

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

**REGULAR MEETING – March 17, 2014**

**Carl T. Secor Administration Center – Board Room**

**7:00 p.m.**

**Minutes**

I. President, William Searfoss called the meeting to order at 7:10 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.

**School personnel present:** Eleni Angelopoulos, Michelle Arnold, Jeff Bader, David A. Baker, Brian Borosh, John Burrus, Anthony Calderone, Maria Casciotta, Mary Conklin, Robert Dilliplane, Irene Duggins, Larry Dymond, Joe Feal, Eric Forsyth, Vincent Gallo, Colien Hendershot, Scott Hnasko, Lynda Hopkins, Sally Jones, Sharon Laverdure, Phil Lazowski, Jacilyn Leonard, Irene Livingston, Kristin Lord, Suzanne Ludwig, Jennifer Marmo, Tom McIntyre, Barb Miller, Nannette Molloy, Debby Padavano, Kathy Parrish, Marilyn Possinger, Barbara Rescigno, Kim Riley, Patricia Rosado, Julie Rubino, Paul Schmid, Michelle Siptroth, Rose Skidmore, Michael Slesinski, Kim Stevens, Bob Sutjak, Billie Trauschke, Thomas J. Williams, Nadia Worobj and Steve Zall. Thomas Dirvonas, Solicitor.

III. **Community members present:** Annette Atkinson, Leila Bouchekouk, Joseph Capulish, Mary Capulish, Shannon Donahue, Mike Dwyer, Daria Foley, Pauline Mauer, Jiana Saigh, Judy Summers, Richard Tragner, Angelo Vazquez, Benjamin Vogt and Timothy Vogt.

Charles Leonard & Dennis Noonan, Pocono Mountains Economic Development Corporation  
Annette Atkinson & Mike Dwyer – Middle Smithfield Township Supervisors  
Skip Rohrer, Rohrer Bus Company  
Adam Lazarchak, Monroe Career & Technical Institute  
Sheila White – Monroe Career & Technical Institute  
Carl Wilgus, Pocono Mountains Visitors Bureau

IV. **APPROVAL OF MINUTES**

**ACTION BY THE BOARD:**

Motion was by Roy Horton to approve the minutes for the meeting of February 24, 2014, (pages 1- 21). Motion was seconded by Ryan Stevens.

V. **APPROVAL OF AGENDA**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to approve this agenda for March 17, 2014, (pages 1-17), as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

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

## VII. ANNOUNCEMENTS BY THE BOARD

None

## VIII. SUPERINTENDENT'S REPORT

- A. Mr. Ryan Stevens said that at the Monroe Career & Technical Institute (MCTI) meeting they further discussed setting up the investigation for a four-year comprehensive model for the MCTI. They received some feedback from some of the Representatives that were at the meeting. They sent 75 students to the Skills USA Championships and 13 students advanced to the State Championships. Tonight there will be an MCTI budget presentation from Mr. Lazarchak.
- B. Mr. Adam Lazarchak, Director of the Monroe Career and Technical Institute, explained a Power Point presentation on the 2014-2015 Proposed Budget. He gave background information on MCTI, which included that they serve 892 students from 4 sending districts. They have special education, free & reduced lunch and have a completed comprehensive plan. He shared that their NOCTI Scores have increased in 2010, from 83.7% to 94.9% in 2013. He shared some highlights on reading scores, math scores and technology. Although there is a 2.77% increase, the East Stroudsburg Area School District (ESASD) is -2.76%. Although their initial increase was 4.9%, they felt it was unacceptable. They reviewed and reduced their general operating expenses which included the reduction of MCTI staff by two. They have lowered the staff since 2010 from 98 to 87 employees. This year they reduced two staff members through attrition. They will continue to look for ways to operate more efficiently and effectively without sacrificing student achievement. Mr. Gress thanked Mr. Lazarchak for his presentation and said that he was on the MCTI Board for a couple of years. He asked if the ESASD will get back the funds that were discussed at the MCTI meeting. The new funding formula started many years late. The extra money sitting there should be given back to the ESASD. This year the difference was about \$150,000. The money from last year was to build up the PSERS account but this was paid through the unfair funding formula. This item was supposed to be looked at and given back to the districts. They were supposed to start over with the new funding formula. Mr. Lazarchak said that the \$600,000 in question is sitting in a special fund. They are waiting to hear back regarding a water project. They are waiting to see if they receive a grant in order to know how much more money will be needed. There are many projects that need to be completed from the fund. It is a matter of holding the money or coming back to the districts to ask for what is needed. This money can probably take care of these projects. The reason this is taking two Board meetings is because the government tabled this issue and we were waiting to hear. We heard that this should be approved by the end of this month. We should have a resolution for the excess revenues in April. Mr. Gress said he was on the Board for ten years and he fought for the funding formula to be changed. By being phased in waiting for next year, we lost about \$100,000. MCTI has about \$500,000 and about 25% should be ours due to the overpayment of many years through the old formula. We should pay 20% of the water project not 27% of it. Current MCTI Board members here know our position and we are wondering what is happening with the money. Other districts do not want to pay their share. Mr. Lazarchak said that he does not have all the details because he was not here at that time. At the next meeting, providing that we here about the water project, the Board members will have to decide what to do with the excess money. Mr. Horton said as far as the overall budget increase, ours is 2.7% but he recalls it being 8.7% as stated at the meeting. Did this number change? Ms. Sheila White said there was no change.
- C. Ms. Eileen Featherman said at the Colonial IU 20 meeting, they discussed the possible settlement of a contract with the bus drivers. The teachers and support staff negotiations may have to go to fact finding.
- D. Mr. Robert Cooke said that they had a Property/Facilities Committee meeting on March 6, 2014 at 5:30 p.m. The January and February minutes were approved and are available. They discussed possibly increasing the recycling program. They met with Jennifer Smith, Educational Consultant with Waste Management, to discuss options in order to make our recycling program more effective. Further discussion will be held on this issue. On Friday, they met with Met Ed's Energy Engineer, to discuss upgrading electrical equipment in order to obtain certain benefits. The Property/Facilities Committee invited the Finance Committee Meeting to their next meeting on April 3, 2014, in order for everyone to hear a presentation by Dan Lesinski of Met-Ed/CLEAResult. There were several items which went for recommendation by the Board and are included on tonight's agenda such as a bucket truck, Frontier POTS contract and Wind Gap electric bill for the J. M. Hill Elementary project.
- E. Mr. Robert Gress said they had a Finance Committee meeting on March 10, 2014. Some items they spoke about are on the agenda for approval. They did not direct any cuts to any programs in the district. They are looking at revenues and expenditures in large detail due to the increase in the fund balance each year. They are coming up with actual spending. They discussed having a meeting with the Representatives and Senators to discuss our fund

balance in order for them to understand why we did what we did. The State also needs to review PSERS information. The Fund Balance is there for the PSERS situation, healthcare etc. The Committee also discussed issuing a press release for the senior rebate. It was increased from \$950 to \$1425 and the eligibility level is now \$35,000. They want to make all senior citizens aware. They also looked at the 2014-15 budget timeline and capital projects. They will come up with a date to meet with the Senators and Representatives. The district only receives \$1,700 for each student while other districts around us get more because the Representatives say it is due to our fund balance. The Lehigh Valley reported that the Governor said that the districts rely too much on State funding. The next Finance Committee meeting will be on Tuesday, April 8<sup>th</sup> due to the MCTI JOC meeting being held on Monday. Mr. Gress said they also spoke about LERTA. Mr. Chuck Leonard and Mr. Mike Dwyer were there to explain their program and they are here tonight. It is an exciting program that will benefit the school district. They are looking at a five-year program to hopefully spur businesses and to create jobs in the area.

