer Math and Reading Co-Advisor (2nd semester)	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
ee.	Steakin	Susan	Intramural Grade 2 Peer Math and Reading Co-Advisor (2nd semester)	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
ff.	Yohe	Zahra	Intramural Grade 3 Homework Club Advisor (1st semester, shared position) Effective 1/3/12	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
gg.	Yohe	Zahra	Intramural Grade 3 Homework Club Advisor (2nd semester, shared position) Though 2/23/12	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
hh.	Zamorski	Fredrick	Intramural Grade 3 Homework Club Advisor (1st semester, shared position) Effective 1/3/12	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)
ii.	Zamorski	Fredrick	Intramural Grade 3 Homework Club Advisor (2nd semester, shared position)	East Stroudsburg Elementary	\$23.23/hour (48 hour maximum split between all advisors)

F. Act 93 Staff

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the military leave of absence for the Act 93 Administrative Staff designated in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Ronald Bradley and carried unanimously 8-0.

1. Military Leave of Absence

Name

Position

- a. Krotowski, Carolyn Assistant Principal - High School North
Effective Date: March 12, 2012
Length of Leave: May 17, 2012

(Request received)

G. Settlement Agreement

ACTION BY THE BOARD:

Motion was made by Michael Meachem to approve the Settlement Agreement between the East Stroudsburg Area Education Support Professional Association and the Board of Education of the East Stroudsburg Area School District with respect to Grievances #10-11-04 and #10-11-05. Motion was seconded by Douglas Freeman and carried unanimously 8-0.

(See pages 32-33)

XII. CONTRACTS

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 8-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Beal, Hillary	Podcasting with Apple's Garageband	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
2.	Bove, Sheila	Can you dig it? Geocaching in the classroom	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
3.	Breiner, Robert	QR Codes in the Classroom	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
4.	Cavaiuolo, Domenico	Transition Evaluation	Not to Exceed \$2,500	District Special Education	2/13/12-4/13/12
5.	Fetterman, Robert	Narrator for piece at department concert.	\$100.00	H.S. South	2/27/12-2/28/12
6.	Flores, Marta	Translation services to facilitate a parent/teacher conference	\$56.00	Title III Grant	2/3/12
7.	Gouger, William	CPR/AED Training-AM	\$227.50	ACCESS	03/09/12
8.	Gouger, William	CPR/AED Training-PM	\$227.50	ACCESS	03/09/12
9.	Greenwood, Jill	Social Networking; An Educational Tool	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
10.	Hnasko, Scott	Creating Digital Comics-AM	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
11.	Hnasko, Scott	Creating PPT Review Games for Remediation-PM	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
12.	Jones, Kitty	Kit's Interactive Theatre	Not to Exceed \$700.00	Title I Grant	5/31/12
13.	IU 20	One to One paraprofessional	Not to Exceed \$3,900	District	1/20/12-2/17/12
14.	Langan, Brooke	Spring Into Technology	\$350.00	Curriculum	3/24/12 (snow date) 3/31/12
15.	Language & Cognition Resources (Dr. W. Himmele and Dr. P. Himmele)	Creating, Engaging & Language – Rich Learning Environments	2,050.00	Curriculum	3/9/12
16.	Leight, Donna	American Film Institute: The Door Scene Part 2	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
17.	Marcinko, Marko	To present an assembly/live jazz concert as a supplement	\$300.00	Bushkill Elementary	3/19/12

