

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

REGULAR MEETING – June 16, 2014

Carl T. Secor Administration Center – Board Room

7:00 p.m.

Minutes

- I. President, William Searfoss called the meeting to order at 7:06 p.m. and led those present in the Pledge of Allegiance. Secretary, Patricia Rosado called the roll.
- II. **Members present at the Administration Center Board Room were:** Ronald Bradley, Robert Cooke, Eileen Featherman, Robert Gress, Roy Horton (participated by speakerphone until 9:41 p.m.), Marjorie James, William Searfoss, Ryan Stevens and Gary Summers.

School personnel present in the Administration Center Board Room: Sue Andrews, Eleni Angelopoulos, Jeff Bader, David A. Baker, Gillian Bender, Brian Borosh, Ben Brenneman, Sonya Burch, Angela Byrne, Anthony Calderone, Maria Casciotta, Ann Catrillo, Mike Catrillo, Patricia Chestnut, Carol Deane-Gardner, Robert Dilliplane, Irene Duggins, Courtney Dunlap, Dan Eppley, Joe Feal, Jane Fetherman, Eric Forsyth, Heather Gress, Lynda Hopkins, Jeremy Judd, Carmen Kakakios, Gail Kulick, Sharon Laverdure, Thomas A. Lesniewski, Riley Maye, Tom McIntyre, Frederick P. Mill, Lorette Miller, Lorin Miller, Mary Ann Moore, Debra Padavano, Kathy Parrish, Joann Peters, Marilyn Possinger, Patricia Rosado, Paul H. Schmid, Michael Slesinski, Kim Stevens, Bob Sutjak, Lisa Vitulli, Matt Whitney and Nadia Worobij.
Thomas Dirvonas, Solicitor.

School personnel present in the H.S. South Auditorium: Michelle Arnold, Patricia Turner and Steve Zall

- III. **Community members present at the Administration Center Board Room:** Sarah Ace, Warren G. Ace, George Andrews, Basso, Bets Bobier, Richard Bobier, Dorothy Borden, Richard Borden, Alexis Burch, Rachel Bushta, Teresa Crompton, David Crosby, Alycen DeGregers, Pat Downes, Kelly Ensley, Daniel Edward Ferruzza, Alan Frevele, Jennifer Garrison, Janell Henderson, Jordan Henderson, Frank Johnson, Frances Johuja, Alicia Kakakios, Sharon Maly-Cramer, Danielle Metz, Maury Molin, Heather Piperato, Roxanne Powell, Darius Price, Khasaundra Price, Kerrie Rider, Angel Rivera, Mike Silvoy, Ginny Sosnowski, Judy Summers, Adeola Titilayo, Amina Titilayo, Folasade Titilayo, Nate Tsogay, Casey Turner, Lisa Villano, Bill Vitulli, Ben Vogt, Timothy Vogt and Nicole Walkins.

Community members present in the H.S. South Auditorium: Bets B.M., Ellena Roberts, Shevaun Shomo and Nicole Wilkins.

Kim Gear, American Heart Association
Jamie Doyle, Public Financial Management
Wayne Witkowski, Pocono Record
Channel 13 News

XI. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the minutes for the meeting of May 19, 2014, (pages 1-29). Motion was seconded by Gary Summers and carried unanimously, 9-0.

XII. APPROVAL OF AGENDA

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve this agenda for June 16, 2014, (pages 1-43), 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.

XIII. ANNOUNCEMENT OF EXECUTIVE SESSION -- An Executive Session was held to discuss personnel (principal interviews) on the following dates and times:

June 9, 2014 from 9:00 a.m. to 12:35 p.m.

June 10, 2014 from 8:30 a.m. to 1:00 p.m.

June 12, 2014 from 3:00 p.m. to 6:45 p.m.

An executive session was held this evening before this meeting at 6:00 p.m. for the purpose of discussing personnel and litigation.

XIV. ANNOUNCEMENTS BY THE BOARD

- A. Mr. Robert Gress said, for clarification, the Executive Session that was held for the purpose of interviewing principals, was a committee of five; therefore, the entire Board did not participate.
- B. Mr. William Searfoss read a "Thank You Card" from a senior citizen couple who received a tax rebate (all Board members received a copy).
- C. Mr. Robert Cooke said that we had two very impressive graduation ceremonies this past weekend. They were well attended and students were well behaved. He thanked those who were involved in the establishment and setting up of these ceremonies.

XV. SUPERINTENDENT'S REPORT

- A. Mr. Ryan Stevens said at the Monroe Career & Technical Institute (MCTI) JOC meeting they discussed the following:
 - 1. The beginning of the Comprehensive Planning process. A survey was sent out to students and parents to engage interest levels. They are looking forward to the results.
 - 2. There is a 43% decrease in disciplinary infractions this year compared to last year. The enrollment level for ESASD is 76% of our quota for students that we send to MCTI. It is the third highest out of four districts.

Mr. Stevens questioned what we are doing in terms of recruiting? Mrs. Laverdure said that we are taking students and parents on field trips to MCTI. We are actively recruiting through guidance. Mr. Catrillo, High School South Principal, said they also brought someone from MCTI to speak to students about their program. Mrs. Laverdure said at the northern tier, about 4 years ago, they changed the way of busing students to MCTI. We used to have them come to their home school first but now we have a bus run directly from students home to MCTI for the AM session and directly from MCTI to home from the PM session. Only those that are part of activities go back to their home school. Mr. Gress said they have also started the recruiting process in the intermediate schools.

- B. Ms. Eileen Featherman said that at the Colonial IU 20 they continue to negotiate with the teachers, support staff and bus drivers. They are offering a free grant writing overview training and free writing leadership academy over the summer. Anyone interested may contact the IU 20 directly.
- C. Mr. Robert Cooke said that copies of the minutes from the May Property/Facilities Committee meeting have been made available to everyone. The committee does not normally meet in the summer but they met in June and will also have a meeting on July 1st at 5:30 p.m. in the Administration Center Board room. At the June meeting, the following occurred:
 - 1. Mr. John Howard of The Architectural Studio came to discuss the scope and timeline for the concrete work to be done at J. T. Lambert Intermediate School and the North campus.
 - 2. Mr. Bill Bamber of Fieldturf discussed the North stadium.

3. A discussion about the termination of the Alarm Response Agreement with the Monroe County Emergency Center.
4. A discussion about the change of water provider for J. T. Lambert Intermediate School due to policy change.
5. Chief Mill discussed the use of some speed restriction devices that they will be looking into for the North and South campus.
6. Several items that are on the agenda tonight.

