

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

**REGULAR MEETING – July 16, 2012**

**High School North – Auditorium**

**7:00 p.m.**

**Minutes**

- I. President, William Searfoss called the meeting to order at 7:09 p.m. and led those present in the Pledge of Allegiance. Secretary, Patricia Rosado called the roll.
- II. **Members present were:** Ronald Bradley, Robert Cooke, Eileen Featherman, Douglas Freeman, Roy Horton, Marjorie James, Michael Meachem and William Searfoss. Robert Gress was absent.
- III. **School personnel present:** Michelle Arnold, Paul M. Bakner, Brian Borosh, Diane Contino, Robert Dilliplane, Irene Duggins, Larry Dymond, Eric D. Forsyth, Gail Francis, Al Klingele, Sharon Laverdure, Irene Livingston, Kenneth Livingston, Riley Maye, Frederick Mill, Carolina Rodriguez, John Rosado, Patricia Rosado, Jim Shearouse, Kim Stevens, Oliver Trojak and Steve Zall. Also present were: Thomas Dirvonas and Christopher Brown, Solicitors.
- IV. **Community members present:** Annette Atkinson, Jeff Bader, Terrence R. Bomar, Beverly Brown, Sharon Duff, Brenda Frazier, Hal Harris, Ray Shawn James, Yvette Johnson, Yvette Keitt, Debbie Kulick, Sharon E. Maly-Cramer, Dahlia Merritt, Mike Silvoy, Gary Summers, Judy Summers, Ana Turrentine, Beverly White and Ray White.
- V. **APPROVAL OF MINUTES**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the minutes for the meeting of June 4, 2012, (pages 1-3), June 18, 2012 (pages 1-26) and June 21, 2012 (pages 1-6). Motion was seconded by Marjorie James and carried unanimously, 8-0.

**VI. APPROVAL OF AGENDA**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve this agenda for July 16, 2012 (pages 1-26), 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 Marjorie James and passed 7-1. Michael Meachem voted no.

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

**VIII. ANNOUNCEMENTS BY THE BOARD**

- A. Mrs. Eileen Featherman read a statement about Mr. Michael Meachem's behavior towards staff in the school district.

**IX. SUPERINTENDENT'S REPORT**

- A. Mr. Douglas Freeman said that at the Monroe Career & Technical Institute the final funding formula is being worked on and reviewed by the lawyers to get back to the school districts.
- B. Mrs. Eileen Featherman said that she passed out the IU 20 Newsletter and reported that the Colonial IU 20 is going through some changes. The Transportation Department is being computerized and drivers are now unionized.

- C. Mr. Christopher Brown reported that the Porter Township case is out of court for the time being. Last Thursday, (7/12/12) the State Board of Education voted to form a committee to hear the Porter Township case. We don't know the details for the makeup of the committee yet. The State's Board Solicitor said once the order is out to the parties there will be a hearing setup for some time this year.

Mr. Meachem said that according to an article in the paper, it stated that we are dragging this case out and we have been six times before a deciding body and lost. Mr. Brown said this is not true. Mr. Meachem asked if there will be any hearings held, where and who will make that decision? Mr. Brown said the State Board of Education and the committee members and he presumes with input from the parties but at this time we don't have any details on how the committee will run these hearings. Mr. Meachem stated when we were advised from the Commonwealth Court, they agreed in the succession and that they would pay us out one million dollars a year. Mr. Brown said this is not true because the Commonwealth Court only determined that they agreed with Judge Kameen's ruling with regard to financing and not on the merits of having this transfer. Mr. Meachem asked where was the educational merit determination made. Mr. Brown said that the Secretary of Education for the State gave this okay many years ago but it is not a final decision. Mr. Meachem asked who will offer this final decision. Mr. Brown said the State Board of Education.

Mrs. Laverdure asked if it would be appropriate for the Board members to call Mr. Brown with their questions. Mr. Brown said absolutely. Mrs. Laverdure said that Mr. Brown is in charge of this case and knows the details and the law to help the Board answer any questions they may have.

- D. Mrs. Laverdure made the Board aware of two changes on the agenda that she received today.
- E. Mrs. Laverdure stated that Mr. Borosh as well as several members on the administrative team take initiative to continue their education by taking very challenging tests. Mr. Borosh said that a certification came out through a professional organization to take a test for Technology Directors for about 100 people nationwide. He was selected and took the test based on his current knowledge. The test had 115 questions and an essay. He was either 38 or 39 out of 100 people who passed the test and is one of four in Pennsylvania. Mrs. Laverdure congratulated him and presented him an award.

❖ Board Policy to be considered for approval at the August 20, 2012, Board Meeting is available for review in the Superintendent's Office on any District business day from 7:45 a.m. to 3:45 p.m.

- #221 Dress & Grooming

(See pages A1-A6)

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

- A. Mr. Hal Harris thanked the Board for doing their job so diligently by cutting taxes. He is concerned with Bushkill Falls Road where buses travel. There is a difference in grade with the road and the Tamiment Development. There is a dip in the road but a pothole keeps forming. This is a death spot waiting to happen. He asked the Board to call PennDot and the owner, Mr. Wolfington, before school starts again. Mr. Horton asked if they can send the letter as a Board because this is a dangerous situation. Mrs. Laverdure said she will call and follow up with a letter.
- B. Ms. Annette Atkinson said she is on the agenda and is asking the Board to respectfully consider her request in allowing Middle Smithfield Township and any townships to insert a public service announcement with the school district's tax bills. She said there is no extra cost or labor for the school district. She would like this to be a great joint effort on behalf of the school district and township. Mr. Meachem said this is one reason he could not support the agenda and was curious why this motion was presented in the negative manner because this is not considered a partnership or friendship. Mrs. Laverdure said there are other ways to partnership like having links on our website, joint newsletter, etc. The tax bill is an extremely official document which can be confused with the announcement and they may not pay their bill. Mrs. James asked if this is generally done in school districts. Ms. Atkinson said she does not know about Pennsylvania but other school districts do it. Mr. Horton said this is an innovative idea but he

feels this may cause some taxpayers not to pay and maybe next year we may have different organizations and other townships wanting to include items. Ms. Atkinson said that they are only sending them to Middle Smithfield Township residents. Mrs. Laverdure asked what if we disagree with your information that is printed. Ms. Atkinson said they can send it for review. Mrs. Laverdure said she would not be able to know the accuracy of her material because she does not work directly with Middle Smithfield Township. Mrs. Laverdure also had concerns with the advertisements on the announcements. Mr. Searfoss said in the same way Ms. Atkinson said they paid twice; some may not pay at all. He does not like additional information with his bills.

- C. Ms. Yvette Keitt said she heard there is going to be changes in the district so she suggested keeping Mr. Dilliplane at Lehman because he works well there. If there is a problem with the principal at the high school, she suggested bringing back Ms. Mulroy. She said when a school is working well, leave principals where they are. If you need to hire, we should hire them to commit to at least 8 years to see the children through. She suggested the Board work as a body with the Superintendent so the children can get their education and be happy young people.
- D. Mr. Ray White said being in the advertising business for 30 years, he can assure you mailers do work. He said goodwill is tangible and this Board could use some goodwill. He said everyone in Middle Smithfield Township had the opportunity to advertise and 31 businesses had the opportunity to say yes or no to him; therefore, this should not be a concern. Decisions are made for business legal or political and he is not sure where this decision is coming from. Other townships have the same ability to do the same and perhaps Middle Smithfield Township is ahead of other townships. When he gets his \$11,000 tax bill he will not throw it out but pay it. He asked the Board to reconsider this motion and is concerned with how this item got on the agenda in a negative manner. Mrs. Laverdure asked if all the individuals were able to advertise for a cost. He said yes. Mrs. Laverdure asked what the cost to advertise was. Mr. Searfoss said he would like to know the cost to advertise. Mr. White said they persuaded the township to open up the golf course and the idea they had was to sell advertisement. The individuals that decided to advertise on the golf course were put in the announcements to be distributed with the tax bills. With regards to the cost, in the beginning of the season it was \$750 for the entire season, but as the season progressed, it was prorated to about \$450. They gave everyone an opportunity to advertise through emails and other measures. Mrs. Atkinson said that some had the opportunity to advertise at \$250 for a business card size.
- E. Mr. Hal Harris said businesses were not fairly allowed to advertise and he opposes putting anything other than the tax document that may cause people to lose their property.
- F. Mr. Larry Dymond said that the continuity of a principal is important because students look to that individual. With reference to the agreement of Smithfield Elementary School, the rental fee is way too low because when you look at heat, lighting, maintenance and security, he believes the fee will just about cover the expenses with no profit. This should be looked at and suggested consulting a commercial realtor.
- G. Ms. Yvette Keitt asked if the removal of the driver's education fee is somewhere on the agenda. Mrs. Laverdure said when the budget was passed charging a fee for driver's education was omitted.
- H. Ms. Sharon Maly-Cramer said she was told that the supporting documents for the leasing of Smithfield Elementary would be on the website and made available to her. Ms. Cramer said she does not know how to comment on it since she does not know all the details. She believes it should be tabled since the public does not know. Mr. Meachem asked if she went to the website because the supporting document is a fairly large document. Mrs. Laverdure said the lease agreement is on there. Mr. Horton asked Oliver Trojak to check if the document is on the website. Ms. Maly-Cramer is concerned why they would do this since there are so many business decisions to be made and asked why we are not consulting with a commercial realtor. Mrs. Laverdure said that many details still need to be worked out. They know the part of the building they will use and they know they can be separated from the Smithfield Elementary students but the real fine-tuning has yet to happen. They are not looking to start until October and all items will be looked into and have more meetings with the public and PTO. Ms. Maly-Cramer said business-wise we are making a decision without all details. Mr. Searfoss said there are many empty buildings and we need to start utilizing the space. This is one building that we can close off the space. The tiny details will come out as they are fine-tuned. We thought the public would be happy that we are doing this without closing the building. Ms. Maly-Cramer said when you make decision without supporting information, she will question it. Mrs. Laverdure said KidsPeace will have to approve the lease as well even if we approve and they may not. Mr. Horton said that the website link is working and the lease is on there.
- I. Ms. Dahlia Merritt asked if the Board made a decision on the replacement of Mr. Carty. Mrs. Laverdure said they have a recommendation on the agenda that his position be a split position between the administrators up north. There will always be someone present in the building. Mr. Meachem said that he, for one, is against putting a part-time principal especially in a school that is in corrective action. Ms. Merritt asked how is the decision made to put a full-

time principal there. Mrs. Laverdure said the Board makes the decision based on the administrators' recommendation. Ms. Merritt asked when this decision will be made. Mrs. Laverdure said she hopes tonight. Ms. Merritt asked if the parents will be informed. Mrs. Laverdure said they will be informed.

## XI. PERSONNEL ITEMS

### A. Support Staff – Change of Status

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

Motion was made by Robert Cooke to approve the change of status of the support staff designated. Motion was seconded by Eileen Featherman and passed 7-1. Michael Meachem voted no.

#### 1. Change of Status - Regular

| Name              | Position Held   |
|-------------------|---|
| a. Brown, Deborah | From: Secretary (part-time, 900 hours, .5, 12 month) – High School South Athletic Office<br>To: Secretary (part-time, 5 hour, 12 month) – High School South Athletic Office<br>Effective Date: July 2, 2012 |

### B. Support Staff - Furloughs

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

Motion was made by Douglas Freeman to approve the furloughing of the following support staff employees effective July 2, 2012. Motion was seconded by Robert Cooke and carried unanimously, 8-0.

