

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

**REGULAR MEETING – February 24, 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:** Eleni Angelopoulos, Jeffrey Bader, David A. Baker, Maria Bartolotta, Brian Borosh, Ben Brenneman, Anthony Calderone, Maria Casciotta, Stephanie Clark, Sue Czahor, Dawn Dailey, Robert Dilliplane, Tyler Dolph, Larry Dymond, Wanda Echevarria, Marilyn M. Espinoza, Eric Forsyth, Vincent Gallo, Thomas Hendel, Colien Hendershot, Lynda Hopkins, Barry Krammes, Sharon Laverdure, Phil Lazowski, Jacilyn Leonard, Tom Lesniewski, Irene Livingston, Jennifer Marmo, Tom McIntyre, Fred Mill, Daryle Miller, Nannette Molly, Debra Padavano, Kathy Parrish, Joanne Peters, Maria Rogers, Patricia Rosado, Paul H. Schmid, Jennifer Spece, Thomas Williams and Steve Zall. Thomas Dirvonas and Christopher Brown, Solicitors.
- IV. **Community members present:** Youcef Boureghda, Kaci Conboy, David Czahor, Thomas Domiari, Jaime Giordano, Blake Hollister, Frank Johnson, Connor Krajnok, Sandy Krajnok, Sharon Maly Cramer, Lindsay Perine, Michal Peterson, Christine Scott, Nick Scott, Russell Scott and Kaity Wiltraut.

Charlene Brennan, IU 20

**V. APPROVAL OF MINUTES**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the minutes for the meeting of January 27, 2014, (pages 1-36). Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

**VI. APPROVAL OF AGENDA**

**ACTION BY THE BOARD:**

Motion was made by Ryan Stevens to approve this agenda for February 24, 2014, (pages 1-13 ), as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

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

**VIII. ANNOUNCEMENTS BY THE BOARD**

- A. Mr. Horton apologized, in advance, because he will need to step away when he receives an important call.
- B. Mr. Searfoss said that Mr. William Zacharias, who served as a school Board member from 1989 -2009, is very ill right now. He asked everyone to keep him and his family in their thoughts and prayers. Mr. Zacharias contributed a lot to this Board and spent a lot of time with the district.

## IX. SUPERINTENDENT'S REPORT

- A. Mr. Gary Summers said that the 2014-2015 Budget was approved at the Monroe Career & Technical Institute (MCTI) JOC meeting. They will be coming to a Board meeting soon to present their budget. This is good news for us based on the hard work of Mr. Gress, Mr. Cooke and others in redoing the funding formula. Also two committees were formed at the meeting. One is for negotiating contracts with the professional and support staff. The other committee is for them to begin to take the necessary steps to seriously consider changing MCTI into a four-year comprehensive Vo-Tech School. I can safely say everyone there is strongly in support of this step. Last Thursday evening, they had a healthcare consultant come in and took apart the MCTI healthcare plan and analyzed it from the standpoint of having various different changes that can be made with co-pays and deductibles and what they can do to the premium.
- B. Ms. Eileen Featherman said that the Colonial IU 20 Director, Dr. Charlene Brennan, is here tonight to update the Board on the IU 20 budget and their programs.

Dr. Brennan presented the General Operating Budget Proposal for the 2014-2015 school year. The IU serves 13 very large school districts. They are the six largest IU in Pennsylvania out of 29. They have about 85 million dollars in budgets and handle about 82 million dollars in health trust fund. The general operating budget has a zero percent increase for 2014-15. The ESASD mandated payment to the IU is about \$47,400. The total budget for 13 school districts is about \$540,000 based on a formula set by the State. The budget is going up 3.5% for PSERS and medical benefits but they were able to offset the increase with some additional revenues. She explained:

Expenditures and savings/reductions  
Revenue Impact  
Local School District Withholding  
State Sources  
Summary of Expenditures  
Budget by Object Code

Dr. Brennan said that the budget is a very small portion of what the district pays to the IU. The additional funds go for special education services.

Mr. Summers asked if the IU has been putting money aside for PSERS to help defray the increase. Dr. Brennan said they put money aside to defray the impact on the school districts. Over the years, they knew they would get hit with the retirement issue so they put money in a Fund Balance Account for that purpose and built it into the budget.

Mrs. Laverdure said that the IU 20 budget will go for Board approval at the March Board meeting. If anyone has any questions, please let her know.

- C. Mr. Robert Cooke said that they had a Property/Facilities Committee meeting on February 6<sup>th</sup> but since there was no quorum the minutes could not be approved. There are several committee recommendations in accordance with the Finance Committee. They also had a work session on February 19<sup>th</sup>. He thanked Mr. Bradley for heading that meeting in his absence. The next Property/Facilities Committee will be on March 6, 2014.
- D. Mr. Robert Gress said that the Finance Committee met on February 10<sup>th</sup> and the next meeting will be on March 10<sup>th</sup>. They are moving forward with the budget process and reviewed the Governor's 2014-15 budget proposal. They will reach out to the Senators and Representatives to discuss the new money they keep mentioning. There is no new money and we would like to explain the fund balance which has been set aside for PSERS and other expenses. They need to learn the facts directly from the school district. The district is still looking at a zero percent tax increase. The committee is trying to increase revenues and decrease expenditures. They also discussed TIF and LERTA. A meeting will be scheduled to discuss TIF and LERTA and all Board members will be invited. They will need to discuss with the Senators and Representatives the fund balance because it will slowly start decreasing. The district is also losing money on assessment appeals. J. T. Lambert is moving forward with their proposal. The architects will make plans for the air conditioning. Discussion needs to be had about where the money will come from to pay for this project. The Senior Rebate Program seems not to be in the paper and we need to get it out to the community. We increased the eligibility and amount of the rebate. We will take an ad out, if necessary, if the papers do not report it. Next meeting will be on March 10<sup>th</sup> at 5:30 p.m. in the Administration Center Board room.

