

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

REGULAR MEETING – January 27, 2014

Carl T. Secor Administration Center – Board Room

7:00 p.m.

Minutes

- I. President, William Searfoss called the meeting to order at 7:11 p.m. and led those present in the Pledge of Allegiance. Secretary, Patricia Rosado called the roll.
- II. **Members present at Administration Center Board Room were:** Ronald Bradley, Robert Cooke, Eileen Featherman, Robert Gress, Roy Horton, Marjorie James, William Searfoss, Ryan Stevens and Gary Summers.
- III. **School personnel present:** Michelle Arnold, Jeff Bader, David A. Baker, Brian Borosh, Anthony Calderone, Maria Casciotta, Mike Catrillo, Irene Duggins, Larry Dymond, Eric Forsyth, Sue Hegarty, Colien Hendershot, Eric Kerstetter, Gail Kulick, Sharon Laverdure, Irene C. Livingston, Tom McIntyre, Fred Mill, Nannette Molloy, Mary Ann Moore, Debby Padavano, Kathy Parrish, Joanne Peters, Patricia Rosado, Paul H. Schmid, Michael Slesinski, Kim Stevens, Thomas J. Williams, Steve Zall. Thomas Dirvonas, Solicitor.
- IV. **Community members present:** Eleni Angelopoulos, Beverly Brown, Tyler Day, Frank Johnson, Adam McGlynn, Zachary Niles, Karen Strobel, Wayne Strobel, Judy Summers, Ellen Sutjak and Robert Sutjak.

V. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Ryan Stevens to approve the minutes for the meeting of December 3, 2013, (pages 1-6) and December 16, 2013, (pages 1-20). Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

VI. APPROVAL OF AGENDA

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve this agenda for January 27, 2014, (pages 1-32), 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 Roy Horton and carried unanimously, 9-0.

- VII. **ANNOUNCEMENT OF EXECUTIVE SESSION** -- An executive session was held this evening at 5:00 p.m. before this meeting for the purpose of discussing personnel, litigation and negotiations .

VIII. ANNOUNCEMENTS BY THE BOARD

None

IX. SUPERINTENDENT'S REPORT

- A. Mrs. Sharon Laverdure informed everyone that the district will operate on a two-hour delay tomorrow. The Connect Ed call will go out at 7:30 p.m. She advised the Board members and the Administrators to silence their cell phones.

- B. Mr. Roy Horton said that at the Monroe Career & Technical Institute (MCTI) meeting they spoke about the feasibility of someday turning the MCTI into a four year high school, which they believe would be more beneficial. At their next meeting, they will elect a committee to work on this movement. They also spoke about ways of how to attract more students and inform parents about MCTI since it's been said that this is "the best kept secret in Monroe County". They are also working on the budget and there's a slight increase. The ESASD share would be about -8.87% with the new formula. The majority of the budget will be paid by Stroudsburg Area School District because of the calculations with the new formula. Mr. Robert Cooke said that he had a meeting with Rep. Mario Scavello and they spoke about getting a grant for a new water tower and wondered if they had an update on it. Mr. Gary Summers said they spoke about it at the meeting and there was a motion on the table in November to get some money for it. They spoke about hooking up into the water from Rt. 611. They also spoke about applying for a grant for the water tower. Mr. Horton said that Rep. Scavello intended to go to the MCTI meeting but could not make it. Mr. Robert Gress said that the November money that was on the table is our money that we had submitted when we paid our share of the budget all these past years. He asked the committee members to bring this issue for discussion at the next meeting. They kept the money for PSERS but this money should be given back to us for our Fund Balance. Mr. Summers said that he spoke to Mr. Lazarchak, MCTI Director, and was told that this item should be placed back on the next agenda. Mrs. Laverdure said that because of the hard work of the past JOC Committee Members, they will get this money back. She thanked Mr. Cooke, Mr. Horton and Mr. Gress for being a part of this formula change.
- C. Ms. Eileen Featherman said that she distributed the Colonial IU 20 Newsletter. At the IU 20, they are at a stalemate with the support staff and professional staff negotiations. They will discuss how to proceed at the next meeting. Dr. Brennan will present the IU 20 budget soon at one of the upcoming Board meetings.
- D. Mr. Summers said that the MCTI will probably present their budget in March or April. Mrs. Laverdure said we typically schedule the IU 20 and MCTI budget presentations at different Board meetings.
- E. Mr. Robert Cooke said that the previously approved minutes of the Property/Facilities Committee meeting have been made available to the Board members and the public. The next meeting will be on February 6, 2014 in the Administration Center Board Room.
- F. Mr. Robert Gress said that the Finance Committee met on January 13, 2014 and the previously approved meeting minutes have been made available for the Board member and public. The next meeting will be on February 10, 2014 at 5:30 p.m. in the Administration Center Board Room. There are many items from the meeting on the agenda. One issue they are looking at is the tax rate for the upcoming budget since they are looking for a zero increase. Due to the inequalities and it's been a long time since they have reassessed, if we do a zero percent tax increase, common level ratio for Pike County and Monroe County will not be equal. Since a reassessment has not been done for a while, Monroe County will not see an increase but Pike County will see a decrease. Mr. Bader will see what can be done. We are moving forward with the budget process. The preliminary budget can only be increased by 2.3% but hopefully the State will give us more money to cut down on our expenses.
- G. Mrs. Laverdure thanked Mrs. Padavano, Bushkill Elementary Principal, for the video she presented. Mrs. Padavano said that in November, Bushkill Elementary spoke about giving thanks. All students wrote what they were thankful for. High School North students filmed the Bushkill Elementary students and they had a parade with the High School North Band.
- H. Mrs. Marjorie James said there was no Policy Review Committee in January but they are looking forward to continuing the discussion of the Dress Code Policy. The next meeting will be on February 24, 2014 at 5 p.m. Mr. Gress asked if anyone has a question on any policy should they give it to the Policy Review Committee Chair or should they attend the next meeting. Mrs. Laverdure said you can forward any policy discussion items to her and she will give it to the committee members. Mr. Searfoss suggested that they get the policy requests ahead of time in order to place them on the agenda for discussion.
- I. Mrs. Laverdure welcomed Dr. Lesniewski, Assistant Superintendent for Curriculum & Instruction Grades 6-12, on his first day on the job.
- J. Mr. Jeffrey Bader presented Draft #1 of the 2014-15 Budget process. He explained the handout which included revenues (local 71%, State 25%, Federal 1.8% and other 2.4%). Local revenues include real estate taxes, assessed value, collection rate and millage rates. He explained that county-wide reassessments have not been done in Monroe County since 1989 and in Pike County since 1994 which has contributed to commercial property owners getting assessment reductions and placing more of the tax burden on residential property owners. We are looking at a zero percent tax increase. Local Revenues are anticipated to be about 103 million dollars for the

2014-2015 school year. The State revenue includes subsidies, grants, mandated reimbursement, etc. at a total of about 36.5 million dollars. The federal revenue includes grants and other funding sources which total about 3.4 million dollars. The revenue total is about 146.1 million dollars based on a zero tax increase. This is a 2.23% increase from the 2013-14 budget. 1.7 million dollars is from the State Retirement Subsidy. He explained expenses which include wages & benefits, debt service, variable costs, etc. Some items the district has little control over are Wages & Benefits, PSERS, Health Insurance, Workers' Comp, Cyber/Charter School Tuition, etc. Some expense cost savings are due to utilities energy savings and IU Special Ed Services due to providing services in-house. Total expenses estimated for 2014-15 is approximately 154 million dollars. He explained a graph detailing the percentage of each expense that the district incurs. Direct Instruction of Students is 53.5%, Instructional Support is 9.7% and Transportation is 8.3%. The 2014-15 school year budget has about 46 million dollars in revenues, which is about 3.2 million dollars above this year's budget. The expenses are about 155 million dollars, which is about 7 million dollars above this year's budget. Overall it leaves about an 8.9 million dollar deficit because of the expenses exceeding the revenues. The Board allocated 5 million dollars from the fund balance to the general budget to cover this year's deficit; therefore, the 3 million plus the 5 million dollars equals the 2014-15 school year budget deficit of about 8 million dollars. He explained the millage impacts. East Stroudsburg Area School District is a multi-county school district; Pike County and Monroe County. Under the School Code the district has to balance its tax levy in the same proportion as the relative market values as established by the State Tax Equalization Board (STEB). Market values have been declining in both Monroe and Pike Counties but more rapidly in Pike than Monroe. What this means is that for every \$1 tax levied, a greater portion must be collected from Monroe County residents than in the prior year. With no tax increase, keeping the current tax levy means 188.82 mills for Monroe County which is a 4.4% increase and 128.94 mills for Pike County which is a 0% increase. We cannot do this scenario because it is above the allowed index. If we hold Monroe County millage the same then it would be 180.83 mills for Monroe County which is 0.01% increase and 123.48 mills for Pike County which is 4.2% decrease. This would bring the budget deficit from approximately 8.8 million dollars to 12.8 million dollars. We will continue to review all possibilities and balance the budget the best possible way.

Mr. Gress suggested to everyone that when they see their Representatives and Senators, they should let them know that our fund balance has been reserved for retirement expenses that we are mandated to pay. We received less money from the State than in previous years. We should let them know that the State should fund us adequately. We also have a bus expense of about one million dollars this year due to extending the bus-buy cycle to another year. He suggested looking at the appeal for 10 by 10 sheds that are part of the county and are taxable. If people start appealing paying taxes on them then it's less money that the district will get. He thanked Mr. Bader for his presentation and will continue, along with the Finance Committee, to look at decreasing expenditures

Mr. Summers asked when do we have to approve a final budget. Mr. Bader said no later than June 30th. Mr. Summers said we have five months to work our magic and keep taxes where they are. Mr. Bader said it is a daily activity.

Mrs. Laverdure thanked Mr. Bader for his presentation and for the time and effort he put into preparing it.

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

- A. Mr. Frank Johnson asked since the collection rate is low, how do we improve this. Do we just cover their expenses if they do not pay? Mr. Bader said if the taxes are not paid they are turned over the Tax Claim Bureau as delinquent. Mr. Johnson asked if the tax collection increased 2011/12 due to foreclosures. Mr. Bader said this was due to the back pay of an assessment appeal. It was a one-time catch up but we won't see it again. The Tax Claim Bureau threatened to put names in the paper of those that were delinquent; therefore, some people paid up. Mr. Johnson asked if there is any outside agency that the district can contract to get our taxes. Mr. Bader said he believes that the district previously did this and it did not work out. It is better that the Tax Claim Bureau does it. We offer a program for taxpayers to pay their taxes in installments or they have the option to pay in full which gives them a discount. We have done a number of things to boost collection. Mr. Johnson said it just seems that some pay while others don't and those who pay pick up the burden while everyone gets the same service. Mr. Bader said we do our best with collection and we put out a lot of notices. Mr. Johnson asked if East Stroudsburg Area School District is the lowest in tax collection. Mr. Bader said he is not sure but we are probably among the lowest. Mr. Bader said that his budget presentation will be placed on the district website.

XI. PERSONNEL ITEMS

A. Support Staff – Uncompensated Leaves of Absence

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the uncompensated leaves of absence in accordance with the approved applicable policy, procedures and contractual agreement. Motion was seconded by Roy Horton and carried unanimously, 9-0.

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

Name	Position Held
a. Kallai, Eileen	Student Aide – High School South Effective Date: May 2, 2013 Length of leave now through: February 13, 2014
b. Lapping, Sarah	Cafeteria Worker (full-time) – J. M. Hill Elementary Effective Date: December 16, 2013 Length of Leave: February 7, 2014
c. Touma, Denise	Cafeteria Aide - Bushkill Elementary Effective Date: September 22, 2013 Length of Leave: November 27, 2013

(Requests received)

B. Support Staff

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve resignations, retirement, leaves of absence, change of status, temporary reassignments and appointments to the support staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

1. Resignations

Name	Position Held
a. Kuse, Rebecca	Temporary Student Aide - Lehman Intermediate Effective: at the end of the workday on February 5, 2014.
b. Maximenko, Brenda	Payroll Clerk - Business Office Effective: at the end of the workday on January 31, 2014.
c. McPherson, Susan	Cafeteria Worker – Bushkill Elementary Effective: January 2, 2014
d. Petrosino, Peter	School Police Officer – District Effective: at the end of the workday on February 1, 2014.
e. Wetklow, Tracy	Cafeteria Aide – Bushkill Elementary Effective: at the end of the workday on January 17, 2014.

(See pages 33-37)

2. Retirement

Name	Position Held
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- | | |
|-------------------|--|
| a. Sintes, Carmen | Instructional Aide – J. T. Lambert Intermediate
Effective Date: at the end of the workday on December 20, 2013. |
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(See page 38)

3. Leaves of Absence (Date Changes) – In Accordance with School Board Policy #535

Name	Position
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- | | |
|-------------------------|--|
| a. Dreisbach, Katherine | Administrative Assistant – Administration/Human Resources
Effective Date: January 2, 2014
Length of Leave now through: June 30, 2014
This is an intermittent leave. |
| b. Liatto, Cheryl | Custodian (3 rd shift) – North Campus
Effective Date: August 20, 2013
Length of Leave now through: December 6, 2013 |
| c. Massaro, Ellen | Secretary – High School North
Effective Date: September 17, 2013
Length of Leave now through: December 16, 2013 |
| d. Parham, Hasana | Security Guard (1 st shift) – High School North
Effective Date: November 4, 2013
Length of Leave now through: January 1, 2014 |
| e. Snee, Tammy | Secretary – High School South
Effective Date: December 16, 2013
Length of Leave now through: January 5, 2014 |

(Requests received)

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

Name	Position
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- | | |
|-----------------|--|
| a. Keller, Mary | Student Aide – Lehman Intermediate
Effective Date: August 31, 2013
Length of Leave now through: February 7, 2014 |
|-----------------|--|

(Request received)

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

Name	Position
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- | | |
|---------------------|--|
| a. Graceffa, Tammy | Bus Driver – Transportation
Effective Date: January 17, 2014
Length of Leave: June 30, 2014
This is an intermittent leave. |
| b. Molloy, Nannette | Bus Driver – Transportation
Effective Date: January 15, 2014
Length of Leave: April 15, 2014
This is an intermittent leave. |

- c. Staples, Wanda Secretary – Smithfield Elementary
Effective Date: November 15, 2013
Length of Leave: December 20, 2013
- d. Toter, Stacy Student Aide – High School South
Effective Date: November 13, 2013
Length of Leave: six weeks
This is an intermittent leave.
- e. Van Why, Rose Cafeteria (Cook) Worker – High School South
Effective Date: January 27, 2014
Length of Leave: twelve weeks
- f. Wood, Dorothy Bus Driver – Transportation
Effective Date: January 6, 2014
Length of Leave: January 27, 2014

(Requests received)

6. Change of Status

- a. Determan, Martha From: Secretary (part-time) (7.5 hour, 10 month) (Step 3) - Cafeteria
To: Secretary (full-time) (7.5 hour, 12 month) (Step 3) - Cafeteria
Effective Date: January 28, 2014

7. Temporary Reassignments

- a. Darlington, Harry From: Custodian (1st shift) - J. M. Hill Elementary
To: Cafeteria Custodian (1st shift) - High School South
Effective Date: June 14, 2013
Now through: March 15, 2014
Harry temporarily replaces Thomas Darlington who is on a leave.
- b. Gallagher, Cathy From: Cafeteria Worker (part-time) (4 hour) - High School South
To: Cafeteria Worker (full-time) (5.5 hour) - J. M. Hill Elementary
Effective Date: November 18, 2013 through the end of the workday on February 7, 2014 only.
Cathy temporarily replaces Sarah Lapping who is on a leave.
- c. Parton, Matthew From: Custodian (2nd shift) - J. M. Hill Elementary
To: Custodian (1st shift) - J. M. Hill Elementary
Effective Date: June 14, 2013
Now through: March 15, 2014
Matthew temporarily replaces Harry Darlington who is temporarily reassigned.