#### 1. Furloughs

| Name              | Position Held   |
|-------------------|---|
| a. Foppiano, John | Maintenance I Worker - Maintenance Department<br>Effective Date: at the end of the workday on July 2, 2012. |
| b. James, Darryl  | Maintenance I Worker - Maintenance Department<br>Effective Date: at the end of the workday on July 2, 2012. |

### C. Support Staff - Uncompensated Leave of Absence

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

Motion was made by Eileen Featherman to approve the uncompensated leave of absence to the support staff designated, in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Roy Horton, 8-0.

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

| Name                | Position Held  |
|---------------------|--|
| a. Willette, Daniel | Custodian (3 <sup>rd</sup> shift) – High School South<br>Effective Date: May 8, 2012<br>Length of Leave: July 20, 2012 |

(Paperwork received)

## D. Support Staff

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

Motion was made by Robert Cooke to approve the retirement, resignation, leaves of absence and appointments to the support staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Douglas Freeman and passed 7-1. Michael Meachem voted no.

#### 1. Retirement

| <b>Name</b> | <b>Position Held</b> |
|-------------|----------------------|
|-------------|----------------------|

- |                  |   |
|------------------|---|
| a. Tallada, Royd | Bus Driver - Transportation Department<br>Effective Date: at the end of the workday on August 31, 2012. |
|------------------|---|

(See page 27)

#### 2. Resignation

| <b>Name</b> | <b>Position Held</b> |
|-------------|----------------------|
|-------------|----------------------|

- |                     |  |
|---------------------|--|
| a. Novotny, Barbara | Health Room Assistant Nurse – High School North<br>Effective Date: August 14, 2012 |
|---------------------|--|

(See page 28)

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

| <b>Name</b> | <b>Position Held</b> |
|-------------|----------------------|
|-------------|----------------------|

- |                      |  |
|----------------------|--|
| a. Gomez, Brenda     | Custodian (2 <sup>nd</sup> shift) – Resica Elementary<br>Effective Date: June 24, 2012<br>Length of Leave: July 17, 2012         |
| b. Kolcun, Elizabeth | Secretary – High School South Athletic Office<br>Effective Date: July 24, 2012<br>Length of Leave: September 10, 2012            |
| c. Lassiter, Wayne   | Custodian (2 <sup>nd</sup> shift) – J. T. Lambert Intermediate<br>Effective Date: June 5, 2012<br>Length of Leave: July 27, 2012 |
| d. Snee, Tammy       | Secretary – High School South<br>Effective Date: June 12, 2012<br>Length of Leave: June 22, 2012                                 |
| e. Snyder, Amy       | Secretary – Pupil Services<br>Effective Date: June 21, 2012<br>Length of Leave: July 31, 2012<br>This is an intermittent leave.  |

(Applications received)

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

- | <b>Name</b>          | <b>Position Held</b>   |
|----------------------|--|
| a. Hedgelon, William | Bus Mechanic – Transportation<br>Effective Date: April 23, 2012<br>Length of Leave now through: July 2, 2012   |
| b. Malvagno, Victor  | Security Guard – Lehman Intermediate<br>Effective Date: January 10, 2012<br>Length of Leave now through: May 16, 2012<br>This leave is intermittent. |

(Requests received)

**5. Appointments – Supplemental Positions**

- | <b>Name</b>              | <b>Appointment</b>  |
|--------------------------|---|
| a. Cassieri, Donna Marie | Bookkeeper I (Business Office) – Administrative Services appointed as substitute for the supplemental position of telephone caller for substitute support employees for the 2012-2013 fiscal year.<br>Hourly Rate: \$8.89       |
| b. Newberry, Jessica     | Secretary (Smithfield Elementary) appointed to the ten (10) month supplemental position of telephone caller for substitute teachers for the 2012-2013 school year.<br>Hourly Rate: \$8.89 (450 maximum hours)                   |
| c. Rosado, John          | Accounts Payable Clerk (Business Office) appointed for the twelve month supplemental position of telephone caller for substitute support employees for the 2012-2013 fiscal year.<br>Hourly Rate: \$8.89 (652.50 maximum hours) |

**6. Substitute Appointments**

- | <b>Name</b>        | <b>Position(s)</b>    |
|--------------------|-----------------------|
| a. Gangaware, Adam | School Police Officer |
| b. Iannazzo, Marc  | School Police Officer |
| c. Marvin, Gary    | Maintenance Worker    |
| d. Miller, Lorette | Student Hall Monitor  |

**E. Support Staff – Extended School Year**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the following support staff as student helpers or bus drivers for the 2012 Extended School Year (ESY) Program effective July 2, 2012 through July 26, 2012. The hourly rate will be their 2012-2013 fiscal year salary compensation. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

**1. Appointments - Extended School Year**

|    | <b>Name</b>      | <b>Position</b> | <b>Hourly Rate</b> |
|----|------------------|-----------------|--------------------|
| a. | Bader, Vicky     | Bus Driver      | \$17.66            |
| b. | Caramella, Paula | Bus Driver      | \$19.59            |
| c. | Cole, Marie      | Bus Driver      | \$19.59            |



#### 4. Reassignments - Voluntary

| Name                 | Position Held  |
|----------------------|--|
| a. Burns, Holly      | From: Gifted teacher – Smithfield, Bushkill and Middle Smithfield Elementary<br>To: Gifted teacher - East Stroudsburg, Bushkill and Middle Smithfield Elementary<br>Effective Date: August 22, 2012  |
| b. Eden, Susan       | From: Gifted teacher – East Stroudsburg, Resica and J. M. Hill Elementary<br>To: Gifted teacher - Smithfield, Resica and J. M. Hill Elementary<br>Effective Date: August 22, 2012  |
| c. Gonda, George     | From: Science teacher – High School North<br>To: Gifted teacher - Lehman Intermediate and High School North<br>Effective Date: August 22, 2012<br>George replaces Jeffrey Lewis who retired.   |
| d. Koch, Deborah     | From: Reading Specialist – High School South<br>To: Reading Specialist - J. T. Lambert Intermediate<br>Effective Date: August 22, 2012<br>Deborah replaces Patricia Fishler who retired.   |
| e. Lord, Kristin     | From: Reading Specialist – High School South<br>To: English teacher and Reading Specialist - High School South<br>Effective Date: August 22, 2012<br>This position has been changed due to student needs.                                      |
| f. Nicoletta, Anna   | From: Family & Consumer Science teacher – Lehman Intermediate<br>To: Family & Consumer Science teacher - Lehman and J. T. Lambert Intermediate<br>Effective Date: August 22, 2012<br>This position has been changed due to student needs.      |
| g. Panepinto, Carrie | From: Math teacher – High School North<br>To: Math teacher - J. T. Lambert Intermediate<br>Effective Date: August 22, 2012<br>Carrie replaces Mary Predmore who retired.   |
| h. Waibel, John      | From: Health & Physical Education teacher – Bushkill Elementary and Lehman Intermediate<br>To: Health & Physical Education teacher - High School North<br>Effective Date: August 22, 2012<br>John replaces Scott Moskovitz who was reassigned. |

#### 5. Tenure

|    | Name                | Certification             | Building                   |
|----|---------------------|---------------------------|----------------------------|
| a. | Curry, Jessica      | Family & Consumer Science | High School North          |
| b. | Furst, Kane         | English                   | High School South          |
| c. | Goida, Christine    | Biology                   | High School South          |
| d. | Guerin, Leanne      | Special Education         | High School North          |
| e. | Lapadula, Salvatore | Special Education         | Lehman Intermediate        |
| f. | Madas, John         | Music                     | J. T. Lambert Intermediate |
| g. | Scott, David        | Physics                   | High School South          |



6. **Substitute Appointment**

| Name             | Certification |
|------------------|---------------|
| a. Fister, Sarah | Elementary    |

G. **Supplemental Days for the 2012-2013 Fiscal Year - Revisions**

**ACTION BY THE BOARD:**

Motion was made by Michael Meachem to approve the revisions of the following guidance counselor's supplemental days for the 2012-2013 Fiscal Year, effective July 1, 2012 through June 30, 2013. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

1. **High School Guidance Counselors**

|    | Name            | Supplemental Days |
|----|-----------------|-------------------|
| a. | Dietz, Casandra | 21.5 days         |
| b. | Falbo, David    | 21.5 days         |

H. **Quick Start Kindergarten Program for the Summer of the 2011-2012 School Year**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the appointments in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). The following Instructors and Parent Presenter positions are fully funded through the Title I Grant 2011-2012 "Summer Quick Start Kindergarten Program". The rate is \$28.28 per hour. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

1. **Quick Start Instructors for the Summer of the 2011-2012 School Year**

|    | Name                | School                       | Amount   |
|----|---------------------|------------------------------|--|
| a. | Britton, Angela     | Resica Elementary            | 2 ½ hours instruction, ½ hour prep = 3 hours per day for 8 days @ \$28.28 p/h = \$678.72 |
| b. | Casella, Lois       | East Stroudsburg Elementary  | 2 ½ hours instruction, ½ hour prep = 3 hours per day for 8 days @ \$28.28 p/h = \$678.72 |
| c. | Christiansen, Marie | Bushkill Elementary          | 2 ½ hours instruction, ½ hour prep = 3 hours per day for 8 days @ \$28.28 p/h = \$678.72 |
| d. | Dreisbach, Ashley   | Smithfield Elementary        | 2 ½ hours instruction, ½ hour prep = 3 hours per day for 8 days @ \$28.28 p/h = \$678.72 |
| e. | Hewitt, Erin        | Middle Smithfield Elementary | 2 ½ hours instruction, ½ hour prep = 3 hours per day for 8 days @ \$28.28 p/h = \$678.72 |
| f. | Leonard, Jacilyn    | J. M. Hill Elementary        | 2 ½ hours instruction, ½ hour prep = 3 hours per day for 8 days @ \$28.28 p/h = \$678.72 |

2. **Quick Start Parent Presenters for the Summer of the 2011-2012 School Year**

|    | Name                  | School                       | Amount   |
|----|-----------------------|------------------------------|--|
| a. | Heeter, Patricia      | Middle Smithfield Elementary | 2 ½ hours instruction, ½ hour prep = 3 hours @ \$28.28 p/h = \$84.84 |
| b. | Hogan, Karen          | J. M. Hill Elementary        | 2 ½ hours instruction, ½ hour prep = 3 hours @ \$28.28 p/h = \$84.84 |
| c. | Pierce, Mary          | Bushkill Elementary          | 2 ½ hours instruction, ½ hour prep = 3 hours @ \$28.28 p/h = \$84.84 |
| d. | Reyes, Claudia        | Resica Elementary            | 2 ½ hours instruction, ½ hour prep = 3 hours @ \$28.28 p/h = \$84.84 |
| e. | Schoenherr, Catherine | Smithfield Elementary        | 2 ½ hours instruction, ½ hour prep = 3 hours @ \$28.28 p/h = \$84.84 |

|    |                |                             |   |
|----|----------------|-----------------------------|---|
| f. | Steakin, Susan | East Stroudsburg Elementary | 2 ½ hours instruction, ½ hour prep = 3 hours<br>@ \$28.28 p/h = \$84.84 |
|----|----------------|-----------------------------|---|

I. **Virtual Academy Facilitators for the 2012-2013 School Year (no increase)**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the appointments in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). These teaching positions are for the 2012-2013 school year. All rates are \$28.28 per hour up to 135 hours (not to exceed 135 hours) for each full credit course or its equivalent and 67.5 hours (not to exceed 67.5 hours) for each half credit course or its equivalent. Motion was seconded by Eileen Featherman and passed 7-1. Michael Meachem voted no.