Mrs. Laverdure said that she received two phone calls from a community member that lives by J. M. Hill Elementary School and other individuals in that area have said that there is a certain noise from the cooling system that has become a noise factor. She apologized for this unintentional consequence. Mr. Eppley has been working with engineers to see what can be done to quiet it down. This is a concern that we are actively trying to solve. We are running an efficient system but the noise is the problem. We are making the coolant at night to have an effective working system during the day. Mr. Eppley said we are working with Strunk Albert Engineering to create a sound barrier for the equipment that was not included. Some noise is bouncing off the J. M. Hill building and they will do their best to quiet the noise.

- D. Mr. Robert Gress said that the Finance Committee has numerous items on the agenda tonight. Jamie Doyle of Public Financial Management is here tonight to speak about some bond refinancing with multi steps to lower interest rates. Other agenda items are for computer leases and insurance renewals. The budget has a recommendation of \$50,000 for all school libraries, which is \$5,000 per school library for book circulation. There is a long-term plan to restock all libraries. There is also a ten-year plan for the pay down of PSERS from the fund balance, which future Board members can change, if they wish. The library project will cost about one million dollars to complete. The project will begin this coming school year.
- E. Mrs. Marjorie James said that on behalf of the Board, they would like thank all who came to the meetings concerning the dress code and appreciates everyone's input positive or negative. She said the current policy cannot be enforced. Some administrators, teachers and parents have expressed their concern with how students are dressing. The new dress code will guide students to feel positive about themselves, reduce peer pressure and give their full attention on academics. In the new policy no jeans (ripped, torn, slashed, too big, too small, etc.) will be allowed. She hopes all will be supportive.

Mrs. James said that the Policy Committee met tonight and discussed Policy #004.1 Student School Board Representatives. They would like to encourage student participation in School Board meetings. We have directed administration to draft a policy revision which provides for School Board representatives to be elected by the student body rather than appointed by administration. We hope to have this approved over the summer to be implemented in the beginning of the next school year. They also discussed Policy 118.1 Online Course Offerings- East Stroudsburg Area School District Virtual Academy which renames the current Virtual Academy. This name change was recommended to better represent the various online courses available for our students. Finally, Policy #204 Student Attendance was discussed. This revised policy was drafted by a committee representing all four Monroe County School Districts. The revised policy reflects changes due to the recent court decisions, current legislations and contains clearer definitions. These policies will be available for public review on the website by the end of this week.

- F. Ms. Kim Gear, Youth Marketing Director of the American Heart Association, said they partner with the East Stroudsburg Area School District through programs like Jump Rope and Hoops for Heart. They recognize businesses and now school districts on their wellness support and for the support of staff and children in the programs they offer. They applied for "Support the Wellness" and are proud to announce that the district is awarded the "Fit Friendly" award. Criteria for this award includes providing campus walking path, healthy food options in cafeterias and offering employees annual wellness and healthy assessments. She distributed information on the programs and this award. She presented Mrs. Laverdure the award. Mrs. Laverdure complimented Mr. Schmid for his leadership on the Wellness Committee.
- G. Ms. Jamie Doyle, Public Financial Management (PFM), presented a document regarding the three step refunding opportunity beginning in August 2014. This is not extending debt but changing higher rates to lower rates. She said the five refunding opportunities are for the G.O. Notes Series A of 2004, G.O. Bonds Series A of 2007, G.O. Bonds Series of 2009, G.O. Notes Series of 2009 and G.O. Bonds Series A of 2009 in this three step refinancing. On page three, we find a summary of the three steps. Step 1 will be in August and is about 16 million dollars of refinancing with a savings of about \$517,000 and a 3.2% interest savings. The historic benchmark to refund should be at least a 2% savings. Step 2 will be in September and is about 8 million dollars of refinancing with a savings of about \$640,000 and a 7.6% interest savings. Step 3 will be in October and is about 7.5 million dollars

of advance refunding, with a savings of about \$780,000 and a 12.87% interest savings. The total qualified bank amount would be about 8.2 million dollars and the total savings would be about 1.9 million dollars. The savings would be spread out through 2027, which continues previous plan. After all three steps, it will knock off a considerable amount of debt. She explained to meet the timeline, first approval is needed at tonight's Board meeting and subsequent approvals will be needed at future Board meetings.

Public Participation on above PFM presentation:

None

- H. Mr. Jeff Bader presented the 2014-15 Budget Update. On the agenda tonight, there is a motion to approve the final budget. The proposed final budget had an anticipate revenue of 142 million dollars and anticipated expenses of 153 million dollars with a deficit of about 10 million dollars. Since then, we have reviewed revenues and expenses. They identified a few adjustments. He spoke about the subsidy for Title I and Title II. He also spoke about QSCB subsidy and QZAB subsidy and proceeds from extended term financing, tax revenue at a total revenue increase of \$741,700 which includes an increase from 87% to 88% collection rate. On the expense side, the IU 20 expense has decreased due to number of students enrolled. Insurance cost has decrease about \$1,900. Automated substitute call service has a slight savings. MCTI subsidy from PDE goes to MCTI but is refund back to the district since we pay the full cost to them. Cyber Charter-Regular and Special Ed expense balance out each other's expense. There is a debt service savings of \$660,192. The capital leases expense has a savings of \$119,386. Salaries has an increase since a principal's position was added. Benefits has a change in the workers compensation premium and a change in provider. The new provider is Highmark. The budget has an increase for libraries of \$50,000. Overall there is approximately 1.6 million dollar decrease in expenses. The anticipated revenue is approximately 142 million dollars. The expenses are approximately 151 million dollars and a deficit of 8.4 million dollars which is a net change of 2.3 million dollars.