8. Appointment – Regular

- | Name | Appointment |
|-----------------|--|
| a. Reali, Susan | Cafeteria Aide (part-time, 3 hour) (Step 1) - High School South
Hourly Rate: \$11.93
Effective Date: January 6, 2014
Susan replaces Eileen Jacoby who resigned. |

9. Appointments – Temporary

Name	Appointment
a. Anderson, Diane	Temporary Bus Driver (6 hour) (Step 1) - Transportation Hourly Rate: \$15.14 Effective Date: January 28, 2014 through the last student day of the 2013-2014 school year only. Diane replaces Celestine Knight who retired.
b. Fennell-Raby, Beverly	Temporary Bus Driver (6 hour) (Step 1) - Transportation Hourly Rate: \$15.14 Effective Date: January 28, 2014 through the last student day of the 2013-2014 school year only. Beverly replaces Wanda Cron who retired.
c. Kuse, Rebecca	Temporary Paraprofessional (Step 1) - J. T. Lambert Intermediate Hourly Rate: \$15.37 Effective Date: February 6, 2014 through the last teacher workday of the 2013-2014 school year only. Rebecca replaces Carmen Stines who retired.
d. Summerville, Launie	Temporary Paraprofessional (Reading) (Step 1) - Bushkill Elementary Hourly Rate: \$15.37 Effective Date: January 15, 2014 through the last teacher workday of the 2013-2014 school year only. Launie replaces Diane French who resigned due to being offered a teaching position. This position is fully funded by Title 1 – School Improvement

10. Appointments (Date Changes) – Long Term Substitutes

Name	Appointment
a. LaFemina-Adams, Annmarie	Secretary (Step 1) - High School North (LTS) Effective Date: October 11, 2013 Now through: the end of the workday on December 16, 2013 only. Annmarie replaces Ellen Massaro who is on a leave.
b. Lopez, Myrna	Student Aide (Step 1) - Lehman Intermediate (LTS) Effective Date: September 16, 2013 Now through: the end of the workday on February 7, 2014 only. Myrna replaces Mary Keller who is on a leave.
c. Tagliaferri, Dorothy	Student Aide (Step 1) - High School South (LTS) Effective Date: August 26, 2013 Now through: the end of the workday on February 13, 2014 only. Dorothy replaces Ellen Kallai who is on a leave.

11. Substitute Appointments

Name	Position(s)
a. Chiarello, James	Maintenance
b. Durco, Jay	Bus Driver
c. Jones, Sara	Secretary
d. Maximenko, Brenda	Business Office
e. Myers, Donald	Custodian

- f. Olson, Tanya Paraprofessional, Student Aide
- g. Petrosino, Peter School Police Officer
- h. Sowers, Mark Paraprofessional
- i. Vazquez, Juana Cafeteria Aide, Cafeteria Worker, Paraprofessional, Student Aide
- j. Vega, Barbara Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Student Aide
- k. Wetklow, Tracy Cafeteria Aide

12. Support Staff Funding Distribution (Non-District Funds) for the 2013-14 School Year

	Last Name	First Name	Grant	Position	Location
a.	Banks	Anne	Title 1 (50%)	Paraprofessional	Smithfield Elementary
b.	Bergen (Temporary)	Lori	Title 1 (50%)	Paraprofessional	J. M. Hill Elementary
c.	Capizzi	Deborah	Title 1 (50%)	Paraprofessional	Smithfield Elementary
d.	Dunn	Rita	Title 1 (50%)	Secretary	Central Administration
e.	Fonash	Charlene	Title 1 (50%)	Paraprofessional	East Stroudsburg Elementary
f.	Gagnon (Temporary)	Diane	Title 1 (50%)	Paraprofessional	Middle Smithfield Elementary
g.	Jablonski	Alison	Title 1 (50%)	Paraprofessional	Bushkill Elementary
h.	Johnson	Joann	Title 1 (50%)	Paraprofessional	Middle Smithfield Elementary
i.	Martone (Temporary)	Larysa	Title 1 (50%)	Paraprofessional	Resica Elementary
j.	Mauro (Temporary)	Samantha	Title 1 (50%)	Paraprofessional	East Stroudsburg Elementary
k.	Mitchell	Sarah	Title 1 (50%)	Paraprofessional	East Stroudsburg Elementary
l.	Munch	Laura	Title 1 (50%)	Paraprofessional	Middle Smithfield Elementary
m.	Reveron	Evelyn	Title 1 (50%)	Paraprofessional	Bushkill Elementary
n.	Rourke	Jennifer	Title 1 (50%)	Paraprofessional	Resica Elementary
o.	Winkler	Mary	Title 1 (50%)	Paraprofessional	East Stroudsburg Elementary
p.	French (through 12/19/13) (Temporary)	Diane	Title 1-School Improvement	Paraprofessional	Bushkill Elementary
q.	Careri	Karen	IDEA	Paraprofessional	Lehman Intermediate
r.	Cavanaugh	Theresa	IDEA	Paraprofessional	Lehman Intermediate
s.	Connors	Patricia	IDEA	Paraprofessional	High School South
t.	DiCola	Michelle	IDEA	Paraprofessional	Middle Smithfield Elementary
u.	Hall	Rebecca	IDEA	Paraprofessional	Lehman Intermediate
v.	Malvagno	Catherine	IDEA	Paraprofessional	Lehman Intermediate
w.	Melvin	Carmen	IDEA	Paraprofessional	Lehman Intermediate
x.	Pacheco	Amy	IDEA	Paraprofessional	Bushkill Elementary
y.	Peters	Nancy	IDEA	Paraprofessional	High School South
z.	Rozsay	Marilyn	IDEA	Paraprofessional	High School North
aa.	Snapp	Donna	IDEA	Paraprofessional	High School South
bb.	DeJesus	Jonathan	ACCESS	Secretary	Central Administration
cc.	Bioh	Magdalene	ACCESS	Student Aide	East Stroudsburg Elementary
dd.	Conforti	Susan	ACCESS	Student Aide	Resica Elementary
ee.	Cruz	Lisa	ACCESS	Student Aide	High School North
ff.	DiSanto	Patricia	ACCESS	Student Aide	Bushkill Elementary
gg.	Fish	Joy	ACCESS	Student Aide	Resica Elementary
hh.	Ford (Temporary)	Kristina	ACCESS	Student Aide	Lehman Intermediate
ii.	Jackson	Jacquelyn	ACCESS	Student Aide	Middle Smithfield Elementary
jj.	Justiniano	Edward	ACCESS	Student Aide	J T Lambert Intermediate
kk.	Kallai	Eileen	ACCESS	Student Aide	High School South
ll.	Perry	Raymond	ACCESS	Student Aide	High School North
mm.	Tagliaferri (LTS)	Dorothy	ACCESS	Student Aide	High School South

13. Substitute Support Pay Rates for the 2013-2014 Fiscal Year

Position	Per Hour
Bus Driver	\$12.50
Bus Mechanic	\$13.00
Business Office	\$10.00
Cafeteria Aide	\$ 8.00
Cafeteria Worker	\$ 8.00
Crossing Guard	\$ 8.25
Custodian	\$ 9.75
Front Desk Receptionist (previously Student Hall Monitor)	\$ 7.50
Health Room Nurse (previously Health Room Assistant Nurse)	\$ 9.50

Position	Per Hour
Information Technologist (previously Media Technician)	\$11.00
Maintenance I Worker	\$10.50
Paraprofessional (previously Instructional Aide)	\$ 9.00
School Police Officer	\$12.00
Secretary	\$ 9.50
Security Guard	\$10.00
Student Aide (previously Student Helper)	\$ 8.00
Study Hall Monitor	\$ 7.50

C. Support Staff Salary Compensations

ACTION BY THE BOARD:
 Motion was made by Roy Horton to approve the salary compensations in accordance with the Collective Bargaining Agreement between the Board of Education and East Stroudsburg Area Education Support Professional Association for the period of July 1, 2011 through June 30, 2015. Those individuals whose net pay (gross pay – premium share) declines as a result of the increased employee premium share will be additionally compensated to offset the loss. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

1. Business Office Personnel

	LAST NAME	FIRST NAME	2010-11	POSITION	STEP	2011-12	2012-13	2013-14
1.	Burch	Sonya	\$15.32	BOP II	Step 1	\$15.62	\$15.92	\$16.72
2.	Cassieri	DonnaMarie	\$16.63	BOP II	Step 3	\$16.93	\$17.23	\$18.03
3.	Kelly	Diane	\$20.63	BOP III	Step 3	\$20.93	\$21.23	\$22.03
4.	Kroll	Kathy	\$23.54	BOP III	Step 4	\$23.84	\$24.14	\$24.94
5.	Maximenko	Brenda	\$15.32	BOP II	Step 1	\$15.62	\$15.92	\$16.72
6.	Nicolais	Elizabeth	\$15.13	BOPI	Step 2	\$15.43	\$15.73	\$16.53
7.	Nietz	Deborah	\$16.63	BOP II	Step 3	\$16.93	\$17.23	\$18.03
8.	Rosado	John	\$16.13	BOP II	Step 2	\$16.43	\$16.73	\$17.53
9.	Schroeder	Cynthia	\$16.13	BOP II	Step 2	\$16.43	\$16.73	\$17.53
10.	Trainer (retired 2/8/13)	Robin	\$20.49	BOP III	Step 2	\$20.79	\$21.09	
11.	Vitulli	Susan	\$16.63	BOP II	Step 3	\$16.93	\$17.23	\$18.03
12.	Wade	Jessica	\$15.13	BOPI	Step 2	\$15.43	\$15.73	\$16.53
13.	Wescott	Jeanne	\$27.93	BOP III	Step 5	\$28.23	\$28.53	\$29.33

2. Bus Drivers

	LAST NAME	FIRST NAME	2010-11	CURRENT HOURS	STEP	2011-12	2012-13	2013-14
1.	Ahlum, Sr. (retired 1/2/13)	Edwin	\$21.62	8.0 hrs	Step 8	\$21.92	\$22.22	
2.	Almodovar	Matilde	\$14.38	8.0 hrs	Step 2	\$14.68	\$14.98	\$15.78
3.	Alpaugh	Judy	\$15.30	6.0 hrs	Step 4	\$15.30	\$15.60	\$16.40
4.	Bader	Vicky	\$17.66	8.0 hrs	Step 5	\$17.96	\$18.26	\$19.06
5.	Belcastro	Robert		6.0 hrs	Step 1			\$15.14
6.	Bertola	Francis	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
7.	Blaha	Timothy	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
8.	Boyle	Cecilia	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14

9.	Brenner	Michael	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
10.	Buckley (retired 9/27/12)	Thomas	\$24.30	8.0 hrs	Step 9	\$24.60	\$24.90	
11.	Bussiere	Joseph	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
12.	Camara	Trindade	\$16.10	8.0 hrs	Step 4	\$16.40	\$16.70	\$17.50
13.	Carter	Bernadette		6.0 hrs	Step 1			\$15.14
14.	Cavanaugh	Lorraine	\$16.10	8.0 hrs	Step 4	\$16.40	\$16.70	\$17.50
15.	Cestone	Victor	\$14.38	8.0 hrs	Step 2	\$14.68	\$14.98	\$15.78
16.	Cole	Christie	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
17.	Cole	Marie	\$19.59	8.0 hrs	Step 7	\$19.89	\$20.19	\$20.99
18.	Conklin	Cheryl	\$14.97	8.0 hrs	Step 3	\$15.27	\$15.57	\$16.37
19.	Counterman	Boyd	\$27.70	8.0 hrs	Step 11	\$28.00	\$28.30	\$29.10
20.	Cron	Wanda	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
21.	Curras	Odette	\$15.30	6.0 hrs	Step 4	\$15.60	\$15.90	\$16.70
22.	Dalfol	Nilo	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
23.	Daly-Rispin	Mary	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
24.	Dildine	Vincent	\$27.70	8.0 hrs	Step 11	\$28.00	\$28.30	\$29.10
25.	Donovan	Sharon		6.0 hrs	Step 1		\$14.34	\$15.14
26.	Dymond	Patricia	\$14.97	8.0 hrs	Step 3	\$15.27	\$15.57	\$16.37
27.	Dymond	Larry	\$16.10	8.0 hrs	Step 4	\$16.40	\$16.70	\$17.50
28.	Echevarria	Wanda	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
29.	Fahl	Sharon	\$16.78	6.0 hrs	Step 5	\$17.08	\$17.38	\$18.18
30.	Ferdinand	Marc	\$13.74	8.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
31.	Fiorot	Linda	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
32.	Fisher	James	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
33.	Fuchs	Tammy	\$14.97	8.0 hrs	Step 3	\$15.27	\$15.57	\$16.37
34.	Fylstra	Stephen	\$17.66	8.0 hrs	Step 5	\$17.96	\$18.26	\$19.06
35.	Gaggero	Janet	\$14.38	6.0 hrs	Step 2	\$14.68	\$14.98	\$15.78
36.	Gallo	Vincent	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
37.	Galunic	Victor	\$17.66	8.0 hrs	Step 5	\$17.96	\$18.26	\$19.06
38.	Gargan	Michael	\$14.38	8.0 hrs	Step 2	\$14.68	\$14.98	\$15.78
39.	Gawlik	Irena	\$14.38	6.0 hrs	Step 2	\$14.68	\$14.98	\$15.78
40.	Giannolla	Janice	\$16.10	8.0 hrs	Step 4	\$16.40	\$16.70	\$17.50
41.	Gonzales	Jesse	\$13.74	8.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
42.	Graceffa	Tammy	\$13.74	8.0 hrs	Step 1	\$13.74	\$14.04	\$15.14
43.	Gramberg	Karen	\$14.38	6.0 hrs	Step 2	\$14.68	\$14.98	\$15.78
44.	Graver	Melinda	\$17.66	8.0 hrs	Step 5	\$17.96	\$18.26	\$19.06
45.	Graver	Clifford	\$17.66	8.0 hrs	Step 5	\$17.96	\$18.26	\$19.06
46.	Greenway	Teresa		6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
47.	Hamilton	Crystal	\$17.66	8.0 hrs	Step 5	\$17.96	\$18.26	\$19.06
48.	Harris	Jimmie	\$13.74	8.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
49.	Hayes	Denise	\$21.62	8.0 hrs	Step 8	\$21.92	\$22.22	\$23.02
50.	Hendel	Marianne	\$14.97	8.0 hrs	Step 3	\$15.27	\$15.57	\$16.37
51.	Hendel	Thomas	\$21.62	8.0 hrs	Step 8	\$21.92	\$22.22	\$23.02
52.	Honicker (Huck)	Nona	\$13.74	8.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
53.	Hoover (retired 3/1/13)	Charles	\$14.38	6.0 hrs	Step 2	\$14.68	\$14.98	
54.	Horne, Jr.	Phillip	\$14.38	8.0 hrs	Step 2	\$14.68	\$14.98	\$15.78
55.	Johnson	Annie	\$16.10	8.0 hrs	Step 4	\$16.40	\$16.70	\$17.50
56.	Kishbaugh	Constance	\$16.10	8.0 hrs	Step 4	\$16.40	\$16.70	\$17.50
57.	Kishbaugh (Grotz)	Maureen	\$13.74	8.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
58.	Knight	Celestine	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
59.	Knitter	Jefferey	\$14.38	6.0 hrs	Step 2	\$14.68	\$14.98	\$15.78