1. **Virtual Academy Facilitators for the 2012-2013 School Year**

|     | <b>Name</b>         | <b>Subject</b>                         |
|-----|---------------------|--|
| 1.  | Brotherton, Regina  | Family & Consumer Science              |
| 2.  | Bukoski, Gary       | Social Studies – Grade 7               |
| 3.  | Byrne, Angela       | Reading Edge – Grade 11, 12            |
| 4.  | Calpin, Maryann     | Reading – Grade 7                      |
| 5.  | Calpin, Maryann     | Reading – Grade 8                      |
| 6.  | Carson, Wayne       | Web Design                             |
| 7.  | Coke, Lucianna      | English (Co) – Grade 8                 |
| 8.  | DeLeon, Karla       | Math – Fundamentals of Math            |
| 9.  | DeLeon, Karla       | Math – Algebra II CP                   |
| 10. | DeLeon, Karla       | Math – Algebra II                      |
| 11. | Fisher, Marijo      | Environmental Science                  |
| 12. | Fisher, Marijo      | Environmental Science CP               |
| 13. | Dobrowolski, Darrin | Math – Statistics CP                   |
| 14. | Dobrowolski, Darrin | Math – Trigonometry                    |
| 15. | Dougherty, Kenneth  | Health/PE – Grade 8                    |
| 16. | Dreibelbis, Susan   | Science – Grade 7                      |
| 17. | Dreibelbis, Susan   | Science – Grade 8                      |
| 18. | Edwards, Sean       | Social Studies – World Studies II CP   |
| 19. | Edwards, Sean       | Social Studies – World Studies II      |
| 20. | Edwards, Sean       | Social Studies – Psychology            |
| 21. | Edwards, Sean       | Social Studies – Sociology             |
| 22. | Eich, Holly         | Health/PE – Grade 12                   |
| 23. | Espinoza, Marilyn   | Math – Algebra 1                       |
| 24. | Cunningham, Rebecca | Math – Math Edge – Grade 11 & Grade 12 |
| 25. | Espinoza, Marilyn   | Math – Algebra CP                      |
| 26. | Espinoza, Marilyn   | Math – Math 8                          |
| 27. | Espinoza, Marilyn   | SAT Math Prep                          |
| 28. | Fisher, Marijo      | Biology II                             |
| 29. | Fisher, Marijo      | Biology II, CP                         |
| 30. | Greenwood, Jill     | English – Grade 7                      |
| 31. | Hahn, Elizabeth     | English – Grade 12                     |
| 32. | Hahn, Elizabeth     | English – Grade 12 CP                  |
| 33. | Hopstetter, Jessica | Everyday Law                           |
| 34. | Jones, Deborah      | Guidance Intermediate                  |
| 35. | Kerzner, Phillip    | Guidance – South                       |
| 36. | Kirkpatrick, Jason  | Health/PE – Grade 11 Drivers Education |
| 37. | LaBar, Robert       | Social Studies – Grade 8               |
| 38. | Ludka, Shannon      | Health/PE – Grade 7                    |
| 39. | Marmo, Jennifer     | English – Grade 11                     |
| 40. | Marmo, Jennifer     | English – Grade 11 CP                  |
| 41. | Moletto, Denise     | Intro to Business                      |
| 42. | Moskovitz, Scott    | Sports Nutrition                       |
| 43. | Moskovitz, Scott    | Health/PE - Grade 9                    |

|     |                          |   |
|-----|--------------------------|---|
| 44. | Panepinto, Carrie        | Math – Geometry                         |
| 45. | Panepinto, Carrie        | Math – Geometry CP                      |
| 46. | Panepinto, Carrie        | Math – Consumer Math                    |
| 47. | Pattison, Gayle          | Math 7                                  |
| 48. | Piedra, Gisela           | Spanish II                              |
| 49. | Rasely-Philipps, Susanne | Creative Writing I                      |
| 50. | Rasely-Philipps, Susanne | Creative Writing II                     |
| 51. | Rasely-Philipps, Susanne | Spanish I                               |
| 52. | Rasely-Philipps, Susanne | English (Co) – Grade 8                  |
| 53. | Reichl, Jeffrey          | Guidance – NORTH                        |
| 54. | Saeger, Blaec            | Health/PE – Grade 10                    |
| 55. | Fisher, Marijo           | Biology                                 |
| 56. | Fisher, Marijo           | Biology CP                              |
| 57. | Stine, Richard           | General Science                         |
| 58. | Stine, Richard           | General Science CP                      |
| 59. | Stine, Richard           | Science – Physics                       |
| 60. | Susic, Stacy             | English – Grade 10 CP                   |
| 61. | Szepietowski, Waldemar   | Social Studies – American Studies I     |
| 62. | Szepiteowski, Waldemar   | Social Studies – American Studies I CP  |
| 63. | Turner, Patricia         | English – Grade 9                       |
| 64. | Turner, Patricia         | English – Grade 9 CP                    |
| 65. | VanWinkle, Catherine     | Math – Math Edge Grades 9 and 10        |
| 66. | Zerfoss, Jon             | Social Studies – World Studies I        |
| 67. | Zerfoss, Jon             | Social Studies – World Studies I CP     |
| 68. | Zerfoss, Jon             | Social Studies – American Studies II    |
| 69. | Zerfoss, Jon             | Social Studies – American Studies II CP |

**J. Extra Responsibility Positions**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the appointments according to the 2010-2013 contractual agreement and Memorandum of Understanding Board approved on June 4, 2012 between the East Stroudsburg Area School District and the East Stroudsburg Education Association. Motion was seconded by Eileen Featherman and passed 7-1. Michael Meachem voted no.

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

|    | Last Name | First Name | Position   | School            | Salary                         |
|----|-----------|------------|--|-------------------|--------------------------------|
| a. | Rose      | Anthony    | Intramural Weight Room Supervisor (summer, 1st half)             | High School South | \$23.23/hour (48 hour maximum) |
| b. | Rose      | Anthony    | Intramural Weight Room Supervisor (summer, 2 <sup>nd</sup> half) | High School South | \$23.23/hour (48 hour maximum) |

**2. Appointments for the 2012-2013 School Year (no increase)**

|    | Last Name | First Name | Position                        | Building                     | Rate         | Longevity Stipend                 |
|----|-----------|------------|---------------------------------|------------------------------|--------------|-----------------------------------|
| 1. | Allison   | Richard    | Boys' Soccer Head Coach         | J. T. Lambert Intermediate   | \$2,096.76   | (plus \$250.00 longevity stipend) |
| 2. | Allison   | Richard    | Boys' Basketball Freshman Coach | High School South            | \$3,466.32   | (plus \$250.00 longevity stipend) |
| 3. | Antolick  | Lynn       | Choral Director                 | Middle Smithfield Elementary | \$1,704.88   | (plus \$250.00 longevity stipend) |
| 4. | Antoni    | Barbara    | Detention Supervisor            | Lehman Intermediate          | \$28.28/hour |                                   |
| 5. | Aponte    | Betty      | Girls' Tennis Head Coach        | High School North            | \$2,711.85   | (plus \$250.00 longevity stipend) |
| 6. | Armitage  | Jay        | Rifle Team Head Coach           | High School South            | \$3,079.49   |                                   |

|     | Last Name | First Name | Position  | Building                     | Rate  | Longevity Stipend                 |
|-----|-----------|------------|---|------------------------------|---|-----------------------------------|
| 7.  | Aseng     | Wilfredo   | Boys' Soccer Head Coach                                   | Lehman Intermediate          | \$2,096.76  |                                   |
| 8.  | Aseng     | Wilfredo   | Girls' Soccer Assistant Coach                             | Lehman Intermediate          | \$1,464.50  |                                   |
| 9.  | Baker     | Richard    | Boys' Basketball Head Coach                               | High School South            | \$5,784.27  |                                   |
| 10. | Bakner    | Paul       | Band Director   | High School North            | \$6,479.15  | (plus \$250.00 longevity stipend) |
| 11. | Beal      | Hillary    | Assistant Director of School Productions                  | Lehman Intermediate          | \$1,404.91  |                                   |
| 12. | Beal      | Hillary    | Intramural Crew Advisor                                   | Lehman Intermediate          | \$23.23/hour (48 hour maximum)                    |                                   |
| 13. | Bealer    | Brett      | Intramural Ski Group Co-Advisor                           | Middle Smithfield Elementary | \$23.23/hour (48 hour maximum between 2 advisors) |                                   |
| 14. | Bealer    | Brett      | Intramural Spring Sports (Gymnastics & Tennis) Co-Advisor | Middle Smithfield Elementary | \$23.23/hour (48 hour maximum between 2 advisors) |                                   |
| 15. | Bealer    | Brett      | Football Freshman Assistant Coach                         | High School South            | \$3,801.64  |                                   |
| 16. | Bedell    | Elaine     | Girls' Tennis Head Coach                                  | High School South            | \$2,711.85  | (plus \$250.00 longevity stipend) |
| 17. | Bedell    | Elaine     | Intramural Tennis Co-Advisor                              | J. T. Lambert Intermediate   | \$23.23/hour (48 hour maximum between 2 advisors) |                                   |
| 18. | Bedell    | Elaine     | Softball Head Coach                                       | High School South            | \$4,830.83  | (plus \$250.00 longevity stipend) |
| 19. | Bedell    | Elaine     | Intramural Softball Co-Advisor                            | High School South            | \$23.23/hour (48 hour maximum between 2 advisors) |                                   |
| 20. | Bellis    | Sean       | Detention Supervisor                                      | Bushkill Elementary          | \$28.28/hour                                      |                                   |
| 21. | Benson    | James      | Football Assistant Coach                                  | J. T. Lambert Intermediate   | \$1,464.50  | (plus \$250.00 longevity stipend) |
| 22. | Berryman  | John       | Baseball Head Coach                                       | Lehman Intermediate          | \$2,096.76  |                                   |
| 23. | Berryman  | John       | Girls' Basketball Assistant Coach                         | Lehman Intermediate          | \$2,049.29  |                                   |
| 24. | Bickart   | Charles    | Boys' Track and Field Varsity Assistant Coach             | High School South            | \$3,552.17  | (plus \$250.00 longevity stipend) |
| 25. | Billger   | Bryan      | Football Varsity Assistant Coach                          | High School South            | \$5,086.36  |                                   |
| 26. | Bishamber | Breanna    | Cheerleading Varsity Assistant Coach (fall)               | High School South            | \$1,247.35  |                                   |
| 27. | Bishamber | Breanna    | Cheerleading Varsity Assistant Coach (winter)             | High School South            | \$1,247.35  |                                   |
| 28. | Blazier   | Jaclyn     | Volunteer Cheerleading Coach                              | High School North            | not applicable                                    |                                   |
| 29. | Bogart    | Jenny      | Senior Class Co-Advisor                                   | High School South            | \$1,379.66 (prorated)                             |                                   |
| 30. | Bomar     | Terrance   | Girls' Basketball Head Coach                              | High School North            | \$5,784.27  |                                   |
| 31. | Bowen     | Karleigh   | Field Hockey Head Coach                                   | High School North            | \$4,567.22  |                                   |
| 32. | Boylan    | Brian      | Baseball Junior Varsity Coach                             | High School South            | \$3,069.39  | (plus \$250.00 longevity stipend) |
| 33. | Bukoski   | Gary       | Football Varsity Assistant                                | High School South            | \$5,086.36  | (plus \$250.00                    |