Mr. Bader spoke about:

- Millage impacts. Due to STEB (State Tax Equalization Board) the Relative Market Value for 2014-15 school year for Monroe County is 76.4% and Pike County is 23.6%. Millage Rate for Monroe County is 180.81 which is a 0% tax increase. Pike County millage rate is 123.44 which is a 5.5 mill decrease or 4.27% decrease.
 - Homestead/Farmstead exclusion that is on tonight's agenda for Board consideration. Homestead/Farmstead is funded by State gambling proceeds. Our allocation for 2014-15 is \$4,345,051 a \$2,783 increase from last year. This year we have 10,610 properties which is a 186 property decrease from 2013-14. The total exclusion is \$409.52 which is a \$7.31 increase over 2013-14.
 - The Board expanded the Senior citizen tax rebate program for a rebate of up to \$1,425. This is in addition to what the State offers of \$600 in property tax rebate. The deadline to apply is June 30, 2014 for the 2013-2014 taxes. Forms can be obtained on the district website. Forms for the 2014-2015 taxes will be available in January.
- I. Mrs. Irene Duggins brought an overview about the Keystones to Opportunity Grant. In the spring of 2012, the United States Department of Education offered a competitive grant to all United States called, Striving Readers Comprehensive Literacy Grant. Pennsylvania was one of 48 States that applied for funding and one of 6 States that received it. It then became a competitive grant and 498 out of 500 districts applied and we were one of 54 school districts that received funding for the grant that is now called, Keystones to Opportunity Grant. ESASD received funding for birth to 5 statutory area. In year one (2012-13), the district was scheduled to receive about \$281,000, in year two (2013-14), they were scheduled to receive about \$241,000 and year three about \$229,000. Mrs. Duggins introduced the team and thanked them. They are as follows: Julie Rubino and Angela Byrne, District Literacy Coaches, Roxanne Powell, Pocono Alliance Director of Development, Virginia Sosnowski, Nurse Family Partnerships, and Dorothy Borden from Pocono Services. She showed a video on all that has been accomplished through the grant. A handout was given out and will be placed on the website, too.

Ms. Angela Byrne said that the video was part of an innovation grant application; however, our district was not chosen for it. In addition to strengthening partnership with the community, they hired, through the IU, an early childhood specialist working with Julie Rubino, Angle Byrne and kindergarten teachers to get them kindergarten ready. They provided seven days of professional development for teachers. They developed a birth to grade 12 comprehensive plan, which will be provided to the Board and posted on the district website. They worked with families in their homes and purchased libraries because many homes do not have books. They are growing and

extending existing transition activities; such as, Quick Start and Kinderversity, to invite the community into the district before the children start kindergarten at the district schools. They have preliminary data on the difference that they are making with the young children. Once they have more data, they can provide this information to the Board members. Mr. Gress thanked them for everything they are doing. He said by making a difference with these one or two students it helps the district financially down the road. Ms. Byrne said out of 500 incoming kindergarten students they have helped about 102 students.

- J. Mrs. Laverdure congratulated the following individuals/groups on their accomplishments:
1. Mr. Brennehan for being recognized as the Athletic Director of the Year for MVC.
 2. High School North students collected most pennies for the Northeast Pennsylvania Leukemia and Lymphoma Society, \$3,866.62.
 3. Several J. T. Lambert Intermediate students, at the computer fair, placed and one student won first place in Web Design at Dickinson.
 4. High School South Cav Core students were PBS State recognized as part of School-Wide Positive Behavior Support. They were presented with a banner and flag at a State workshop.
 5. FBLA students currently hold a record with having nine National qualifiers.

XVI. PUBLIC PARTICIPATION -- Federal Programs

Title I

Title VI

Concerns

- A. Mr. Maury Molin expressed his concerns about the dress code policy. He mentioned that on Good Morning America today their poll said that 92% are in favor of a dress code/uniform. Only 8% were not. He has seen how students' dress has declined in his many years of teaching. We do not know if test scores will increase but we should have students present themselves in a less distracting manner. He recommended trying the new dress code.
- B. Miss Folasade Titilayo, High School South student, said she is here representing her siblings, Adeola and Zakiya Titilayo as well as herself. She said she does not believe that the updates made to the dress code policy will minimize disruption. More issues will arise due to dress code violations. Students will be upset because they will not be able to express themselves. Many students do not own what is required and suggested using the quarter method to see if jeans are too tight. The required dress code is not comfortable. We should be concerned with test scores and academics and not how students dress.
- C. Mr. Ben Vogt, 2014 H.S. South graduate, said he conducted a survey of 400 people. There was a choice of three buckets: 1. Keep current policy. 2. Proposed policy 3. Use uniforms. 60% were in favor of what we have, 23% were in favor of the proposed policy and 17% preferred uniforms. He further expanded the survey to include only the adults. Only 51% said to keep current policy, 29% were in favor of proposed policy and 20% prefer a uniform. Furthermore, he asked those who actually read the policy. 42% said to keep current policy, 32% were in favor of proposed policy and 26% preferred a uniform. Less than a third of adults who read it, want a new policy. He recommends reevaluating our goals. Pleasant Valley Area School District changed their policy, which they were in favor with, but some now regret it. Good students are in violation and teachers are spending more time on enforcing it which takes away time from teaching. He suggested that we bite the bullet and go for a uniform instead because there are loop holes in the proposed policy.
- D. Miss Rachel Bushta, H.S. South student, is not in favor of the new dress code. What will the Board do to help the economically disadvantaged students? If we help the economically disadvantaged students, the district would spend a lot of money from the budget. She does not understand why the proposed dress code prohibits jeans and sweaters. Why only school issued sweatpants? She likes to be comfortable and not having to buy new clothes.
- E. Ms. Nicole Walkins has a son in a district program. He wore uniforms and it helped with consistency as stated in his IEP. Wearing a uniform helped him succeed; therefore, she is in favor of the proposed policy.
- F. Miss Khasaundra Price, H.S. South senior, is opposed to the proposed dress code. She agrees with how kids are dressing but it would be nice if they can rethink it. Some do not have money to keep their homes, like in her situation; nonetheless, buy new clothes. Many high school seniors believe it is unfair that they have to buy all new clothes for just one year.