- F. Mr. Charles Leonard, Executive Director, Pocono Mountains Economic Development Corporation, said this idea first originated in an Economic Development Committee in Middle Smithfield. He said he, along with Middle Smithfield Supervisors, Mike Dwyer and Annette Atkinson as well as Dennis Noonan from his staff, are here tonight to ask the Board to participate in a public hearing as required by the LERTA process. LERTA stands for Local Economic Revitalization Tax Abatement. It allows taxing bodies to grant exemptions on improvements made to business properties. It provides an incentive for the development of vacant commercial or industrial properties. The proposal is for all industrial zones in Middle Smithfield. He presented some of the successes they have had with some of the LERTA zones in Monroe County. The approval process is that we hold a public hearing and they need an indication from the Board that they will participate in the public hearing. This does not obligate the district in taking any specific action. The hearing is to explain the mechanism under which the LERTA Program operates and answer any questions the public may have. Middle Smithfield Township is the primary sponsor for this initiative and they have already agreed to participate. If the Board approves it, they will go make this similar presentation to the County to get their indication if they will participate in a public hearing. He brought an example on a current facilities and how future taxes will have an impact but will have no impact on existing taxes. This will allow incentives for them to build additionally but the taxes on the improvement will qualify for the LERTA Program. Mr. Searfoss asked what types of businesses will join this area. We do not need any more \$9 an hour water park/shopping mall companies but we need real jobs. If we are asked to waive taxes it would be good for companies to have real wages like \$15, \$16 or \$17 an hour. Mr. Gress said they spoke about commercial properties that are blighted and they are holding back to make additions. The Economic Development Committee will identify them by zones. We do not have large properties that will bring in giant-type businesses. These are businesses that closed down or are not being built upon due to paying high taxes. We will bring commercial properties to renovate and continue paying their current taxes and will have the new taxes phased in over 5 years. This will help in the areas that they are not building on. Mr. Leonard said that some companies like Pocono Healthcare Center and Johnson & Johnson have fairly good wages. Most of the companies in the area have good wages. It's a national fact that a new industry that comes into the community will pay in the 90 percentile because they need to get a workforce in place. In general, a new industry pays at or above the local prevailing wage. We will attract many employers but the law will not allow us to discriminate in that manner. The people coming in to build new will hire at the average or somewhat above wage level. Mr. Gress asked Mr. Dirvonas if he reviewed the documentation. Mr. Dirvonas said at this point, they are not committing the school district to anything other than to attend and participate in the hearing. Mr. Leonard said if they approved the participation, they will work with the staff to agree on a date and place for the hearing. Mr. Gress said it is on tonight's agenda for consideration by the Board.
- G. Mrs. Marjorie James said the Policy Review Committee discussed the PSBA News Network Bulletin. The policies going for first read are as follows and will go for final approval at the April 14<sup>th</sup> Board meeting: They will be placed on the website tomorrow and be available in the Superintendent's office for review.

#121 – Field Trips  
#210 - Medications  
#246 – Student Wellness  
#248 – Unlawful Harassment  
#249 – Bully/Cyberbullying  
#705 – Safety  
#808 – Food Services

They also discussed the following policies:  
#913 – Relations with Special Interest Groups  
#004.1 - Student School Board Membership

#705 – Safety  
#816 Social Media

Mrs. James said that they had participation from students, parents and teachers who brought their concerns about the Dress & Grooming policies #221, #325, #425 & #525. The next meeting will be on April 14, 2014 at 5:00 p.m. in the Administration Center Board Room.

- H. Mrs. Laverdure said that tonight we have a Community Technology Outreach Presentation. This is one of the newest programs that we have. To watch the students teach has been outstanding. Mrs. Irene Duggins introduced Mr. Joseph Martin and Mrs. Brooke Langan, Technology Integration Coaches. Mrs. Duggins said about five years ago, she spoke to them to create a program which will give our students some authentic experience and prepare them for the 21<sup>st</sup> Century. After two years, Mrs. Duggins then thought they should work with students to prepare them to work with the community. They decided to give back to the community that supports our schools. This program has won an Excellence in Education Award which will be awarded by the IU 20. Although there are other similar programs, our program was selected as number one. Mr. Martin said six years ago, they went to East Stroudsburg University to obtain their Instructional Technology Certificate. They needed to complete 30 hours of internship so they decided to work with students. They wanted to get high school students to meet with them four times a year to learn how to use educational technologies and return to their school building to be a resource to students and teachers. At the end of the first year, a student, Ricky Johnson, suggested that the E-team should move in the direction of community service. Mrs. Langan said that students came and said they have parents and grandparents that need help with technology. Mrs. Langan said they started by offering two sessions in the evenings but did not have a large turnout. The students suggested that they have the program during the morning not evening. During the morning sessions, they had a good turnout and received many positive phone calls. The E-team is now hosting this program practically every month beginning in December 2013.

Ms. Pauline Mauer said that she is currently a student of the E-team program and has been attending for the last two years. She said that she loves it and the students make wonderful presentations. The students are developing their speaking skills and developing social skills by being patient and understanding. She has gained the knowledge of understanding laptops, Ipads and Ipods. It makes her feel connected. She thanked the district for sponsoring this program. Every productive student they produce makes her life better. She said to keep up the good work.

Mr. Richard Tragner thanked the district for this program. He said this helps senior citizens and those going to be senior citizens. He sat with a gentleman who did not know what technology he bought or how to use it. He said these kids helped him know how to use it and now he can communicate long distance. These kids are open to help with Ipads, Ipods, Calculators, GPSs, etc. They work one on one with individuals and this program has helped the students improve their public speaking. He said it is a great program and he thanked the district for it. Mr. Tragner also thanked Mr. Martin and Mrs. Langan for their participation and hard work.

Jiana Saigh, High School North student, said she has been part of E-team for two years. They meet once a month and present programs like Facebook, Pinterest, etc. The senior citizens and community members can attend whichever session they would like. They are individually helped with their questions and concerns.

Leila Bouchekouk, High School South student, said she has been on the E-team for two years. The E-team helped her by giving her a new prospective, confidence, ability to present and teaching her what unity truly is. We are one district and one community and we have a strong community.

Shannon Donahue, High School North student, said she has been part of the E-team for one year. The program has given her a chance to help the community and she enjoys and loves it. She can use her technical skills and help others. It also helped with her public speaking skills.

Benjamin Vogt, High School South student, thanked the Board for this opportunity. He has been on the E-team for four years. He said this has been a real rewarding experience. Coming into high school, he was shy and not good at public speaking but now he has improved. He has applied his technical skills and helped his community. This experience is irreplaceable and invaluable. He thanked everyone who has been involved.

- I. Mrs. Duggins brought a presentation on the PA Core English Language Arts. She introduced her grade level chairs who have been working with her on the PA Core Math and Language Arts. She said they have worked a lot of hours during the summer and after school. She introduced Ms. Julie Rubino, Instructional Literacy Coach for the elementary level. Mrs. Duggins said that PA Core English Language Arts was designed to be robust and

relevant to the real world, reflecting the knowledge and skills that our young people need for success in college and careers. The end goal is for all students to become self-directed and critical readers, writers and thinkers. It was developed for a consistent set of expectations across the country. The National Core expectations are guidelines for States to create their own State standards. State standards are guidelines for LEA (districts) to create their own curriculum. She played a video which explained the steps for Common Core standards. She explained the national trends and who developed the National Core. A multi-State effort began in 2004. On July, 2010, State Board of Education adopted improved standards. On March 1, 2014, the State Board of Education published amendments to Chapter 4 Regulations. This action puts in place new academic standards as a graduation requirement beginning with the class of 2017. These standards will help increase reading of informational text and text complexity. There will be a change in text-based answers, writing from sources, building of academic vocabulary, and literacy instruction in all content areas.