|     | Last Name | First Name | Position                                 | Building                   | Rate  | Longevity Stipend                 |
|-----|-----------|------------|--|----------------------------|---|-----------------------------------|
|     |           |            | Coach                                    |                            |   | longevity stipend)                |
| 34. | Buksa     | Erik       | Intramural Boys' Soccer Co-Advisor       | High School North          | \$23.23/hour (48 hour maximum between 2 advisors) |                                   |
| 35. | Buksa     | Erik       | Boys' Soccer Head Coach                  | High School North          | \$4,567.22  | (plus \$250.00 longevity stipend) |
| 36. | Bybee     | Steven     | Girls' Basketball Assistant Coach        | J. T. Lambert Intermediate | \$2,049.29  | (plus \$250.00 longevity stipend) |
| 37. | Bybee     | Steven     | Girls' Track and Field Head Coach        | High School South          | \$4,888.40  |                                   |
| 38. | Bybee     | Steven     | Cross Country Head Coach                 | High School South          | \$3,382.49  |                                   |
| 39. | Carmeci   | Dawn       | Cheerleading Head Coach (winter)         | High School North          | \$2,301.79  | (plus \$250.00 longevity stipend) |
| 40. | Carmeci   | Dawn       | Cheerleading Head Coach (fall)           | High School North          | \$2,301.79  | (plus \$250.00 longevity stipend) |
| 41. | Carson    | Wayne      | Computer Assistant                       | High School South          | \$909.00  |                                   |
| 42. | Christian | Edward     | Football Head Coach (11 or more years)   | High School South          | \$7,673.98  |                                   |
| 43. | Clogg     | Katy       | Band Director                            | High School South          | \$6,479.15  |                                   |
| 44. | Clogg     | Katy       | Drama Musical Director                   | High School South          | \$1,481.67  |                                   |
| 45. | Clogg     | Katy       | Jazz Band Director                       | High School South          | \$1,477.63  |                                   |
| 46. | Cloward   | Daniel     | Speech & Debate Team Advisor             | High School North          | \$1,481.67  |                                   |
| 47. | Coke      | Lucianna   | Yearbook Assistant Editor Advisor        | High School South          | \$1,481.67  |                                   |
| 48. | Coke      | Lucianna   | Newspaper Advisor                        | High School South          | \$2,330.07  |                                   |
| 49. | Cole      | Adam       | Girls' Basketball Head Coach             | High School South          | \$5,784.27  | (plus \$250.00 longevity stipend) |
| 50. | Conklin   | Kimberly   | Band Director                            | J. T. Lambert Intermediate | \$2,212.91  | (plus \$250.00 longevity stipend) |
| 51. | Conklin   | Kimberly   | Jazz Band Director                       | J. T. Lambert Intermediate | \$1,477.63  | (plus \$250.00 longevity stipend) |
| 52. | Conti     | Ronda      | Detention Supervisor                     | Bushkill Elementary        | \$28.28/hour                                      |                                   |
| 53. | Cox       | James      | Football Assistant Coach                 | Lehman Intermediate        | \$1,464.50  |                                   |
| 54. | Cramer    | Bryan      | Scholastic Scrimmage Head Coach          | High School North          | \$1,721.04  |                                   |
| 55. | Dailey    | Charles    | Associate Athletic Director              | High School North          | \$7,142.72  | (plus \$250.00 longevity stipend) |
| 56. | Dailey    | Charles    | Football Head Coach (11 or more years)   | High School North          | \$7,673.98  |                                   |
| 57. | Davidge   | Samuel     | Intramural Boys' Soccer Co-Advisor       | High School North          | \$23.23/hour (48 hour maximum between 2 advisors) |                                   |
| 58. | Davidge   | Samuel     | Boys' Soccer Varsity Assistant Coach     | High School North          | \$3,232.00  | (plus \$250.00 longevity stipend) |
| 59. | De Leon   | Karla      | Computer Assistant                       | High School North          | \$909.00  |                                   |
| 60. | DeJesus   | Jonathan   | Boys' Basketball Varsity Assistant Coach | High School South          | \$4,062.22  |                                   |
| 61. | Dell'Orto | Roberta    | Detention Supervisor                     | J. T. Lambert Intermediate | \$28.28/hour                                      |                                   |
| 62. | DeLong    | Ryan       | Softball Head Coach                      | High School North          | \$4,830.83  |                                   |

|     | Last Name    | First Name | Position                                       | Building                   | Rate  | Longevity Stipend                 |
|-----|--------------|------------|--|----------------------------|---|-----------------------------------|
| 63. | DeLong       | Ryan       | Intramural Softball Advisor                    | High School North          | \$23.23/hour (48 hour maximum)                    |                                   |
| 64. | DeLong       | Ryan       | Rifle Team Varsity Assistant Coach             | High School North          | \$2,154.33  | (plus \$250.00 longevity stipend) |
| 65. | DiCola       | Michelle   | Detention Supervisor                           | J. T. Lambert Intermediate | \$28.28/hour                                      |                                   |
| 66. | Dreibelbis   | Susan      | Intramural Tennis Co-Advisor                   | J. T. Lambert Intermediate | \$23.23/hour (48 hour maximum between 2 advisors) |                                   |
| 67. | Dreibelbis   | Susan      | Girls' Tennis Junior Varsity Coach             | High School South          | \$1,756.39  | (plus \$250.00 longevity stipend) |
| 68. | Ecenbarger   | Debra      | Intramural Step Team Co-Advisor                | High School South          | \$23.23/hour (48 hour maximum between 2 advisors) |                                   |
| 69. | Edwards      | Sean       | Stage Manager                                  | Lehman Intermediate        | \$2,834.06  |                                   |
| 70. | Ems          | Tammy      | Cheerleading Head Coach (fall)                 | High School South          | \$2,301.79  |                                   |
| 71. | Ems          | Tammy      | Cheerleading Head Coach (winter)               | High School South          | \$2,301.79  | (plus \$250.00 longevity stipend) |
| 72. | Falzone      | Robert     | Football Assistant Coach                       | Lehman Intermediate        | \$1,464.50  |                                   |
| 73. | Finelli, Jr. | John       | Football Freshman Head Coach                   | High School South          | \$4,632.87  |                                   |
| 74. | Finelli, Jr. | John       | Girls' Track and Field Varsity Assistant Coach | High School South          | \$3,552.17  | (plus \$250.00 longevity stipend) |
| 75. | Flicker      | Matthew    | Assistant Band Director                        | High School North          | \$3,922.84  | (plus \$250.00 longevity stipend) |
| 76. | Flicker      | Matthew    | Jazz Band Director                             | Lehman Intermediate        | \$1,477.63  | (plus \$250.00 longevity stipend) |
| 77. | Flicker      | Matthew    | Band Director                                  | Lehman Intermediate        | \$2,212.91  | (plus \$250.00 longevity stipend) |
| 78. | Fluhr        | Joseph     | Detention Supervisor                           | Lehman Intermediate        | \$28.28/hour                                      |                                   |
| 79. | Fodness      | Peter      | Boys' Soccer Head Coach                        | High School South          | \$4,567.22  | (plus \$250.00 longevity stipend) |
| 80. | Fodness      | Peter      | Intramural Boys' Soccer Co-Advisor             | High School South          | \$23.23/hour (48 hour maximum between 2 advisors) |                                   |
| 81. | Formica      | Joseph     | Detention Supervisor                           | High School South          | \$28.28/hour                                      |                                   |
| 82. | Francis      | Gail       | Intramural Girls' Basketball Co-Advisor        | Lehman Intermediate        | \$23.23/hour (48 hour maximum)                    |                                   |
| 83. | Francis      | Gail       | Girl's Track & Field Head Coach                | Lehman Intermediate        | \$2,096.76  | (plus \$250.00 longevity stipend) |
| 84. | Francis      | Gail       | Girls' Basketball Head Coach                   | Lehman Intermediate        | \$2,956.27  |                                   |
| 85. | Francis      | Gail       | Cross Country Head Coach                       | Lehman Intermediate        | \$2,096.76  |                                   |
| 86. | Francis      | Gail       | Detention Supervisor                           | Lehman Intermediate        | \$28.28/hour                                      |                                   |
| 87. | Francois     | Maria      | Science Olympiad Club Advisor                  | High School North          | \$1,079.69  |                                   |
| 88. | Frick        | Samantha   | Field Hockey Varsity Assistant Coach           | High School South          | \$3,232.00  |                                   |
| 89. | Frick        | Samantha   | Swim Team Varsity Assistant Coach              | High School South          | \$3,232.00  |                                   |
| 90. | Fuehrer      | Kellie     | Yearbook Editor Advisor                        | Lehman Intermediate        | \$1,844.26  |                                   |

|      | Last Name     | First Name | Position                                | Building                     | Rate  | Longevity Stipend                 |
|------|---------------|------------|---|------------------------------|---|-----------------------------------|
| 91.  | Fuller        | Joshua     | Wrestling Head Coach                    | High School North            | \$5,784.27  |                                   |
| 92.  | Fuller        | Joshua     | Intramural Wrestling Advisor            | High School North            | \$23.23/hour (48 hour maximum)                    |                                   |
| 93.  | Furst         | Kane       | Baseball Varsity Assistant Coach        | High School South            | \$3,524.90  | (plus \$250.00 longevity stipend) |
| 94.  | Gallagher     | Cori       | Girls' Freshman Basketball Coach        | High School South            | \$3,466.32  |                                   |
| 95.  | Gallagher     | Cori       | Girls' Soccer Varsity Assistant Coach   | High School South            | \$3,232.00  |                                   |
| 96.  | Gonda         | George     | Girls' Soccer Head Coach                | High School North            | \$4,567.22  |                                   |
| 97.  | Gonda         | George     | Intramural Soccer Advisor               | Lehman Intermediate          | \$23.23/hour (48 hour maximum)                    |                                   |
| 98.  | Gonda         | George     | Girls' Soccer Head Coach                | Lehman Intermediate          | \$2,096.76  |                                   |
| 99.  | Gonda         | George     | Intramural Girls' Soccer Advisor        | High School North            | \$23.23/hour (48 hour maximum)                    |                                   |
| 100. | Groff-Yarnall | Lois       | National Honor Society Advisor          | High School South            | \$937.28  |                                   |
| 101. | Henritz       | Anthony    | Girls' Track & Field Head Coach         | J. T. Lambert Intermediate   | \$2,096.76  | (plus \$250.00 longevity stipend) |
| 102. | Henritz       | Anthony    | Girls' Basketball Head Coach            | J. T. Lambert Intermediate   | \$2,956.27  | (plus \$250.00 longevity stipend) |
| 103. | Henritz       | Anthony    | Football Head Coach                     | J. T. Lambert Intermediate   | \$2,096.76  | (plus \$250.00 longevity stipend) |
| 104. | Husson        | Jennifer   | Computer Assistant                      | J. M. Hill Elementary        | \$909.00  |                                   |
| 105. | Illingworth   | Sharon     | Detention Supervisor                    | J. T. Lambert Intermediate   | \$28.28/hour                                      |                                   |
| 106. | Jagger        | Darlene    | Detention Supervisor                    | J. T. Lambert Intermediate   | \$28.28/hour                                      |                                   |
| 107. | Johnson       | Frank      | Boys' Basketball Head Coach             | J. T. Lambert Intermediate   | \$2,956.27  | (plus \$250.00 longevity stipend) |
| 108. | Johnson       | Frank      | Intramural Basketball Advisor           | J. T. Lambert Intermediate   | \$23.23/hour (48 hour maximum)                    |                                   |
| 109. | Jordan        | Susan      | Director of School Productions (spring) | High School South            | \$2,001.82  | (plus \$250.00 longevity stipend) |
| 110. | Jordan        | Susan      | Director of School Productions (fall)   | High School South            | \$2,001.82  | (plus \$250.00 longevity stipend) |
| 111. | Karpe         | Michael    | Computer Assistant                      | Middle Smithfield Elementary | \$909.00  |                                   |
| 112. | Kean          | Ashley     | Softball Varsity Assistant Coach        | High School North            | \$3,524.90  |                                   |
| 113. | Kennedy       | Kevin      | Boys' Basketball Head Coach             | High School North            | \$5,784.27  | (plus \$250.00 longevity stipend) |
| 114. | Kernan        | Paul       | Mock Trial Head Coach                   | High School South            | \$2,459.35  | (plus \$250.00 longevity stipend) |
| 115. | Kerzner       | Phillip    | Softball Junior Varsity Coach           | High School South            | \$3,069.39  | (plus \$250.00 longevity stipend) |
| 116. | Kirschner     | Karen      | Intramural Step Team Co-Advisor         | High School South            | \$23.23/hour (48 hour maximum between 2 advisors) |                                   |
| 117. | Kirschner     | Karen      | Senior Class Co-Advisor                 | High School South            | \$1,379.66 (prorated)                             |                                   |
| 118. | Kolcun        | Brian      | Intramural Golf Advisor                 | J. T. Lambert Intermediate   | \$23.23/hour (48 hour maximum)                    |                                   |