		to the vocal curriculum			
18.	Martin, Joseph	Spring Into Technology	\$350.00	Curriculum	3/24/12 (snow date) 3/31/12
19.	Partington, Betty	Make Your Lessons Come to Life with Greenscreening	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
20.	Pocono Arts Council	Artist in Residency	\$1,550.00	Resica Elementary	4/30/12-5/16/12
21.	Pocono Alliance	S.M.I.L.E. In-Home Program affiliated with Title I at risk students	Not to exceed \$9,000.00	Title I Grant	07/01/11-06/20/12
22.	Polmounter, Amy	iMovie Editing Techniques	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
23.	Renna, J. R.	Moving to Moodle 2.0-AM Session	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
24.	Renna, J.R.	Moving to Moodle 2.0 – PM Session	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
25.	Rodriguez, Janice	ESL Parent Academics	\$742.35 (26.25 hours of instruction) and \$424.20 (15 hours of planning). Not to exceed \$1,166.55	Title III Grant	2/6/12, 2/13/12, 2/27/12; 3/5/12, 3/12/12, 3/19/12, 3/26/12, 4/2/12, 4/16/12, 4/23/12 4/30/12; 5/7/12, 5/14/12, 5/21/12 & 6/4/12
26.	Rogers, Maria	Voicethread: An Online Collaborative Showcase	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
27.	Seidel, Maureen	Spring Into Technology	\$350.00	Curriculum	3/24/12 (snow date) 3/31/12
28.	Sorrentino, Jaymie	Using Podcasts for Fluency	\$137.25	Curriculum	3/24/12 (snow date) 3/31/12
29.	Toth, Donald	Easy PSA Creation with iMovie	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
30.	Trauscke, Billie	Integrating Technology into the Everyday Elementary Curriculum-AM Session	\$137.25	Curriculum	3/24/12 (snow date) 3/31/12
31.	Trauschke, Billie	Student Assessment & Remediation Utilizing Powerpoint-PM Session	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
32.	Tschoursine, Katherine	Read & Write 4 Gold: Text Help For All	\$137.25	Curriculum	3/24/12 (snow date) 3/31/12
33.	Turner, Patricia	Creating PSA's for Assessment	\$137.25	Curriculum	3/24/12 (snow date) 3/31/12
34.	Vitulli, Lisa	American Film Institute-The Door Scene Part 1	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
35.	Wescott, Shawn	Spring Into Technology	\$350.00	Curriculum	3/24/12 (snow date) 3/31/12
36.	Weseloh, Corinne	ESL Outreach to aid ESL Parents	\$\$742.35 (26.25 hours of instruction) and \$424.20 (15 hours of planning). Not to exceed \$1,166.55	Title III Grant	2/6/12, 2/13/12, 2/27/12; 3/5/12, 3/12/12, 3/19/12, 3/26/12, 4/2/12, 4/16/12, 4/23/12 4/30/12; 5/7/12, 5/14/12, 5/21/12 & 6/4/12
37.	Zelinski, Jan	Publishing with Apple's Pages	\$200.00	Curriculum	3/24/12 (snow date) 3/31/12
		TRANSPORTATION	CONTRACTS		
A.	Bellinger, Tania	Contract Transportation	\$141.45/day	Transportation Dept.	1/24/12
B.	Bridgeman,	Contract Transportation	\$107.98/day	Transportation Dept.	1/18/12