- G. A Parent, did not identify herself, agrees with the new dress code policy and supports it 100%. It is better for parents, so kids do not have to worry about what they will wear each day. She recommended that parents stand up and tell the students what to do. Structure is good five days a week.
- H. Ms. Sharon Maly Cramer does not support the dress code. Her children do not tell her what to do but she teaches them how to dress properly. She does not like the implementation of a new policy to border on lazy for the few bad apples. We are creating more laws and guidelines according to the few. The majority of the students are doing the right thing but we are imposing this policy due to the few that do not follow current policy. We should enforce what we have. Pleasant Valley Area School District and Stroudsburg Area School District do not have a better, safer, positive and are not academically advantaged schools because of their dress code policy. We already have that here. We should give more time to the budget instead of the dress code policy.
- I. Parent, did not identify herself, supports the proposed dress code policy because she believes it will stop bullying. She is from Jamaica and students were better disciplined when wearing uniforms. Each year parents have to buy new clothes for school, so now they will buy what is required. Some parents say their children do not tell them what to do but they do because they buy what they want to wear.
- J. Ms. Amina Titilayo moved from Stroudsburg with five children. The trouble is that children grow and hand-me-down is needed. During the year, some more clothes will have to be bought and they will probably not be on sale. No jeans rule is too much. Structure begins at home. We should come up with a better solution.
- K. Mr. Daniel Ferruzza, H.S. North senior, asked how is this dress code going to stop bullying. It will happen regardless of what they wear. They are bullied because of how they look. They will be bullied with any clothes they wear. The cost is also another issue. He does not buy clothes every year. He would have to pay for new clothes because his parents cannot afford it. He works and will need to get another job to buy the new clothes.
- L. Mr. Timothy Vogt said his son was the one who mentioned the three buckets which included the existing policy, new policy, which is more confusing or a uniform policy. What his son wore all year he would have been in violation of the policy 95% of the time. The policy is not the problem but enforcing is. It is not the problem of the School Board or the Principal but a parental problem. Parents need to make sure the children are wearing the right clothes to school. His daughter will soon start high school and he does not think it is appropriate that the School Board feels it necessary to take on the duties of a parent. He suggested that they rethink the policy and let principals enforce it. Send a message to parents to get their act together and threaten a uniform if they don't. His son did great with the existing policy. We should keep it but just enforce it.
- M. Mr. Frank Johnson said that two exceptional programs have been relocated from J.T. Lambert. The life skills program with a special group of students who are involved in Adaptive Physical Education and Special Olympics events. He acknowledged June Calandra, Bill Botts and Linda Shumann and some student aides who worked with a dozen of special needs students in the life skills class. Their disabilities range from Down Syndrome to brain trauma to serious mental disorder. Shannon Ludka and Sarah Johnson work with the students in Adaptive Physical Education and Special Olympics events. The eighth grade JTL Boys' basketball team created a coed fundraiser that is still going on today in honor of the Special Olympian participant, who passed away during his 8th grade year, Matt Neville. Each Special Olympics participant receives a t-shirt, a meal, and equipment that may be needed. This special co-ed bond continues on to High School South with Aimee Ellison in her Adaptive PE program and Special Olympic events. He said they moved the program to Lehman Intermediate due to lack of funds or lack of staff. The decision was made at the end of the year which did not give a chance for discussion. Although decisions were made with the best intentions, this decision greatly impacted special needs students, regular education students and their educators.

Mrs. Laverdure thanked him for his comments. Every move, consolidation and/or shifting that is made is made keeping the students as the center of the decisions. We have ten buildings in this district that do wonderful things with all of our children. While Mr. Johnson highlighted J. T. Lambert and she understands why, because he's so passionate, she applauds him; however, we have wonderful staff members that love our children as much as you (Mr. Johnson) do in all of our buildings.

- N. Mr. Gress quoted what Mark Twain said about clothing, "As for me give me comfort first and style afterwards". Our country, our society need individuals that are free thinkers. Those willing to push the envelope. Those not afraid to express themselves in what they wear and how they dress. We do not need a cookie-cutter society or school system. In the policy, it states that the Board believes that the Dress and Grooming Policy will address the issues related to health, safety and welfare of students. It will further aid in the maintenance of a positive learning

environment, promote school pride and school spirit. By preventing the students to wear what they are comfortable in, it would do the complete opposite. It also states another reason for the dress code relating to the health safety and welfare of students who go to school. At no time will their dress or grooming act in a manner that they will pose a hazard to their health or safety of other students, but the policy will. We are pushing all students to look the same because some Board members wish all students to be the same. He is a father of three and is one of ten children. No children are the same or should be the same. They are all different. Socialist states, communist states, cults, etc. want them to dress and act the same or they will be punished or shun. He does not feel the students should be part of this society nor does he wants his children to be part of it. A recent picture in the Pocono Record shows 4 of our top 10 students. All who would be in violation of the proposed dress code. Students who wish to express their own creativity would be harmed. Why punish all because they are different. It states that it will increase learning and have less bullying, which is misleading. He suggested letting the kids be kids. The dress code will not be enforceable and this is just a step away from uniforms. What next? Same makeup, deodorant, etc. Parents should enforce dress not the Board.

XVII. 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 to the support staff designated, in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

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

Name	Position Held
a. Osoria, Aurea	Cafeteria Aide (part-time) – Lehman Intermediate Effective Date: September 12, 2013 Length of Leave now through: end of the 2013-2014 school year.
b. Romanowski, Joseph	Custodian (2nd shift) - North Campus Effective Date: June 17, 2014 Length of Leave through: June 22, 2014
c. Wood, Dorothy	Bus Driver (8 hour) – Transportation Effective Date: April 11, 2014 Length of Leave now through: end of the 2013-2014 school year.

(Paperwork received)

B. Support Staff

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the resignation, retirement, leaves of absence, changes of status, reassignments, appointments and salary compensations of 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, 9-0.

1. Resignation

Name	Position Held
a. Feal, Joseph	Custodian (1 st shift) – High School South Effective Date: the end of the workday on July 25, 2014.

(See page 44)

2. Retirement

Name	Position Held
a. Metzgar, Harold	Maintenance I Worker (2 nd shift) – Maintenance Effective Date: the end of the workday on July 28, 2014.

(See page 45)

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

Name	Position Held
a. Romanowski, Joseph	Custodian (2nd shift) - North Campus Effective Date: April 7, 2014 Length of Leave now through: June 16, 2014
b. Scarnecchia, Nancy	Bus Driver - Transportation Effective Date: February 3, 2014 Length of Leave now through: May 22, 2014 This is an intermittent leave.

(Requests received)

4. Changes of Status - Voluntary

Name	Position Held
a. Halterman, Grace	From: Cafeteria worker (7 hour) - Middle Smithfield Elementary To: Cafeteria worker (4 hour) - Middle Smithfield Elementary Effective Date: August 27, 2014 Grace replaces Carol Shamey who was reassigned.
b. Shamey, Carol	From: Cafeteria worker (4 hour) - Middle Smithfield Elementary To: Cafeteria worker (7 hour) - Middle Smithfield Elementary Effective Date: August 27, 2014 Carol replaces Grace Halterman who was reassigned.

5. Reassignments - Voluntary

Name	Position Held
a. Cox, James	From: Custodian (3 rd shift) - High School South To: Custodian (2 nd shift) - High School South Hourly Rate: \$14.13 (plus \$.40/per hour shift differential) Effective Date: June 16, 2014 James replaces Barry Barton who retired.
b. Ford, Kristina	From: Temporary Student Aide (6.75 hour) - Lehman Intermediate To: Temporary Student Aide (6.75 hour) - High School North Effective Date: May 22, 2014 This position was reassigned due to District needs.