- E. Mrs. Marjorie James said that the Policy Review Committee met today prior to the Board meeting. At the meeting they approved a motion to present the following Board policies for 1<sup>st</sup> review beginning tomorrow, February 25, 2014:

Policy 220 – Student Expression/Distribution and Posting of Materials

The existing policy has been modified to include additional legal references and a minor editorial change reflecting the Code of Student Conduct proper title.

Policy 516 – School Police Officers/Security Officers

This is a new policy to affirm the Board’s authorization of the School Districts Police/Security Department and to grant the School Police Officers specific powers and duties in accordance with policies and Pennsylvania Crime’s Codes and Law Enforcement sections.

Policy 830 – Electronic Records/Signatures

This is a new policy which establishes policy with respect to the use of electronic signatures in business. This policy is highly recommended by PSBA to help insure reimbursements from programs that utilize electronic signatures in business. It is in compliance with Pennsylvania Electronic Transactions Act and the United States Electronic Signatures in Global and National Commerce Act.

The three policies will go to the Board for final approval on the March 17, 2014 Board agenda. They will be placed on the website for public review and be available in the Superintendent’s office starting tomorrow, February 25, 2014.

- F. Mrs. Laverdure said that the Board requested information regarding the Pennsylvania Core Instruction; therefore, they will receive information in parts since there are many parts. Mrs. Irene Duggins brought a PA Core Math presentation. She said that she comprised this presentation with the help of Mrs. Marilyn Espinoza, Math Instructional Coach, who will also be presenting tonight. Stephanie Clark, Department Chair for 3<sup>rd</sup> grade and Jacilyn Leonard, for kindergarten are also here tonight to answer any questions. Mrs. Duggins explained that PA Core Math was designed to be robust and relevant to the real world. She explained

1. Why the need for Core Standards?
  - a. State agencies realized a need for consistency across the States
  - b. Higher Education Officials were concerned about lack of Secondary Education standards aligned with College Readiness
  - c. Business Community leaders saw a need to produce high school graduates ready to succeed in the work force.
2. Who?
  - a. National Governors Association (NGA), which represents all States.
  - b. Council of Chief State School Officers (CCSSO).
  - c. NGA and CCSSO work with State officials, teachers, parents and others.
3. When?
  - a. A multi-State effort began as early as 2004
  - b. On July 1, 2010, the State Board of Education adopted improved standards in Math and English to replace the original standards adopted in 1999.

She explained focus of instruction and student outcomes and explained the procedural fluency of the program. Students learn deep conceptual understanding and learn to apply concepts by modeling (choosing and using appropriate applications). They also need to learn balance and emphasis by practicing and understanding mathematics.

Mrs. Espinoza explained the curriculum shifts for grades K - 5, which include a solid foundation with addition, subtraction, multiplication, division, fractions and decimals. They learn a deeper understanding of math skills, not memorization of an algorithm – the mathematical reason why. Grades 6 – 12 are designed for more hands-on learning in Geometry, Algebra and Probability and Statistics. They also learn to apply mathematics to real world issues and challenges.

Mrs. Duggins said that they have been preparing and realigning curriculum for the Core Standards. It will take time since this is complicated and more rigorous than it has been in the past. They are also preparing teachers and administrators for the changes. In 2013, they started the Keystone Exams at the high schools. Now it is the end of

course exam. Grades 3-8 will take the old PSSA Exam but see embedded items with increased rigor. Class of 2017 must pass Keystone Algebra I Exam as a graduation requirement. The entire presentation will be on the website.

Mr. Bradley asked if they will have trigonometry, advanced algebra and calculus. Mrs. Duggins said they will also have advanced math available. Mr. Bradley asked who will take it. Mrs. Duggins said those students that master other material earlier and advanced courses will be available.

Mr. Horton said that the curriculum that is being explained is just based on the State's standards. Mrs. Duggins said that is correct. What she is presenting is just what the students will need to master in order to pass the Math Keystone Exams.

Mr. Bradley asked for specifics of the Science aspect of the test. Mrs. Laverdure said we will bring a presentation on the Science component of the test at another meeting.

Mrs. James asked what parts of the Common Core Curriculum did Pennsylvania not adopt or did they adopt. Mrs. Duggins said States can change about 10% of it; therefore, most of it is aligned. Most of what we see for National Core is also part of the Pennsylvania Core. Mrs. James asked how many years have we been working on it. Mrs. Duggins said that we have been working on it for the last 2-3 years by realigning the curriculum and training staff. Mrs. James asked when did the children start working on it. Mrs. Duggins said they are working on it as we speak. Mrs. James asked how do we help a child in the current 6<sup>th</sup> grade to catch up what she/he missed in the past 5 years. Mrs. Duggins said we are working with them and providing remedial programs to close the gap. Mrs. Laverdure said that in 2015, grades 3-8 will take the PSSA Assessment Exam so there is a time to catch up.