60.	Kresge	Judy	\$24.30	8.0 hrs	Step 9	\$24.60	\$24.90	\$25.70
61.	Kurtz	Ninette	\$14.38	6.0 hrs	Step 2	\$14.68	\$14.98	\$15.78
62.	Lebar	Edward	\$24.30	8.0 hrs	Step 9	\$24.60	\$24.90	\$25.70
63.	Lewis	Baron		6.0 hrs	Step 1		\$14.34	\$15.14
64.	Lynch	Linda	\$17.66	8.0 hrs	Step 5	\$17.96	\$18.26	\$19.06
65.	Lyons	Scott	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
66.	Madison	Dale	\$25.92	8.0 hrs	Step 10	\$26.22	\$26.52	\$27.32
67.	Martinez (Delgado)	Vivianna	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
68.	Marx	Claudia	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
69.	Medina	Edwin	\$14.38	8.0 hrs	Step 2	\$14.68	\$14.98	\$15.78
70.	Miller	Linda	\$24.30	6.0 hrs	Step 9	\$24.60	\$24.90	\$25.70
71.	Molloy	Nannette	\$14.38	8.0 hrs	Step 2	\$14.68	\$14.98	\$15.78
72.	Ogg	Brian	\$21.62	8.0 hrs	Step 8	\$21.92	\$22.22	\$23.02
73.	O'Grady	Joseph	\$14.97	8.0 hrs	Step 3	\$15.27	\$15.57	\$16.37
74.	O'Keefe	Allan		6.0 hrs	Step 1			\$15.14
75.	Ortiz	Michelle	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
76.	Parke	Tina	\$17.66	8.0 hrs	Step 5	\$17.96	\$18.26	\$19.06
77.	Pomara	Denise	\$14.97	8.0 hrs	Step 3	\$15.27	\$15.57	\$16.37
78.	Presco	Debra	\$18.49	8.0 hrs	Step 6	\$18.79	\$19.09	\$19.89
79.	Prunkel	Jennifer	\$13.67	8.0 hrs	Step 2	\$13.97	\$14.27	\$15.14
80.	Ramirez	Marlene	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
81.	Reish	Lawrence	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
82.	Roberts	Elaine	\$17.66	8.0 hrs	Step 5	\$17.96	\$18.26	\$19.06
83.	Rodriguez	Bernadette	\$14.38	6.0 hrs	Step 2	\$14.68	\$14.98	\$15.78
84.	Rogers	Paul	\$16.10	8.0 hrs	Step 4	\$16.40	\$16.70	\$17.50
85.	Rogers	Charlene	\$16.78	8.0 hrs	Step 5	\$17.08	\$17.38	\$18.18
86.	Scarnecchia	Nancy	\$16.10	8.0 hrs	Step 4	\$16.40	\$16.70	\$17.50
87.	Siska	Charlene	\$19.59	8.0 hrs	Step 7	\$19.89	\$20.19	\$20.99
88.	Smith	Jacqueline	\$24.30	8.0 hrs	Step 9	\$24.60	\$24.90	\$25.70
89.	Soto	Lourdes	\$14.97	6.0 hrs	Step 3	\$15.27	\$15.57	\$16.37
90.	Sotomayor (retired 1/2/13)	Angel	\$24.30	8.0 hrs	Step 9	\$24.60	\$24.90	
91.	Spiotta	Anthony	\$18.49	6.0 hrs	Step 6	\$18.79	\$19.09	\$19.89
92.	Stang	Jennene	\$13.74	8.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
93.	Steimer	Cheryl	\$16.10	6.0 hrs	Step 4	\$16.40	\$16.70	\$17.50
94.	Strunk	Geraldine	\$16.10	8.0 hrs	Step 4	\$16.40	\$16.70	\$17.50
95.	Tallada (retire 8/31/12)	Royd	\$17.66	6.0 hrs	Step 5	\$17.96	\$18.26	
96.	Thomas	Glenn	\$14.97	8.0 hrs	Step 3	\$15.27	\$15.57	\$16.37
97.	Thomas (Titus)	Lori	\$14.97	8.0 hrs	Step 3	\$15.27	\$15.57	\$16.37
98.	Torres	Lourdes		6.0 hrs	Step 1			\$15.14
99.	Trabucco	Richard		6.0 hrs	Step 1		\$14.34	\$15.14
100.	Turner	Sandra	\$19.59	8.0 hrs	Step 7	\$19.89	\$20.19	\$20.99
101.	Turner	Cory	\$25.92	8.0 hrs	Step 10	\$26.22	\$26.52	\$27.32
102.	Vieira	Ricardo	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
103.	Vinti	Virginia	\$14.38	6.0 hrs	Step 2	\$14.68	\$14.98	\$15.78
104.	Walsh	Robert		6.0 hrs	Step 1			\$15.14
105.	Warlix	Kathy	\$13.74	6.0 hrs	Step 1	\$13.74	\$13.74	\$15.14
106.	Wells	Barbara	\$16.10	6.0 hrs	Step 4	\$16.40	\$16.70	\$17.50
107.	Whittaker	Deborah	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
108.	Wilczewski	Bogdan	\$13.74	6.0 hrs	Step 1	\$14.04	\$14.34	\$15.14
109.	Wolfe	Ellen	\$16.10	6.0 hrs	Step 4	\$16.40	\$16.70	\$17.50
110.	Wood	Dorothy	\$16.10	8.0 hrs	Step 4	\$16.40	\$16.70	\$17.50

3. Cafeteria Aides

	LAST NAME	FIRST NAME	LOCATION	2010-11	CURRENT HOURS	STEP	2011-12	2012-13	2013-14
1.	Aseng	Wilfredo	HS North		3.0 hrs	Step 1		\$11.13	\$11.93
2.	Athey	Jerry	ESE		3.25 hrs	Step 1			\$11.93
3.	Barvig	Eileen	ESE	\$10.53	3.25 hrs	Step 1	\$10.83	\$11.13	\$11.93
4.	Blackmore	Helen	J T Lambert	\$13.24	3.75 hrs	Step 4	\$13.54	\$13.84	\$14.64
5.	Caputo-Cottone	Linda	Middle Smithfield	\$10.53	3.25 hrs	Step 1	\$10.83	\$11.13	\$11.93
6.	Deacon	Sandra	Lehman	\$11.80	3.75 hrs	Step 3	\$12.10	\$12.40	\$13.20
7.	Eriksen	Judy	J T Lambert	\$10.53	3.75 hrs	Step 1	\$10.83	\$11.13	\$11.93
8.	Hetner	Theresa	Resica	\$10.53	3.25 hrs	Step 1	\$10.83	\$11.13	\$11.93
9.	Hezel	Deborah	J T Lambert	\$13.24	3.75 hrs	Step 4	\$13.54	\$13.84	\$14.64
10.	Hudon	Donna	Resica	\$10.53	3.25 hrs	Step 1	\$10.83	\$11.13	\$11.93
11.	Kakakios	Carmen	Middle Smithfield	\$10.53	3.25 hrs	Step 1	\$10.83	\$11.13	\$11.93
12.	Kump	Lucia	Middle Smithfield	\$10.53	3.25 hrs	Step 1	\$10.83	\$11.13	\$11.93
13.	Lynn	Ann	Smithfield	\$13.24	3.25 hrs	Step 4	\$13.54	\$13.84	\$14.64
14.	Mallalieu	Diane	HS South	\$16.51	3.0 hrs	Step 6	\$16.81	\$17.11	\$17.91
15.	Miller	Carol	J M Hill	\$18.85	3.0 hrs	Step 7	\$19.15	\$19.45	\$20.25
16.	Monke	Marion	HS South	\$11.02	3.0 hrs	Step 2	\$11.32	\$11.62	\$12.42
17.	Montague	Margaret	Lehman	\$14.17	3.75 hrs	Step 5	\$14.47	\$14.77	\$15.57
18.	Nestor	Susan	HS North	\$10.53	3.0 hrs	Step 1	\$10.83	\$11.13	\$11.93
19.	Nigro	Kathy	Smithfield	\$13.24	3.25 hrs	Step 4	\$13.54	\$13.84	\$14.64
20.	Nubile	Linda	Resica	\$11.80	3.25 hrs	Step 3	\$12.10	\$12.40	\$13.20
21.	Olivera	Mirelda	Lehman	\$10.53	3.75 hrs	Step 1	\$10.83	\$11.13	\$11.93
22.	Orley	James	HS South	\$16.51	3.0 hrs	Step 6	\$16.81	\$17.11	\$17.91
23.	Osoria	Aurea	Lehman	\$11.80	3.75 hrs	Step 3	\$12.10	\$12.40	\$13.20
24.	Paolucci	Lucy	Middle Smithfield	\$10.53	3.25 hrs	Step 1	\$10.83	\$11.13	\$11.93
25.	Quiles	Lorry	HS North	\$10.53	3.0 hrs	Step 1	\$10.83	\$11.13	\$11.93
26.	Roberts	Tammy	ESE		3.25 hrs	Step 1		\$11.13	\$11.93
27.	Schuon	Kelly	HS North	\$11.02	3.0 hrs	Step 2	\$11.32	\$11.62	\$12.42
28.	Skidmore	Rose	J M Hill	\$13.24	3.0 hrs	Step 4	\$13.54	\$13.84	\$14.64
29.	Touma	Denise	Bushkill		3.25 hrs	Step 1	\$10.83	\$11.13	\$11.93
30.	Vaughan	Pamela	J T Lambert		3.75 hrs	Step 1			\$11.93
31.	Vitale	Diane	Resica	\$11.80	3.25 hrs	Step 3	\$12.10	\$12.40	\$13.20
32.	Wetklow	Tracy	Bushkill	\$10.53	3.25 hrs	Step 1	\$10.83	\$11.13	\$11.93
33.	Williams	Vivian	ESE	\$10.53	3.25 hrs	Step 1	\$10.83	\$11.13	\$11.93
34.	Zicaro	Crystal	Bushkill		3.25 hrs	Step 1			\$11.93

4. Cafeteria Workers

	LAST NAME	FIRST NAME	CURRENT LOCATION	2010-11	CURRENT HOURS	STEP	2011-12	2012-13	2013-14
1.	Anderson	Dawn	North Campus	\$11.17	4.0 hrs	Step 2	\$11.47	\$11.77	\$12.57
2.	Baran	Louise	J M Hill		3.0 hrs	Step 1			\$12.07
3.	Berry	Judith	HS South		4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
4.	Bonser	Janie	J T Lambert	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
5.	Carmel	Maureen	Resica	\$11.87	7.0 hrs	Step 3	\$12.17	\$12.17	\$12.97
6.	Carmel	Lisa	North Campus	\$11.87	4.0 hrs	Step 3	\$12.17	\$12.47	\$13.27
7.	Casals	Jennifer	North Campus	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
8.	Cawley	Nina	ESE	\$12.59	7.0 hrs	Step 4	\$12.89	\$13.19	\$13.99
9.	Cioffi	Maureen	Resica	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
10.	Colao	Mary Jane	HS South	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07