	Alexandra				
C.	Bridgeman, Alexandra	Contract Transportation	\$165.76/day	Transportation Dept.	1/31/12
D.	Bridgeman, Alexandra	Contract Transportation	\$107.98/day	Transportation Dept.	2/6/12
E.	Davis, Christine	Contract Transportation	\$123.12/day	Transportation Dept.	1/9/12
F.	Davis, Christine	Contract Transportation	\$137.13/day	Transportation Dept.	1/30/12
G.	Fink, Carleen	Contract Transportation	\$187.58/day	Transportation Dept.	2/1/12
H.	Frascella, Maria	Contract Transportation	\$172.65/day	Transportation Dept.	1/3/12
I.	Frascella, Maria	Contract Transportation	\$178.73/day	Transportation Dept.	2/2/12
J.	Gilmore, Rosalyn	Contract Transportation	\$102.66/day	Transportation Dept.	1/18/12
K.	Gilmore, Rosalyn	Contract Transportation	\$142.38/day	Transportation Dept.	2/16/12
L.	Krupski, Diane	Contract Transportation	\$263.36/day	Transportation Dept.	1/30/12
M.	LaBadie, Gina	Contract Transportation	\$198.64/day	Transportation Dept.	12/21/11
N.	Lastra, Steve	Contract Transportation	\$174.72/day	Transportation Dept.	1/30/12
O.	Muti, Peter	Contract Transportation	\$252.46/day	Transportation Dept.	1/17/12
P.	Muti, Peter	Contract Transportation	\$216.27/day	Transportation Dept.	1/18/12
Q.	Muti, Peter	Contract Transportation	\$59.79/day	Transportation Dept.	1/23/12
R.	Muti, Peter	Contract Transportation	\$198.93/day	Transportation Dept.	2/14/12
S.	O'Rourke, John	Contract Transportation	\$224.32/day	Transportation Dept.	12/19/11
T.	O'Rourke, John	Contract Transportation	\$215.87/day	Transportation Dept.	1/30/12
U.	O'Rourke, John	Contract Transportation	\$167.61/day	Transportation Dept.	2/2/12
V.	Vitanza, Katharine	Contract Transportation	\$149.83/day	Transportation Dept.	1/20/12
W.	Vitanza, Katharine	Contract Transportation	\$119.26/day	Transportation Dept.	1/31/12

(See pages 34-72)

2.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the contracts listed for their specific services, rates and effective dates totaling above \$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 Roy Horton and carried unanimously 8-0.

1.	IU 20	One to one paraprofessional	Not to exceed \$13,065	District	2/21/12-last day of the school year
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(See page 73)

XIII. STUDENT ITEMS

A. Placements

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the agreed upon alternative placements for the students listed for recommended schools and times indicated. Motion was seconded by Robert Cooke and passed 7-1. Michael Meachem voted no.

	Student Number
a.	11171116
b.	11171117
c.	11021118
d.	11171119
e.	11021220
f.	11171021
g.	11021022

h.	11020923
i.	11020924

(See page 74-76)

B. 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 itineraries for the field trips meet the required Board Policy #121. Motion was seconded by Roy Horton and carried unanimously 8-0.

	Name	Activity	Location	Dates
1.	Cramer/Lagace	High School South Honors/AP French Students to Philadelphia Museum of Arts	Philadelphia, PA	5/4/12
2.	Hegarty, Sue	East Stroudsburg Elementary 3 rd grade students to Liberty Science Center	Jersey City, NJ	5/30/12
3.	Husson, Jen	J.M. Hill 5 th grade students to NYC Ground Zero Memorial & Broadway show of Peter & The Starcatcher	New York, NY	5/23/12
4.	Koeller/Trauschke/Jennings/Karpe	Middle Smithfield Elementary 5 th grade students to Historic Philadelphia	Philadelphia, PA	5/25/12
5.	LaBar, Keith	H.S. North Choir Capital Building	Harrisburg, PA	3/22/12
6.	LaBar, Keith	H.S. North Choir to Monroe Township Middle School then to Music in the Parks at Six Flags Great Adventure	Monroe Township, NJ	6/1/12
7.	Marshall, Stephanie	J.M. Hill 4 th grade students to Capitol in Harrisburg/Hershey Zoo America & Chocolate World	Harrisburg/Hershey, PA	04/02/12
8.	Moletto, Denise	H.S. South Fashion Marketing Class to Palisades Mall	West Nyack, NY	4/4/12
9.	Moletto, Denise	H.S. South Retail Management Class to LIM College-Roseland Ballroom & Fashion District	New York, NY	04/13/12

(See pages 77-85)

XIV. OLD AND NEW BUSINESS

A. Telecasting of Board Meetings

ACTION BY THE BOARD:

Motion was made by Douglas Freeman that the administration be directed to arrange for the telecasting of future Board meetings through web cams with meetings at the South facilities being available for viewing/listening at the Middle Smithfield Elementary School and meetings at the North facilities being available for viewing/listening in the Board Room of the Administration Center. Motion was seconded by Roy Horton and carried unanimously 8-0.