Mr. Summers said how does a child in 4<sup>th</sup> grade, going through the changes, be able to adapt on what was supposed to happen in the previous years. Mrs. Duggins said that we are trying to increase the level of questions and skills that they did not have and teach them to mastery. Mrs. Duggins said we are going to have some students that are ready to master and others are not. We need to close the gap as soon as it occurs. Mr. Summers asked is it costing teachers more time than in the past to implement a curriculum based upon the assumption that some have the skills and others don't. Mrs. Duggins said it takes more time to plan the instruction but they are working in teams. They have also put some items online. They are developing projects where students have to integrate multiple skills. It's very time consuming. Mrs. James said that Mrs. Duggins mentioned a graduation test at graduation time. What happens if they don't pass the test. Mrs. Duggins said they take the test when they complete Algebra I, which is around 9<sup>th</sup> grade. If they do not pass, there are opportunities for remediation and they can retake the test. By the end of their junior year, or before that, if they do not pass, the State has an alternative assessment. A project on the computer will be due by January of their senior year. We did well at the high schools last year. As we close the gaps, we hope we will know better what the goals are. Mrs. James asked if the students are mastering skills for the test. Mrs. Duggins said that they are being taught but some will need extra help. The whole process is a spiral. Mrs. Featherman asked what happens to students with IEPs. Mrs. Duggins said that we will have to work through it with the IEP process. Chapter 4 has some language of what school districts can do to move them to that level. The PASA Exams are available for grades 3-11 for severely cognitively impaired students. Mr. Bradley asked how does this impact 2014 graduates. Mrs. Duggins said that they are not impacted by this exam. The Board approved that if they do not pass their PSSA Exams, they get remediation until they pass. It is not going to negatively impact 10<sup>th</sup> -12<sup>th</sup> graders. Mr. Bradley said he is concerned with the present, not necessarily the future. How will this impact them if they go to the job force or college? Mrs. Duggins said that we are not letting them fail. We are trying to close the gap and help them get the skills to make them successful. Mr. Zall said that seniors are enrolled in Study Island classes. Teachers are using diagnostic assessment data to identify standards that students are strong in or not. They will need to meet proficiency and we are helping them with their weaknesses before they graduate. Mr. Bradley asked if the remediation is mandatory. Mr. Zall said that they have required classes that they must take but if they do not pass the Keystone or PSSA Exams, they will have mandatory classes as part of their schedule.

- G. Mrs. Sharon Laverdure said that they looking at the School Calendar to get the district through the first day of spring. They spoke to principals and the teachers' association and tried to figure out what to do. They are concerned about having enough instructional time prior to the testing time and are trying to gain as many days as possible. They also tried not to impact families which have made plans. Mr. Forsyth said that Pennsylvania requires that we prepare and pass a school calendar with 180 instructional days at all levels (hour requirements: 900 hours, in grades K-6 and 980 hours in grades 7-12). We are allowed to use Act 80 exceptions. If teachers are engaged in in-service days, curriculum planning or parent/teacher conferences, they can be removed from pupil contracted time but be counted as days. We cannot count the hours spent toward the hour quota established by the State. In order to find time, we have to locate days in the future not yet assigned as either student or staff days. Page 62, in the backup of the agenda, includes Option B which shows the calendar as it is today. The Board will need to make a decision to keep the

calendar with updated snow dates as 11 days lost due to inclement weather. June 20 would be the last day where the original calendar had the last day as June 5. If we started before Labor Day, the last day would have been June 16. On page 61, Option A, there are two days for school holidays on April 17 & 21 that were not counted as students or staff days. They can be used as Act 80 days; therefore, staff will be here for in-service, curriculum planning, etc. Our original Act 80 days of March 6, 7 and May 19, we can assign students to be in school. This will gain us two instructional days to make the last day as June 18<sup>th</sup>. The opportunity to grab these days in March need to be decided tonight; otherwise, this opportunity will be gone by the next Board meeting in March. We will need to examine the additional hours. We have to see if we can put Act 80 days at the end of the year. The students will not have to be here but staff will have to be. The two options are Option B, do nothing, or option A to assign Act 80 days. Mrs. Laverdure said if we would chose a staff date it can be a parent/teacher conference day for grades 9-12. Mr. Forsyth said it can be designated as such. The end of the third marking period, which is the 135<sup>th</sup> day, will be on April 16<sup>th</sup>; therefore, April 17<sup>th</sup> can be designated as a parent/teacher conference day. Mrs. Laverdure said that with Option A, it will not impact students' spring break but will affect staff's break. It will gain us two more days. Mr. Cooke asked how will this impact agreements with the professional staff and will it cost us money to operate on those days. Mrs. Laverdure said we cannot touch Good Friday but we can the other two days. Mr. Forsyth said he believes it can be touched if they provide another holiday. Mr. Cooke said several teachers put deposits on travel. Mrs. Laverdure said if they can show proof of purchase, they can have approval for the absence. Because there are no students, there is no need for a substitute; therefore, no cost will be incurred. Mr. Searfoss said approval should be granted for those that purchased their tickets in advance and not necessarily tonight. Mr. Searfoss said we need to build in triggers in next year's calendar; therefore, everyone knows ahead of time what days can be taken away due to many snow days. Mrs. Laverdure said that based on the dialogue and consensus with administrators and teaching staff their recommendation is to assign Monday, April 21 as a parent/teacher conference for grades 9-12. This gives students time to remediate. Mr. Forsyth said that if the Board chooses Option A, the Board can assign Monday as a parent/teacher conference day as part of the motion as required by State auditors. Mr. Gress asked if all semesters will be the same length and will we extend the days if we get another snow day. Mr. Forsyth said we generally do. Mrs. Laverdure said that we always work with the teachers' association. Mr. Gress said that next year's calendar should be prepared sooner than later. Mr. Searfoss said he would like to see next year's calendar in the March agenda. Mr. Bradley said that the children should be our priority to help them make up their days.