11.	Cuff	Lena	ESE	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
12.	DeSilva	Marianie	North Campus	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
13.	Dekmar	Bonnie	J T Lambert	\$12.59	7.25hrs	Step 4	\$12.89	\$13.19	\$13.99
14.	Fields	Sharon	North Campus	\$11.87	7.0 hrs	Step 3	\$12.17	\$12.47	\$13.27
15.	Foley	Cindy	HS South	\$12.59	7.0 hrs	Step 4	\$12.89	\$13.19	\$13.99
16.	Gallagher	Cathy	HS South	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
17.	Gerberich (LTS)	Jessica	ESE			Step 1			\$12.07
18.	Goff-Deigert	Debra	North Campus	\$10.67	4.0 hrs	Step 1	\$10.97	\$10.97	\$10.97
19.	Halterman	Grace	Middle Smithfield	\$12.59	7.0 hrs	Step 4	\$12.89	\$13.19	\$13.99
20.	Harlander	Janette	HS South	\$12.59	5.5 hrs	Step 4	\$12.89	\$13.19	\$13.99
21.	Hicks	Donna	ESE	\$10.67	7.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
22.	Hirsch	Karen	J T Lambert	\$10.67	4.25hrs	Step 1	\$10.97	\$11.27	\$12.07
23.	Ivory	Georgina	J T Lambert		4.0 hrs	Step 1			\$12.07
24.	Jensen	Diane	North Campus	\$11.96	7.0 hrs	Step 4	\$12.26	\$12.56	\$13.36
25.	Jesus	Carmen	North Campus	\$11.17	4.0 hrs	Step 2	\$11.47	\$11.77	\$12.57
26.	Jezowski	Alicja	North Campus	\$12.59	7.0 hrs	Step 4	\$12.89	\$13.19	\$13.99
27.	Johnson	Kay	HS South	\$11.87	4.0 hrs	Step 3	\$12.17	\$12.47	\$13.27
28.	Kleiner	Bonnie	North Campus	\$11.87	4.0 hrs	Step 3	\$12.17	\$12.47	\$13.27
29.	Lapping	Sarah	J M Hill	\$10.67	5.5 hrs	Step 1	\$10.97	\$11.27	\$12.07
30.	Liao	Lyudmila	North Campus		4.0 hrs	Step 1			\$12.07
31.	Litts (LTS)	Dorothy	Middle Smithfield		4.0 hrs	Step 1			\$12.07
32.	Litts	Anne	North Campus	\$12.59	7.0 hrs	Step 4	\$12.89	\$13.19	\$13.99
33.	Magdziak	Malgorzata	North Campus		4.0 hrs	Step 1			\$12.07
34.	Martinez	Dianne	North Campus	\$11.87	7.0 hrs	Step 3	\$12.17	\$12.47	\$13.27
35.	Masucci	Christina	J T Lambert	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
36.	Mayo	Eileen	North Campus	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
37.	McPherson	Susan	Bushkill	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
38.	Medina	Angela	North Campus	\$11.87	4.0 hrs	Step 3	\$12.17	\$12.47	\$13.27
39.	Mora	Nellie	Bushkill	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
40.	Neglia	Rosemarie	HS South	\$12.59	7.0 hrs	Step 4	\$12.89	\$13.19	\$13.99
41.	Ng	Miriam	J T Lambert		4.0 hrs	Step 1			\$12.07
42.	Okurowski	Mary	Middle Smithfield	\$11.87	4.0 hrs	Step 3	\$11.87	\$12.17	\$12.97
43.	Orlando-McComb	Barbara	J T Lambert	\$12.59	7.25 hrs	Step 4	\$12.89	\$13.19	\$13.99
44.	Pollack	Tamara	North Campus		4.0 hrs	Step 1			\$12.07
45.	Rios-Ortega	Diane	North Campus		4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
46.	Rogalinski	Kathleen	Resica	\$11.17	4.0 hrs	Step 2	\$11.47	\$11.77	\$12.57
47.	Rose	Jennifer	North Campus	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
48.	Sargent	Veronica	ESE	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
49.	Sasso	Deborah	ESE	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
50.	Scalercio	Susan	HS South	\$12.59	7.0 hrs	Step 4	\$12.89	\$13.19	\$13.99
51.	Schmidt	Diane	Smithfield	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
52.	Shamey	Carol	Middle Smithfield	\$12.59	4.0 hrs	Step 4	\$12.89	\$13.19	\$13.99
53.	Shevlin	Daisy	North Campus		4.0 hrs	Step 1			\$12.07
54.	Soler	Barbara	North Campus	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
55.	Stasolla	Deborah	North Campus	\$11.87	4.0 hrs	Step 3	\$12.17	\$12.47	\$13.27
56.	Stockman	Susan	HS South	\$10.67	4.0 hrs	Step 1	\$10.97	\$11.27	\$12.07
57.	Tumminello	Tracy	Smithfield	\$12.59	7.0 hrs	Step 4	\$12.89	\$13.19	\$13.99
58.	Ullo	Janet	Bushkill	\$18.79	7.5 hrs	Step 6	\$19.09	\$19.39	\$20.19
59.	Van Why	Susan	J M Hill	\$12.59	3.0 hrs	Step 4	\$12.89	\$13.19	\$13.99
60.	Wickberg	Valerie	J T Lambert		4.0 hrs	Step 1			\$12.07

5. Cafeteria Workers (Cooks*)

	LAST NAME	FIRST NAME	CURRENT LOCATION	2010-11	CURRENT HOURS	STEP	2011-12 Base Rate	2012-13 Base Rate	2013-14 Base Rate
1.	Bogart (retired 6/30/13)	Freda	Bushkill	\$14.61	7.5 hrs	Step 5	\$14.91	\$15.21	
2.	Bunnell	Joann	Resica	\$12.59	7.5 hrs	Step 4	\$12.89	\$13.19	\$13.99
3.	Krueger	Rosanne	Bushkill	\$12.59	7.5 hrs	Step 4	\$12.89	\$13.19	\$13.99
4.	Litts	Lorrie	Smithfield	\$12.59	7.0 hrs	Step 4	\$12.89	\$13.19	\$13.99
5.	Marasco	Amy	ESE	\$10.67	7.5 hrs	Step 1	\$10.97	\$11.27	\$12.07
6.	Miller	Patricia	HS South	\$18.79	7.25 hrs	Step 6	\$19.09	\$19.39	\$20.19
7.	Rodriguez	Deborah	HS North	\$12.17	8.0 hrs	Step 1	\$12.47	\$12.77	\$13.57
8.	Searfoss	Barbara	J T Lambert	\$12.59	7.5 hrs	Step 4	\$12.89	\$13.19	\$13.99
9.	Smith	Eileen	Middle Smith	\$11.17	7.5 hrs	Step 2	\$11.47	\$11.77	\$12.57
10.	Van Why	Rose	HS South	\$11.87	7.25hrs	Step 3	\$12.17	\$12.47	\$13.27

***Differential for Cafeteria Cooks: Additional \$1.75/per hour**

6. Custodians

	LAST NAME	FIRST NAME	CURRENT LOCATION	2010-11 Base Rate	CURRENT SHIFT	STEP	2011-12 Base Rate	2012-13 Base Rate	2013-14 Base Rate
1.	Altemose	Dale	HS South	\$14.07	1st shift	Step 4	\$14.37	\$14.67	\$15.47
2.	Bachelder	Lorne	North Campus	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
3.	Bartron	Barry	HS South	\$15.60	2nd shift	Step 6	\$15.90	\$16.20	\$17.00
4.	Bass	James	Resica	\$15.60	1st shift	Step 6	\$15.90	\$16.20	\$17.00
5.	Bell	Morris	HS South	\$12.73	3rd shift	Step 1	\$13.03	\$13.33	\$14.13
6.	Bellis	Jon	Bushkill	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
7.	Benfield	David	North Campus	\$15.60	3rd shift	Step 6	\$15.90	\$16.20	\$17.00
8.	Benson	Craig	North Campus	\$12.73	3rd shift	Step 1	\$13.03	\$13.33	\$14.13
9.	Bentzoni	Kyle	Middle Smithfield	\$15.60	1st shift	Step 6	\$15.90	\$16.20	\$17.00
10.	Bowman	Leroy	J M Hill		2nd shift	Step 1	\$13.03	\$13.33	\$14.13
11.	Cardillo	Gerard	Middle Smithfield	\$15.60	2nd shift	Step 6	\$15.90	\$16.20	\$17.00
12.	Cox	James	HS South	\$12.73	3rd shift	Step 1	\$13.03	\$13.33	\$14.13
13.	Cross	Donald	HS South	\$15.60	3rd shift	Step 6	\$15.90	\$16.20	\$17.00
14.	Darlington	Harry	HS South/Cafe	\$16.78	1st shift	Step 7	\$17.08	\$17.38	\$18.18
15.	Darlington	Thomas	HS South/Cafe	\$24.07	1st shift	Step 10	\$24.37	\$24.67	\$25.47
16.	Del Guercio	Anthony	Middle Smithfield	\$15.60	1st shift	Step 6	\$15.90	\$16.20	\$17.00
17.	Doyle	John	North Campus	\$16.78	2nd shift	Step 7	\$17.08	\$17.38	\$18.18
18.	Feal	Joseph	HS South	\$14.07	1st shift	Step 4	\$14.37	\$14.67	\$15.47
19.	Figuroa	Anthony	North Campus	\$15.60	2nd shift	Step 6	\$15.90	\$16.20	\$17.00
20.	Floran	Alexis	Bushkill	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
21.	Fuzio	Antonio	Resica	\$15.60	2nd shift	Step 6	\$15.90	\$16.20	\$17.00
22.	Gannon	Michael	North Campus	\$12.73	3rd shift	Step 1	\$13.03	\$13.33	\$14.13
23.	Garris	Richard	North Campus	\$13.32	1st shift	Step 2	\$13.62	\$13.92	\$14.72
24.	Garris	Randy	Smithfield	\$20.47	1st shift	Step 9	\$20.77	\$21.07	\$21.87
25.	Garris	Steven	HS South	\$18.80	2nd shift	Step 8	\$19.10	\$19.40	\$20.20
26.	Gatpo	Wilma	J T Lambert	\$14.69	2nd shift	Step 5	\$14.99	\$15.29	\$16.09
27.	Gatpo	Reynaldo	J T Lambert	\$12.73	3rd shift	Step 1	\$13.03	\$13.33	\$14.13
28.	Ginlack	Willie	ESE	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
29.	Goeller	Robert	J T Lambert	\$15.60	2nd shift	Step 6	\$15.90	\$16.20	\$17.00
30.	Gomez	Brenda	Resica	\$13.32	2nd shift	Step 2	\$13.62	\$13.92	\$14.72
31.	Gomez	Charles	HS South	\$15.60	2nd shift	Step 6	\$15.90	\$16.20	\$17.00
32.	Goodridge	Marcia	ESE	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
33.	Gould	Richard	North Campus		3rd shift	Step 1			\$14.13

34.	Halker	Donald	HS South	\$12.73	1st shift	Step 1	\$13.03	\$13.33	\$14.13
35.	Harris	Deann	HS South	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
36.	Houghtaling	Richard	J T Lambert/Cafe	\$15.60	1st shift	Step 6	\$15.90	\$16.20	\$17.00
37.	Jacobsen	Norman	HS South	\$12.73	3rd shift	Step 1	\$13.03	\$13.33	\$14.13
38.	Johnson	Robert	J M Hill	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
39.	Jones	Thomas	Resica	\$15.60	2nd shift	Step 6	\$15.90	\$16.20	\$17.00
40.	Kelly	James	Smithfield		2nd shift	Step 1			\$14.13
41.	Kofel	John	J T Lambert	\$16.78	1st shift	Step 7	\$17.08	\$17.38	\$18.18
42.	Kohler	Kathleen	North Campus	\$15.60	1st shift	Step 6	\$15.90	\$16.20	\$17.00
43.	Kraeber	Jeanie	Middle Smithfield	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
44.	Lapping	Thomas	HS South		3rd shift	Step 1			\$14.13
45.	Lassiter	Wayne	J T Lambert	\$15.60	2nd shift	Step 6	\$15.90	\$16.20	\$17.00
46.	Liatto	Cheryl	North Campus	\$12.73	3rd shift	Step 1	\$13.03	\$13.33	\$14.13
47.	Liatto	Joseph	North Campus	\$12.73	3rd shift	Step 1	\$13.03	\$13.33	\$14.13
48.	Miller	Thomas	HS South	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
49.	Miller	Donald	HS South	\$14.69	3rd shift	Step 5	\$14.69	\$14.99	\$14.99
50.	Montalvo	Eric	J T Lambert	\$14.79	2nd shift	Step 6	\$15.09	\$15.39	\$16.19
51.	Montuori	Jason	Bushkill	\$15.60	1st shift	Step 6	\$15.90	\$16.20	\$17.00
52.	Murrell	Raymond	North Campus	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
53.	Nagele	Michael	J T Lambert		3rd shift	Step 1	\$13.03	\$13.33	\$14.13
54.	Nannery	William	Middle Smithfield	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
55.	Pafilzko	Thomas	North Campus	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
56.	Parton	Matthew	J M Hill	\$12.73	1 st shift	Step 1	\$13.03	\$13.33	\$14.13
57.	Philhower	Kyle	J T Lambert	\$12.73	3rd shift	Step 1	\$13.03	\$13.33	\$14.13
58.	Piccoli	Arthur	North Campus	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
59.	Prothro	Robert	North Campus	\$12.73	1st shift	Step 1	\$13.03	\$13.33	\$14.13
60.	Prothro	Clotelda	North Campus	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
61.	Renna	Domenick	HS South	\$18.80	1st shift	Step 8	\$19.10	\$19.40	\$20.20
62.	Romanowski	Joseph	North Campus	\$13.34	2nd shift	Step 4	\$13.64	\$13.94	\$14.74
63.	Rosado	John	ESE	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
64.	Santiago	George	HS South	\$15.60	2nd shift	Step 6	\$15.90	\$16.20	\$17.00
65.	Schoonover	Jonathan	Bushkill	\$15.60	2nd shift	Step 6	\$15.90	\$16.20	\$17.00
66.	Schubert	Edwin	J T Lambert		3rd shift	Step 1	\$13.03	\$13.33	\$14.13
67.	Shoemaker	Michael	North Campus	\$14.69	3rd shift	Step 5	\$14.99	\$15.29	\$16.09
68.	Siptroth	Kenneth	Smithfield	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
69.	Smith (part-time, .5)	David	Bushkill	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
70.	Smith	Yolanda	North Campus	\$15.60	2nd shift	Step 6	\$15.90	\$16.20	\$17.00
71.	Spannagel	Edward	ESE	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
72.	Suarez	Nicholas	Resica	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
73.	Taybron	Jerry	Middle Smithfield	\$12.73	2nd shift	Step 1	\$13.03	\$13.33	\$14.13
74.	Townsend	Johnathan	ESE		1st shift	Step 1	\$13.03	\$13.33	\$14.13
75.	Transue	Scott	North Campus	\$12.73	1st shift	Step 1	\$13.03	\$13.33	\$14.13
76.	Tyree	Otis	HS South	\$12.73	3rd shift	Step 1	\$13.03	\$13.33	\$14.13
77.	Van Why	Scott	HS South/Courier	\$12.73	1st shift	Step 1	\$13.03	\$13.33	\$14.13
78.	Vazquez	Robert	ESE		1st shift	Step 1	\$13.03	\$13.33	\$14.13
79.	Velez	Arquelio	North Campus/Cafe	\$14.69	1st shift	Step 5	\$14.99	\$15.29	\$16.09
80.	Willette	Daniel	HS South	\$12.73	3rd shift	Step 1	\$13.03	\$13.33	\$14.13

Shift Differentials: 2nd shift: additional \$.40/per hour
 3rd shift: additional \$.50/per hour