|      | Last Name | First Name    | Position                                  | Building                   | Rate  | Longevity Stipend                 |
|------|-----------|---------------|---|----------------------------|---|-----------------------------------|
| 119. | Kolcun    | Brian         | Boys' Tennis Head Coach                   | High School South          | \$2,711.85  | (plus \$250.00 longevity stipend) |
| 120. | Kolcun    | Brian         | Golf Head Coach                           | High School South          | \$2,711.85  | (plus \$250.00 longevity stipend) |
| 121. | Konawalik | Terry         | Volunteer Boys' Soccer Coach              | High School South          | not applicable                                    |                                   |
| 122. | Konitsky  | Carol         | Detention Supervisor                      | J. T. Lambert Intermediate | \$28.28/hour                                      |                                   |
| 123. | Krammes   | Barry         | Boys' Track and Field Head Coach          | High School South          | \$4,888.40  |                                   |
| 124. | Krammes   | Barry         | Cross Country Varsity Assistant Coach     | High School South          | \$2,366.43  |                                   |
| 125. | Kruczek   | Laurie        | Scholastic Scrimmage Head Coach           | High School South          | \$1,721.04  |                                   |
| 126. | Krupski   | David         | Boys' Track and Field Head Coach          | High School North          | \$4,888.40  |                                   |
| 127. | Krupski   | David         | Cross Country Head Coach                  | High School North          | \$3,382.49  |                                   |
| 128. | Krupski   | David         | Intramural Boys Track & Field Advisor     | High School North          | \$23.23/hour (48 hour maximum)                    |                                   |
| 129. | Krupski   | David         | Intramural Cross Country Advisor          | High School North          | \$23.23/hour (48 hour maximum)                    |                                   |
| 130. | LaBar     | Keith         | Choral Director (Grades 7 & 8)            | Lehman Intermediate        | \$2,387.64  | (plus \$250.00 longevity stipend) |
| 131. | Lantz     | David         | Choral Director                           | High School South          | \$3,580.45  | (plus \$250.00 longevity stipend) |
| 132. | Lantz     | David         | Choraliers Club Advisor                   | High School South          | \$1,079.69  |                                   |
| 133. | Laverdure | Richard Bryan | Boys' Soccer Varsity Assistant Coach      | High School South          | \$3,232.00  |                                   |
| 134. | Laverdure | Richard Bryan | Intramural Boys' Soccer Co-Advisor        | High School South          | \$23.23/hour (48 hour maximum between 2 advisors) |                                   |
| 135. | Leap      | Jason         | Football Assistant Coach                  | Lehman Intermediate        | \$1,464.50  | (plus \$250.00 longevity stipend) |
| 136. | Leap      | Jason         | Girls' Track and Field Head Coach         | High School North          | \$4,888.40  | (plus \$250.00 longevity stipend) |
| 137. | Leight    | Donna         | Director of School Productions            | Lehman Intermediate        | \$2,001.82  | (plus \$250.00 longevity stipend) |
| 138. | Leitch    | Ryan          | Girls' Volleyball Varsity Assistant Coach | High School South          | \$3,232.00  |                                   |
| 139. | Lesoine   | Gary          | Rifle Team Varsity Assistant Coach        | High School South          | \$2,154.33  |                                   |
| 140. | Lewis     | Daniel        | Boys' Soccer Junior Varsity Coach         | High School South          | \$3,232.00  |                                   |
| 141. | Libby     | Tina          | Computer Assistant                        | Bushkill Elementary        | \$909.00  |                                   |
| 142. | Litts     | Randall       | Wrestling Head Coach                      | High School South          | \$5,784.27  | (plus \$250.00 longevity stipend) |
| 143. | Luchowski | Patrick       | Girls' Basketball Varsity Assistant Coach | High School South          | \$4,062.22  |                                   |
| 144. | Luna      | Michael       | Boys' Soccer Assistant Coach              | J. T. Lambert Intermediate | \$1,464.50  |                                   |
| 145. | Luna      | Michael       | Girls' Soccer Assistant Coach             | J. T. Lambert Intermediate | \$1,464.50  |                                   |



|      | Last Name  | First Name | Position                                      | Building                   | Rate  | Longevity Stipend                 |
|------|------------|------------|---|----------------------------|---|-----------------------------------|
| 146. | Martinelli | Armand     | Associate Athletic Director                   | High School South          | \$7,142.72  | (plus \$250.00 longevity stipend) |
| 147. | Martinelli | Armand     | Athletic Trainer                              | High School South          | \$11,708.93                                       | (plus \$250.00 longevity stipend) |
| 148. | Mason      | Todd       | Cavalier Voices Club Advisor                  | J. T. Lambert Intermediate | \$1,079.69  |                                   |
| 149. | Mason      | Todd       | Choral Director (Grades 7 & 8)                | J. T. Lambert Intermediate | \$2,387.64  | (plus \$250.00 longevity stipend) |
| 150. | Mason      | Todd       | Choral Director (Grade 6)                     | J. T. Lambert Intermediate | \$1,704.88  | (plus \$250.00 longevity stipend) |
| 151. | Maye       | Riley      | Boys' Basketball Varsity Assistant Coach      | High School South          | \$4,062.22  |                                   |
| 152. | McCormick  | Cara       | Intramural Field Hockey Co-Advisor            | High School South          | \$23.23/hour (48 hour maximum between 2 advisors) |                                   |
| 153. | McCormick  | Cara       | Field Hockey Head Coach                       | High School South          | \$4,567.22  | (plus \$250.00 longevity stipend) |
| 154. | McCormick  | Cara       | Intramural Field Hockey Co-Advisor            | J. T. Lambert Intermediate | \$23.23/hour (48 hour maximum between 2 advisors) |                                   |
| 155. | McGee      | Amanda     | Intramural Volleyball Advisor                 | High School South          | \$23.23/hour (48 hour maximum)                    |                                   |
| 156. | McGee      | Amanda     | Girls' Volleyball Head Coach                  | High School South          | \$4,567.22  |                                   |
| 157. | Metzgar    | Richard    | Rifle Team Head Coach                         | High School North          | \$3,079.47  | (plus \$250.00 longevity stipend) |
| 158. | Metzgar    | Richard    | Intramural Rifle Advisor                      | High School North          | \$23.23/hour (48 hour maximum)                    |                                   |
| 159. | Mitchell   | Daniel     | Baseball Head Coach                           | High School South          | \$4,830.83  | (plus \$250.00 longevity stipend) |
| 160. | Mitchell   | Daniel     | Intramural Baseball Tri-Advisor               | High School South          | \$23.23/hour (48 hour maximum between 3 advisors) |                                   |
| 161. | Mitchell   | Brian      | Associate Athletic Director                   | Lehman Intermediate        | \$5,423.70  | (plus \$250.00 longevity stipend) |
| 162. | Molin      | Maurice    | Boys' Track and Field Varsity Assistant Coach | High School South          | \$3,552.17  | (plus \$250.00 longevity stipend) |
| 163. | Montgomery | Res        | Girls' Tennis Junior Varsity Coach            | High School North          | \$1,756.39  | (plus \$250.00 longevity stipend) |
| 164. | Montgomery | Res        | Boys' Tennis Head Coach                       | High School North          | \$2,711.85  | (plus \$250.00 longevity stipend) |
| 165. | Mosher     | Stanley    | Chess Team Coach                              | High School South          | \$1,603.88  | (plus \$250.00 longevity stipend) |
| 166. | Mosher     | Stanley    | Baseball Head Coach                           | J. T. Lambert Intermediate | \$2,096.76  |                                   |
| 167. | Moskovitz  | Scott      | Boys' Basketball Varsity Assistant Coach      | High School North          | \$4,062.22  |                                   |
| 168. | Mullaney   | Matthew    | Boys' Basketball Head Coach                   | Lehman Intermediate        | \$2,956.27  | (plus \$250.00 longevity stipend) |
| 169. | Mullaney   | Matthew    | Football Varsity Assistant Coach              | High School North          | \$5,086.36  |                                   |
| 170. | Murphy     | Kenneth    | Boys' Track and Field Head Coach              | J. T. Lambert Intermediate | \$2,096.76  | (plus \$250.00 longevity stipend) |