- H. Mrs. Sharon Laverdure received a letter on behalf of Mr. Daryle Miller, Mr. Thomas Williams and Mr. Eric Forsyth from PASBO (Pennsylvania Association of School Business Officials) who took rigorous tests and received certifications that are renewed every four years. Not everyone does it but we have had individuals who qualify. The letter stated that they have been granted status as a Pennsylvania Registered School Business Official and meet the personal rigor, ethical and professional standards established by the program. She congratulated them and presented them a certificate from PASBO.
- I. Mrs. Sharon Laverdure said that we have a first-time award. Brian Borosh has been selected as the PA State Chief Technology Officer of the Year (PAECT) for the State of Pennsylvania. This is an award that occurs when a co-worker nominates you for this award. It is presented to an individual who is a pioneer in technology. He is involved with Virtual Academy, e-Team, and Spring into Technology to name a few. He has also worked with the IU20 on consortium purchases of internet services as well as strategic partnerships with technology companies. Brian Borosh has extended the reach of his district and provided educational technology resources for students and families beyond the borders of his schools. Mrs. Laverdure congratulated him and presented him with a plaque.

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

None

#### 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 Robert Cooke and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

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

<b>Name</b>	<b>Position Held</b>
a. Cole, Christie	Bus Driver - Transportation Effective Date: January 6, 2014 Length of Leave: March 30, 2014
b. Kallai, Eileen	Student Aide - High School South Effective Date: May 2, 2013 Length of Leave now through: April 9, 2014
c. Lapping, Sarah	Cafeteria Worker (full-time) - J. M. Hill Elementary Effective Date: December 16, 2013 Length of Leave now through: March 20, 2014
d. Osoria, Aurea	Cafeteria Aide – Lehman Intermediate Effective Date: September 12, 2013 Length of Leave now through: February 25, 2014
e. Rios-Ortega, Diane	Cafeteria Worker (part-time) - North Campus Effective Date: February 12, 2014 Length of Leave: March 5, 2014
f. Willette, Daniel	Custodian (3 <sup>rd</sup> shift) - High School South Effective Date: May 22, 2013 Length of Leave now through: February 9, 2014

(Requests received)

**B. Support Staff**

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve the resignation, leaves of absence, change of status, reassignments, temporary workday hour changes 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 Eileen Featherman and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

**1. Resignation**

<b>Name</b>	<b>Position</b>
a. Vazquez, Daisy	Front Desk Receptionist - East Stroudsburg Elementary Effective Date: at the end of the workday on February 28, 2014

(See page 37)

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

<b>Name</b>	<b>Position</b>
a. VanWhy, Rose	Cafeteria (Cook) Worker - High School South Effective Date: January 27, 2014 Length of Leave now through: February 21, 2014

- b. Wilson, Robin                                  Student Aide - High School South  
Effective Date: October 7, 2013  
Length of Leave now through: June 1, 2014  
This is an intermittent leave.

(Requests received)

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

- | <b>Name</b>            | <b>Position</b>  |
|------------------------|--|
| a. Illingworth, Sharon | Paraprofessional - J. T. Lambert Intermediate<br>Effective Date: February 6, 2014<br>Length of Leave: March 24, 2014                         |
| b. Johnson, Robeen     | Security Guard (1 <sup>st</sup> shift) - J. T. Lambert Intermediate<br>Effective Date: December 8, 2013<br>Length of Leave: January 27, 2014 |
| c. Schroeder, Cynthia  | Account Payable – Business Office<br>Effective Date: February 24, 2014<br>Length of Leave: March 7, 2014                                     |

(Applications received)

**4. Changes of Status**

- | <b>Name</b>              | <b>Position</b>  |
|--------------------------|--|
| a. Anderson, Diane       | From: Temporary Bus Driver (6 hour) (Step 1) - Transportation<br>To: Bus Driver (6 hour) (Step 1) - Transportation<br>Hourly Rate: \$15.14<br>Effective Date: January 28, 2014 |
| b. Fennell-Raby, Beverly | From: Temporary Bus Driver (6 hour) (Step 1) - Transportation<br>To: Bus Driver (6 hour) (Step 1) - Transportation<br>Hourly Rate: \$15.14<br>Effective Date: January 28, 2014 |

**5. Reassignments – Regular**

- | <b>Name</b>           | <b>Position</b>  |
|-----------------------|--|
| a. Doyle, John        | From: Custodian (2 <sup>nd</sup> shift) - North Campus<br>To: Custodian (3 <sup>rd</sup> shift) - North Campus<br>Hourly Rate: \$18.18 (plus \$.50/per hour shift differential)<br>Effective Date: February 3, 2014<br>John replaces Richard Gould who was reassigned. |
| b. Gould, Richard     | From: Custodian (3 <sup>rd</sup> shift) - North Campus<br>To: Custodian (2 <sup>nd</sup> shift) - North Campus<br>Hourly Rate: \$14.13 (plus \$.40/per hour shift differential)<br>Effective Date: February 3, 2014<br>Richard replaces John Doyle who was reassigned. |
| c. Masucci, Christina | From: Cafeteria Worker (part-time, 4 hour) – J. T. Lambert Intermediate<br>To: Cafeteria Worker (part-time, 4 hour) - North Campus<br>Effective Date: February 12, 2014<br>Christina replaces Debra Goff-Deigert who is on worker's compensation.                      |

6. **Temporary Reassignment (Date Change)**

<b>Name</b>	<b>Position</b>
a. 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 Now Through: March 20, 2014 Cathy temporarily replaces Sarah Lapping who is on a leave.

7. **Appointment – Regular**

<b>Name</b>	<b>Appointment</b>
a. Vazquez, Daisy	Secretary (full-time, 7.5 hour) (Step 1) - East Stroudsburg Elementary Hourly Rate: \$13.21 Effective Date: March 3, 2014 Daisy replaces Linda Frantz who retired.