Ms. Julie Rubino explained the curricular shifts by grade level. She said unlike the math shifts, the content does not change but the complexity of the reading and writing will have to become more rigorous. In grades K-5, the focus is on the mastery of phonics and to become proficient spellers by teaching them strategies. They will also need to understand what is read. In grades 6-12, they will learn to be more competent thinkers and learners. They will still do poetry and literature but will increase emphasis in reading text and multimedia to gain content knowledge. The goal in high school is to become thinkers and automatically apply their skills to their reading by increased emphasis on grammar and writing. The open ended response in the PSSA essay is graded for grammar, punctuation, sentence structure, etc. but before it was just graded for content. The district has prepared the teachers through trainings on how they teach. The teacher becomes the facilitator, not the dispenser in knowledge. During 2012-13, they asked content teachers to take a look at ELA standards to see how they can be integrated into the current curricula. This year, K-5 is working on seeing how we already align with Language Arts Curriculum to see what needs to be changed. Beginning next year in PSSA assessments, students will be asked part one and part two questions. Part one will ask what happened in the story. In part two, students will need to support their answer by finding evidence in the passage that they read. They will also need to write a text dependent essay, which will be scored for content and writing. She explained the English Language Arts elementary resources current series offers short nonfiction pieces which have very little ties to the Science or Social Studies curricula. Current series also lacks higher-level questioning, text-based response prompts with holistic grading guides, multiple pieces of text regarding same subject to support instruction of argumentative writing and assessments aligned to PA Core Standards. Current series does not offer a level of complexity on same topic or robust vocabulary instruction. She shared some websites to look at the standards-aligned system. They have 23 people on a committee to review the current English Language Arts Reading Series. They concluded that they will need new textbooks to help with the standards.

Mr. Gress said that this was reviewed at the Finance Committee and they will be recommending the purchase of these textbooks.

Mrs. James asked what trainings have the teachers received. Ms. Rubino said that they are outlined in the presentation. Teachers have received multiple trainings which the IU 20 has been involved with providing. They have helped teachers with understanding the changes. They have worked with instructional differentiation and reading apprenticeship. They have also taught them to analyze CDT data to drive instruction as well as the Achieve 3000 online content reading program.

Mr. Summers said that they spoke about making Math and English Standards and what needs to be purchased this year and next year. He is not opposed to the changes and items that need to be purchased but suggested that someone keep a list of how much the district will need to spend to replace the material that we currently use. This list should be given to our legislators to show them how much this will cost the district in order to align with all the changes that need to be made. He also recommended that they make the parents aware of all the changes so when the students come home, the parents will know how to help them with the changes. Mr. Summers said that Ms. Rubino used writing many times. Did you mean printing? Ms. Rubino said she meant formulating. Mr. Summers said that he is speaking about cursive. Ms. Rubino said that cursive is part of our curriculum; therefore, they should be learning cursive. Mr. Searfoss asked if it is mandatory. Ms. Rubino said that the common standards did not address this issue. Our Kindergarten Chair noticed that handwriting is not addressed but suggested that it be included. We did not take anything out of our curriculum we just lined it up or added to get where we need to go. Mrs. Laverdure said we have to be careful that we do not think that everything is on the computer. She mentioned that the SAT may be computer based soon.

Mr. Bradley said he did not hear what emphasis is being placed on comprehension. We can teach reading, etc. but where does comprehension fit in? Ms. Rubino said that in the end, that is what they are trying to teach the

children. Mrs. Laverdure said you are not going to be able to answer the questions without understanding the text. Ms. Rubino said they use 7 strategies for parents to understand 7 major concepts for comprehension. They should check understanding, questioning, etc. As we work our way through the text, teachers are trained to know to see if students have a basic comprehension and if not, they have to go back to see where it broke down. Mr. Bradley asked if parents can access this information to help their student. Mrs. Rescigno, Grade 4 Chair, said she has a document on her Moodle page where parents can view the 7 strategies. Mr. Bradley asked if this information is being used by all teachers. She said yes she has shared it. Mr. Bradley asked for access to the link. Ms. Rescigno said she will forward it to Mr. Bradley.

- J. Mrs. Laverdure said they looked at concerns with reference to the school calendar. She asked Mr. Eric Forsyth to come and explain the calendar, because much thought went into this calendar. They threw the old one out and started new. Some concerns were addressed with regards to different level students being out on different days. They want to utilize staff and equipment more efficiently.

Mr. Forsyth said that next year's calendar was not an administrative exercise but a collaborative effort between the teachers' association and administration. They wiped the board clean and started by incorporating PDE requirements, student objectives and how to make the best use for staff development. They redesigned the entire calendar. This calendar accommodates State testing windows, staff development, parent/teacher conference day on a day that benefits all grade levels. On the 2014-2015 proposed calendar, it allows students to start after Labor Day but not by forsaking the four potential instructional days that occur prior to Labor Day. They can gain an additional four days of instructional time relief at the end of the school year. By redesigning the calendar and placing qualified Act 80 activities for staff ahead of Labor Day, they are able to gain two instructional days by having teachers start on the first Monday before Labor Day and have two teacher contracted work days to be able to set up their classrooms and fulfill required building activities and then on Wednesday and Thursday be engaged in staff development activities. They gained a third day by removing a teacher work day out of the school year and putting it in the end. We were able to start students after Labor Day and still gain 3 days. They aligned Act 80 days through Columbus Day and in March for teachers to come in but students stay home. He explained all the holidays on the calendar and staff development days. Many objectives were met for both professional and support staff.

Mrs. Laverdure said, contractually, we are mandated to schedule days for staff development.

Mr. Searfoss asked what days are being thought about to remove from the calendar in case we have many snow days. We should indicate it on the calendar in order for parents to be made aware ahead of time. Mr. Forsyth said that they can bring this change in December. Martin Luther King, Jr. and President's Day can be used to make up days as long as the staff is given another day for them to take as a holiday. In February, they can come again and look at the days during spring break. The other days cannot be used.

Mr. Gress said that this should be part of the calendar up front. For instance, Holy Thursday and Easter Monday should be indicated on the calendar that they are possible days that can be taken away. The Board had requested a pre-Labor Day start. You said the teachers' association was contacted but not all levels were. It seems that high schools are making decisions. You have no in-service day in November but in October and there are no report cards yet especially in elementary schools. In January, they have off which is a transition day for high schools.

Mrs. Laverdure said all levels were represented. The issue is that in talking with principals and looking at statistics on parents that are coming in, teachers are meeting on a regular basis with parents regarding students that are struggling. Come March, you have a feel of where they have come and where they need to go. We addressed the concern from the Board who asked why are there days all over the place. We combined all areas. We are not going to please everybody but I know that parents are used to starting their children after Labor Day. They are not used to starting in August. Our high school students might be used to it but elementary students are not. This was a compromise to please both sides.

Mr. Searfoss said that our calendars should indicate specifically what days can be taken away. Mr. Forsyth suggested that this footnote be added as holidays that are subject to change. If the Board approves the calendar as presented, we can include it on the following days in the calendar; January 19, 2015, February 16, 2015, April 2, 2015 and April 6, 2015. Mr. Searfoss said parents should see this ahead of time before planning any trips. This will help with all contingency days and get out in the second week in June.

Mr. Cooke said he agrees because it will help students, parents and staff. We should not wait until December but should indicate it on the calendar now.

Mr. Forsyth said that in the 2013-2014 revised calendar the only two changes are the accurate indication of the use of the Act 80 days. The Board designated the Monday after Easter as a Parent/Teacher Conference day but it should only be for part of the district and it designates it as such. We also found in the senior calendar that we have to report the grade level time calendar individually to the State. We have sufficient instructional time in the senior calendar to make June 13 as the last day for seniors. The remaining students will have three half days on June 16, 17, & 18, 2014.

Mr. Gress asked if there will be no parent/teacher conferences when report cards come out in November. Mrs. Laverdure said that is correct. Teachers should not wait for report cards to speak to parents. Mr. Gress said that the teachers may say on October 13 that a particular student is doing fine but when he gets his report card he is not. Mrs. Laverdure said Progress Book is being used and communication is going home to families. Mr. Gress said that Progress Book may indicate that they are doing fine but when they take the final test which is half of their grade, they may not be doing well after that point. Now teachers will have to set up an individual conference with the parent.