6. Appointment (Extension) – Long Term Substitute

- | Name | Appointment |
|--------------------|---|
| a. Pollack, Victor | Custodian (3 rd shift) (Step 1) - High School South (LTS)
Hourly Rate: \$14.13 (plus \$.50/hour shift differential)
Effective Date: March 18, 2014
Now through: the end of the workday on June 13, 2014 only.
Victor replaces Donald Miller who is on worker's compensation. |

7. Appointments - Long Term Substitutes

- | Name | Position Held |
|----------------------|---|
| a. Henriquez, Lauren | Cafeteria Aide (part-time, 3.75 hour) (Step 1) - Lehman Intermediate (LTS)
Hourly Rate: \$11.93
Effective Date: March 6, 2014
Through: the end of the workday on June 18, 2014 only.
Lauren replaces Aurea Osoria who is on leave. |
| b. Napodano, Anthony | Custodian (2 nd shift) (Step 1) - North Campus (LTS)
Hourly Rate: \$14.13 (plus \$.40/per hour shift differential)
Effective Date: June 16, 2014
Through: the end of the workday on July 31, 2014 only.
Anthony replaces Thomas Paflitzko. |

8. Appointments - Regular

- | Name | Position Held |
|--------------------|---|
| a. Pollack, Victor | Custodian (3 rd shift) (Step 1) - High School South
Hourly Rate: \$14.13 (plus \$.50/hour shift differential)
Effective Date: June 16, 2014
Victor replaces James Cox who was reassigned. |

9. Salary Compensations

	Last Name	First Name	Position	2010-11	Hours	Step	2011-12	2012-13	2013-14
a.	Seeley	Ralph	Bus Driver (through 8/13/13)	\$13.74	6 hours	1	\$14.04	\$14.34	\$15.14
b.	Trojak	Oliver	Info Technologist I (7/1/11 through 2/20/12)	\$19.65	7.5 hours	1	\$19.94		
c.	Trojak	Oliver	Info Technologist II (effective 2/21/12)		7.5 hours	1	\$20.52	\$20.82	\$21.62
d.	Vazquez	Daisy	Secretary (effective 11/20/12-6/28/13)		7.5 hours	1		\$12.41	

10. Substitute Appointments

- | Name | Position(s) |
|----------------------|---|
| a. Bartron, Barry | Custodian |
| b. Holmes, Deborah | Custodian |
| c. Page, Veronica | Information Technologist |
| d. Perri, Rebecca | Cafeteria Aide, Front Desk Receptionist, Paraprofessional,
Secretary, Student Aide |
| e. Rendon, Isaul | Bus Driver |
| f. Roeheny, Patricia | Cafeteria Aide, Cafeteria Worker |

- g. Rosado, Lorena Front Desk Receptionist, Paraprofessional, Secretary, Security, Student Aide, Study Hall Monitor
- h. Schantzen, Patrick Bus Driver, Bus Mechanic
- i. Vazquez, Natalie Cafeteria Aide, Custodian, Paraprofessional, Secretary, Student Aide
- j. Zayas, Santina Front Desk Receptionist, Secretary, Study Hall Monitor

C. Support Staff - Summer Staff for Food Services

ACTION BY THE BOARD:

Motion was made by Ryan Stevens to approve the support staff designated for temporary summer cafeteria work under the direction of Paul Schmid, Director of Food Services. These appointments will be at all elementary schools and the High School South effective June 23, 2014 through August 22, 2014. All rates are \$12.00 per hour. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

1. Appointments for the Summer of the 2013-2014 School Year

- a. Bonser, Janie
- b. Carmel, Maureen
- c. Cawley, Nina
- d. Dekmar, Bonnie
- e. Fields, Sharon
- f. Gallagher, Cathy
- g. Hicks, Donna
- h. Hirsch, Karen
- i. Jenson, Diane
- j. Krueger, Roseanne
- k. Marasco, Amy
- l. Martinez, Dianne
- m. Mayo, Eileen
- n. Searfoss, Barbara
- o. Van Why, Rose
- p. Van Why, Susan

D. Support Staff Salary Compensations

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the salary compensations in accordance with the Collective Bargaining Agreement between the Board of Education and East Stroudsburg Area Education Support Professional Association for the 2014-2015 fiscal year effective July 1, 2014 through June 30, 2015. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

1. Business Office Personnel

	Last Name	First Name	Position	Step	2013-14	2014-15
1.	Burch	Sonya	BOP II	Step 1	\$16.72	\$17.07
2.	Cassieri	DonnaMarie	BOP II	Step 3	\$18.03	\$18.38
3.	Kelly	Diane	BOP III	Step 3	\$22.03	\$22.38
4.	Kroll	Kathy	BOP III	Step 4	\$24.94	\$25.29
5.	Nicolais	Elizabeth	BOP I	Step 2	\$16.53	\$16.88
6.	Nietz	Deborah	BOP II	Step 3	\$18.03	\$18.38
7.	Quinn	Jill	BOP II	Step 1	\$16.72	\$16.72
8.	Rosado	John	BOP II	Step 2	\$17.53	\$17.88
9.	Schroeder	Cynthia	BOP II	Step 2	\$17.53	\$17.88
10.	Vitulli	Susan	BOP II	Step 3	\$18.03	\$18.38
11.	Wade	Jessica	BOP I	Step 2	\$16.53	\$16.88
12.	Wescott (part-time .6)	Jeanne	BOP III	Step 5	\$29.33	\$29.68