8. **Appointment (Date Change) – Long Term Substitute**

<b>Name</b>	<b>Appointment</b>
a. Tagliaferri, Dorothy	Student Aide (Step 1) – High School South (LTS) Hourly Rate: \$12.11 Effective Date: August 26, 2013 Now Through: April 9, 2014 Dorothy replaces Eileen Kallai who is on a leave.

9. **Appointments – Temporary**

<b>Name</b>	<b>Appointment</b>
a. Bender, Rodrigo	Temporary Student Aide (Step 1) (6.75 hour) – Lehman Intermediate Hourly Rate: \$12.11 Effective Date: February 25, 2014 through the last student day of the 2013-2014 school year only. This new position will be funded by previously unfilled positions.
b. Lopez, Judith	Temporary Student Aide (Step 1) (6.5 hour) – Bushkill Elementary Hourly Rate: \$12.11 Effective Date: February 7, 2014 through the last student day of the 2013-2014 school year only. This new position will be funded by previously unfilled positions.
c. Rosado, Lorena	Temporary Student Aide (Step 1) (6.5 hour) – Middle Smithfield Elementary Hourly Rate: \$12.11 Effective Date: February 20, 2014 through the last student day of the 2013-2014 school year only. This new position will be funded by previously unfilled positions.



10. **Temporary Workday Hour Changes**

	<b>Name</b>	<b>Position</b>	<b>From</b>	<b>To</b>	<b>Effective</b>
a.	Rodriguez, Bernadette	Bus Driver	6 hour	8 hour	2/10/14 through the last student day of the 2013-2014 school year only. At the conclusion of this temporary change, Bernadette will return to a 6 hour driver.
b.	Spiotta, Anthony	Bus Driver	6 hour	8 hour	2/10/14 through the last student day of the 2013-2014 school year only. At the conclusion of this temporary change, Anthony will return to a 6 hour driver.

11. **Substitute Appointments**

	<b>Name</b>	<b>Position(s)</b>
a.	Cook, William	School Police Officer
b.	Daily, Cathy Jo	Paraprofessional, Student Aide, Study Hall Monitor
c.	Heitzman, Joseph	Cafeteria Aide, Paraprofessional
d.	Huffman, Jennifer	Cafeteria Worker
e.	Jackson, Willie	Paraprofessional, Student Aide
f.	Napodano, Anthony	Custodian, Maintenance
g.	Summerville, Launie	Paraprofessional
h.	Vitale, Thomas	Custodian

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

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve an uncompensated leave of absence in accordance with the approved applicable policy, procedures and contractual agreement. Motion was seconded by Eileen Featherman and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

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

<b>Name</b>	<b>Position Held</b>
a. Jacobsen, Eric	Math teacher – Lehman Intermediate Effective Date: January 17, 2014 Through: February 7, 2014

(Request received)

D. **Professional Staff**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the leaves of absence, appointments and tenure to the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Ryan Stevens and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

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

<b>Name</b>	<b>Position</b>
a. Betancourt, Tina	Special Education teacher - High School South Effective Date now: November 8, 2013 Length of Leave now through: January 10, 2014
b. Greiner, Susan	Grade 1 teacher - Middle Smithfield Elementary Effective Date: December 3, 2013 Length of Leave now through: January 9, 2014

(Requests received)

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

<b>Name</b>	<b>Position</b>
a. Corson, Deborah	School Nurse - J. M. Hill Elementary Effective Date: December 27, 2013 Length of Leave: June 30, 2014 This is an intermittent leave.
b. DiGennaro, Debra	Grade 1 teacher - Smithfield Elementary Effective Date: December 4, 2013 Length of Leave: February 18, 2014

(Request received)

**3. Appointment (Date Change) – Long Term Substitute**

<b>Name</b>	<b>Position</b>
a. Ordnung, Maureen	Math teacher - Lehman Intermediate (LTS) Effective Date: September 13, 2013 Now through: the end of the workday on February 7, 2014 only. Maureen replaces Eric Jacobsen who is on a leave.

**4. Appointment – Long Term Substitute**

<b>Name</b>	<b>Position</b>
a. Stine, Ericka	Vocal Music teacher - Resica Elementary and J. T. Lambert Intermediate (LTS) Salary: \$40,099.00, prorated (Step 1 Column 1) Effective Date: February 19, 2014 Through: the end of the workday on May 12, 2014 only. Ericka replaces Catherine Parnell who is on a leave.

(See page 38)

**5. Tenure**

<b>Name</b>	<b>Certification/School</b>
a. Nicosia, Faith	Secondary School Counselor/High School South

**6. Substitute Appointments**

Name	Certification(s)
a. Cramer, Anne	Special Ed
b. Perry, Carolyn	Emergency Permit

**E. Extra Responsibility Positions**

**ACTION BY THE BOARD:**  
 Motion was made by Eileen Featherman to approve the rescission and appointments according to the 2010-2013 contractual agreement between the East Stroudsburg Area School District 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 Robert Cooke and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

**1. Rescission**

Name	Position
1. Mosher, Stanley	Baseball Head Coach – J. T. Lambert Intermediate
(See page 39)	

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

	Last Name	First Name	Position	Building	Rate
a.	Matos	Rafael	Intramural Boys' Basketball Advisor	High School North	\$23.46/hour (24 hour maximum)
b.	Saeger	Blaec	Intramural Weight Room Supervisor (2nd semester)	High School North	\$23.46/hour (48 hour maximum)
c.	Reith	Daryl	Mentor for Trene Lurry (effective 12/19/13)	High School North	\$612.06 (prorated)
d.	Montes	Mary Lou	Mentor for Irene Chowdhury (effective 1/17/14 to 3/7/14)	High School South	\$612.06 (prorated)
e.	Zannella	Ann	Study Club Advisor (Tuesdays) (2 <sup>nd</sup> semester)	High School South	\$1,090.49 (prorated)
f.	Mitchell	Daniel	Baseball Head Coach	J. T. Lambert Intermediate	\$2,117.73
g.	Mead	Thomas	Volunteer Baseball Coach	Lehman Intermediate	not applicable
h.	Suarez	Emil	Volunteer Baseball Coach	Lehman Intermediate	not applicable