K. Mrs. Laverdure said that positive things have happened in the East Stroudsburg Area School District recently. She congratulated the following students for their accomplishments:

1. 8<sup>th</sup> grade J. T. Lambert Boys' Basketball Team for the Greater Pocono Tournament win.
2. Students from J. T. Lambert who won in the Science Olympiad Competition. They went from Regional to State. Names will be forwarded to the Board.
3. J. T. Lambert, Lehman, High School North and High School South had a phenomenal showing at the computer fair at East Stroudsburg University, with lots of first and second place winners.
4. Colby Ems, from H.S. South, tied the school record for fourth in the State at 138 lbs. for Wrestling Championship with 116 wins.
5. High School South had three students going to PMEA State Conference for vocal jazz and two students for band going to the All State Concert Band. One young lady won first chair in the euphonium.

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

A. Mr. Angelo Vazquez, High School North alumni, who is back from the military and going to school, said he has some concerns with the school district and realizes that some of his concerns will not be answered tonight. One item deals with fiscal responsibility. We don't have municipal or county police in the area but we have the State Police. The district has a 24-hour Police Department but suggested that this be curtailed. He saw a cop sitting at Sunoco at 2 a.m. which is a waste of taxpayers' dollars. "Why is he there?"

Senior Tax Rebate for senior citizens was mentioned tonight but what do we have for disabled Veterans in this area? He said there is a need for Veterans assistance like senior citizens are receiving, since they are on a fixed income and have limited job sources. This is something that should be addressed since he is a Veteran. He came back from the service and his own school district is essentially making him lose his house.

Mr. Gress said there is Veteran assistance. Mrs. Laverdure said there is something through the County. Mr. Dirvonas said the County has assistance through the Veterans' Bureau. Mr. Vazquez said most Veterans do not qualify for this assistance. Mr. Dirvonas said it is not a school district program. Mr. Bradley said there is no help for the Veterans in this area nor is there an active program in hiring Veterans. We should have one but we don't. You can forget about the County's help. You can go to Wilkes-Barre and address your needs there.

Mr. Vazquez said while the Board members were here serving on the Board, he was serving his country. Mr. Bradley said he understands because he is a disabled Veteran. Mr. Vazquez said for him to say forget about it and dismiss him is not right. He is just bringing a concern to the Board.

Mr. Bradley said that he is not dismissing him. Mr. Gress said that the legislation allows the school district to have a Senior Rebate Program. If they approve a Veterans Rebate Program then the district can have one. It is up to the legislators because we have to follow the laws and regulations although some we don't like or agree with. The

legislators should be looking into it. Mr. Bradley suggested that Mr. Vazquez start with his local Congressman. Mr. Vazquez said he is bringing it as a concern to the Board members. Mr. Bradley said there is only so much that the Board can do. Mr. Searfoss said that the district is being fiscally responsible by not raising school taxes for the third year in a row. Mr. Bradley suggested that Mr. Vazquez speak to him after the meeting.

**X. PERSONNEL ITEMS**

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

**ACTION BY THE BOARD:**

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

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

<b>Name</b>	<b>Position Held</b>
a. Alpaugh, Judy	Bus Driver - Transportation Effective Date: January 15, 2014 Through: the end of the 2013-2014 school year.
b. Osoria, Aurea	Cafeteria Aide - Lehman Intermediate Effective Date: September 12, 2013 Now through: March 19, 2014
c. Paflitzko, Thomas	Custodian (2 <sup>nd</sup> shift) - North Campus Effective Date: March 20, 2014 Through: the end of the 2013-2014 school year.

(Requests received)

**B. Support Staff**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the waiver, due to special circumstances, of the requirement to provide an indication of retirement prior to January 1, 2014 relating to eligibility of payment of unused sick leave at retirement with respect to the retirement of Barry Bartron, custodian at the High School South. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

**C. Support Staff**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the resignations, retirement, leaves of absence, temporary work hour change 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 Roy Horton and carried unanimously, 9-0.

**1. Resignations**

<b>Name</b>	<b>Position Held</b>
a. Hendel, Thomas	Bus Driver - Transportation Effective Date: at the end of the workday on February 28, 2014.



- b. Pardellas, Evelyn                      Student Aide - Lehman Intermediate  
Effective Date: at the end of the workday on March 21, 2014.
  - c. Skidmore, Rose                           Cafeteria Aide - J. M. Hill Elementary  
Effective Date: at the end of the workday on March 21, 2014.
- (See pages 18-20)

**2. Retirement**

- | <b>Name</b>       | <b>Position Held</b>   |
|-------------------|--|
| a. Bartron, Barry | Custodian (2 <sup>nd</sup> shift) - High School South<br>Effective Date: at the end of the workday on June 6, 2014 |
- (See page 21)

**3. Leave of Absence (Date Change) - In accordance with School Board Policies #534 and 535**

- | <b>Name</b>          | <b>Position Held</b>  |
|----------------------|---|
| a. Paflitzko, Thomas | Custodian (2 <sup>nd</sup> shift) – North Campus<br>Effective Date: June 19, 2013<br>Now through: March 19, 2014<br>Last intermittent date was January 9, 2014. |
- (Request received)

**4. Leave of Absence (Date Change) - In accordance with School Board Policy #535**

- | <b>Name</b>      | <b>Position Held</b>   |
|------------------|--|
| a. Wood, Dorothy | Bus Driver - Transportation<br>Effective Date: January 6, 2014<br>Now through: April 3, 2014 |
- (Request received)

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

- | <b>Name</b>           | <b>Position Held</b>  |
|-----------------------|---|
| a. Foley, Cindy       | Cafeteria Worker - High School South<br>Effective Date: February 24, 2014<br>Through: March 17, 2014            |
| b. Keesser, Bridget   | Paraprofessional - East Stroudsburg Elementary<br>Effective Date: January 6, 2014<br>Through: March 7, 2014     |
| c. Lohmann, Jessie    | Secretary - J. M. Hill Elementary<br>Effective Date: June 5, 2014<br>Through: September 8, 2014                 |
| d. Romanowski, Joseph | Custodian (2 <sup>nd</sup> shift) - North Campus<br>Effective Date: February 17, 2014<br>Through: March 4, 2014 |

- e. Scarnecchia, Nancy                      Bus Driver (8 hour) - Transportation  
Effective Date: February 3, 2014  
Through: March 1, 2014
  
- f. Searfoss, Barbara                           Cafeteria (Cook) Worker - J. T. Lambert Intermediate  
Effective Date: January 2, 2014  
Through: March 14, 2014

(Requests received)

**6. Appointments – Regular**

- | <b>Name</b>          | <b>Appointment</b>   |
|----------------------|--|
| a. Hossain, Denise   | Cafeteria Worker (part-time, 4 hour) (Step 1) - Bushkill Elementary<br>Hourly Rate: \$12.07<br>Effective Date: January 6, 2014<br>Denise replaces Susan McPherson who resigned.  |
| b. Huffman, Jennifer | Cafeteria Worker (part-time, 4 hour) (Step 1) - J. T. Lambert Intermediate<br>Hourly Rate: \$12.07<br>Effective Date: March 12, 2014<br>Jennifer replaces Christina Masucci who was reassigned.  |
| c. Mabe, Tiffany     | Cafeteria Aide (part-time, 3.25 hour) (Step 1) - East Stroudsburg Elementary<br>Hourly Rate: \$11.93<br>Effective Date: March 12, 2014<br>Tiffany replaces Vivian Williams who resigned due to accepting a Front Desk Receptionist position. |
| d. Rocheny, Patricia | Bus Driver (6 hour) (Step 1) - Transportation<br>Hourly Rate: \$15.14<br>Effective Date: March 11, 2014<br>Patricia replaces Therese Sierra who was terminated.  |
| e. Skidmore, Rose    | Secretary-Records (full-time, 7.5 hour, 12 month) (Step 1) – Administrative Services<br>Hourly Rate: \$13.21<br>Effective Date: March 24, 2014<br>This is a new position.  |

**7. Appointment – Long Term Substitute**

- | <b>Name</b>        | <b>Appointment</b>  |
|--------------------|---|
| a. Pollack, Victor | Custodian (3 <sup>rd</sup> shift) (Step 1) - High School South (LTS)<br>Hourly Rate: \$14.13 (plus \$.50/hour shift differential)<br>Effective Date: March 18, 2014<br>Through: the end of the workday on May 8, 2014 only.<br>Victor replaces Donald Miller who is on worker's compensation. |

**8. Temporary Workday Hour Change**

	<b>Name</b>	<b>Position</b>	<b>From</b>	<b>To</b>	<b>Effective</b>
a.	Walsh, Robert	Bus Driver	6 hour	8 hour	3/10/14 through the last student day of the 2013-2014 school year only. At the conclusion of this temporary change, Robert will return to a 6 hour driver.