2. Bus Drivers

	Last Name	First Name	Hours	Step	2013-14	2014-15
1.	Almodovar	Matilde	8.0 hours	Step 2	\$15.78	\$16.13
2.	Alpaugh	Judy	6.0 hours	Step 4	\$16.40	\$16.75
3.	Bader	Vicky	8.0 hours	Step 5	\$19.06	\$19.41
4.	Anderson	Diane	6.0 hours	Step 1	\$15.14	\$15.49
5.	Belcastro	Robert	6.0 hours	Step 1	\$15.14	\$15.49
6.	Bertola	Francis	6.0 hours	Step 1	\$15.14	\$15.49
7.	Blaha	Timothy	6.0 hours	Step 1	\$15.14	\$15.49
8.	Boyle	Cecilia	6.0 hours	Step 1	\$15.14	\$15.49
9.	Brenner	Michael	6.0 hours	Step 1	\$15.14	\$15.49
10.	Bussiere	Joseph	6.0 hours	Step 1	\$15.14	\$15.49
11.	Camara	Trindade	8.0 hours	Step 4	\$17.50	\$17.85
12.	Carter	Bernadette	6.0 hours	Step 1	\$15.14	\$15.49
13.	Cavanaugh	Lorraine	8.0 hours	Step 4	\$17.50	\$17.85
14.	Cestone	Victor	8.0 hours	Step 2	\$15.78	\$16.13
15.	Cole	Christie	6.0 hours	Step 1	\$15.14	\$15.49
16.	Cole	Marie	8.0 hours	Step 7	\$20.99	\$21.34
17.	Conklin	Cheryl	8.0 hours	Step 3	\$16.37	\$16.72
18.	Counterman	Boyd	8.0 hours	Step 11	\$29.10	\$29.45
19.	Curras	Odette	6.0 hours	Step 4	\$16.70	\$17.05
20.	Dalfol	Nilo	6.0 hours	Step 1	\$15.14	\$15.49
21.	Daly-Rispin	Mary	6.0 hours	Step 1	\$15.14	\$15.49
22.	Dildine	Vincent	8.0 hours	Step 11	\$29.10	\$29.45
23.	Donovan	Sharon	6.0 hours	Step 1	\$15.14	\$15.49
24.	Durco	Jay	6.0 hours	Step 1	\$15.14	\$15.14
25.	Dymond	Patricia	8.0 hours	Step 3	\$16.37	\$16.72
26.	Dymond	Larry	8.0 hours	Step 4	\$17.50	\$17.85
27.	Echevarria	Wanda	6.0 hours	Step 1	\$15.14	\$15.49
28.	Fahl	Sharon	6.0 hours	Step 5	\$18.18	\$18.53
29.	Fennell-Raby	Beverly	6.0 hours	Step 1	\$15.14	\$15.49
30.	Ferdinand	Marc	8.0 hours	Step 1	\$15.14	\$15.49
31.	Fiorot	Linda	6.0 hours	Step 1	\$15.14	\$15.49
32.	Fisher	James	6.0 hours	Step 1	\$15.14	\$15.49
33.	Fuchs	Tammy	8.0 hours	Step 3	\$16.37	\$16.72
34.	Fylstra	Stephen	8.0 hours	Step 5	\$19.06	\$19.41
35.	Gaggero	Janet	6.0 hours	Step 2	\$15.78	\$16.13
36.	Gallo	Vincent	6.0 hours	Step 1	\$15.14	\$15.49
37.	Galunic	Victor	8.0 hours	Step 5	\$19.06	\$19.41
38.	Gargan	Michael	8.0 hours	Step 2	\$15.78	\$16.13
39.	Gawlik	Irena	6.0 hours	Step 2	\$15.78	\$16.13
40.	Giannolla	Janice	8.0 hours	Step 4	\$17.50	\$17.85
41.	Gonzales	Jesse	8.0 hours	Step 1	\$15.14	\$15.49
42.	Graceffa	Tammy	8.0 hours	Step 1	\$15.14	\$15.49
43.	Gramberg	Karen	6.0 hours	Step 2	\$15.78	\$16.13
44.	Graver	Clifford	8.0 hours	Step 5	\$19.06	\$19.41
45.	Greenway	Teresa	6.0 hours	Step 1	\$15.14	\$15.49
46.	Hamilton	Crystal	8.0 hours	Step 5	\$19.06	\$19.41
47.	Harris	Jimmie	8.0 hours	Step 1	\$15.14	\$15.49
48.	Hayes	Denise	8.0 hours	Step 8	\$23.02	\$23.37
49.	Hendel	Marianne	8.0 hours	Step 3	\$16.37	\$16.72

50.	Honicker	Nona	8.0 hours	Step 1	\$15.14	\$15.49
51.	Horne Jr	Phillip	8.0 hours	Step 2	\$15.78	\$16.13
52.	Johnson	Annie	8.0 hours	Step 4	\$17.50	\$17.85
53.	Kishbaugh	Constance	8.0 hours	Step 4	\$17.50	\$17.85
54.	Kishbaugh	Maureen	8.0 hours	Step 1	\$15.14	\$15.49
55.	Knitter	Jefferey	6.0 hours	Step 2	\$15.78	\$16.13
56.	Kresge	Judy	8.0 hours	Step 9	\$25.70	\$26.05
57.	Kurtz	Ninette	6.0 hours	Step 2	\$15.78	\$16.13
58.	Lebar	Edward	8.0 hours	Step 9	\$25.70	\$26.05
59.	Lewis	Baron	6.0 hours	Step 1	\$15.14	\$15.49
60.	Lynch	Linda	8.0 hours	Step 5	\$19.06	\$19.41
61.	Lyons	Scott	6.0 hours	Step 1	\$15.14	\$15.49
62.	Madison	Dale	8.0 hours	Step 10	\$27.32	\$27.67
63.	Martinez	Vivianna	6.0 hours	Step 1	\$15.14	\$15.49
64.	Marx	Claudia	6.0 hours	Step 1	\$15.14	\$15.49
65.	Medina	Edwin	8.0 hours	Step 2	\$15.78	\$16.13
66.	Miller	Linda	6.0 hours	Step 9	\$25.70	\$26.05
67.	Molloy	Nannette	8.0 hours	Step 2	\$15.78	\$16.13
68.	Ogg	Brian	8.0 hours	Step 8	\$23.02	\$23.37
69.	O'Grady	Joseph	8.0 hours	Step 3	\$16.37	\$16.72
70.	O'Keefe	Allan	6.0 hours	Step 1	\$15.14	\$15.49
71.	Ortiz	Michelle	6.0 hours	Step 1	\$15.14	\$15.49
72.	Parke	Tina	8.0 hours	Step 5	\$19.06	\$19.41
73.	Pomara	Denise	8.0 hours	Step 3	\$16.37	\$16.72
74.	Presco	Debra	8.0 hours	Step 6	\$19.89	\$20.24
75.	Prunkel	Jennifer	8.0 hours	Step 2	\$15.14	\$15.49
76.	Ramirez	Marlene	6.0 hours	Step 1	\$15.14	\$15.49
77.	Reish	Lawrence	6.0 hours	Step 1	\$15.14	\$15.49
78.	Roberts	Elaine	8.0 hours	Step 5	\$19.06	\$19.41
79.	Rocheny	Patricia	6.0 hours	Step 1	\$15.14	\$15.14
80.	Rodriguez	Bernadette	6.0 hours	Step 2	\$15.78	\$16.13
81.	Rogers	Paul	8.0 hours	Step 4	\$17.50	\$17.85
82.	Rogers	Charlene	8.0 hours	Step 5	\$18.18	\$18.53
83.	Scarnecchia	Nancy	8.0 hours	Step 4	\$17.50	\$17.85
84.	Siska	Charlene	8.0 hours	Step 7	\$20.99	\$21.34
85.	Smith	Jacqueline	8.0 hours	Step 9	\$25.70	\$26.05
86.	Soto	Lourdes	6.0 hours	Step 3	\$16.37	\$16.72
87.	Spiotta	Anthony	6.0 hours	Step 6	\$19.89	\$20.24
88.	Stang	Jennene	8.0 hours	Step 1	\$15.14	\$15.49
89.	Steimer	Cheryl	6.0 hours	Step 4	\$17.50	\$17.85
90.	Strunk	Geraldine	8.0 hours	Step 4	\$17.50	\$17.85
91.	Thomas	Glenn	8.0 hours	Step 3	\$16.37	\$16.72
92.	Thomas	Lori	8.0 hours	Step 3	\$16.37	\$16.72
93.	Torres	Lourdes	6.0 hours	Step 1	\$15.14	\$15.49
94.	Trabucco	Richard	6.0 hours	Step 1	\$15.14	\$15.49
95.	Turner	Sandra	8.0 hours	Step 7	\$20.99	\$21.34
96.	Turner	Cory	8.0 hours	Step 10	\$27.32	\$27.67
97.	Vieira	Ricardo	6.0 hours	Step 1	\$15.14	\$15.49
98.	Vinti	Virginia	6.0 hours	Step 2	\$15.78	\$16.13
99.	Walsh	Robert	6.0 hours	Step 1	\$15.14	\$15.49
100.	Warlix	Kathy	6.0 hours	Step 1	\$15.14	\$15.49
101.	Wells	Barbara	6.0 hours	Step 4	\$17.50	\$17.85