|      | Last Name     | First Name  | Position  | Building                   | Rate  | Longevity Stipend                 |
|------|---------------|-------------|---|----------------------------|---|-----------------------------------|
| 171. | Myers         | John        | Football Varsity Assistant Coach                  | High School North          | \$5,086.36  | (plus \$250.00 longevity stipend) |
| 172. | Naser         | Paul        | Football Varsity Assistant Coach                  | High School North          | \$5,086.36  | (plus \$250.00 longevity stipend) |
| 173. | Nevil         | Jeffrey     | Golf Head Coach                                   | High School North          | \$2,711.85  | (plus \$250.00 longevity stipend) |
| 174. | Nigro         | Christopher | Girls' Soccer Varsity Assistant Coach             | High School North          | \$3,232.00  |                                   |
| 175. | O'Brien       | Patricia    | Detention Supervisor                              | J. T. Lambert Intermediate | \$28.28/hour  |                                   |
| 176. | Osborn-Hallet | Michelle    | Detention Supervisor                              | J. T. Lambert Intermediate | \$28.28/hour  |                                   |
| 177. | Pappalardo    | Lynn        | Assistant Director of School Productions (fall)   | High School South          | \$1,404.91  |                                   |
| 178. | Peeke         | Lachan      | Cross Country Head Coach                          | J. T. Lambert Intermediate | \$2,096.76  |                                   |
| 179. | Perez         | Mervin      | Volunteer Cross Country Coach                     | High School North          | not applicable  |                                   |
| 180. | Perkins       | Rose        | Band Majorette Advisor                            | High School South          | \$1,844.26  |                                   |
| 181. | Pietrofere    | Gerard      | Boys' Basketball Assistant Coach                  | Lehman Intermediate        | \$2,049.29  | (plus \$250.00 longevity stipend) |
| 182. | Polmounter    | Amy         | FBLA Club Advisor                                 | High School South          | \$1,079.69  |                                   |
| 183. | Reichl        | Jeffrey     | Boys' Basketball Varsity Assistant Coach          | High School North          | \$4,062.22  | (plus \$250.00 longevity stipend) |
| 184. | Reichl        | Jeffrey     | Softball Junior Varsity Coach                     | High School North          | \$3,069.39  |                                   |
| 185. | Rodriguez     | Laura       | Boys' Track and Field Head Coach                  | Lehman Intermediate        | \$2,096.76  |                                   |
| 186. | Rose          | Anthony     | Football Varsity Assistant Coach                  | High School South          | \$5,086.36  | (plus \$250.00 longevity stipend) |
| 187. | Ruhl          | Steven      | Softball Varsity Assistant Coach                  | High School South          | \$3,524.90  | (plus \$250.00 longevity stipend) |
| 188. | Ruhl          | Steven      | Intramural Softball Co-Advisor                    | J. T. Lambert Intermediate | \$23.23/hour (48 hour maximum split between advisors) |                                   |
| 189. | Ruhl          | Steven      | Football Varsity Assistant Coach                  | High School South          | \$5,086.36  |                                   |
| 190. | Ruschmeyer    | Leif        | Wrestling Varsity Assistant Coach                 | High School South          | \$4,062.22  |                                   |
| 191. | Saeger        | Blaec       | Football Varsity Assistant Coach                  | High School North          | \$5,086.36  | (plus \$250.00 longevity stipend) |
| 192. | Sagan         | Mary        | Speech & Debate Team Advisor                      | High School South          | \$1,481.67  |                                   |
| 193. | Schaller      | Linda       | Assistant Director of School Productions (spring) | High School South          | \$1,404.91  | (plus \$250.00 longevity stipend) |
| 194. | Schaller      | Linda       | Intramural Choralier Group Advisor                | High School South          | \$23.23/hour (48 hour maximum)                        |                                   |
| 195. | Schneider     | Christian   | Intramural Weight Room Supervisor (spring)        | J. T. Lambert Intermediate | \$23.23/hour (48 hour maximum)                        |                                   |
| 196. | Schneider     | Christian   | Intramural Weight Room Supervisor (winter)        | J. T. Lambert Intermediate | \$23.23/hour (48 hour maximum)                        |                                   |
| 197. | Schouppe      | Stephen     | Associate Athletic Director                       | J. T. Lambert              | \$5,423.70  | (plus \$250.00)                   |

|      | Last Name   | First Name | Position                                       | Building                     | Rate  | Longevity Stipend                 |
|------|-------------|------------|--|------------------------------|---|-----------------------------------|
|      |             |            |  | Intermediate                 |   | longevity stipend)                |
| 198. | Segond      | Angelic    | Girls' Soccer Head Coach                       | High School South            | \$4,567.22  |                                   |
| 199. | Segond      | Angelic    | Intramural Girls' Soccer Co-Advisor            | High School South            | \$23.23/hour (48 hour maximum between 2 advisors) |                                   |
| 200. | Shields     | Robert     | Wrestling Varsity Assistant Coach              | High School North            | \$4,062.22  | (plus \$250.00 longevity stipend) |
| 201. | Silvoy      | Michael    | Stage Manager                                  | High School South            | \$3,747.10  | (plus \$250.00 longevity stipend) |
| 202. | Snapp       | Donna      | Band Front Advisor                             | High School South            | \$3,012.83  |                                   |
| 203. | Stinger     | Gloria     | Detention Supervisor                           | High School South            | \$28.28/hour                                      |                                   |
| 204. | Suarez      | Matthew    | Intramural Baseball Advisor                    | High School North            | \$23.00/hour (48 hour maximum)                    |                                   |
| 205. | Suarez      | Matthew    | Baseball Head Coach                            | High School North            | \$4,830.83  |                                   |
| 206. | Susic       | Stacy      | Swim Team Head Coach                           | High School North            | \$4,567.22  |                                   |
| 207. | Swineford   | John       | Swim Team Head Coach                           | High School South            | \$4,567.22  |                                   |
| 208. | Terwilliger | Jaclyn     | Field Hockey Head Coach                        | J. T. Lambert Intermediate   | \$2,096.76  |                                   |
| 209. | Timpson     | Daniel     | Boys' Basketball Assistant Coach               | J. T. Lambert Intermediate   | \$2,049.29  |                                   |
| 210. | Tobin       | Snoann     | Detention Supervisor                           | Middle Smithfield Elementary | \$28.28/hour                                      |                                   |
| 211. | Toth        | Donald     | Computer Assistant                             | J. T. Lambert Intermediate   | \$909.00  |                                   |
| 212. | Toth        | Donald     | Stage Manager                                  | J. T. Lambert Intermediate   | \$2,834.06  | (plus \$250.00 longevity stipend) |
| 213. | Umphrey     | Lisa       | Detention Supervisor                           | J. T. Lambert Intermediate   | \$28.28/hour                                      |                                   |
| 214. | Vitchers    | Elyse      | Detention Supervisor                           | Bushkill Elementary          | \$28.28/hour                                      |                                   |
| 215. | Walters     | Matthew    | Volunteer Football Coach                       | High School South            | not applicable                                    |                                   |
| 216. | Watson      | Mark       | Girls' Volleyball Head Coach                   | Lehman Intermediate          | \$2,096.76  |                                   |
| 217. | Wert        | Jeffrey    | Football Assistant Coach                       | J. T. Lambert Intermediate   | \$1,464.50  |                                   |
| 218. | West        | Melissa    | Detention Supervisor                           | J. T. Lambert Intermediate   | \$28.28/hour                                      |                                   |
| 219. | Whitney     | Matthew    | Assistant Band Director                        | High School South            | \$3,922.84  |                                   |
| 220. | Woolsey     | Lawrence   | Girls' Track and Field Varsity Assistant Coach | High School South            | \$3,552.17  | (plus \$250.00 longevity stipend) |
| 221. | Worobij     | Nadia      | Choral Director                                | Bushkill Elementary          | \$1,704.88  | (plus \$250.00 longevity stipend) |
| 222. | Zelinski    | Jan        | Cheerleading Varsity Assistant Coach (fall)    | High School North            | \$1,247.35  |                                   |
| 223. | Zelinski    | Jan        | Cheerleading Varsity Assistant Coach (winter)  | High School North            | \$1,247.35  |                                   |
| 224. | Zuniga      | Shawn      | Football Assistant Coach                       | J. T. Lambert Intermediate   | \$1,464.50  |                                   |

3. Department Chairpersons for the 2012-2013 School Year (no increase)

|     | Last Name     | First Name | Position                               | School(s)   | Salary                |
|-----|---------------|------------|--|---|-----------------------|
| 1.  | Agosto        | Caroline   | Reading                                | Lehman Intermediate School                              | \$3,809.72            |
| 2.  | Brotherton    | Regina     | Family & Consumer Science Co-Chair     | J. T. Lambert Intermediate School and High School South | \$3,809.72 (prorated) |
| 3.  | Calpin        | Maryann    | Reading                                | J. T. Lambert Intermediate School                       | \$3,809.72            |
| 4.  | Carson        | Wayne      | Math                                   | High School South                                       | \$3,809.72            |
| 5.  | Catrillo      | Ann        | English                                | High School South                                       | \$3,809.72            |
| 6.  | Clark         | Stephanie  | Third Grade/Math                       | all elementary schools                                  | \$3,809.72            |
| 7.  | Coffman       | Adam       | Social Studies Co-Chair                | High School South                                       | \$3,809.72 (prorated) |
| 8.  | Cole          | Susan      | Health Services (K - 12)               | all schools   | \$3,809.72            |
| 9.  | Cramer        | Patricia   | Foreign Language                       | High School South                                       | \$3,809.72            |
| 10. | Dailey        | Charles    | Health/Physical Education              | Lehman Intermediate School and High School North        | \$3,809.72            |
| 11. | Dietz         | Casandra   | Guidance Co-Chair (secondary)          | Lehman Intermediate School and High School North        | \$3,809.72 (prorated) |
| 12. | Dollar-Krell  | Beverly    | Guidance (Elementary)                  | all elementary schools                                  | \$3,809.72            |
| 13. | Dougherty     | Kenneth    | Health/Physical Education              | J. T. Lambert Intermediate School                       | \$3,409.76            |
| 14. | Dreibelbis    | Susan      | Science                                | J. T. Lambert Intermediate School                       | \$3,809.72            |
| 15. | Ellison       | Aimee      | Health/Physical Education              | High School South                                       | \$3,409.76            |
| 16. | Falbo         | David      | Guidance Co-Chair (secondary)          | Lehman Intermediate School and High School North        | \$3,809.72 (prorated) |
| 17. | Formica       | Joseph     | Guidance (Secondary) Co-Chair          | J. T. Lambert Intermediate School and High School South | \$3,809.72 (prorated) |
| 18. | Groff-Yarnall | Lois       | Social Studies Co-Chair                | High School South                                       | \$3,809.72 (prorated) |
| 19. | Gubernot      | Joseph     | Social Studies                         | Lehman Intermediate School                              | \$3,809.72            |
| 20. | Gullstrand    | Marjory    | Library Science (Grades K-12) Co-Chair | all schools   | \$3,809.72 (prorated) |
| 21. | Hnasko        | Scott      | Fifth Grade/Technology                 | all elementary schools                                  | \$3,809.72            |
| 22. | Hopstetter    | Jessica    | Business Education (Grades 9-12)       | High School North                                       | \$3,409.76            |
| 23. | Jones         | Sally      | First Grade/Communication Arts         | all elementary schools                                  | \$3,809.72            |
| 24. | Kule          | Jay        | Guidance (Secondary) Co-Chair          | J. T. Lambert Intermediate School and High School South | \$3,809.72 (prorated) |
| 25. | LaBar         | Robert     | Social Studies                         | J. T. Lambert Intermediate School                       | \$3,809.72            |
| 26. | Lazowski      | Philip     | Technology Education (Grades 6-12)     | Lehman Intermediate School and High School North        | \$3,809.72            |
| 27. | Leonard       | Jacilyn    | Kindergarten/Social Studies            | all elementary schools                                  | \$3,809.72            |
| 28. | Long          | Craig      | Technology Education (Grades 6-12)     | J. T. Lambert Intermediate School and High School South | \$3,409.76            |
| 29. | Ludwig        | Suzanne    | Second Grade/Communication Arts        | all elementary schools                                  | \$3,809.72            |
| 30. | Marmo         | Jennifer   | English                                | High School North                                       | \$3,809.72            |
| 31. | Mathiesen     | Carla      | Foreign Language                       | Lehman Intermediate School and High School North        | \$3,809.72            |
| 32. | Miller        | Barbara    | Reading (Elementary)                   | all elementary schools                                  | \$3,809.72            |
| 33. | Mooney        | Edward     | Special Education                      | High School South                                       | \$3,809.72            |
| 34. | Mocha         | Karen      | Math                                   | High School North                                       | \$3,809.72            |
| 35. | Nace          | Kevin      | Social Studies                         | High School North                                       | \$3,809.72            |