**9. Substitute Appointments**

	<b>Name</b>	<b>Position(s)</b>
a.	Donald, Dawn	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Student Aide, Study Hall Monitor
b.	Doppler, Richard	Secretary
c.	Heitzman, Joseph	Student Aide
d.	Henriquez, Lauren	Cafeteria Aide, Cafeteria Worker, Custodian, Study Hall Monitor
e.	Kamar, Aisha	Custodian, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide
f.	Reish, Holly	Secretary
g.	Richards Lawrence, Stephanie	Paraprofessional
h.	Rodriguez, Nancy	Cafeteria Aide, Cafeteria Worker, Custodian, Study Hall Monitor
i.	Schmid, Justin	Cafeteria Aide, Cafeteria Worker, Custodian, Front Desk Receptionist, Paraprofessional, Secretary
j.	Vega, Barbara	Study Hall Monitor

**D. Crossing Guard and Security Officer Salary Compensations (Non-Bargaining Unit)**

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

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to approve the individual security officer and crossing guard salary compensations for the period of July 1, 2011 through June 30, 2014. Those individuals whose net pay (gross pay minus premium share) declines as a result of the increased employee premium contribution will be additionally compensated to offset the loss. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

**1. Crossing Guards**

	<b>Last Name</b>	<b>First Name</b>	<b>2010-11</b>	<b>Step</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>
a.	Dias (retired 6/13/13)	Patricia	\$11.37	2	\$11.67	\$11.97	
b.	McKellick	Debora	\$10.71	1	\$11.01	\$11.31	\$12.11
c.	Orley	James	\$14.23	6	\$14.53	\$14.83	\$15.63
d.	Sochinsky (through 9/2/13)	Dorothy	\$12.73	4	\$13.03	\$13.33	\$14.13
e.	Welter	Jean	\$15.06	7	\$15.36	\$15.66	\$16.46

**2. Security Officers**

	<b>Last Name</b>	<b>First Name</b>	<b>Location</b>	<b>2010-11</b>	<b>Shift</b>	<b>Step</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>
a.	Careri	William	High School North		(1st shift, 10 month)	1			\$14.33
b.	Ciccone	Judy	High School North	\$15.08	(1st shift, 10 month)	3	\$15.38	\$15.68	\$16.48
c.	Coddington	Joseph	Lehman Intermediate	\$15.08	(1st shift, 10 month)	3	\$15.38	\$15.68	\$16.48
d.	Famighetti Jr	Michael	High School North	\$13.60	(1st shift, 10 month)	2	\$13.90	\$14.20	\$15.00
e.	Fetherman	John	High School South	\$12.93	(1st shift, 10 month)	1	\$13.23	\$13.53	\$14.33

f.	Genovese	Patricia	High School South	\$12.93	(1st shift, 10 month)	1	\$13.23	\$13.53	\$14.33
g.	Grant (retired 6/13/13)	William	J. T. Lambert Intermediate	\$13.60	(1st shift, 10 month)	2	\$13.90	\$14.20	
h.	Huffman	Brooke	J. T. Lambert Intermediate	\$15.08	(1st shift, 10 month)	3	\$15.38	\$15.68	\$16.48
i.	Johnson	Robeen	J. T. Lambert Intermediate	\$12.93	(1st shift, 10 month)	1	\$13.23	\$13.53	\$14.33
j.	Livingston	Kenneth	Administration	\$13.60	(1st shift, 12 month)	2	\$13.90	\$14.20	\$15.00
k.	Malvagno	Victor	Lehman Intermediate	\$15.08	(1st shift, 10 month)	3	\$15.38	\$15.68	\$16.48
l.	Maye Jr	Riley	High School South	\$12.93	(1st shift, 10 month)	1	\$13.23	\$13.53	\$14.33
m.	Moran	Donald	J. T. Lambert Intermediate	\$16.25	(1st shift, 10 month)	4	\$16.55	\$16.85	\$17.65
n.	Murphy	Linda	High School South	\$15.08	(1st shift, 10 month)	3	\$15.38	\$15.68	\$16.48
o.	Palaia	Karen	High School South	\$12.93	(2nd shift, 10 month)	1	\$13.23	\$13.53	\$14.33
p.	Parham	Hasana	High School North	\$12.93	(1st shift, 10 month)	1	\$13.23	\$13.53	\$14.33
q.	Pietrofere	Maria	High School North	\$13.60	(1st shift, 10 month)	2	\$13.90	\$14.20	\$15.00
r.	Sarer	Janet	Lehman Intermediate	\$15.08	(1st shift, 10 month)	3	\$15.38	\$15.68	\$16.48
s.	Sochinsky	Dorothy	High School South			1			\$14.33

**Shift differential: 2<sup>nd</sup> shift additional \$.40/per hour**

**E. Professional Staff – Uncompensated Leave of Absence**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the uncompensated leave of absence in accordance with applicable policies, procedures and contractual agreement. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

**1. Leave of Absence –In Accordance with School Board Policy #439**

**Name Position Held**

- a. Bove, Sheila Gifted teacher – J. T. Lambert Intermediate  
Effective Date: May 2, 2014  
Through: the end of the 2013-2014 school year.

(Request received)

**F. Professional Staff**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the retirement, leaves of absence, tenure 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 Ryan Stevens and carried unanimously, 9-0.

**1. Retirement**

**Name Position Held**

- a. Czahor, Sue Kindergarten teacher - Resica Elementary  
Effective Date: at the end of the last teacher workday of the 2013-2014 school year.

(See page 22)

**2. Leave of Absence – In Accordance with School Board Policies #434 and #435**

- | <b>Name</b>     | <b>Position Held</b>  |
|-----------------|---|
| a. Bove, Sheila | Gifted teacher - J. T. Lambert Intermediate<br>Effective Date: January 20, 2014<br>Now Through: May 1, 2014 |

(Request received)

**3. Leave of Absence – In Accordance with School Board Policy #435 and Child Rearing Leave**

- | <b>Name</b>              | <b>Position Held</b>  |
|--------------------------|---|
| a. Christopher, Michelle | Art teacher - High School South<br>Effective Date: May 20, 2014<br>Through: end of the first semester of the 2014-2015 school year. |

(Request received)

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

- | <b>Name</b>                   | <b>Position Held</b>  |
|-------------------------------|---|
| a. Benson, James              | Grade 6 teacher - J. T. Lambert Intermediate<br>Effective Date: April 9, 2014<br>Through: the end of the 2013-2014 school year. |
| b. McCormick, Cara            | Special Education teacher - J. T. Lambert Intermediate<br>Effective Date: March 27, 2014<br>Through: June 6, 2014               |
| c. Milasch-McIntyre, Jennifer | Special Education teacher - Lehman Intermediate<br>Effective Date: February 25, 2014<br>Through: April 7, 2014                  |
| d. Van Winkle, Catherine      | Math teacher - High School North<br>Effective Date: March 4, 2014<br>Through: April 29, 2014                                    |

(Requests received)