B. Strategic Plan Parent Representatives

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the following Parent Representatives to serve on the Strategic Plan Committee: Marilyn Espinoza, Diane Hinson, Michael Meachem, Maria Melchiorre, Carrie Panepinto. Motion was seconded by Roy Horton and carried unanimously 8-0.

C. Strategic Plan Community Representatives

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the following Community Representatives to serve on the Strategic Plan Committee: Marjorie James, Faith Waters, Debra Wisotsky. Motion was seconded by Roy Horton and carried unanimously 8-0.

D. Strategic Plan Business Representatives

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the following Business Representatives to serve on the Strategic Plan Committee: Thomas Grayuski & Holly Wilds. Motion was seconded by Eileen Featherman and carried unanimously 8-0.

XV. REQUEST TO ESTABLISH STUDENT ACTIVITIES

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the request to establish student activities funds as listed for the 2011-2012 school year. Motion was seconded by Robert Gress and carried unanimously 8-0.

1. ESHSS GSA

(See pages 86-87)

XVI. REQUESTS TO ESTABLISH SPECIAL ACTIVITIES

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the requests to establish special activities funds as listed for the 2011-2012 school year. Motion was seconded by Roy Horton and carried unanimously 8-0.

1. Technology Student Association (TSA)
2. Special Spring Gala

(See pages 88-91)

XVII. FISCAL ITEMS

A. Rado Litigation

ACTION BY THE BOARD:

Motion was made by Douglas Freeman that the Board approve the Settlement Agreement and Release as presented and recommended by Special Counsel at this meeting with regard to the litigation initiated by Rado Enterprises, Inc. and indexed to No. 3746-CV-2011 in the Court of Common Pleas of Monroe County, Pennsylvania, and that the officers, agents and representatives of the District be authorized and directed to take all actions necessary to implement such settlement in accordance with the terms of such Agreement. Motion was seconded by Eileen Featherman and carried unanimously 8-0.

(Backup to be provided at the meeting)

B. Prevailing Wage Reform

ACTION BY THE BOARD:

Motion was made by Douglas Freeman that the Board approve the attached formal resolution as presented by PSBA regarding the increase of the threshold limit of public projects requiring the payment of prevailing wages. Motion was seconded by Eileen Featherman and carried unanimously 8-0.

(See pages 92-93)

C. Monroe County Judicial Sale

ACTION BY THE BOARD:

Motion was made by Roy Horton that the Board not contest or file objections to the Petition for Rule to Sell Properties at Judicial Tax Sale Free and Clear of All Liens, Claims and Encumbrances and Rule to Show Cause indexed to No. 11247 Civil 2011 in the Monroe County Court of Common Pleas which concerns properties remaining unsold from the September 14, 2011 tax upset sale, provided that the Judicial Sale is scheduled and held on or before June 30, 2012. The Solicitor is authorized and directed to take appropriate action to ensure that the sale is scheduled on or before June 30, 2012. Motion was seconded by Robert Gress and carried unanimously 8-0.

(See pages 94-98)

D. Monroe County Tax Appeal Settlements

ACTION BY THE BOARD:

Motion was made by Roy Horton that the Board not contest or file objections to the proposed out of court settlements of the tax assessment appeals filed by First National Community Bank for vacant lots assessed as Parcels 16/98529 and 16/98530 (two lots) and Parcels 9/99241 through 9/99248 (eight lots) as is more particularly set forth in the February 21, 2012 correspondence received from the Monroe County Board of Assessment Appeals and presented at this meeting. Motion was seconded by Douglas Freeman and carried unanimously 8-0.

(See pages 99-100)

E. Cisco Networking and APC Uninterruptible Power Supply—Bushkill Elementary

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the purchase of Cisco Networking and APC Uninterruptible Power Supply equipment for the Bushkill Elementary School in the amount of \$35,516.86, from ePlus per the PEPPM State Contract with a total cost to the district of \$7,103.37 after the 80% Federal e-Rate Funding is applied. Equipment procurement is in compliance with USAC's SLD bidding requirements for Federal e-Rate Funding. (Backup is labeled as Bushkill e-Rate info). Motion was seconded by Eileen Featherman and carried unanimously 8-0.