102.	Whittaker	Deborah	6.0 hours	Step 1	\$15.14	\$15.49
103.	Wilczewski	Bogdan	6.0 hours	Step 1	\$15.14	\$15.49
104.	Wolfe	Ellen	6.0 hours	Step 4	\$17.50	\$17.85
105.	Wood	Dorothy	8.0 hours	Step 4	\$17.50	\$17.50

3. Cafeteria Aides (part-time)

	Last Name	First Name	Location	Hours	Step	2013-14	2014-15
1.	Aseng	Wilfredo	HS North	3.0 hours	Step 1	\$11.93	\$12.28
2.	Athey	Jerry	East Stroudsburg Elementary	3.25 hours	Step 1	\$11.93	\$12.28
3.	Barvig	Eileen	East Stroudsburg Elementary	3.25 hours	Step 1	\$11.93	\$12.28
4.	Blackmore	Helen	J T Lambert Intermediate	3.75 hours	Step 4	\$14.64	\$14.99
5.	Caputo-Cottone	Linda	Middle Smithfield Elementary	3.25 hours	Step 1	\$11.93	\$12.28
6.	Deacon	Sandra	Lehman Intermediate	3.75 hours	Step 3	\$13.20	\$13.55
7.	Eriksen	Judy	J T Lambert Intermediate	3.75 hours	Step 1	\$11.93	\$12.28
8.	Hetner	Theresa	Resica Elementary	3.25 hours	Step 1	\$11.93	\$12.28
9.	Hezel	Deborah	J T Lambert Intermediate	3.75 hours	Step 4	\$14.64	\$14.99
10.	Hudon	Donna	Resica Elementary	3.25 hours	Step 1	\$11.93	\$12.28
11.	Kakakios	Carmen	Middle Smithfield Elementary	3.25 hours	Step 1	\$11.93	\$12.28
12.	Komorowski	Ellen	Bushkill Elementary	3.25 hours	Step 1	\$11.93	\$11.93
13.	Kump	Lucia	Middle Smithfield Elementary	3.25 hours	Step 1	\$11.93	\$12.28
14.	Lorenzo-McCartney	Rebecca	J M Hill Elementary	3.0 hours	Step 1	\$11.93	\$11.93
15.	Lynn	Ann	Smithfield Elementary	3.25 hours	Step 4	\$14.64	\$14.99
16.	Mabe	Tiffany	East Stroudsburg Elementary	3.25 hours	Step 1	\$11.93	\$11.93
17.	Mallalieu	Diane	HS South	3.0 hours	Step 6	\$17.91	\$18.26
18.	Miller	Carol	J M Hill Elementary	3.0 hours	Step 7	\$20.25	\$20.60
19.	Monke	Marion	HS South	3.0 hours	Step 2	\$12.42	\$12.77
20.	Montague	Margaret	Lehman Intermediate	3.75 hours	Step 5	\$15.57	\$15.92
21.	Nestor	Susan	HS North	3.0 hours	Step 1	\$11.93	\$12.28
22.	Nigro	Kathy	Smithfield Elementary	3.25 hours	Step 4	\$14.64	\$14.99
23.	Nubile	Linda	Resica Elementary	3.25 hours	Step 3	\$13.20	\$13.55
24.	Olivera	Mirelda	Lehman Intermediate	3.75 hours	Step 1	\$11.93	\$12.28
25.	Orley	James	HS South	3.0 hours	Step 6	\$17.91	\$18.26
26.	Osoria	Aurea	Lehman Intermediate	3.75 hours	Step 3	\$13.20	\$13.20
27.	Paolucci	Lucy	Middle Smithfield Elementary	3.25 hours	Step 1	\$11.93	\$12.28
28.	Quiles	Lorry	HS North	3.0 hours	Step 1	\$11.93	\$12.28
29.	Reali	Susan	HS South	3.0 hours	Step 1	\$11.93	\$12.28
30.	Roberts	Tammy	East Stroudsburg Elementary	3.25 hours	Step 1	\$11.93	\$12.28
31.	Schuon	Kelly	HS North	3.0 hours	Step 2	\$12.42	\$12.77
32.	Touma	Denise	Bushkill Elementary	3.25 hours	Step 1	\$11.93	\$12.28
33.	Vaughan	Pamela	J T Lambert Intermediate	3.75 hours	Step 1	\$11.93	\$12.28
34.	Vitale	Diane	Resica Elementary	3.25 hours	Step 3	\$13.20	\$13.55
35.	Zicaro	Crystal	Bushkill Elementary	3.25 hours	Step 1	\$11.93	\$12.28

4. Cafeteria Workers

	Last Name	First Name	2014-15 SY Location	2014-15 SY Hours	Status	Step	2013-14	2014-15
1.	Anderson	Dawn	North Campus	4.0 hours	part-time	Step 2	\$12.57	\$12.92
2.	Baran	Louise	J M Hill Elementary	3.0 hours	part-time	Step 1	\$12.07	\$12.42
3.	Berry	Judith	HS South	4.0 hours	part-time	Step 1	\$12.07	\$12.42
4.	Bonser	Janie	J T Lambert Intermediate	4.0 hours	part-time	Step 1	\$12.07	\$12.42
5.	Carmel	Lisa	North Campus	4.0 hours	part-time	Step 3	\$13.27	\$13.62
6.	Carmel	Maureen	Resica Elementary	7.0 hours	full-time	Step 3	\$12.97	\$13.32