**5. Appointment - Long Term Substitute**

- | <b>Name</b>       | <b>Appointment</b>  |
|-------------------|---|
| a. Askins, Kendal | Gifted teacher – J. T. Lambert Intermediate (LTS)<br>Salary: \$43,293.00, prorated (Step 1 Column 7)<br>Effective Date: March 10, 2014<br>Through: the end of the last teacher workday of the 2013-2014 school year only.<br>Kendal replaces Sheila Bove who is on a leave. |

(See page 23)

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

	<b>Last Name</b>	<b>First Name</b>	<b>Certification</b>	<b>Location</b>
a.	Walters	Jessica	English	High School North

**7. Substitute Appointments**

Name	Certification
a. Mullen II, William	Health & Physical Education
b. Pacanowski, Michael	Math
c. Richards Lawrence, Stephanie	Emergency Permit
d. Stokes, Allison	Guidance (Elementary and Secondary)
e. VanBuskirk, Alecia	Elementary

**8. Homebound Appointment**

Name	Certification
a. McCombs, Tamara	Biology

**G. Professional Staff Salary Adjustments for the 2013-2014 School Year**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the following salary adjustments in accordance with 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. All salaries are prorated and effective April 24, 2014. Motion was seconded by Marjorie James and carried unanimously, 9-0.

	<b>Name</b>	<b>From:</b>	<b>To:</b>
a.	Boylan, Brian	(\$46,301) Step 5, Col. 4	(\$46,739) Step 5, Col. 5
b.	Caamano, Debra	(\$63,605) Step 12, Col. 7	(\$65,227) Step 12, Col. 10
c.	Chamberlin, Carley	(\$44,839) Step 3, Col. 8	(\$45,946) Step 3, Col. 10
d.	Chestnut, Patricia	(\$64,661) Step 10, Col. 9	(\$65,227) Step 10, Col. 10
e.	Dahl, Barbara	(\$81,774) Step 16, Col. 14	(\$82,440) Step 16, Col. 15
f.	Dietz, Casandra	(\$65,227) Step 10, Col. 10	(\$65,820) Step 10, Col. 11
g.	Falbo, Tina	(\$67,752) Step 12, Col. 14	(\$68,447) Step 12, Col. 15
h.	Fuehrer, Kellie	(\$63,605) Step 10, Col. 7	(\$64,120) Step 10, Col. 8
i.	Furst, Kane	(\$48,181) Step 5, Col. 7	(\$48,696) Step 5, Col. 8
j.	Hazen, Rachel	(\$70,961) Step 14, Col. 11	(\$71,579) Step 14, Col. 12
k.	Hewitt, Erin	(\$55,663) Step 8, Col. 9	(\$58,084) Step 8, Col. 13
l.	Kean, Ashley	(\$44,324) Step 3, Col. 7	(\$44,839) Step 3, Col. 8
m.	Kernan, Paul	(\$76,593) Step 16, Col. 6	(\$77,597) Step 16, Col. 7
n.	Kruger, Nancy	(\$55,122) Step 8, Col. 8	(\$55,663) Step 8, Col. 9
o.	Lazowski, Philip	(\$69,802) Step 15, Col. 9	(\$70,369) Step 15, Col. 10
p.	Luhrs, Melinda	(\$46,301) Step 5, Col. 4	(\$46,739) Step 5, Col. 5
q.	Majeski, David	(\$55,663) Step 9, Col. 9	(\$56,230) Step 9, Col. 10
r.	Muniz, Kathleen	(\$48,181) Step 6, Col. 7	(\$48,696) Step 6, Col. 8
s.	Neyhart, Mary Louise	(\$55,122) Step 8, Col. 8	(\$55,663) Step 8, Col. 9
t.	O'Donnell, Rebecca	(\$46,301) Step 5 Col. 4	(\$46,739) Step 5, Col. 5
u.	Pawlowski, Walter	(\$53,602) Step 8, Col. 6	(\$54,607) Step 8, Col. 7
v.	Piedra, Gisela	(\$63,605) Step 12, Col. 7	(\$64,661) Step 12, Col. 9
w.	Polmounter, Amy	(\$55,122) Step 7, Col. 8	(\$55,663) Step 7, Col. 9
x.	Rogers, Denise	(\$78,112) Step 16, Col. 8	(\$78,653) Step 16, Col. 9
y.	Sands, Deborah	(\$81,074) Step 16, Col. 13	(\$82,440) Step 16, Col. 15
z.	Seeman, Deziree	(\$48,696) Step 5, Col. 8	(\$49,237) Step 5, Col. 9
aa.	Siptroth, Michelle	(\$65, 820) Step 12, Col. 11	(\$66,438) Step 12, Col. 12)
bb.	Soskil, Lori	(\$79,220) Step 16, Col. 10	(\$79,812) Step 16, Col. 11
cc.	Stein, Linda	(\$66,438) Step 11, Col. 12	(\$67,082) Step 11, Col. 13
dd.	Souffrant, Fabiola	(\$45,425) Step 4, Col. 2	(\$46,301) Step 4, Col. 4
ee.	Suarez, Matthew	(\$44,987) Step 5, Col. 1	(\$46,739) Step 5, Col. 5
ff.	Turner, Patricia	(\$70,369) Step 14, Col. 10	(\$71,579) Step 14, Col. 12
gg.	Werth, John	(\$79,812) Step 16, Col. 11	(\$80,430) Step 16, Col. 12

H. **Keystone Tutors for the 2013-2014 School Year**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the resignation and appointment in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). These after-school tutorial teaching positions are fully funded through the ABG Accountability Grant 2013-2014. Motion was seconded by Marjorie James and carried unanimously, 9-0.

1. **Resignation**

**Name**

**Position**

- 1. Van Winkle, Catherine      Keystone Math tutor – High School North  
Effective Date: end of the 1<sup>st</sup> semester  
(See page 24)

2. **Keystone Tutors for the 2013-2014 School Year**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Building</b>	<b>Rate</b>
a.	Zajac	Mary	Keystone Math tutor (2 <sup>nd</sup> semester)	High School North	\$23.46/per hour (not to exceed 60 total hours per Math department)

I. **Extra Responsibility Positions**

**ACTION BY THE BOARD:**

Motion was made by Marjorie James to approve the appointments according to the 2010-2013 contractual agreement and Memorandum of Understanding Board approved on June 4, 2012 between the East Stroudsburg Area School District and the East Stroudsburg Education Association. Motion was seconded by Ryan Stevens and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

1. **Appointments for the 2013-2014 School Year**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Building</b>	<b>Rate</b>
a.	Andrews	Andronikki	Intramural Grade 3 Tutoring Math and/or Reading Co-Advisor (all year)	East Stroudsburg Elementary	\$23.46/hour (additional 40 hours split between all advisors—80 hour annual maximum)
b.	Yohe	Zahra	Intramural Grade 3 Tutoring Math and/or Reading Co-Advisor (all year)	East Stroudsburg Elementary	\$23.46/hour (additional 40 hours split between all advisors—80 hour annual maximum)
c.	Riley	Kimberly	Intramural Grade 4 Tutoring Math and/or Reading Co-Advisor (all year)	East Stroudsburg Elementary	\$23.46/hour (additional 40 hours split between all advisors—80 hour annual maximum)
d.	Steakin	Susan	Intramural Grade 4 Tutoring Math and/or Reading Co-Advisor (all year)	East Stroudsburg Elementary	\$23.46/hour (additional 40 hours split between all advisors—80 hour annual maximum)
e.	Winkler	Mary	Intramural Grade 5 Tutoring Math and/or Reading Co-Advisor (all year)	East Stroudsburg Elementary	\$23.46/hour (additional 40 hours split between all advisors—80 hour annual maximum)
f.	Zisa	Jessica	Intramural Grade 5 Tutoring Math and/or Reading Co-Advisor (all year)	East Stroudsburg Elementary	\$23.46/hour (additional 40 hours split between all advisors—80 hour annual maximum)
g.	Camilleri-Yip	Marlene	Mentor for Donna Moraski Effective 2/24/14	Bushkill Elementary	\$612.06, prorated
h.	Moore	Jakeem	Volunteer Boys Tennis Coach	High School South	Not applicable
i.	Kernan	Paul	Mentor for Kendal Askins Effective 3/10/14	J. T. Lambert Intermediate	\$612.06, prorated

**J. First Level Supervisor - 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 Gary Summers and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

(See pages 25-30)

**K. First Level Supervisor**

**ACTION BY THE BOARD:**

Motion was made by Marjorie James to approve the change of status and salary compensation for the First Level Supervisor designated, in accordance with applicable policies, procedures and First Level Supervisor Compensation Plan. Motion was seconded by Eileen Featherman and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

**1. Change of Status**

<b>Name</b>	<b>Position Held</b>
a. Moore, Mary Ann	From: Transportation Dispatcher (8 hour, 12 month) - Transportation To: Transportation Dispatcher (8 hour, 10 month) - Transportation Effective Date: March 3, 2014 Hourly Rate: \$29.09 This position was changed due to the needs of the District and is based on 180 annual workdays plus up to 30 additional workdays.