|     | Last Name  | First Name | Position                                       | School(s)  | Salary                |
|-----|------------|------------|--|--|-----------------------|
| 36. | Ostroski   | Deana      | Special Education                              | J. T. Lambert Intermediate School                | \$3,809.72            |
| 37. | Partel     | Jane       | Math   | J. T. Lambert Intermediate School                | \$3,809.72            |
| 38. | Pellington | Cynthia    | English  | Lehman Intermediate School                       | \$3,809.72            |
| 39. | Rescigno   | Barbara    | Fourth Grade/Science                           | all elementary schools                           | \$3,809.72            |
| 40. | Rogers     | Denise     | Business Education Co-Chair<br>(Grades 9 - 12) | High School South                                | \$3,409.76 (prorated) |
| 41. | Rowe       | Pamela     | Family & Consumer Science Co-Chair             | all secondary schools                            | \$3,809.72 (prorated) |
| 42. | Ruhl       | Jessica    | English  | J. T. Lambert Intermediate School                | \$3,809.72            |
| 43. | Sanker     | Donald     | Business Education Co-Chair<br>(Grades 9 - 12) | High School South                                | \$3,409.76 (prorated) |
| 44. | Schaller   | Linda      | Vocal Music (Grades K - 12)                    | all schools                                      | \$3,809.72            |
| 45. | Shamp      | Melodie    | Instrumental Music                             | all Grades 4 through 12                          | \$3,809.72            |
| 46. | Skeldon    | Heather    | Science Co-Chair                               | High School South                                | \$3,809.72 (prorated) |
| 47. | Soskil     | Lori       | Science  | High School North                                | \$3,809.72            |
| 48. | Spering    | Laureen    | Math   | Lehman Intermediate School                       | \$3,809.72            |
| 49. | Stein      | Linda      | Science  | Lehman Intermediate School                       | \$3,809.72            |
| 50. | Streisel   | Susan      | Art (Grades K - 5)                             | all elementary schools                           | \$3,409.76            |
| 51. | Tischler   | Julie      | Art  | Lehman Intermediate School and High School North | \$3,409.76            |
| 52. | Wilson     | Susan      | Library Science (Grades K-12) Co-Chair         | all schools                                      | \$3,809.72 (prorated) |

**K. Interim High School Assistant Principal – Debra Padavano**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve Debra Padavano, Special Education teacher, as Interim High School Assistant Principal under the direction of Stephen Zall, Principal of the High School North. This temporary reassignment is due to Carolyn Krotowski being on a leave and will be effective July 17, 2012 through approximately September 30, 2013, pending the return of Mrs. Krotowski from her leave. Mrs. Padavano's salary will be \$75,000 (prorated) and she will be classified as an Act 93 employee during this interim assignment. Mrs. Padavano will return to her Special Education teaching position at the conclusion of this temporary reassignment at the scheduled salary for the position. Motion was seconded by Eileen Featherman and passed 7-1. Michael Meachem voted no.

**L. Interim Business Manager – Carolina Rodriguez**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve Carolina Rodriguez, Assistant Business Manager, as Interim Business Manager under the direction of Sharon Laverdure, Superintendent. This temporary reassignment is due to the resignation of Patricia Bader, Business Manager and is effective June 26, 2012 through a date to be determined. Mrs. Rodriguez's salary will be \$75,000 (prorated) during this temporary reassignment and she will continue to be classified as an Act 93 employee. Mrs. Rodriguez will return to her Assistant Business Manager position at the conclusion of this temporary reassignment at the salary for that position as established by the Board. Motion was seconded by Robert Cooke and carried unanimously, 8-0.

**XII. MEMORANDA OF UNDERSTANDING**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the Memoranda of Understanding by and between the East Stroudsburg Area School District and Pennsylvania State Police – Swiftwater and the Pennsylvania State Police – Blooming Grove. Both agreements shall be subject to review and re-authorization in July 2014. Motion was seconded by Marjorie James and passed 7-1. Michael Meachem voted no.

(See pages 30-47)

**XIII. CONTRACTS**

1.

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman 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 Robert Cooke and passed 6-1. Michael Meachem voted no. Ronald Bradley was absent from the vote.

|     | <b>NAME</b>                        | <b>SERVICE</b>  | <b>RATE</b>                             | <b>PAYMENT FROM</b> | <b>EFFECTIVE DATE</b>                     |
|-----|------------------------------------|---|---|---------------------|---|
| 1.  | Bushkill<br>Emergency Corps.       | Standby Ambulance Coverage for designated Home Football games at High School North                            | \$500.00                                | Athletics Dept.     | 8/31/12-10/26/12                          |
| 2.  | Bushkill<br>Emergency Corps.       | Standby Ambulance Coverage for designated Home Football games (JV & Jr. High - Freshman) at High School North | \$500.00                                | Athletics Dept.     | 9/10/12-11/5/12                           |
| 3.  | Bushkill<br>Emergency Corps.       | Standby Ambulance Coverage for designated Intermediate Home Football games at Lehman Intermediate             | \$900.00                                | Athletics Dept.     | 9/12/12-11/8/12                           |
| 4.  | Camfel<br>Productions              | The Pledge Presentation   | \$990.00                                | High School South   | 8/27/12                                   |
| 5.  | East Stroudsburg<br>University     | Athletic Trainer Graduate Assistant Program for High School South   | Not to Exceed<br>\$7,500<br>(part-time) | Athletics Dept.     | 8/13/12-Spring<br>Athletic Season<br>2013 |
| 6.  | East Stroudsburg<br>University     | Athletic Trainer Graduate Assistant Program for Lehman Intermediate   | Not to Exceed<br>\$7,500<br>(part-time) | Athletics Dept.     | 8/13/12-Spring<br>Athletic Season<br>2013 |
| 7.  | PA Treatment and<br>Healing (PATH) | Alternative Education   | \$71.58 (Daily<br>Tuition Rate)         | District            | 7/1/12-6/30/13                            |
| 8.  | Schaf's Video<br>Productions       | Game Videography,<br>Scrimmages and Games   | \$600.00                                | High School South   | 8/18/12-11/24/12                          |
| 9.  | Suburban EMS                       | Standby Ambulance Coverage for designated Varsity Home/District Playoffs Football Games at High School South  | \$945.00                                | Athletics Dept.     | 8/18/12-11/2/12                           |
| 10. | Suburban EMS                       | Standby Ambulance Coverage for designated JV/JR High – Freshman Home Football Games at High School South      | \$675.00                                | Athletics Dept.     | 9/10/12-11/12/12                          |
| 11. | Suburban EMS                       | Standby Ambulance Coverage for designated Intermediate Home Football games at J. T. Lambert School            | \$1,080.00                              | Athletics Dept.     | 9/12/12-11/7/12                           |

(See pages 48-74)

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 over \$10,000, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Douglas Freeman and passed 6-1. Michael Meachem voted not. Ronald Bradley was absent from the vote.

|    | NAME                         | SERVICE  | RATE                               | PAYMENT FROM               | EFFECTIVE DATE                      |
|----|------------------------------|--|------------------------------------|----------------------------|-------------------------------------|
| 1. | Colonial IU#20               | Direct, one-on-one Mental Health Service   | \$42,256.00                        | District Special Education | 8/27/12-6/30/13                     |
| 2. | Colonial IU #20              | 9- One to one paraprofessionals  | \$306,918.00<br>(\$34,102.00 each) | District                   | 8/27/12-6/30/13                     |
| 3. | East Stroudsburg University  | Athletic Trainer Graduate Assistant Program for J. T. Lambert Intermediate Athletics | Not to Exceed \$18,500.00          | Athletics Department       | 8/13/12-Spring Athletic Season 2013 |
| 4. | East Stroudsburg University  | Athletic Trainer Graduate Assistant Program for Lehman Intermediate Athletics        | Not to Exceed \$18,500.00          | Athletics Department       | 8/13/12-Spring Athletic Season 2013 |
| 5. | Youth Advocate Program (YAP) | Social Worker  | Not to Exceed \$69,841.00          | ACCESS                     | 9/1/12-6/30/13                      |

(See pages 75-104)

#### XIV. STUDENT ITEMS

##### A. Overnight Field Trip

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

Motion was made by Douglas Freeman to approve the overnight field trip listed. The proposal and itinerary for the field trip meet the required Board Policy #121. Motion was seconded by Roy Horton and carried unanimously 7-0. Ronald Bradley was absent from the vote.

|    | Name          | Activity                               | Location         | Dates           |
|----|---------------|--|------------------|-----------------|
| 1. | Carmeci, Dawn | H. S. North – Cheerleading Competition | Myrtle Beach, SC | 3/13/13-3/18/13 |

(See page 105)

##### B. Student Athletic Handbook

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

Motion was made by Robert Cooke to approve the Student Athletic Handbook for the 2012-2013 school year. Motion was seconded by Roy Horton and passed 6-1. Michael Meachem voted no. Ronald Bradley was absent from the vote.

##### C. 2012-2013 SY Code of Student Conduct

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

Motion was made by Eileen Featherman to approve the Code of Student Conduct for the 2012-2013 school year and accompanying provisions provided in the attached backup. Motion was seconded by Robert Cooke and carried unanimously, 7-0. Ronald Bradley was absent from the vote.

(See pages 106-107)

##### D. Foreign Exchange Student

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

Motion was made by Eileen Featherman to accept the recommendation of the Superintendent for the admission of one foreign exchange student sponsored by Youth for Understanding USA Exchange Program for the 2012-2013 school year, in accordance with the approved applicable policies and procedures [subject to proper completion of all necessary documents]. Motion was seconded by Douglas Freeman and carried unanimously, 7-0. Ronald Bradley was absent from the vote.

E. **Child Nutrition Programs**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the Agreement between the East Stroudsburg Area School District and Monroe Career and Technical Institute for Participation in Child Nutrition Programs between July 1, 2012 and June 30, 2013 in order to provide eligible students with services authorized by the National School Meals Programs specified. Motion was seconded by Roy Horton and carried unanimously, 7-0. Ronald Bradley was absent from the vote.

(See pages 108-109)

XV. **OLD AND NEW BUSINESS**

None

XVI. **CURRICULA**

1.

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve Keystone Biology for use in grades 9-12 in the East Stroudsburg Area School District. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

2.

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve Common Core Mathematics for use in grades Kindergarten and First Grades in the East Stroudsburg Area School District. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

XVII. **TEXTBOOK**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the textbook listed for use in the East Stroudsburg Area School District. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

| Title of Book                             | Publisher | Copyright Date |
|---|-----------|----------------|
| Envision Math Common Core 2012 Grades K-5 | Pearson   | 2012           |

XVIII. **PSBA 2012 LEGISLATIVE COUNCIL**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the following voting delegates, Robert Cooke, Eileen Featherman and Douglas Freeman to the PSBA 2012 Legislative Policy Council with the meeting to be held on Thursday, October 18, 2012 during the School Leadership Conference in Hershey, PA. Motion was seconded by Roy Horton and carried unanimously, 8-0.

(See pages 110-111)

XIX. **FISCAL ITEMS**

A. **Fiscal Year End**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to authorize the Interim Business Manager to perform all year-end budget transfers and assignments of Fund Balance account amounts for the 2011-2012 school year as needed, subject to final audit and approval by the Board. Motion was seconded by Marjorie James and carried unanimously, 8-0.