(See pages 101-104)

F. Cisco Networking and APC Uninterruptible Power Supply—J.M. Hill Elementary

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve the purchase of Cisco Networking and APC Uninterruptible Power Supply equipment for the J.M. Hill Elementary School in the amount of \$44,366.93 from ePlus per the PEPPM State Contract with a total cost to the district of \$8,750.69 after the 80% Federal e-Rate Funding is applied. Equipment procurement is in compliance with USAC's SLD bidding requirements for Federal e-Rate Funding. (Backup is labeled as JM Hill e-Rate info). Motion was seconded by Robert Gress and carried unanimously 8-0.

(See pages 105-108)

G. Change Order

1.

ACTION BY THE BOARD:

Motion was made by Douglas Freeman to approve change order # G-09 for E.R. Stuebner, Inc. for the Additions and Alterations to Middle Smithfield Elementary School in the amount of \$1,133.00 (deduct) as presented to the Board. Motion was seconded by Eileen Featherman and carried unanimously 8-0.

(See page 109)

H. Bond Payment

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 2008: \$73,653.24. Motion was seconded by Robert Gress and carried unanimously 8-0.

(See page 110)

2.

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the current invoices for construction and related costs associated with the QZAB Bond Issue (2011D): \$2,000.00. Motion was seconded by Douglas Freeman and carried unanimously 8-0.

(See page 111)

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 8-0.

(See page 112)

I. 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 Eileen Featherman 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 Fees Waived
2/27/12	ESE	03/16/12	05/04/12	Cub Scouts Pack 92	Indoor Soccer-Teaching Skills	Policy
2/27/12	J.M. Hill	2/28/12	12/18/12	Girl Scouts of America	Meetings	Policy
2/27/12	Lehman	3/1/12	07/31/12	ES North Little League	Practices/Games	Policy
2/27/12	M. Smithfield	3/1/12	07/31/12	ES North Little League	Practices/Games	Policy

(See pages 113-116)

2.

ACTION BY THE BOARD:

Motion was made by Robert Gress to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. SARTA is requesting a waiver of facility fees for the use of tennis courts for the 2012 season. Motion was seconded by Eileen Featherman and passed 5-3. Douglas Freeman, Michael Meachem and William Searfoss voted no.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facilities Fees Waived
2/27/12	HS South	4/10/12	7/28/12	SARTA	Tennis Practices/Matches	Yes

(See page 117)

3.

ACTION BY THE BOARD:

Motion was made by Michael Meachem to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Girls on the Run-Pocono is requesting a waiver of facility fees and offers scholarships to students in need who are interested in participating. Motion was seconded by Douglas Freeman and carried unanimously 8-0.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facilities Fees Waived
2/27/12	ESE	03/05/12	05/22/12	Girls on the Run Pocono	Running Program	Yes

(See pages 118-122)

J. 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 Roy Horton and passed 7-1. Michael Meachem voted no.

1. Budget Transfers - (See pages 123-137)
2. Payment of Bills – (See pages 138-160)
3. Treasurer’s Report – (See pages 161-178)

XVIII. ANNOUNCEMENTS/INFORMATION

- A. Mr. Gress asked that it was discussed by the Board training the other night that Board minutes could possibly be curtailed a little bit. Mr. Searfoss stated on the March agenda there is going to be a motion to do that. We weren't sure if we had to find the original motion from three years ago and rescind it or use a new one. Hopefully we will start getting Board packets Wednesday or Thursday. Mr. Gress stated that will allow us more time to get any questions we have to the Business Office and the Superintendent. Thank you.

XIX. ADJOURNMENT – 9:14p.m.

Respectfully Submitted,

Debra Wisotsky
Interim Board Secretary