7. Front Desk Receptionists (previously Student Hall Monitor)

	LAST NAME	FIRST NAME	LOCATION	2010-11	CURRENT HOURS	STEP	2011-12	2012-13	2013-14
1.	Barrett	Maureen	Resica	\$10.05	7.5 hrs	Step 1	\$10.35	\$10.65	\$11.45
2.	Beniamino	Robin	Bushkill	\$10.05	7.75 hrs	Step 1	\$10.35	\$10.65	\$11.45
3.	Clare	Linda	J M Hill	\$10.05	7.0 hrs	Step 1	\$10.35	\$10.65	\$11.45
4.	Dunleavy	Susan	HS North	\$10.05	7.5 hrs	Step 1	\$10.35	\$10.65	\$11.45
5.	Mahon	Barbara	Middle Smithfield	\$10.05	7.5 hrs	Step 1	\$10.35	\$10.65	\$11.45
6.	Mertz	Susan	HS South	\$10.05	8.0 hrs	Step 1	\$10.35	\$10.65	\$11.45
7.	Miller	Karen	Smithfield	\$10.05	7.0 hrs	Step 1	\$10.35	\$10.65	\$11.45
8.	Pappas	Elizabeth	HS South	\$11.98	8.0 hrs	Step 4	\$12.28	\$12.58	\$13.38
9.	Ponce de Leon	Yolanda	Lehman	\$10.05	7.5 hrs	Step 1	\$10.35	\$10.65	\$11.45
10.	Vazquez	Daisy	ESE	\$10.05	7.5 hrs	Step 1	\$10.35	\$10.65	\$11.45
11.	Williams	Wendy	J T Lambert	\$10.05	8.0 hrs	Step 1	\$10.35	\$10.65	\$11.45

8. Health Room Nurses (previously Health Room Assistant Nurses)

	LAST NAME	FIRST NAME	LOCATION	2010-11	STEP	2011-12	2012-13	2013-14
1.	Frei	Cheryl	HS North		Step 1		\$15.12	\$15.92
2.	Klammer	Evelyn	HS South	\$16.82	Step 4	\$17.12	\$17.42	\$18.22
3.	Leeds	Dorothylee	Lehman	\$15.19	Step 2	\$15.49	\$15.79	\$16.59
4.	Nicholls	Rhonda	HS South	\$16.82	Step 4	\$17.12	\$17.42	\$18.22
5.	Parrish	Kathleen	J T Lambert	\$21.79	Step 5	\$22.09	\$22.39	\$23.19
6.	Viernstein	Dale	ESE	\$14.52	Step 1	\$14.82	\$15.12	\$15.92

9. Information Technologists (previously Media Technicians)

	LAST NAME	FIRST NAME	LOCATION	2010-11	POSITION	STEP	2011-12	2012-13	2013-14
1.	Biddulph	George	Admin Services	\$23.47	Info Tech III	Step 2	\$23.77	\$24.07	\$24.87
2.	Calderone	Anthony	ITEC		Info Tech II	Step 1		\$20.82	\$21.62
3.	Carbajal	Louis	ITEC	\$23.47	Info Tech III	Step 2	\$23.77	\$24.07	\$24.87
4.	Chamberlin	James	Admin Services	\$22.65	Info Tech III	Step 1	\$22.95	\$23.25	\$24.05
5.	Cooper	David	ITEC	\$22.65	Info Tech III	Step 1	\$22.95	\$23.25	\$24.05
6.	Fitzpatrick	Brad	Admin Services	\$26.36	Info Tech III	Step 3	\$26.66	\$26.96	\$27.76
7.	Lazor	Teresa	ITEC	\$19.64	Info Tech I	Step 1	\$19.94	\$20.24	\$21.04
8.	MacMahon	Gary	ITEC	\$22.65	Info Tech III	Step 1	\$22.95	\$23.25	\$24.05
9.	Malave	Edwin	ITEC	\$26.36	Info Tech III	Step 3	\$26.66	\$26.96	\$27.76
10.	Page	Manvel	ITEC	\$23.47	Info Tech III	Step 2	\$23.77	\$24.07	\$24.87
11.	Rodriguez	Robinson	ITEC	\$21.16	Info Tech II	Step 2	\$21.46	\$21.76	\$22.56
12.	Trojak	Oliver	ITEC	\$20.22	Info Tech II	Step 1	\$20.52	\$20.82	\$21.62
13.	Vitulli, Jr.	William	ITEC	\$20.22	Info Tech II	Step 1	\$20.52	\$20.82	\$21.62

10. Maintenance Workers

	LAST NAME	FIRST	POSITION	2010-11	SHIFT	STEP	2011-12	2012-13	2013-14
1.	Iannia	Joseph	Maintenance I	\$13.60	2nd shift	Step 2	\$13.90	\$14.20	\$15.00
2.	Klein	Donald	Maintenance I	\$15.08	2nd shift	Step 3	\$15.38	\$15.68	\$16.48
3.	Metzgar	Harold	Maintenance I	\$13.60	2nd shift	Step 2	\$13.90	\$14.20	\$15.00
4.	Monik	Kevin	Maintenance I	\$12.93	2nd shift	Step 1	\$13.23	\$13.53	\$14.33
5.	Sourwine	Arthur	Maintenance I	\$13.60	2nd shift	Step 2	\$13.90	\$14.20	\$15.00
6.	Starkes	Alonzo	Maintenance I	\$15.08	2nd shift	Step 3	\$15.38	\$15.68	\$16.48
7.	Blackmore	Richard	Maintenance II	\$23.90	2nd shift	Step 7	\$24.20	\$24.50	\$25.30

8.	Chiarello	James	Maintenance II	\$18.26	2nd shift	Step 5	\$18.56	\$18.86	\$19.66
9.	Counterman	Boyd	Maintenance II	\$16.96	2nd shift	Step 4	\$17.26	\$17.56	\$18.36
10.	Hafler	Douglas	Maintenance II	\$16.96	2nd shift	Step 4	\$17.26	\$17.56	\$18.36
11.	Kleintop, Jr.	Wilbert	Maintenance II	\$16.52	2nd shift	Step 3	\$16.82	\$17.12	\$17.92
12.	Lancaster	Kurt	Maintenance II	\$16.96	2nd shift	Step 4	\$17.26	\$17.56	\$18.36
13.	Marvin (retired 7/13/12)	Gary	Maintenance II	\$18.26	2nd shift	Step 5	\$18.56	\$18.86	
14.	Pearson	Glenn	Maintenance II	\$14.45	2nd shift	Step 1	\$14.75	\$15.05	\$15.85
15.	Roberts	Jeffrey	Maintenance II		2nd shift	Step 1			\$15.85
16.	Romansky	John	Maintenance II	\$19.27	2nd shift	Step 6	\$19.57	\$19.87	\$20.67
17.	Szulborski	Bruce	Maintenance II	\$16.52	2nd shift	Step 3	\$16.82	\$17.12	\$17.92
18.	Young, Jr.	William	Maintenance II	\$16.96	2nd shift	Step 4	\$17.26	\$17.56	\$18.36

Shift Differentials: 2nd shift: additional \$.40/per hour
3rd shift: additional \$.50/per hour

11. Mechanics

	LAST NAME	FIRST NAME	LOCATION	2010-11	SHIFT	STEP	2011-12	2012-13	2013-14
1.	Fleming	Timothy	Transportation	\$17.09	1st shift	Step 2	\$17.39	\$17.69	\$18.49
2.	Hedgelon	William	Transportation	\$17.09	1st shift	Step 2	\$17.39	\$17.69	\$18.49
3.	Stocker	Harold	Transportation	\$16.33	1st shift	Step 1	\$16.63	\$16.93	\$17.73

Shift Differentials: 2nd shift: additional \$.40/per hour
3rd shift: additional \$.50/per hour

12. Paraprofessionals (previously Instructional Aides)

	LAST NAME	FIRST NAME	CURRENT LOCATION	2010-11	ASSIGNMENT	STEP	2011-12	2012-13	2013-14
1.	Allen	Nichelle	Bushkill	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
2.	Ambrose	Joanne	Lehman	\$15.47		Step 3	\$15.77	\$16.07	\$16.87
3.	Andrews	Julie	Lehman	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
4.	Aponte	Betty	Lehman	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
5.	Banks	Anne	Smithfield	\$15.47	READING	Step 3	\$15.77	\$16.07	\$16.87
6.	Bastian	Debra	Resica	\$14.60		Step 2	\$14.90	\$15.20	\$16.00
7.	Bayer (Temporary)	Kyle	Lehman			Step 1			\$15.37
8.	Berardi	Ann Marie	Middle Smith	\$15.47		Step 3	\$15.77	\$16.07	\$16.87
9.	Bergen (Temporary)	Lori	J M Hill		READING	Step 1			\$15.37
10.	Bianchi	Mary	Bushkill	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
11.	Bianchi	Elaine	ESE	\$16.68	LIBRARY	Step 5	\$16.98	\$17.28	\$18.08
12.	Biddulph	Arlene	Bushkill	\$16.25	LIBRARY	Step 4	\$16.55	\$16.85	\$17.65
13.	Bigio	Camille	HS North	\$16.68	LIBRARY	Step 5	\$16.98	\$17.28	\$18.08
14.	Billips	Mayla	ESE	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
15.	Bishow	Laurel	HS South	\$14.60		Step 2	\$14.90	\$15.20	\$16.00
16.	Bogart	Jenny	HS South	\$16.25		Step 4	\$16.55	\$16.85	\$17.65
17.	Botts	William	J T Lambert	\$14.60		Step 2	\$14.90	\$15.20	\$16.00
18.	Branigan	Linda	HS North	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
19.	Cali	Barbara	Resica	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
20.	Camaerei	Albert	HS South	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
21.	Capizzi	Deborah	Smith/JMH	\$16.68	READING	Step 5	\$16.98	\$17.28	\$18.08
22.	Careri	Karen	Lehman	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
23.	Cavanaugh	Theresa	Lehman	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
24.	Cepin	Marisol	HS North	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
25.	Connors	Patricia	HS South	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
26.	Conti	Ronda	Bushkill	\$13.97	RTII	Step 1	\$14.27	\$14.57	\$15.37

27.	Costiera	Maryjane	ESE	\$16.25		Step 4	\$16.55	\$16.85	\$17.65
28.	Dell'Orto	Roberta	J T Lambert	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
29.	Deuerlein	Alice	HS South	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
30.	DiCola	Michelle	Middle Smith	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
31.	Donegan	Siobhan	Lehman	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
32.	Douglas	Patricia	Middle Smith	\$16.25		Step 4	\$16.55	\$16.85	\$17.65
33.	Eilber	Ruthann	HS South	\$15.47	LIBRARY	Step 3	\$15.77	\$16.07	\$16.87
34.	Fetherman	Jane	HS South	\$14.60		Step 2	\$14.90	\$15.20	\$16.00
35.	Finver	Maryellen	Bushkill	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
36.	Flaherty	Stephanie	Resica	\$14.60		Step 2	\$14.90	\$15.20	\$16.00
37.	Fonash	Charlene	ESE	\$13.97	READING	Step 1	\$14.27	\$14.57	\$15.37
38.	Francis	Gail	Lehman	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
39.	Gabriel	Sheila	ESE	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
40.	Gagnon (Temporary)	Diane	Middle Smith		READING	Step 1			\$15.37
41.	Garrity	Terri	Bushkill	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
42.	Grant (retired 8/16/13)	Gail	Lehman	\$15.47		Step 3	\$15.77	\$16.07	\$16.87
43.	Hall	Rebecca	Lehman	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
44.	Hennings	Gina	J M Hill	\$15.47		Step 3	\$15.77	\$16.07	\$16.87
45.	Hernandez	Belinda	J T Lambert	\$15.47		Step 3	\$15.77	\$16.07	\$16.87
46.	Houser	Douglas	J M Hill	\$15.47		Step 3	\$15.77	\$16.07	\$16.87
47.	Illingworth	Sharon	J T Lambert	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
48.	Israel	Alicia	J T Lambert	\$14.60		Step 2	\$14.90	\$15.20	\$16.00
49.	Jablonski	Alison	Bushkill	\$16.68	READING	Step 5	\$16.98	\$17.28	\$18.08
50.	Jagger	Darlene	J T Lambert	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
51.	Johnson	Joann	Middle Smith	\$16.68	READING	Step 5	\$16.98	\$17.28	\$18.08
52.	Keesser	Bridget	ESE	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
53.	Kizer	Ann Marie	Middle Smith	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
54.	Konitsky	Carol	J T Lambert	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
55.	Korculanic	Ginger	HS South	\$14.60		Step 2	\$14.90	\$15.20	\$16.00
56.	Kubrak	Rita	J T Lambert	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
57.	Leone	Pauline	Lehman	\$13.97	RTII	Step 1	\$14.27	\$14.57	\$15.37
58.	Lipe	Diane	J T Lambert	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
59.	Malvagno	Catherine	Lehman	\$15.47		Step 3	\$15.77	\$15.77	\$16.57
60.	Martone (Temporary)	Larysa	Resica		READING	Step 1			\$15.37
61.	Masi	Carol	J M Hill	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
62.	Matthews	Ann	Middle Smith	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
63.	Mauro (Temporary)	Samantha	ESE		READING	Step 1			\$15.37
64.	McCue	Catherine	J T Lambert	\$13.97	RTII	Step 1	\$14.27	\$14.57	\$15.37
65.	McMahon	Beverly	HS South	\$14.60		Step 2	\$14.90	\$15.20	\$16.00
66.	Melvin	Carmen	Lehman	\$14.60		Step 2	\$14.90	\$15.20	\$16.00
67.	Mignosi	Lisa	Resica	\$15.47		Step 3	\$15.77	\$16.07	\$16.87
68.	Mitchell	Sarah	ESE	\$14.60	READING	Step 2	\$14.90	\$15.20	\$16.00
69.	Morris	Gary	HS North	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
70.	Munch	Laura	Middle Smith		READING	Step 1			\$15.37
71.	Noia	Donna	Bushkill	\$16.25		Step 4	\$16.55	\$16.85	\$17.65
72.	O'Brien	Patricia	J T Lambert	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
73.	Pacheco	Amy	Bushkill	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
74.	Parkes	Jo	Middle Smith	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
75.	Pearson	Eileen	Lehman	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
76.	Peters	Karen	HS South	\$15.47		Step 3	\$15.77	\$16.07	\$16.87
77.	Peters	Nancy	HS South	\$15.47		Step 3	\$15.77	\$16.07	\$16.87
78.	Poloway	Mary	J M Hill	\$14.60		Step 2	\$14.90	\$15.20	\$16.00