## B. Snow Removal RFP

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

Motion was made by Douglas Freeman to authorize the administration and Solicitor to advertise for requests for proposals for snow plowing services for the 2012-2013 school year with options to extend the contracts for the 2013-2014 school year. Recommendations for the award of contracts will be presented for approval at the September 17, 2012 Board meeting. Motion was seconded by Roy Horton and carried unanimously, 8-0.

(See pages 112-123)

## C. Sensitive Document Destruction Quote

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

Motion was made by Douglas Freeman to authorize the administration and the Solicitor to issue a request for quotes for sensitive document destruction for the 2012-2013 school year for the following buildings: Motion was seconded by Marjorie James and carried unanimously, 8-0.

Smithfield Elementary  
JM Hill Elementary School  
High School South/Administration Center  
JT Lambert Intermediate  
Middle Smithfield Elementary  
High School North  
Lehman Intermediate  
Bushkill Elementary

## D. Trash Removal Bid or RFP

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

Motion was made by Douglas Freeman to authorize the administration and the Solicitor to advertise for bids or RFP's for trash removal, recycling and related services for the entire district for the 2012-2013, 2013-2014 and 2014-2015 school years. Recommendations for the awards of contracts will be presented at the September 17, 2012 Board meeting. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

(See pages 124-141)

## E. Topp Business Solutions, Inc.

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

Motion was made by Eileen Featherman to approve the lease agreement with Topp Business Solutions, Inc. for nine (9) additional Canon copiers for a four (4) year term and an annual base lease amount not to exceed \$41,000 and an annual total cost not to exceed \$58,000 with the terms and conditions of the lease documents to be subject to review by the Solicitor and Bond Counsel and subject to the actual model numbers and monthly costs being confirmed by the business office. The total annual cost (Service and Supply plus Equipment Lease Costs) may fluctuate due to increasing or decreasing copy usage. Motion was seconded by Robert Cooke and passed 7-1. Michael Meachem voted no.

(See pages 142-146)

## F. IBM Global Financing

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

Motion was made by Eileen Featherman to approve the master lease agreement with IBM Global Financing, dated July 11, 2012, for an IBM iSeries Model 8202-E4C server, as specified, for 48 months, at a total annual cost of \$9,332.52. The financing cost of this transaction over 48 months is \$2,475.08. This server replaces the existing, 6-year-old iSeries at an annual savings of approximately 7%. Motion was seconded by Robert Cooke and carried unanimously, 8-0.

(See pages 147-154)

### G. Application for Final Payment – High School South Project

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the Final Application and Certificate for Payment # 37 – Final received from Jim Lagana Plumbing & Heating, Inc., for Additions and Alterations to the High School South in the amount of \$70,357.39 as presented to the Board, which amount shall be paid from the appropriate bond fund account(s). Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

(See pages 155-178)

### H. Energy Savings

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to authorize the Administration to enter into an agreement with Energy Curtailment Specialists, Inc. (“ECS”) in the form as presented for periodic summer curtailment of electrical services at High School South, High School North and East Stroudsburg Elementary School in an effort to achieve energy savings and compensation. Motion was seconded by Roy Horton and carried unanimously, 8-0.

(See pages 179-186)

### I. Smithfield Elementary Lease - KidsPeace

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to authorize the Administration to enter into a lease agreement in substantially the form as presented, and as may be otherwise further negotiated by the Superintendent and Solicitor, for the lease of approximately 12,396 square feet of the East Wing of the Smithfield Elementary School to KidsPeace for the annual rent of \$48,000 per year for a one (1) year period with a one (1) year option to renew. Motion was seconded by Eileen Featherman and passed 7-0-1. Michael Meachem abstained.

Reason for abstention: Mr. Meachem said it is not fully flushed out and he is not convinced of it. He received a couple of anonymous letters about it. He is going to stand back and reserve his comments for the future. It was said that pieces are still being worked out; therefore, he does not feel comfortable voting for it or against it right now.

(See pages 187-190)

### J. Petition to Set Aside Tax Sale

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman that the Board not contest or object to the Petition to Set Aside and Vacate the Judicial Tax Sale with regard to Tax Parcel No. 16/7/3/15-6 provided that all school taxes are brought current. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

(See pages 191-215)

### K. Sharing of School Tax Mailers

1.

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman that the Board deny the request submitted by Annette Atkinson on behalf of Middle Smithfield Township that the Township be permitted to include Township newsletters and/or other information in the Districts tax bill mailings. Motion was seconded by Robert Cooke. A roll call vote was taken and failed 4-4. Robert Cooke, Eileen Featherman, Douglas Freeman and William Searfoss voted yes. Ronald Bradley, Roy Horton, Marjorie James and Michael Meachem voted no.

2.

**ACTION BY THE BOARD:**

Motion was made by Michael Meachem that the Board grant the request submitted by Middle Smithfield Township Supervisor, Annette Atkinson, on behalf of Middle Smithfield Township that the Township be permitted to include Township newsletters and/or other information in the Districts tax bill mailings as reviewed by the Superintendent. Motion was seconded by Roy Horton. A roll call vote was taken and failed 4-4. Ronald Bradley, Roy Horton, Marjorie James and Michael Meachem voted yes. Robert Cooke, Eileen Featherman, Douglas Freeman and William Searfoss voted no.

**L. Bond Payment**

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the current invoices for construction and related costs associated with the Bond Issue 2008: \$71,744.89. Motion was seconded by Robert Cooke and passed 7-1. Michael Meachem voted no.

(See page 216)

**M. 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 activities (no facility fees will be incurred as per Policy #707). Motion was seconded by Robert Cooke and carried unanimously, 8-0.

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

| <b>Board Agenda</b> | <b>BUILDING</b> | <b>DATE from</b> | <b>DATE to</b> | <b>ORGANIZATION</b>      | <b>EVENT</b>                                  | <b>Facility Fee Waived</b> |
|---------------------|-----------------|------------------|----------------|--------------------------|---|----------------------------|
| 07/16/12            | Lehman          | 7/30/12          | 11/2/12        | Delaware Football League | Football & Cheerleading Practices             | Yes                        |
| 07/16/12            | M. Smithfield   | 1/8/13           | 4/25/13        | E.S. North Little League | Practices                                     | Yes                        |
| 07/16/12            | Resica          | 1/7/13           | 4/24/12        | E.S. North Little League | Practices                                     | Yes                        |
| 07/16/12            | Smithfield      | 9/11/12          | 5/18/13        | Cub Scouts Pack 92       | Sign-ups, Awards, Pinewood Derby, Blue & Gold | Yes                        |

(See pages 217-220)

2.

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Facilities as well as personnel fees will be assessed. Approval will be conditional, pending proof of insurance. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

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

| <b>Board Agenda</b> | <b>BUILDING</b> | <b>DATE from</b>               | <b>DATE to</b>                 | <b>ORGANIZATION</b> | <b>EVENT</b>   | <b>Facility/ Personnel Fees</b> |
|---------------------|-----------------|--------------------------------|--------------------------------|---------------------|--|---------------------------------|
| 07/16/12            | HS South        | 8/25/12<br>9/22/12<br>11/10/12 | 8/25/12<br>9/22/12<br>11/10/12 | Contact Sports Club | Grappling<br>Tournament/Mixed<br>Martial Arts<br>Submission Fighting | Yes                             |

(See pages 222-222)

3.

**ACTION BY THE BOARD:**

Motion was made by Douglas Freeman to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. (No fees will be assessed for parking lot as per Policy #707). Motion was seconded by Robert Cooke and carried unanimously, 8-0.

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

| Board Agenda | BUILDING | DATE from                               | DATE to                           | ORGANIZATION           | EVENT                                   | Facility/ Personnel Fees |
|--------------|----------|---|-----------------------------------|------------------------|---|--------------------------|
| 07/16/12     | MSE      | 8/25/12 with a rain date of 8/26/12 and | 6/1/13 with a rain date of 6/8/13 | Bushkill Fire Co. Aux. | Flea Market (Pending Updated Insurance) | Policy                   |

(See page 223)

4a.

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to suspend the rules for an application of use of facilities by Mr. Riley Maye who did not get it in time for the Board agenda. Motion was seconded by Roy Horton and carried unanimously, 8-0.

4b.

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Inner City Vision is asking for a waiver of all facilities fees and personnel fees. (Pending updated insurance.) Motion was seconded by Michael Meachem. A roll call vote was taken and passed 5-3. Ronald Bradley, Eileen Featherman, Roy Horton, Marjorie James and Michael Meachem voted yes. Robert Cooke, Douglas Freeman and William Searfoss voted no.

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

| Board Agenda | BUILDING | DATE from | DATE to | ORGANIZATION      | EVENT                             | Facility/ Personnel Fees |
|--------------|----------|-----------|---------|-------------------|-----------------------------------|--------------------------|
| 07/16/12     | HSS      | 8/10/12   | 8/12/12 | Inner City Vision | Basketball Games All Star Weekend | No                       |

**Public Participation:**

- A. Ms. Yvette Keitt said Mr. Maye said he would be helping getting sneakers for the students. Would this include North and South students? Mr. Maye said nothing is written in stone if they have to help all students; they will find a way. It is not just about the community kids but his initial vision is to support any kids in any way.
- B. Mr. Meachem said if we can view this as a program that is going to support and build up our programs then he would consider it as other programs; otherwise, they should pay fees. Mr. Maye said it is bigger than a feeder program. There are kids in college who were in the program and came back to help with the current students. Mr. Meachem asked if these are our students. Mr. Maye said, "Yes".
- C. Mrs. James asked where did they play before. Mr. Maye said at Dansbury Park but they need a bigger space now. Mrs. James asked if he has insurance. Mr. Maye said, "Yes".

D. Mr. Hal Harris said what he is looking to do is admirable and as a taxpayer he is for it as long as they are equally divided for the north and south students. Before putting the burden on the taxpayers, they should put efforts into reaching out to the businesses to help defray the cost. He is donating \$250 to help with the expenses. He suggested the Board help them out this time and they should prepare for next year and not ask for the use of facilities for free. Children need something to help them become better grownups.

**N. 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 Robert Cooke and passed 7-1. Michael Meachem voted no.

1. Budget Transfers - (See pages 224-231)
2. Payment of Bills - (See pages 232-260)
3. Treasurer's Report - (See pages 261-267)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING  
July 16, 2012**

**High School North  
7:00 P.M.**

**ADDENDUM A**

**XI. PERSONNEL ITEMS**

**M. Act 93 Administrative Staff**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the appointment of the administrative 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. Appointment**

| <b>Name</b>            | <b>Appointment</b>  |
|------------------------|---|
| a. Brenneman, Benjamin | Director of Athletics and Activities – District<br>Salary: \$78,000.00, prorated<br>Effective Date: August 6, 2012<br>Benjamin replaces Mark Brown who retired. |

(See page 2)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING  
July 16, 2012**

**High School North  
7:00 P.M.**

**ADDENDUM B**

**XI. PERSONNEL ITEMS**

**N. Central Administrative Staff**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the appointment of the central administrative staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Marjorie James and carried unanimously, 8-0.

**1. Appointment**

**Name**

**Appointment**

a. Jeffrey Bader

Business Manager – District  
Salary: \$ 120,000, prorated (plus benefits)  
Effective Date: to be determined for three years  
Jeffrey replaces Patricia Bader who resigned.

(See page 2)

**XX. ANNOUNCEMENTS/INFORMATION**

**XXI. ADJOURNMENT 9:44 P.M.**

Respectfully Submitted,

Patricia L. Rosado,  
Board Secretary