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Gouger, William T.	First Aid Training for Student Helpers	\$227.50	ACCESS	3/7/14
2.	Gouger, William T.	CPR-AED Training for Student Helpers	\$227.50	ACCESS	3/7/14

3.	Pocono Alliance	Provide workshop for student aides regarding poverty in the community.	No Charge	This presentation is part of the partnership through the Title I and KtO Grant	1/31/14
4.	Resident District/LEA-Responsibility Agreement	Provision of Special Education	N/A	N/A	2/24/14-6/30/14
		<b>TRANSPORTATION</b>	<b>CONTRACTS</b>		
1.	Davis, Christine	Contract Transportation	\$119.43/day	Transportation Dept.	1/2/14
2.	Davis, Christine	Contract Transportation	\$40.83/day	Transportation Dept.	1/16/14
3.	Gilmore, Roslyn	Contract Transportation	\$86.11/day	Transportation Dept.	11/18/13
4.	Krupski, Diane	Contract Transportation	\$74.23/day	Transportation Dept.	12/17/13
5.	Muti, Peter	Contract Transportation	\$168.91/day	Transportation Dept.	12/16/13
6.	Muti, Peter	Contract Transportation	\$166.32/day	Transportation Dept.	1/14/14

(See pages 40-44)

2.

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the contract listed for its specific service, 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 as Robert Cooke and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial IU20	One to one paraprofessional (associate teachers)	Not to Exceed \$19,252.80	ACCESS/District Funds	1/23/14-6/30/14

(See page 45)

**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 Robert Cooke and passed 6-2. Ronald Bradley and Gary Summers voted no. Roy Horton was absent from the meeting room for the vote.

	Student Number
a.	13171112
b.	13020213

(See page 46)

**B. Overnight Field Trip**

**ACTION BY THE BOARD:**

Motion was made by Ryan Stevens 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 Eileen Featherman 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.	Madas, John (#4335)	JTL Cavalier Voices Spring Tour	Williamsburg & Charlottesville, VA	5/29/14-6/2/14

(See page 47)

**C. Field Trips – 75 Miles or More**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke 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, 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.	Guida, Emile (#4320)	Middle Smithfield Elementary students to the Liberty Science Center	Jersey City, NJ	6/5/14
2.	Follis, Laura/Wetherhold, Barbara (#4283)	Middle Smithfield Elementary students to Adventure Aquarium.	Camden, NJ	5/20/14
3.	Kane, Mary Alice	Notre Dame Elementary Students to State Capitol Building	Harrisburg, PA	4/9/14
4.	LaBar, Keith (#4293)	H.S. North Chorus students to Music in our Schools	Harrisburg, PA	3/11/14
5.	LaBar, Keith (#4305)	H.S. North Chorus students to Music in the Parks	Hershey, PA	5/30/14
6.	Madas, John (#4334)	JTL Choirs Grade 6 Music in the Park	Hershey, PA	5/16/14
7.	Madas, John (#4333)	JTL Choirs 7/8 Music in the Parks Competition	Hershey, PA	5/23/14
8.	O'Donnell, Paul	H.S. North Tech. Ed. Students to Universal Technical Institute	Exton, PA	2/25/14
9.	Polmounter, Amy (#4356)	H.S. South students to "A Day in Philly"- Fundraiser	Philadelphia, PA	3/29/14
10.	Schaller, Linda	H.S. South students to sing in the All State Vocal Jazz Choir at the PMEA Conference.	Hershey, PA	3/26/14
11.	Toth, Donald (#4287)	J.T. Lambert Media Design students to New York City.	New York, NY	4/23/14
12.	Tynemouth, Catherine (#4317)	J.M. Hill Elementary Students to Elementary Songfest in the Blue Mountain School District	Orwigsburg, PA	4/5/14

(See pages 48-60)

**D. Revised 2013-14 School Year Calendar**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the revised East Stroudsburg Area School District 2013-2014 School Calendar, Option A, as presented. Motion was seconded by Ryan Stevens and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

Option A adds staff development for grades K-12 on April 17, 2014; parent/teacher conferences for grades 9-12 and staff development for grades K-8 on April 21, 2014 in lieu of the March 6, 2014 parent/teacher conferences for grades 9-12; the March 7, 2014 staff development for grades K-12; and the May 19, 2014 teacher in-service for grades K-8. Inclement weather and emergency closing days are updated to reflect a tentative last day of school for students of June 18, 2014.

(See pages 61-62)

#### XIV. OLD AND NEW BUSINESS

Mrs. Laverdure said that if we have any more snow days they are built in the revised calendar.

#### XV. CONFERENCE ATTENDANCE

##### A. Board Member

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

Motion was made by Ronald Bradley to approve the attendance of Ronald Bradley at the 74<sup>th</sup> Annual NSBA Conference in New Orleans, LA from April 4-April 8, 2014 in the approximate amount of \$2,700.00. Motion was seconded by Gary Summers and failed 2-6. Robert Cooke, Eileen Featherman, Robert Gress, Marjorie James, William Searfoss and Ryan Stevens voted no. Roy Horton was absent from the meeting room for the vote.