79.	Prendergast	Frances	Lehman	\$15.47	ISS	Step 3	\$15.77	\$16.07	\$16.87
80.	Rambone	Kelly	HS North	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
81.	Reveron	Evelyn	Bushkill	\$13.97	READING	Step 1	\$14.27	\$14.57	\$15.37
82.	Rosenberger	Janice	Resica	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
83.	Rourke	Jennifer	Resica	\$16.68	READING	Step 5	\$16.98	\$17.28	\$18.08
84.	Rozsay	Marilyn	HS North	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
85.	Sanita	Sharon	Smithfield	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
86.	Schumann	Linda	J T Lambert	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
87.	Sherman	Diane	HS North	\$16.68		Step 5	\$16.98	\$17.28	\$18.08
88.	Shukaitis	Sandra	ESE	\$14.60		Step 2	\$14.90	\$15.20	\$16.00
89.	Sintes	Carmen	J T Lambert	\$15.84		Step 5	\$16.14	\$16.44	\$17.24
90.	Slama	Susan	Resica	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
91.	Smith	Donna	HS South	\$15.47		Step 3	\$15.77	\$16.07	\$16.87
92.	Snapp	Donna	HS South	\$15.47		Step 3	\$15.77	\$16.07	\$16.87
93.	States-DelCane	Denise	Smithfield	\$14.60		Step 2	\$14.90	\$15.20	\$16.00
94.	Sullivan	Joann	ESE	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
95.	Sutton	Deanna	Smithfield	\$15.47		Step 3	\$15.77	\$16.07	\$16.87
96.	Tassinari (Temporary)	Lori	Resica			Step 1			\$15.37
97.	Thompson	Teresa	Middle Smith	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
98.	Toczykowski (retired 6/14/13)	Dorothy	Middle Smith	\$16.68		Step 5	\$16.98	\$17.28	
99.	Umphrey	Lisa	J T Lambert	\$16.68	ISS	Step 5	\$16.98	\$17.28	\$18.08
100.	Varkanis	Samantha	Middle Smith			Step 1			\$15.37
101.	Vigorito	Brenda	HS North	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
102.	Weinstein	Lenard	HS South	\$14.60		Step 2	\$14.90	\$15.20	\$16.00
103.	Wetklow	Nancy	Smithfield	\$13.97		Step 1	\$14.27	\$14.57	\$15.37
104.	Winkler	Mary	ESE	\$13.97	READING	Step 1	\$14.27	\$14.57	\$15.37
105.	Zacharias (retired 3/1/13)	Deborah	Smithfield	\$14.60		Step 2	\$14.90	\$15.20	
106.	Zepeda	Carmen	J T Lambert	\$16.68		Step 5	\$16.98	\$17.28	\$18.08

13. Secretaries

	LAST NAME	FIRST NAME	CURRENT LOCATION	2010-11	STEP	2011-12	2012-13	2013-14
1.	Antoni	Barbara	Lehman	\$13.84	Step 3	\$14.14	\$14.44	\$15.24
2.	Arawjo	Karen	Middle Smithfield	\$11.81	Step 1	\$12.11	\$12.41	\$13.21
3.	Armitage (retired 9/3/13)	Susan	Admin/Special Ed	\$15.02	Step 4	\$15.32	\$15.62	\$16.42
4.	Baldwin	Cynthia	Special Ed		Step 1			\$13.21
5.	Balmoos	Linda	Resica	\$20.24	Step 8	\$20.54	\$20.84	\$21.64
6.	Barnes	Joyce	HS South	\$13.84	Step 3	\$14.14	\$14.44	\$15.24
7.	Bartlett	Carol	J T Lambert	\$11.81	Step 1	\$12.11	\$12.41	\$13.21
8.	Behme	Beth Ann	Lehman	\$12.87	Step 2	\$13.17	\$13.47	\$14.27
9.	Borer	Robin	Special Ed	\$13.84	Step 3	\$14.14	\$14.44	\$15.24
10.	Brown	Deborah	Admin/Athletics	\$13.84	Step 3	\$14.14	\$14.44	\$15.24
11.	Carmeci	Dawn	Lehman	\$13.84	Step 3	\$14.14	\$14.44	\$15.24
12.	Chamberlin	Annemarie	Special Ed	\$12.97	Step 2	\$13.17	\$13.47	\$14.27
13.	Cirnigliaro	Roseria	HS North	\$13.84	Step 3	\$13.84	\$13.84	\$14.64
14.	Crowl	Maureen	Admin/Curriculum	\$13.84	Step 3	\$14.14	\$14.44	\$15.24
15.	DeJesus	Jonathan	Special Ed (ACCESS)		Step 1	\$12.11	\$12.41	\$13.21
16.	Determan	Martha	Admin/Cafeteria	\$13.84	Step 3	\$14.14	\$14.44	\$15.24

17.	Dolinish	Kris	J T Lambert	\$20.24	Step 8	\$20.54	\$20.84	\$21.64
18.	Dunn	Rita	Admin	\$20.24	Step 8	\$20.54	\$20.84	\$21.64
19.	Ecenbarger	Debra	HS South	\$11.81	Step 1	\$12.11	\$12.41	\$13.21
20.	Frantz	Linda	East Stroudsburg Elem	\$16.02	Step 5	\$16.32	\$16.62	\$17.42
21.	Heitz	Maria	ITEC	\$11.81	Step 1	\$12.11	\$12.41	\$13.21
22.	Johnson	Gail	HS North	\$13.84	Step 3	\$14.14	\$14.44	\$15.24
23.	Kirk	Joyce	Middle Smithfield	\$13.84	Step 3	\$14.14	\$14.44	\$15.24
24.	Kirschner	Karen	HS South	\$12.87	Step 2	\$13.17	\$13.47	\$14.27
25.	Kolcun	Elizabeth	Admin/Athletics	\$13.84	Step 3	\$14.14	\$14.44	\$15.24
26.	Lohmann	Jessie	J M Hill	\$11.81	Step 1	\$12.11	\$12.41	\$13.21
27.	Males	Linda	HS South	\$15.02	Step 4	\$15.32	\$15.62	\$16.42
28.	Massaro	Ellen	HS North	\$12.87	Step 2	\$13.17	\$13.47	\$14.27
29.	McGrath	Francine	HS North	\$11.81	Step 1	\$12.11	\$12.41	\$13.21
30.	McKeown	Janice	Admin/Curriculum	\$17.05	Step 6	\$17.35	\$17.65	\$18.45
31.	Menditto	Marguerite	HS North	\$12.87	Step 2	\$13.17	\$13.47	\$14.27
32.	Michaels	Kristine	Transportation	\$18.71	Step 7	\$19.01	\$19.31	\$20.11
33.	Nevin	Angela	Transportation	\$11.81	Step 1	\$12.11	\$12.41	\$13.21
34.	Newberry	Jessica	Smithfield	\$12.87	Step 2	\$13.17	\$13.47	\$14.27
35.	Oney	Kelli	Maintenance/Custodial		Step 1		\$12.41	\$13.21
36.	Piccoli	Barbara	J T Lambert	\$11.81	Step 1	\$12.11	\$12.41	\$13.21
37.	Rivadeneira	Gloria	HS South	\$11.81	Step 1	\$12.11	\$12.41	\$13.21
38.	Romansky	Patricia	East Stroudsburg Elem		Step 1			\$13.21
39.	Salmon	Lynn	HS South	\$13.84	Step 3	\$13.84	\$14.14	\$14.94
40.	Schaal	Denise	Bushkill	\$11.81	Step 1	\$12.11	\$12.41	\$13.21
41.	Schnaitman	Dana	Bushkill	\$11.81	Step 1	\$12.11	\$12.41	\$13.21
42.	Sheats	Michele	ESE	\$11.81	Step 1	\$12.11	\$12.41	\$13.21
43.	Simerson	Carol	HS North	\$12.87	Step 2	\$13.17	\$13.47	\$14.27
44.	Snee	Tammy	HS South	\$13.84	Step 3	\$14.14	\$14.44	\$15.24
45.	Snyder	Amy	Pupil Services	\$15.02	Step 4	\$15.32	\$15.62	\$16.42
46.	Sourwine	Judy	Transportation	\$13.84	Step 3	\$14.14	\$14.44	\$15.24
47.	Staples	Wanda	Smithfield	\$20.96	Step 9	\$21.26	\$21.56	\$22.36
48.	Varner	Lisa	J T Lambert	\$13.84	Step 3	\$14.14	\$14.44	\$15.24
49.	Walck	Martha	J M Hill	\$13.84	Step 3	\$14.14	\$14.44	\$15.24
50.	Walsh	Tammy	Resica		Step 1	\$12.11	\$12.41	\$13.21
51.	Wright	Patricia	HS North	\$13.84	Step 3	\$14.14	\$14.44	\$15.24

14. Student Aides (previously Student Helpers)

	LAST NAME	FIRST NAME	CURRENT LOCATION	2010-11	CURRENT HOURS	STEP	2011-12	2012-13	2013-14
1.	Aguiles	Amalia	Lehman	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
2.	Bioh	Magdalene	ESE		6.5 hrs	Step 1			\$12.11
3.	Botke	Beth	J M Hill	\$10.71	6.5 hrs	Step 1	\$11.01	\$11.31	\$12.11
4.	Butz	Connie	Resica	\$10.71	6.5 hrs	Step 1	\$10.71	\$11.01	\$12.11
5.	Calascibetta	Joan	Bushkill	\$10.71	6.5 hrs	Step 1	\$11.01	\$11.31	\$12.11
6.	Cali	Charlotte	HS North	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11

7.	Ciucci (Temporary)	Margaret	Bushkill		6.5 hrs	Step 1			\$12.11
8.	Conforti	Susan	Resica		6.5 hrs	Step 1		\$11.31	\$12.11
9.	Conway	Karen	Resica	\$10.71	6.5 hrs	Step 1	\$11.01	\$11.31	\$12.11
10.	Cramer	Leslie Ann	Lehman	\$11.37	6.75 hrs	Step 2	\$11.67	\$11.97	\$12.77
11.	Cruz	Lisa	HS North	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
12.	Dalia	Teresa	HS North	\$11.37	7.0 hrs	Step 2	\$11.67	\$11.97	\$12.77
13.	Degraffenreid	Jacqueline	HS North		7.25 hrs	Step 1		\$11.31	\$12.11
14.	DiSanto	Patricia	Bushkill		6.5 hrs	Step 1			\$12.11
15.	Douse	Lillie	HS North	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
16.	Duval	Elvira	HS North	\$11.37	7.25hrs	Step 2	\$11.67	\$11.97	\$12.77
17.	Eilers	Deborah	J T Lambert	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
18.	Finn	Kelly	Middle Smith	\$10.71	6.5 hrs	Step 1	\$11.01	\$11.31	\$12.11
19.	Fish	Joy	Resica	\$11.37	6.5 hrs	Step 2	\$11.67	\$11.97	\$12.77
20.	Ford (Temporary)	Kristina	Lehman		6.75 hrs	Step 1			\$12.11
21.	Frevele	Samantha	ESE		6.5 hrs	Step 1		\$11.31	\$12.11
22.	Giove	Miriam	Middle Smith	\$10.71	6.5 hrs	Step 1	\$11.01	\$11.31	\$12.11
23.	Glinska	Izabella	J T Lambert	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
24.	Glynn	Gerardine	Resica		6.5 hrs	Step 1			\$12.11
25.	Hanson (Temporary)	Jennifer	Middle Smith		6.5 hrs	Step 1			\$12.11
26.	Harris	Marianne	J T Lambert	\$11.37	7.0 hrs	Step 2	\$11.67	\$11.97	\$12.77
27.	Henry	Judy	Resica	\$11.37	6.5 hrs	Step 2	\$11.67	\$11.97	\$12.77
28.	Hinds	Yira	Smithfield		6.75 hrs	Step 1			\$12.11
29.	Hussein	Bibi	J T Lambert	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
30.	Hutchinson	Diana	Middle Smith		6.5 hrs	Step 1			\$12.11
31.	Hutzel	Deborah	HS North	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
32.	Imbert	Lisa	J T Lambert	\$11.37	7.0 hrs	Step 2	\$11.67	\$11.97	\$12.77
33.	Jackson	Jacquelyn	Middle Smith		6.5 hrs	Step 1			\$12.11
34.	Jenkins	Sandra	HS South	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
35.	Johnson	Beverly	HS North	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
36.	Justiniano	Edward	J T Lambert		7.0 hrs	Step 1		\$11.31	\$12.11
37.	Kallai	Eileen	HS South	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
38.	Keller	Mary	Lehman		6.75 hrs	Step 1		\$11.31	\$12.11
39.	Kuse (Temporary)	Rebecca	Lehman		6.75 hrs	Step 1			\$12.11
40.	Lang	Marta	Middle Smith	\$10.71	6.75 hrs	Step 1	\$11.01	\$11.31	\$12.11
41.	Locke	Gina	ESE	\$10.71	6.75 hrs	Step 1	\$11.01	\$11.31	\$12.11
42.	Lopez (LTS)	Myrna	Lehman		6.75 hrs	Step 1			\$12.11
43.	McDermott	Amy	HS South	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
44.	Meduri	Nancy	HS North	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
45.	Milazzo	Janice	HS South	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
46.	Orenstein	Carol	ESE	\$13.19	6.5 hrs	Step 5	\$13.49	\$13.79	\$14.59
47.	Ortiz	Gladys	HS North	\$11.86	7.0 hrs	Step 3	\$12.16	\$12.46	\$13.26
48.	Palmer	Michelle	J T Lambert	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
49.	Pardellas	Evelyn	Lehman	\$10.71	6.75hrs	Step 1	\$11.01	\$11.31	\$12.11
50.	Pavlovsky	Anna	Middle Smith	\$10.71	6.5 hrs	Step 1	\$11.01	\$11.31	\$12.11
51.	Perez	Wanda	HS South	\$11.37	7.0 hrs	Step 2	\$11.67	\$11.97	\$12.77

52.	Perry	Raymond	HS North	\$11.37	7.75 hrs	Step 2	\$11.67	\$11.97	\$12.77
53.	Pettinato	Bernice	J T Lambert	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
54.	Root (Temporary)	Elizabeth	J M Hill		6.25 hrs	Step 1			\$12.11
55.	Rosado (Temporary)	Ariana	Middle Smith		6.5 hrs	Step 1			\$12.11
56.	Rue	Viola	ESE	\$12.73	6.75 hrs	Step 4	\$13.03	\$13.33	\$14.13
57.	Ruschmeyer (Temporary)	Leif	ESE		6.50 hrs	Step 1			\$12.11
58.	Savage	Nicole	Bushkill	\$11.37	6.5 hrs	Step 2	\$11.67	\$11.97	\$12.77
59.	Shortino	Debra	HS South	\$12.73	7.0 hrs	Step 4	\$13.03	\$13.33	\$14.13
60.	Stitch	Melody	Resica	\$10.71	6.75 hrs	Step 1	\$11.01	\$11.31	\$12.11
61.	Tagliaferri (Temporary)	Dorothy	HS South		7.0 hrs	Step 1			\$12.11
62.	Tonkin	Lisa	HS North	\$13.19	7.0 hrs	Step 5	\$13.49	\$13.79	\$14.59
63.	Totero	Stacy	HS South	\$13.19	7.0 hrs	Step 5	\$13.49	\$13.79	\$14.59
64.	Weiss	Donna	J M Hill	\$10.71	6.5 hrs	Step 1	\$11.01	\$11.31	\$12.11
65.	Wesselius	Kathleen	J T Lambert	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11
66.	Wilson	Robin	HS South	\$10.71	7.0 hrs	Step 1	\$11.01	\$11.31	\$12.11