**XI. SETON HILL UNIVERSITY**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the Dual Enrollment Agreement between the East Stroudsburg Area School District and Seton Hill University from July 1, 2014 to June 30, 2015. Motion was seconded by Ryan Stevens and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

(See pages 31-36)

**XII. CONTRACTS**

**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 Ryan Stevens and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

	<b>NAME</b>	<b>SERVICE</b>	<b>RATE</b>	<b>PAYMENT FROM</b>	<b>EFFECTIVE DATE</b>
1.	Center Stage Entertainment, Inc. (replaces previously approved Saoco Entertainment - David Pabon)	DJ for H.S. South 2014 Senior Prom	\$800.00	H.S. South Class of 2014	5/17/14
2.	Rodriguez, Santos	Parent/Teacher Conference Translation Services	\$57.12	J.M. Hill	2/28/14



3.	Vagni, Alexis (replaces previously approved Carrie Panepinto)	Spring into Technology: Active Inspire	\$200.00	Professional Development	3/29/14 (snow date: 4/5/14)
		<b>TRANSPORTATION</b>	<b>CONTRACTS</b>		
1.	Bellinger, Tania	Contract Transportation	\$46.97/day	Transportation Dept.	2/11/14
2.	Davis, Christine	Contract Transportation	\$42.61/day	Transportation Dept.	2/11/14
3.	Holmes, Deborah	Contract Transportation	\$133.26/day	Transportation Dept.	2/24/14
4.	Krupski, Diane	Contract Transportation	\$195.83/day	Transportation Dept.	2/19/14
5.	Muti, Peter	Contract Transportation	\$129.81/day	Transportation Dept.	2/24/14

(See pages 37-40)

### XIII. STUDENT ITEMS

#### A. Placements

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

Motion was made by Eileen Featherman to approve the agreed upon alternative placements for the students listed for recommended schools and times indicated. Motion was seconded by Marjories James and passed 6-2. Ronald Bradley and Robert Gress voted no. Roy Horton was absent from the meeting room for the vote.

	<b>Student Number</b>
a.	13171114
b.	13171215
c.	13020916

(See pages 41-42)

#### B. Overnight Field Trips

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

Motion was made by Robert Cooke 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 Marjorie James and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Korb, Michael	H.S. North Technology Student Association students to a State Competition.	Champion, PA	4/9/14-4/12/14
2.	Lazowski, Phil	Lehman Intermediate Technology Student Association students to competitions.	Champion, PA	4/9/14-4/12/14 (sharing bus with H.S. North students)
3.	Sanker, Rick (#4453)	H.S. South Key Club students to Key Leader Conference	Wernersville, PA	4/25/14-4/27/14

(See pages 43-45)

**C. Field Trips – 75 Miles or More**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman 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 Ryan Stevens and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Cramer, Bryan (#4526)	H.S. South Honors and AP French students to the MOMA and to see a play.	New York, NY	5/29/14
2.	DeRenzi, Sandra (#4441)	H.S. South Class of 2015 to New York City.	New York, NY	4/12/14
3.	Lazowski, Phil	Lehman Intermediate Technology Education Club students to Drexel University.	Philadelphia, PA	4/25/14
4.	Peters, Joanne (#4537)	East Stroudsburg Elementary First Grade students to Space Farms Zoo and Museum.	Sussex, NJ	5/21/14
5.	Ridner, Cara (#4396)	East Stroudsburg Elementary Second Grade students to Adventure Aquarium.	Camden, NJ	5/8/14
6.	Trauschke, Billie (#4357)	Middle Smithfield Elementary Fifth Grade students to Washington's Crossing, Independence Hall, the Liberty Bell, etc.	Philadelphia, PA	5/23/14

(See pages 46-51)

**D. Amended 2013-2014 School Year Calendar**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the 2013-2014 East Stroudsburg Area School District Calendar, as amended, to reflect inclement weather closings, delays, and early dismissals; emergency closings; and Act 80 days/early dismissals. Motion was seconded by Gary Summers and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

(See page 52)

**E. 2014-2015 School Year Calendar**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the 2014-2015 East Stroudsburg Area School District Calendar, as presented. Motion was seconded by Ronald Bradley and passed 7-1. Robert Gress voted no. Roy Horton was absent from the meeting room for the vote.

(See page 53)

**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 Gary Summers and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

1. #220 Student Expression/Distribution and Posting of Materials
2. #516 School Police Officers/Security Officers
3. #831 Electronic Records/Signatures

(See pages 54-64)

**XVI. CONFERENCE ATTENDANCE**

**A. Superintendent**

1.

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the attendance of Sharon Laverdure at the 2014 Annual Spring Women's Caucus Conference in Hershey, PA from May 4, 2014 – May 6, 2014 in the approximate amount of \$800.00. Motion was seconded by Gary Summers and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

(See page 65)

2.

**ACTION BY THE BOARD:**

Motion was made by Ryan Stevens to approve the attendance of Sharon Laverdure at the PASA Board of Governor's Meeting in Harrisburg, PA from April 10, 2014 (half day) – April 11, 2014 in the approximate amount of \$70 (mileage and half of the hotel expense will be paid by PASA). Motion was seconded by Robert Cooke and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

**XVII. 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 March 3, 2014, which shall remain in effect until revised or amended by the Board. Motion was seconded by Ryans Stevens and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

- Upper Lakeview Dr. & Kahkout Mountain Circle, East Stroudsburg, PA

**XVIII. FISCAL ITEMS**

**A. Colonial IU 20**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the Colonial IU #20 General Operating Budget for 2014-2015 school year in the amount of \$3,122,410, with the District's share being \$47,379.50 as presented and attached. Motion was seconded by Ronald Bradley and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

(See page 66)

## B. Contracts Rescission

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

Motion was made by Robert Cooke to rescind the action taken by the Board at its February 24, 2014 meeting to approve contracts with Bullseye Telecom and New Horizons Communications for the provision of POTS (plain old telephone service). Motion was seconded by Gary Summers and passed 6-2. Robert Gress and Ryan Stevens voted no. Roy Horton was absent from the meeting room for the vote.

## C. Frontier Communications Contract

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

Motion was made by Eileen Featherman to accept the joint recommendation of the Property & Facilities Committee and the Finance Committee to approve the contract between the East Stroudsburg Area School District and Frontier Communications for the provision of POTS (plain old telephone service) at a proposed monthly cost of \$961.26, subject to review by the Solicitor and Administration for modifications or additions to the benefit of the District. This total monthly cost is prior to any e-Rate funding discounts for which the school district may be eligible (estimated to be a discount of 77% for the 2014-2015 fiscal year.) These services have been selected from proposals received by ESASD for telephone service in compliance with the USAC's SLD requirements for Federal e-Rate funding. The term of commitment to this contract is for the period beginning July 1, 2014 and ending June 30, 2017. Motion was seconded by Gary Summers and passed 8-1. Robert Gress voted no. (Mr. Horton returned to the meeting at 9:28 p.m.)