#### XVI. FISCAL ITEMS

##### A. Change Orders

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

Motion was made by Eileen Featherman to accept the recommendation of the Finance Committee to approve the following Change Orders as presented from JBM Mechanical for the JM Hill HVAC project: Motion was seconded by Ryan Stevens and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

Change Order #1	Add \$14,532.76
Change Order #2	Add \$3,897.00
Change Order #3	Add \$1,249.42
Change Order #4	Add \$3,756.56
Change Order #5	Add \$9,795.78
Change Order #6	Add \$5,764.11

(See pages 63-68)

##### B. District Vehicles

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

Motion was made by Eileen Featherman to accept the recommendation of the Finance Committee that the following District vehicles be disposed of per Board Policy 706.1 by advertising for sealed bids: Motion was seconded by Ryan Stevens and carried unanimously, 8-0. Roy Horton was absent from the meeting room for the vote.

2004 Ford E-350 super duty van  
1988 Chevy P-30 step van  
1988 Chevy P-30 step van  
1991 Ford F-350 dump truck  
1988 Ford E-350 van  
2000 Ford F-150 pickup truck  
1988 Ford C-8000 Bucket Truck

### C. District Scales

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

Motion was made by Gary Summers to accept the recommendation of the Finance Committee to approve the contract with Gerhart for the calibration of the District's scales for the 2014-15 fiscal year at a cost \$560.00. Motion was seconded by Eileen Featherman and carried unanimously, 9-0. (Mr. Horton returned to the meeting at 8:53 p.m.)

(See pages 69-70)

### D. Ironton Global

#### **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 Ironton Global for the provision of voice trunk telephone service to all school district facilities at a proposed monthly cost of \$2,393.75, 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 carried unanimously, 9-0.

(See pages 71-74)

### E. Bullseye Telecom

#### **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 Bullseye Telecom for the provision of POTS (plain old telephone service) to East Stroudsburg Elementary School at a proposed monthly cost of \$81.76, 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 Ryan Stevens and carried unanimously, 9-0.

(See pages 75-76)

### F. New Horizons Communications

#### **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 New Horizons for the provision of POTS (plain old telephone service) to JM Hill, Middle Smithfield, Resica, Smithfield Elementary and JT Lambert Intermediate School at a proposed monthly cost of \$395.92, 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 Robert Cooke and carried unanimously, 9-0.

(See pages 77-83)

**G. Tax Assessment Appeals**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve settlement agreements on the tax assessment appeals indexed to Pike County Court of Common Pleas Nos. 1860 CV 2013, 1861 CV 2013, 1866 CV 2013, 1873 CV 2013 and 1895 CV 2013 based upon the resulting assessed values as presented below in a form as approved by the Solicitor, and to authorize the Solicitor to sign the settlement agreement(s) on behalf of the School District. Motion was seconded by Robert Cooke and passed 8-1. Robert Gress voted no.

Property No. 196.04-04-13: \$18,060  
 Property No. 197.03.02-55: \$33,927  
 Property No. 197.03-02-74: \$33,540  
 Property No. 192.01-03-16: \$20,640  
 Property No. 197.03-04-06: \$15,480

**H. PNC Construction Account**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the current invoices for construction and related costs associated with the PNC Construction Account: \$1,031.75. Motion was seconded by Gary Summers and carried unanimously, 9-0.

(See page 84)

**I. Use of Facilities**

1.

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the request 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 Marjorie James 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>
2/24/14	Bushkill	3/4/14	5/15/14	Girls on the Run	Track/Self-Esteem Program	Yes
2/24/14	HS South	3/10/14	6/30/14	ES Little League	Softball Games	Yes
2/24/14	JMH	2/25/14	3/21/14	FC Pocono	Indoor Soccer Practice	Yes
2/24/14	JMH	5/5/14	8/1/14	ESYA	Tee Ball Games & Practice	Yes
2/24/14	JTL	3/10/14	7/31/14	ES Little League	Softball Games & Practice	Yes
2/24/14	MSE	3/2014	6/2014	ESN Little League	Softball Games & Practice	Yes

(See pages 85-90)

2.

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the request for use of facilities as listed for Class 2 Governmental Agency (no facility fees will be incurred). Motion was seconded by Marjorie James 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>
2/24/14	MSE	11/8/14	11/8/14	<b>State Representative Rosemary M. Brown*</b>	Veterans Expo	Yes

(See page 91)

**\*PERSONNEL FEES WILL BE ASSESSED.**

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. Klub Keihas/The Javelin Factory School will waive all charges for district athletes. The clinic would cost \$70 for outside athletes (pending receipt of certificate of insurance and readiness of fields). Klub Keihas is requesting a waiver of facility as well as personnel fees for the use of the H.S. South Gymnasium. There are no fees for the use of the practice fields. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

<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>
2/24/14	HSS	3/15/14	3/15/14	Klub Keihas/The Javelin Factory School	Javelin Technique and Training Clinic	Yes

(See pages 92-93)

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

**ACTION BY THE BOARD:**  
 Motion was made by Robert Cooke 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 Gary Summers and carried unanimously, 9-0.

1. Budget Transfers - (See pages 94-103)
2. Payment of Bills - (See pages 104-133)
3. Treasurer’s Report - (See pages 134-147)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
 BOARD OF EDUCATION  
 REGULAR MEETING  
 February 24, 2014**

**Carl T. Secor Administration Center - Board Room  
 7:00 P.M.**

**ADDENDUM A**

**XI. PERSONNEL ITEMS**

**B. Support Staff**

**ACTION BY THE BOARD:**  
Motion was made by Eileen Featherman to approve the resignation 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 Marjorie James and carried unanimously, 9-0.