15. Study Hall Monitors

	LAST NAME	FIRST NAME	LOCATION	2010-11	HOURS	STEP	2011-12	2012-13	2013-14
1.	Furst	Pamela	HS South	\$10.94	7.0 hrs	Step 2	\$11.24	\$11.54	\$12.34
2.	Rose	Tracy	HS North	\$10.05	7.0 hrs	Step 1	\$10.35	\$10.65	\$11.45

D. Professional Staff

ACTION BY THE BOARD:

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

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

- | Name | Position |
|------------------------|--|
| a. Cunningham, Rebecca | Special Education teacher – High School South
Effective Date: January 2, 2014
Length of Leave now through: March 7, 2014 |
| b. Coke, Lucianna | English teacher – High School South
Effective Date: October 22, 2013
Length of Leave now through: January 5, 2014 |
| c. Jacobsen, Eric | Math teacher - Lehman Intermediate
Effective Date: August 28, 2013
Length of Leave now through: January 16, 2014 |

(Requests received)

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

- | Name | Position |
|--------------------------|--|
| a. Bove, Sheila | Gifted teacher – J. T. Lambert Intermediate
Effective Date: January 20, 2014
Length of Leave: twelve weeks |
| b. Parnell, Catherine E. | Vocal Music teacher – Resica Elementary and J. T. Lambert Intermediate
Effective Date: February 12, 2014
Length of Leave: May 12, 2014 |
| (Requests received) | |

3. Appointment – Long Term Substitute

- | Name | Position |
|-----------------------|---|
| a. Wisneiski, Douglas | English teacher - High School South (LTS)
Salary: \$43,293.00, prorated (Step 1 Column 7)
Effective Date: January 27, 2014 through the last teacher workday of the 2013-2014 school year only.
Douglas replaces Kristin Lord who is on a special assignment. |
| (See page 39) | |

4. Appointments (Date Changes) – Long Term Substitutes

- | Name | Position |
|---------------------|--|
| a. Chowdhury, Irene | Special Education teacher (learning support) – High School South (LTS)
Effective Date: December 19, 2013
Now through: the end of the workday on March 7, 2014 only.
Irene replaces Rebecca Cunningham who is on a leave. |
| b. Cozier, Lynn | Special Education teacher (learning support) - Middle Smithfield Elementary (LTS)
Effective Date: September 26, 2013
Now through: the end of the last teacher workday of the 2013-2014 school year only.
Lynn replaces Jennifer Fuller who is on worker’s compensation. |
| c. Ordnung, Maureen | Math teacher - Lehman Intermediate (LTS)
Effective Date: September 13, 2013
Now through: the end of the workday on February 6, 2014 only.
Maureen replaces Eric Jacobsen who is on a leave. |

5. Professional & Administrative Funding Distribution (Non-District Funds) for the 2013-14 School Year

	Last Name	First Name	Grant	Position	School(s)
a.	Byrne	Angela	ABG Grant	Literacy Coach	Intermediate Schools
b.	Espinoza	Marilyn	ABG Grant	Math Coach	Secondary Schools
c.	Rubino	Julie	ABG Grant	Literacy Coach	Elementary Schools
d.	Agolino	Jennifer	Title 1 (50%)	Reading teacher	Bushkill Elementary
e.	Burlein-Pitz	Carrie	Title 1 (50%)	Reading teacher	Bushkill Elementary
f.	Doyle	Jacqueline	Title 1 (50%)	Reading teacher	Resica Elementary
g.	Gonda	Claudia	Title 1 (50%)	Reading teacher	J M Hill Elementary
h.	Hazen	Rachel	Title 1 (50%)	Reading teacher	East Stroudsburg Elementary
i.	Hogan	Karin	Title 1 (50%)	Reading teacher	J M Hill Elementary

j.	McKelvin	Wanda	Title 1 (50%)	Reading teacher	East Stroudsburg Elementary
k.	Miller	Barbara	Title 1 (50%)	Reading teacher	Middle Smithfield Elementary
l.	Pierce	Mary	Title 1 (50%)	Reading teacher	Bushkill Elementary
m.	Sandri	Trudi	Title 1 (50%)	Reading teacher	Middle Smithfield Elementary
n.	Slack	Julie	Title 1 (50%)	Reading teacher	Resica Elementary
o.	Suprys	Thomas	Title 1 (50%)	Reading teacher	Smithfield Elementary
p.	Britton	Angela	Title 2	Grade 2	Resica Elementary
q.	Martin	Zachary	Title 2	Grade 4	Smithfield Elementary
r.	Miller	Lorin	Title 2	Kindergarten teacher	Smithfield Elementary
s.	Bealer	Heather	IDEA	Special Education teacher	Middle Smithfield Elementary
t.	Henritzzy	Heather	IDEA	Speech teacher	Smithfield/East Stroudsburg Elementary
u.	Miller	Lynda	IDEA	Special Education teacher	High School North
v.	Preston	Christine	IDEA	Special Education teacher	High School South
w.	Oiler	Kathy	ACCESS	Speech teacher	Lehman Intermediate
x.	Maynard	Araina	ACCESS	ACCESS Coordinator	District

6. Substitute Appointments

	Name	Certification(s)
a.	Altemose, Amanda	English
b.	Baltz, Zachary	Elementary, Mid-Level Math & Science
c.	Barzeva, Nadzhibe	Biology
d.	Leap, Jessica	PreK-4
e.	Leizens, Leticia	Emergency Permit
f.	Lynch, Chase	Social Studies
g.	Martinez, Donna	Elementary
h.	McGee, Joseph	Social Studies
i.	Smeraldo, Heather	PreK-4

E. Professional Staff – Teacher on Special Assignment

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve Kristin Lord, English teacher assigned to the High School South, as a Teacher on Special Assignment under the direction of Mr. Michael Catrillo, Principal of the High School South. This temporary assignment will be effective January 27, 2014 through the last teacher workday of the 2013-2014 school year. Ms. Lord will receive a \$30.00 daily stipend and will return to her English teaching position at the conclusion of this temporary assignment. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

F. Extended Day PSSA Tutors for the 2013-2014 School Year

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the appointments in accordance with approved applicable policies and procedures. These after-school tutorial teaching positions are fully funded through J. T. Lambert's Title I Grant Funds. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

	Last Name	First Name	Position	Building	Rate
a.	Alison	Diana	PSSA Tutor	J. T. Lambert Intermediate	\$23.46/per hour (not to exceed 32 total hours)
b.	Mitchell	Daniel	PSSA Tutor	J. T. Lambert Intermediate	\$23.46/per hour (not to exceed 32 total hours)
c.	Kelly	Linda	PSSA Tutor	J. T. Lambert Intermediate	\$23.46/per hour (not to exceed 32 total hours)

G. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Ryan Stevens to approve the rescissions, resignations and 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 Roy Horton and carried unanimously, 9-0.

1. Rescissions

Name	Position
a. Bedell, Elaine	Intramural Softball Tri-Advisor - High School South
b. Schaller, Linda	Assistant Director of School Productions (spring) – High School South

(See pages 40-41)

2. Resignations

Name	Position
a. Farley-Picciano, Erin	Keystone English Tutor – High School South Effective: January 17, 2014
b. Pawlowski, Walter	Study Club Advisor – High School South Effective: the end of the first semester of the 2013-2014 school year.

(See pages 42-43)

3. Appointments for the 2013-2014 School Year

	Last Name	First Name	Position	Building	Rate
a.	Bueki	Kristen	Mentor for Diane French (effective 12/20/13)	Bushkill Elementary	\$612.06 (prorated)
b.	Bioh	Magdalene	Intramural Substitute for All Grades for Math and Reading Tutoring (all year)	East Stroudsburg Elementary	\$23.46/hour
c.	Billips	Mayla	Substitute for Intramural Student Council Advisor (all year)	East Stroudsburg Elementary	\$23.46/hour
d.	Warner	Brittany	Volunteer Art Group Advisor	East Stroudsburg Elementary	not applicable
e.	Toth	Donald	Intramural Computer Fair Student Prep Team	J T Lambert Intermediate	\$23.46/hour (24 hour maximum)
f.	Bedell	Elaine	Intramural Softball Coach	J T Lambert Intermediate	\$23.46/hour (48 hour maximum)
g.	Schneider	Christian	Softball Head Coach	J T Lambert Intermediate	\$2,117.73
h.	Tischler	Julia	Assistant Director of School Productions (spring)	High School North	\$1,418.96
i.	Stalker	Michael	Volunteer Wrestling Coach	High School North	not applicable
j.	Schaller	Linda	Assistant Co-Director (40%) of School Productions (spring)	High School South	\$1,418.96 (prorated) (plus \$250 longevity stipend)
k.	Deen	Todd	Assistant Co-Director (60%) of School Productions (spring)	High School South	\$1,418.96 (prorated)
l.	Laverdure	Richard Bryan	Intramural Boys' Soccer Co-Advisor	High School South	\$23.46/hour (12 hour maximum)
m.	Bishamber	Breanna	Intramural Cheerleading Advisor	High School South	\$23.46/hour (48 hour maximum)
n.	Senese	Suzanne	Intramural Field Hockey Co-Advisor	High School South	\$23.46/hour (12 hour maximum)

	Last Name	First Name	Position	Building	Rate
o.	Ruhl	Steven	Intramural Softball Co-Advisor	High School South	\$23.46/hour (12 hour maximum)
p.	Krammes	Barry	Intramural Boys Track & Field Advisor	High School South	\$23.46/hour (24 hour maximum)
q.	Finelli	John	Intramural Girls Track & Field Co-Advisor	High School South	\$23.46/hour (12 hour maximum)
r.	Mason-Caiazzo	Laura	Intramural Girls Track & Field Co-Advisor	High School South	\$23.46/hour (12 hour maximum)
s.	Caldera	John	Volunteer Boys' Basketball Coach	High School South	not applicable
t.	Townsend	Johnathan	Volunteer Girls' Basketball Coach	High School South	not applicable
u.	Menio	Gregory	Volunteer Track & Field Advisor	High School South	not applicable
v.	Wilson	Robert	Volunteer Track & Field Advisor	High School South	not applicable

H. Athletic Event Worker's Pay Scale for the 2013-2014 School Year

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the correction to the Athletic Event Worker's Pay Scale for the 2013-2014 school year. Motion was seconded by Roy Horton and carried unanimously, 9-0.

WINTER SPORTS ATHLETIC EVENT WORKERS' PAY SCALE: (no increase)

d. Ticket Sellers/~~Ticket Takers~~

JV/Varsity Basketball	\$50
JV and Varsity Wrestling	\$50
Junior High/JV/Varsity Wrestling (seller)	\$75
Junior High/JV/Varsity Wrestling (taker)	\$65

e. Faculty Security/~~Ticket Takers~~

JV/Varsity Basketball	\$42
JV and Varsity Wrestling	\$42
Junior High/JV/Varsity Wrestling	\$65

I. Professional Staff – Early Bird Collective Bargaining Agreement

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Early Bird Collective Bargaining Agreement between the Board of Education and East Stroudsburg Education Association for the start of the 2014-2015 School Year through the end of the 2015-2016 School Year as presented. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 44-80)

J. First Level Supervisor Staff - Revised Compensation Plan for 2012-2013 through 2014-2015

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the revised First Level Supervisors Compensation Plan for 2012-2013 through 2014-2015 as presented. Motion was seconded by Roy Horton and carried unanimously, 9-0.

(See pages 81-91)

K. Act 93 Staff

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the appointment of the designated Act 93 staff member in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and current Administrative Compensation Plan. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

1. Appointment

Name

- a. Sutjak, Robert

Director of Transportation – District
 Effective Date: February 18, 2014
 Salary: \$75,000.00 (prorated)
 Robert replaces Kimberly Holcomb who retired.

(See page 92)

L. Central Administrative Staff

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the effective date of January 27, 2014 for Dr. Thomas A. Lesniewski, Assistant Superintendent for Curriculum & Instruction Grades 6-12, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and employment Agreement. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

M. Affiliation Agreement – Cedar Crest College

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Affiliation Agreement with Cedar Crest College and the East Stroudsburg Area School District for use of the District as a student teaching/practicum site. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 93-95)

XII. 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 Marjorie James and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Allison, Diana	Spring into Technology: Wiki Spaces Presentation	\$100.00 (co-presenter)	Professional Development	3/29/14 (snow date: 4/5/14)
2.	Barry, Lori	Adult ESL Class	\$1,102.92	Title III Grant	2/3/14, 2/10/14, 2/24/14; 3/3/14, 3/10/14, 3/17/14, 3/24/14, 3/31/14; 4/7/14, 4/14/14, 4/28/14; 5/5/14 & 5/12/14