(See pages 67-78)

## D. LERTA

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

Motion was made by Gary Summers to accept the recommendation of the Finance Committee to approve participation in a joint public hearing with Monroe County and Middle Smithfield Township for the purposes of considering the establishment of a 5 year Local Economic Revitalization Tax Abatement (LERTA) District and program in Middle Smithfield Township. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

## E. 2001 Ford Bucket Truck

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

Motion was made by Eileen Featherman to accept the recommendation of the Finance Committee to accept the lowest responsible bid of Aaron Berube to provide a 2001 Ford Bucket Truck at a cost of \$22,500. Motion was seconded by Ronald Bradley and passed 8-1. Robert Gress voted no.

(See page 79)

## F. 72 Passenger Conventional School Buses

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

Motion was made by Gary Summers to accept the recommendation of the Finance Committee to accept the lowest responsible bid of Rohrer to provide thirty-two 72 passenger Conventional school buses for a 4 year buy-back program at a purchase cost of \$80,745, a buy-back price of \$53,946, and a net cost to the District of \$26,799 per bus with a \$.35/mile excess mileage fee. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

(See page 80)

**G. 30 Passenger Type A School Buses**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to accept the recommendation of the Finance Committee to accept the lowest responsible bid of Rohrer to provide twelve 30 passenger Type A school buses for a 4 year buy-back program at a purchase cost of \$58,169, a buy-back price of \$33,193, and a net cost to the District of \$24,400 per bus with a \$.35/mile excess mileage fee. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

(See page 81)

**H. 12+3 Wheelchair Passenger Type A School Buses**

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to accept the recommendation of the Finance Committee to accept the lowest responsible bid of Rohrer to provide five 12+3 wheelchair passenger Type A school buses for a 4 year buy-back program at a purchase cost of \$66,242, a buy-back price of \$41,186, and a net cost to the District of \$25,056 per bus with a \$.35/mile excess mileage fee. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

(See page 82)

**I. JM Hill HVAC & Electrical Project**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to accept the joint recommendation of the Property & Facilities and Finance Committees to approve the Final Payment Application for Wind Gap Electric in the amount of \$94,282.01 for the JM Hill HVAC and electrical project. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

(See pages 83-86)

**J. RFP for Audit Services**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to accept the recommendation of the Finance Committee to prepare and advertise an RFP for Audit services for a period not to exceed three years beginning with the fiscal year ending June 30, 2014. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

**K. Use of Facilities**

1.

**ACTION BY THE BOARD:**

Motion was made by Roy Horton 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 Ryan Stevens and carried unanimously, 9-0.

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

<b>Board Agenda</b>	<b>BUILDING</b>	<b>DATE from</b>	<b>DATE to</b>	<b>ORGANIZATION</b>	<b>EVENT</b>	<b>Facility Fees Waived</b>
3/17/14	JMH	3/18/14	5/31/14	Pocono All-Starz	Basketball Practice	Yes
3/17/14	JTL	3/17/14	4/4/14	East Stroudsburg Little League	Softball Practice	Yes

(See pages 87-88)

2.

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the request for use of facilities as listed for Class 2 Governmental Agency (no facility fees will be incurred). Middle Smithfield Township is requesting the use of fields and parking lot. Motion was seconded by Roy Horton and carried unanimously, 9-0.

**CLASS 2 – GOVERNMENTAL AGENCY USE OF FACILITIES**

<b>Board Agenda</b>	<b>BUILDING</b>	<b>DATE from</b>	<b>DATE to</b>	<b>ORGANIZATION</b>	<b>EVENT</b>	<b>Facility Fees Waived</b>
3/17/14	Resica	4/12/14	4/12/14	Middle Smithfield Township	Egg Hunt	Yes

(See page 89)

3.

**ACTION BY THE BOARD:**

Motion was made by Robert Gress to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. American Red Cross instructor, Michele Kuna, is requesting a waiver of facility fees as well as personnel fees for this lifeguarding course offered to district students. Motion was seconded by Roy Horton and carried unanimously, 9-0.

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

<b>Board Agenda</b>	<b>BUILDING</b>	<b>DATE from</b>	<b>DATE to</b>	<b>ORGANIZATION</b>	<b>EVENT</b>	<b>Facility/Personnel Fees Waived</b>
3/17/14	Lehman	4/1/14	5/7/14	American Red Cross	Lifeguarding Course	Yes

(See pages 90-91)

4.

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Gigi & Company is NOT requesting a waiver of facility fees nor personnel fees for their dance recital. Motion was seconded by Roy Horton and carried unanimously, 9-0.

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

<b>Board Agenda</b>	<b>BUILDING</b>	<b>DATE from</b>	<b>DATE to</b>	<b>ORGANIZATION</b>	<b>EVENT</b>	<b>Facility/Personnel Fees</b>
3/17/14	HS South	6/26/14	6/28/14	Gigi & Company	Dance Recital	Yes

(See page 92)

5.

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. American Cancer Society's Relay for Life is requesting a waiver of facility fees as well as personnel fees for their annual event. Motion was seconded by Roy Horton and carried unanimously, 9-0.

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

<b>Board Agenda</b>	<b>BUILDING</b>	<b>DATE from</b>	<b>DATE to</b>	<b>ORGANIZATION</b>	<b>EVENT</b>	<b>Facility/Personnel Fees Waived</b>
3/17/14	M. Smithfield	6/7/14	6/7/14	American Cancer Society	Relay for Life	Yes

(See pages 93)

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

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the Budget Transfers, Payment of Bills and Treasurer's Report listed in this agenda for the 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 Ryan Stevens and carried unanimously, 9-0.

1. Budget Transfers - (See pages 94-105)
2. Payment of Bills - (See pages 106-131)
3. Treasurer's Report - (See pages 132-156)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – March 17, 2014**

**Carl T. Secor Administration Center – Board Room**

**7:00 P.M.**

**ADDENDUM A**

**XIII. STUDENT ITEM**

**C. Field Trip – 75 Miles or More**

**ACTION BY THE BOARD:**

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

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
7.	Brescancine, Stacey/D' Alessio, Melissa	Class of 2014 Senior Trip to Six Flags Great Adventure	Jackson, NJ	5/29/14

(See page 2)

**XVIII. FISCAL ITEM**

**M. TransPerfect, Inc.**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to approve a contract with TransPerfect, Inc. in substantially the form as presented for the provision of interpretation/translation services which are needed for a required student speech and language evaluation/assessment at an estimated cost of \$495.00 plus a travel fee of approximately \$70.00. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

(See pages 3-8)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – March 17, 2014**

**Carl T. Secor Administration Center – Board Room**

**7:00 P.M.**

**ADDENDUM B**

**X. PERSONNEL ITEMS**

**L. Superintendent Salary Compensation**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to increase the annual compensation of Sharon Laverdure, Superintendent, to the sum of \$140,000 per annum retroactive to July 1, 2013 for the 2013-2014 fiscal year. This increase shall be subject to her payment, beginning April 1, 2014, of the employee health insurance premium share as provided for in the existing Act 93 Administrative Compensation Plan. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

**M. Business Manager Salary Compensation**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to increase the annual compensation of Jeffrey Bader, Business Manager, to the sum of \$122,760 per annum retroactive to July 1, 2013 for the 2013-2014 fiscal year. This represents an increase of 2.3% which is equal to the increases recently granted to Act 93 administrators. This increase shall be subject to his payment, beginning April 1, 2014, of the employee health insurance premium share as provided for in the existing Act 93 Administrative Compensation Plan. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

**XX. ANNOUNCEMENTS/INFORMATION**

None

**XXI. ADJOURNMENT: 9:46 P.M.**

Respectfully Submitted,

Patricia L. Rosado  
Board Secretary