**1. Resignations**

- | <b>Name</b>         | <b>Position Held</b>  |
|---------------------|---|
| b. Williams, Vivian | Cafeteria Aide - East Stroudsburg Elementary<br>Effective Date: at the end of the workday on February 28, 2014. |

(See page 5)

**7. Appointments - Regular**

- | <b>Name</b>           | <b>Appointment</b>  |
|-----------------------|---|
| b. Lesoine, Frederick | Maintenance II Worker (Step 1) (2 <sup>nd</sup> shift) - Maintenance<br>Hourly Rate: \$15.85 (plus \$.40/per hour shift differential)<br>Effective Date: February 25, 2014<br>Frederick replaces James Chiarello who retired. |
| c. Quinn, Jill        | Payroll Clerk (BOP II) (Step 1) - Business Office<br>Hourly Rate: \$16.72<br>Effective Date: March 10, 2014<br>Jill replaces Brenda Maximenko who resigned.   |
| d. Williams, Vivian   | Front Desk Receptionist (Step 1) (7.5 hour) - East Stroudsburg Elementary<br>Hourly Rate: \$11.45<br>Effective Date: March 3, 2014<br>Vivian replaces Daisy Vazquez who resigned to accept a secretary position.              |

**9. Appointments - Temporary**

- | <b>Name</b>        | <b>Appointment</b>   |
|--------------------|--|
| d. Carey, Ronnise  | Temporary Student Aide (Step 1) (6.5 hour) - Middle Smithfield Elementary<br>Hourly Rate: \$12.11<br>Effective Date: February 25, 2014 through the last student day of the 2013-2014 school year only.<br>This new position will be funded by previously unfilled positions.       |
| e. Jackson, Willie | Temporary Student Aide (Step 1) (6.75 hour) - Lehman Intermediate<br>Hourly Rate: \$12.11<br>Effective Date: February 25, 2014 through the last student day of the 2013-2014 school year only.<br>Willie replaces Rebecca Kuse who resigned to accept a paraprofessional position. |

- f. Lopez, Myrna Temporary Student Aide (Step 1) (6.75 hour) - Lehman Intermediate  
Hourly Rate: \$12.11  
Effective Date: February 25, 2014 through the last student day of the 2013-2014 school year only.  
This new position will be funded by previously unfilled positions.
- g. Matos, Rafael Temporary Student Aide (Step 1) (6.75 hour) - Lehman Intermediate  
Hourly Rate: \$12.11  
Effective Date: February 25, 2014 through the last student day of the 2013-2014 school year only.  
This new position will be funded by previously unfilled positions.

**D. Professional Staff**

**ACTION BY THE BOARD:**  
Motion was made by Ryan Stevens to approve the 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.

**4. Appointments - Long Term Substitutes**

- | Name              | Appointment   |
|-------------------|---|
| b. Moraski, Donna | Special Education (Learning Support) - Bushkill Elementary (LTS)<br>Salary: \$40,099.00, prorated (Step 1 Column 1)<br>Effective Date: February 24, 2014 through the last teacher workday of the 2013-2014 school year only.<br>Donna replaces Sandra Borrasso who retired. |
| (See page 6)      |   |

**6. Substitute Appointments**

- | Name              | Certification          |
|-------------------|------------------------|
| c. Moraski, Donna | Special Education/PK-4 |

**F. After School Math Pilot Program**

**ACTION BY THE BOARD:**  
Motion was made by Eileen Featherman to approve the after school math achievement pilot program fully funded by the Accountability Block Grant. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

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

	Last Name	First Name	Position	Building	Rate
a.	Gambill	Geofrey	Math Advisor (effective 2/10/14)	Smithfield Elementary	\$1,090.49, prorated

**G. Act 93 Staff**

**ACTION BY THE BOARD:**  
Motion was made by Robert Cooke to approve the appointment and salary change for the designated Act 93 staff in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and current Act 93 Compensation Plan. Motion was seconded by Marjorie James and passed 8-1. Robert Gress voted no.

1. **Appointment - Regular**

<b>Name</b>	<b>Appointment</b>
-------------	--------------------

a. Hendel, Thomas	Assistant Director of Transportation - Transportation (PE) Annual Salary: \$62,500.00, prorated Effective Date: March 3, 2014 This First Level Supervisory position was reclassified due to District need.
-------------------	---

(See page 7)

2. **Salary Change**

	<b>Name</b>	<b>Position</b>	<b>From</b>	<b>To</b>	<b>Effective Date:</b>
a.	Casciotta, Marialena	Director of Pupil Services K-5	\$97,360.42	\$97,844.29	7/1/13

**XVI. FISCAL ITEMS**

I. **Use of Facilities (continued)**

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 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>
2/24/14	Resica	3/10/14	6/30/14	FC Pocono	Soccer Practice and games	Yes

(See pages 8-9)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING  
February 24, 2014**

**Carl T. Secor Administration Center - Board Room  
7:00 P.M.**

**ADDENDUM B**

**XI. PERSONNEL ITEMS**

**H. Security Guards and Crossing Guards**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the form and content of the Compensation Plans between the Board of Education and the Security Guard and Crossing Guard staff for the period of July 1, 2011 through June 30, 2015. The Plan will include a \$.30/per hour increase for the 2011-2012 fiscal year, a \$.30/per hour increase for the 2012-2013 fiscal year, a \$.80/per hour increase for the 2013-2014 fiscal year, and a \$.35/per hour increase for the 2014-2015 fiscal year. The premium share for health insurance will increase from \$10/per pay to \$40/per pay effective March 1, 2014 (ten month employees will be prorated). 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 Ronald Bradley and carried unanimously, 9-0.

**XVII. ANNOUNCEMENTS/INFORMATION**

None

**XVIII. ADJOURNMENT 9:07 P.M.**

Respectfully Submitted,

Patricia L. Rosado  
Board Secretary