3.	Beal, Hillary	Spring into Technology: Garageband	\$200.00	Professional Development	3/29/14 (snow date: 4/5/14)
4.	Deen, Todd G.	Cavalier Voices Accompanist	\$350.00	Music Department	1/2014-3/2014
5.	Edmentum	Teacher training on Reading Eggs and Study Island projects.	\$850.00	ABG Grant	12/2013- 01/2014
6.	Greenwood, Jill	Spring into Technology: Google Docs Basics	\$200.00	Professional Development	3/29/14 (snow date: 4/5/14)
7.	Greenwood, Jill	Spring into Technology: Smartphone Apps	\$137.50	Professional Development	3/29/14 (snow date: 4/5/14)
8.	Grindle, Aliya	Spring into Technology: Wiki Spaces	\$100.00 (co-presenter)	Professional Development	3/29/14 (snow date: 4/5/14)
9.	Gullstrand, Marjorie	Spring into Technology: Borrowing e-Books	\$137.50	Professional Development	3/29/14 (snow date: 4/5/14)
10.	Harris, Deborah	PA Core English Language Arts curriculum alignments and assessments	\$750.00	ABG Grant	2/19/14, 4/11/14, 5/1/14 & 5/2/14
11.	Hnasko, Scott	Spring into Technology: Junior Great Books	\$200.00	Professional Development	3/29/14 (snow date: 4/5/14)
12.	Hnasko, Scott	Spring into Technology: Traits of Writing	\$200.00	Professional Development	3/29/14 (snow date: 4/5/14)
13.	Langan, Brooke	Spring into Technology	\$350.00	Professional Development	3/29/14 (snow date: 4/5/14)
14.	Leight, Donna	Spring into Technology: The Door Scene Part 1: Effective Moviemaking in the classroom	\$200.00	Professional Development	3/29/14 (snow date: 4/5/14)
15.	MacMahon, Gary	Spring into Technology: Chrome Apps	\$68.75 (co-presenter)	Professional Development	3/29/14 (snow date: 4/5/14)
16.	McMahon, Gary	Spring into Technology: Digital Portfolios	\$200.00	Professional Development	3/29/14 (snow date: 4/5/14)
17.	Martin, Joseph	Spring into Technology	\$350.00	Professional Development	3/29/14 (snow date: 4/5/14)
18.	McNulty, Brian	Drum line Assistance during summer band camp.	\$250.00	Professional Development	8/5/13-8/16/13
19.	Panepinto, Carrie	Spring into Technology: Active Inspire	\$200.00	Professional Development	3/29/14 (snow date: 4/5/14)
20.	Pellington, Cindy	Spring into Technology: Outdoor Classroom	\$68.75 (co-presenter)	Professional Development	3/29/14 (snow date: 4/5/14)
21.	Pellington, Cindy	Spring into Technology: CPS	\$200.00	Professional Development	3/29/14 (snow date: 4/5/14)
22.	Polmounter, Amy	Spring into Technology: Green Screening	\$200.00	Professional Development	3/29/14 (snow date: 4/5/14)

23.	Rodriguez, Janice	Adult ESL Class	\$1,102.92	Title III Grant	2/3/14, 2/10/14, 2/24/14; 3/3/14, 3/10/14, 3/17/14, 3/24/14, 3/31/14; 4/7/14, 4/14/14, 4/28/14; 5/5/14 & 5/12/14
24.	Saoco Entertainment (David Pabon)	DJ for H.S. South 2014 Senior Prom	\$800.00	H.S. South Class of 2014	5/17/14
25.	Seidel, Maureen	Spring into Technology	\$350.00	Professional Development	3/29/14 (snow date: 4/5/14)
26.	Stein, Linda	Spring into Technology: Outdoor Classroom	\$68.75 (co-presenter)	Professional Development	3/29/14 (snow date: 4/5/14)
27.	Stricker, Stephanie	Spring into Technology: Online Student Response Systems	\$137.50	Professional Development	3/29/14 (snow date: 4/5/14)
28.	Toth, Donald	Spring into Technology: School Wires	\$200.00	Professional Development	3/29/14 (snow date: 4/5/14)
29.	Trauschke, Billie	Spring into Technology: Digital Book Reports	\$200.00	Professional Development	3/29/14 (snow date: 4/5/14)
30.	Turner, Trish	Spring into Technology: Blogging	\$200.00	Professional Development	3/29/14 (snow date: 4/5/14)
31.	Vitulli, Lisa	Spring into Technology: The Door Scene Part 2: Effective Moviemaking in the classroom	\$200.00	Professional Development	3/29/14 (snow date: 4/5/14)
32.	Vitulli, Will	Spring into Technology: Chrome Apps	\$68.75	Professional Development	3/29/14 (snow date: 4/5/14)
33.	Wescott, Shawn	Spring into Technology	\$350.00	Professional Development	3/29/14 (snow date: 4/5/14)
34.	Whitney, Nicole	Marching Band Staff of 2013 H. S. South Summer instruction	\$600.00	Music Department	7/2013-11/28/13
		TRANSPORTATION	CONTRACTS		
1.	Caramella, George	Contract Transportation	\$260.73/day	Transportation Dept.	11/11/13
2.	Davis, Christine	Contract Transportation	\$167.88/day	Transportation Dept.	12/12/13
3.	Galunic, Jenny	Contract Transportation	\$197.95/day	Transportation Dept.	11/18/13
4.	Galunic, Jenny	Contract Transportation	\$103.00/day	Transportation Dept.	12/11/13
5.	Holmes, Katharine	Contract Transportation	\$86.42/day	Transportation Dept.	11/18/13
6.	Holmes, Katharine	Contract Transportation	\$190.68/day	Transportation Dept.	12/6/13
7.	Krupski, Diane	Contract Transportation	\$339.69/day	Transportation Dept.	12/11/13
8.	LaBadie, Gina	Contract Transportation	\$165.80/day	Transportation Dept.	12/4/13
9.	Muti, Peter	Contract Transportation	\$174.61/day	Transportation Dept.	12/3/13

(See pages 96-132)

2.

ACTION BY THE BOARD:

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Pocono Alliance	Partner in Early Childhood Keystones to Opportunity Grant for Healthy Start Screenings, Bridges Program, Head Start Scholarship and data collection/management.	Not to Exceed \$19,000.00	KtO Grant	2/1/14-8/31/14

(See page 133)

XIII. STUDENT ITEMS

A. Placement

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the agreed upon alternative placement for the student listed for recommended school and time indicated. Motion was seconded by Robert Cooke and passed 8-1. Ronald Bradley voted no.

	Student Number
a.	13170911

(See page 134)

B. Overnight Field Trips

ACTION BY THE BOARD:

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

	Name	Activity	Location	Dates
1.	Peters, Karen (#4215)	H.S. South students to the DECA State Competition	Hershey, PA	2/25/14-2/28/14
2.	Sanker, Rick (#4275)	H.S. South students to the Key Club students' competition.	Harrisburg, PA	3/14/14-3/16/14

(See pages 135-136)

C. Field Trips – 75 Miles or More

ACTION BY THE BOARD:

Motion was made by Ryan Stevens to approve the 75 miles or more field trips listed. The proposal and itineraries for the field trips meet the required Board Policy #121. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

	Name	Activity	Location	Dates
1.	O'Donnell, Paul	H.S. North students to the TSA Seaperch competition.	Philadelphia, PA	4/26/14

2.	Schaller, Linda	H.S. South Choir to Region Chorus Festival	Chambersburg, PA	2/13/14
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(See pages 137-138)

XIV. OLD AND NEW BUSINESS

None

XV. BOARD POLICIES

ACTION BY THE BOARD:

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

1. #001 – Name and Classification
2. #005 – Organization

(See pages 139-143)

XVI. PROGRAM OF STUDIES

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the Program of Studies for the 2014-2015 school year. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

(See pages 144-148)

XVII. CONFERENCE ATTENDANCE

A. Board Member

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the attendance of Gary Summers at the New Board Member Training in Doylestown, PA from January 11, 2014-January 12, 2014 at a total cost of \$48.00. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

XVIII. ADDITIONAL BUS STOP

ACTION BY THE BOARD:

Motion was made by Eileen Featherman that, in accordance with 22 Pa. Code 23.4, the Board approve the establishment of the bus loading zones as listed, effective January 8, 2014, which shall remain in effect until revised or amended by the Board. Motion was seconded by Roy Horton and carried unanimously, 9-0.

- 2199A Milford, Road – East Stroudsburg, PA 18301
- 2220 Milford Road – East Stroudsburg, PA 18301

XIX. FISCAL ITEMS

A. Health Benefits Consulting Services - RFP

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the recommendation of the Finance Committee to prepare and advertise a RFP for Health Benefits Consulting services to identify the impact of health care reform on the District and to provide strategies to address those impacts and to reduce costs. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

B. PlanCon Part K

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the recommendation of the Finance Committee to approve PlanCon Part K for the Issuance of the District's G.O. Bonds, Series of 2013 for the Advanced Refunding of a portion of the 2007A G.O. Bonds and to submit the appropriate documents to PDE. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 149-214)

C. Digital Video Recorders & GPS Systems

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the recommendation of the Finance Committee to solicit bids for digital video recorders and GPS systems for the District's school buses. Motion was seconded by Roy Horton and carried unanimously, 9-0.

D. Stacked Boilerless Steamer

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the recommendation of the Finance Committee to award the bid for a Stacked (2) Boilerless Steamer for Food Services to Singer in the amount of \$15,519.41, and based upon the rejection of other bidders for failure to comply with warranty requirements of the specifications. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 215-216)

E. 2014-15 Capital Projects List

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the joint recommendation of the Property & Facilities Committee and the Finance Committee to approve the 2014-15 Capital Projects list as presented. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 217-229)

F. H.S. North Gym Floor

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the joint recommendation of the Property & Facilities Committee and the Finance Committee to solicit new bids for the refinishing of the High School North gym floor. Motion was seconded by Roy Horton and carried unanimously, 9-0.

G. Bucket Truck

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the joint recommendation of the Property & Facilities Committee and the Finance Committee to solicit bids for a bucket truck to replace the District's current vehicle. Motion was seconded by Roy Horton and carried unanimously, 9-0.

H. District's Fork Lift

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the joint recommendation of the Property & Facilities Committee and the Finance Committee to solicit bids for a fork lift for the High School North to replace the District's current fork lift. Motion was seconded by Roy Horton and carried unanimously, 9-0.

I. ESU Strength & Conditioning Internship

ACTION BY THE BOARD:

Motion was made by Ryan Stevens to approve the agreement with East Stroudsburg University for a Strength and Conditioning Internship at the High School South for the spring and summer I semesters in the form as presented. The Internship is funded by a grant in the amount of \$6,650 from the High School South Football Booster organization. Motion was seconded by Roy Horton and carried unanimously, 9-0.

(See pages 230-235)

J. H.S. South Cavalier Marching Band

1.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the appointment of Kevin Horne as an independent contractor/consultant for a fixed rate of \$900.00 to provide instructional services for the H.S. South Cavalier Marching Band in accordance with the agreement as presented at this meeting. Motion was seconded by Roy Horton and carried unanimously, 9-0.

(See pages 236-240)

2.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the appointment of Rose Perkins as an independent contractor/consultant for a fixed rate of \$850.00 to provide instructional services for the H.S. South Cavalier Marching Band in accordance with the agreement as presented at this meeting. Motion was seconded by Roy Horton and carried unanimously, 9-0.

(See pages 241-245)

K. Blendedschools.net

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the Consent to Assignment of Contract with Blendedschools.net, subject to the solicitor's review and approval as to form. Motion was seconded by Robert Gress and carried unanimously, 9-0.

(See page 246)

L. Capital Reserve Fund

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the current invoices for construction and related costs associated with the Capital Reserve Fund: \$482.00. Motion was seconded by Roy Horton and carried unanimously, 9-0.

(See page 247)

M. General Fund – Fund Balance

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the current invoices for construction and related costs associated with the General Fund – Fund Balance: \$69,074.50. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

(See page 248)

N. Use of Facilities

1.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman 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 Ronald Bradley and carried unanimously, 9-0.

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

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived
1/27/14	Bushkill	1/28/14	5/27/14	Boy Scouts	Pack Meetings	Yes
1/27/14	JMH	1/28/14	12/31/14	Girl Scouts	Meetings	Yes
1/27/14	JMH	3/10/14	5/20/14	Girls on the Run	Running/Self-Esteem Building Program	Yes
1/27/14	JTL	2/10/14	5/12/14	PIAA Softball Officials	Umpire Meetings for Officials & Coaches	Yes

(See pages 249-252)

2.a.

ACTION BY THE BOARD:

Motion was made by Robert Gress to approve the request for use of facilities as listed for Class 3 non-school-related activities. Invent Now is requesting a waiver of facility and personnel fees for their Annual Science Camp. Invent Now provides scholarship money to students in need. If enrollment in the program exceeds 100 participants, Invent Now will pay the district \$100 per child for the number of participants exceeding 100, up to a \$1,000 maximum. Motion was seconded by Gary Summers and failed 1-8. Ronald Bradley, Robert Cooke, Eileen Featherman, Roy Horton, Marjorie James, William Searfoss, Ryan Stevens and Gary Summers voted no.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility/ Personnel Fees Waived
1/27/14	Resica	7/7/14	7/11/14	Camp Invention (Invent Now, Inc.)	Summer Science Camp	No

Or

2.b.

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the request for use of facilities as listed for Class 3 non-school-related activities. Invent Now is requesting a waiver of facility and personnel fees for their Annual Science Camp. Invent Now provides scholarship money to students in need. If enrollment in the program exceeds 100 participants, Invent Now will pay the district \$100 per child for the number of participants exceeding 100, up to a \$1,000 maximum. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility/ Personnel Fees Waived
1/27/14	Resica	7/7/14	7/11/14	Camp Invention (Invent Now, Inc.)	Summer Science Camp	Yes

(See pages 253-254)

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

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the Budget Transfers, Payment of Bills and Treasurer’s Report listed in this agenda for the 2013-2014 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 Eileen Featherman and carried unanimously, 9-0.

1. Budget Transfers - (See pages 255-264)
2. Payment of Bills - (See pages 265-286)
3. Treasurer’s Report - (See pages 287-290)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – January 27, 2014**

Carl T. Secor Administration Center – Board Room

7:00 P.M.

ADDENDUM A

XIII. STUDENT ITEMS

B. Overnight Field Trip

ACTION BY THE BOARD:

Motion was made by Robert Gress 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, 9-0.

	Name	Activity	Location	Dates
3.	Bakner, Paul (#4285/4286)	H.S. North Band students to a band tour.	Orlando, FL	3/5/14-3/10/14

(See pages 2-3)

XIX. FISCAL ITEMS

N. Use of Facilities

3.

ACTION BY THE BOARD:

Motion was made by Robert Gress to approve the requests for use of facilities as listed for Class 2 Governmental Agency (no facility fees will be incurred as per Board Policy#707). Motion was seconded by Robert Cooke. Following Board questions and discussions concerning the nature of the topic of the seminar to be presented and a request that the administration determine the seminar topic, motion was carried unanimously, 9-0.

CLASS 2 – GOVERNMENTAL AGENCY USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fee Waived
1/27/14	H.S. South	3/20/14	3/20/14	State Representative Rosemary M. Brown	Seminar	Yes
1/27/14	H.S. South	4/6/14	4/6/14	State Representative Rosemary M. Brown*	Family Expo	Yes

(See pages 4-5)

***Personnel fees will be assessed.**

XX. ANNOUNCEMENTS/INFORMATION

A. Mr. Gress asked for an update on where we are with the new district conference with regard to the MVC (Mountain Valley Conference). Mrs. Laverdure said they are still making decisions but nothing concrete. She is planning to have a coffee and chat with the community to inform them of the changes. Mr. Gress asked that the Board be informed of any news before the media reports it. Mrs. Laverdure said if she receives any concrete information, she will forward it immediately to the Board members.

XXI. ADJOURNMENT – 9:09 P.M.

Respectfully Submitted,

Patricia L. Rosado
Board Secretary