7.	Casals	Jennifer	North Campus	4.0 hours	part-time	Step 1	\$12.07	\$12.42
8.	Cawley	Nina	East Stroudsburg Elementary	7.0 hours	full-time	Step 4	\$13.99	\$14.34
9.	Cioffi	Maureen	Resica Elementary	4.0 hours	part-time	Step 1	\$12.07	\$12.42
10.	Colao	Mary Jane	HS South	4.0 hours	part-time	Step 1	\$12.07	\$12.42
11.	Cuff	Lena	East Stroudsburg Elementary	4.0 hours	part-time	Step 1	\$12.07	\$12.42
12.	De Silva	Marianie	North Campus	4.0 hours	part-time	Step 1	\$12.07	\$12.42
13.	Dekmar	Bonnie	J T Lambert Intermediate	7.25 hours	full-time	Step 4	\$13.99	\$14.34
14.	Fields	Sharon	North Campus	7.0 hours	full-time	Step 3	\$13.27	\$13.62
15.	Foley	Cindy	HS South	7.0 hours	full-time	Step 4	\$13.99	\$14.34
16.	Gallagher	Cathy	HS South	4.0 hours	part-time	Step 1	\$12.07	\$12.42
17.	Halterman	Grace	Middle Smithfield Elementary	7.0 hours	full-time	Step 4	\$13.99	\$14.34
18.	Harlander	Janette	HS South	5.5 hours	full-time	Step 4	\$13.99	\$14.34
19.	Hicks	Donna	East Stroudsburg Elementary	7.0 hours	full-time	Step 1	\$12.07	\$12.42
20.	Hirsch	Karen	J T Lambert Intermediate	4.25 hours	part-time	Step 1	\$12.07	\$12.42
21.	Hossain	Denise	Bushkill Elementary	4.0 hours	part-time	Step 1	\$12.07	\$12.42
22.	Huffman	Jennifer	J T Lambert Intermediate	4.0 hours	part-time	Step 1	\$12.07	\$12.07
23.	Ivory	Georgina	J T Lambert Intermediate	4.0 hours	part-time	Step 1	\$12.07	\$12.42
24.	Jensen	Diane	North Campus	7.0 hours	full-time	Step 4	\$13.36	\$13.71
25.	Jesus	Carmen	North Campus	4.0 hours	part-time	Step 2	\$12.57	\$12.92
26.	Jezowski	Alicja	North Campus	7.0 hours	full-time	Step 4	\$13.99	\$14.34
27.	Johnson	Kay	HS South	4.0 hours	part-time	Step 3	\$13.27	\$13.62
28.	Kleiner	Bonnie	North Campus	4.0 hours	part-time	Step 3	\$13.27	\$13.62
29.	Lapping	Sarah	J M Hill Elementary	5.5 hours	full-time	Step 1	\$12.07	\$12.07
30.	Liao	Lyudmila	North Campus	4.0 hours	part-time	Step 1	\$12.07	\$12.42
31.	Litts	Anne	North Campus	7.0 hours	full-time	Step 4	\$13.99	\$14.34
32.	Magdziak	Malgorzata	North Campus	4.0 hours	part-time	Step 1	\$12.07	\$12.42
33.	Martinez	Dianne	North Campus	7.0 hours	full-time	Step 3	\$13.27	\$13.62
34.	Masucci	Christina	North Campus	4.0 hours	part-time	Step 1	\$12.07	\$12.42
35.	Mayo	Eileen	North Campus	4.0 hours	part-time	Step 1	\$12.07	\$12.42
36.	Medina	Angela	North Campus	4.0 hours	part-time	Step 3	\$13.27	\$13.62
37.	Mora	Nellie	Bushkill Elementary	4.0 hours	part-time	Step 1	\$12.07	\$12.42
38.	Neglia	Rosemarie	HS South	7.0 hours	full-time	Step 4	\$13.99	\$14.34
39.	Ng	Miriam	J T Lambert Intermediate	4.0 hours	part-time	Step 1	\$12.07	\$12.42
40.	Okurowski	Mary	Middle Smithfield Elementary	4.0 hours	part-time	Step 3	\$12.97	\$12.97
41.	Orlando-McComb	Barbara	J T Lambert Intermediate	7.25 hours	full-time	Step 4	\$13.99	\$14.34
42.	Pollack	Tamara	North Campus	4.0 hours	part-time	Step 1	\$12.07	\$12.42
43.	Rios-Ortega	Diane	North Campus	4.0 hours	part-time	Step 1	\$12.07	\$12.42
44.	Rogalinski	Kathleen	Resica Elementary	4.0 hours	part-time	Step 2	\$12.57	\$12.92
45.	Rose	Jennifer	North Campus	4.0 hours	part-time	Step 1	\$12.07	\$12.42
46.	Sargent	Veronica	East Stroudsburg Elementary	4.0 hours	part-time	Step 1	\$12.07	\$12.42
47.	Sasso	Deborah	East Stroudsburg Elementary	4.0 hours	part-time	Step 1	\$12.07	\$12.42
48.	Scalercio	Susan	HS South	7.0 hours	full-time	Step 4	\$13.99	\$14.34
49.	Schmidt	Diane	Smithfield Elementary	4.0 hours	part-time	Step 1	\$12.07	\$12.42
50.	Shamey	Carol	Middle Smithfield Elementary	4.0 hours	part-time	Step 4	\$13.99	\$14.34
51.	Shevlin	Daisy	North Campus	4.0 hours	part-time	Step 1	\$12.07	\$12.42
52.	Soler	Barbara	North Campus	4.0 hours	part-time	Step 1	\$12.07	\$12.42
53.	Stasolla	Deborah	North Campus	4.0 hours	part-time	Step 3	\$13.27	\$13.62
54.	Stockman	Susan	HS South	4.0 hours	part-time	Step 1	\$12.07	\$12.42
55.	Tumminello	Tracy	Smithfield Elementary	7.0 hours	full-time	Step 4	\$13.99	\$14.34
56.	Van Why	Susan	J M Hill Elementary	3.0 hours	part-time	Step 4	\$13.99	\$14.34
57.	Wickberg	Valerie	J T Lambert Intermediate	4.0 hours	part-time	Step 1	\$12.07	\$12.42

5. Cafeteria Workers (Cooks*) – full-time

	Last Name	First Name	2014-15 SY Location	2014-15 SY Hours	Step	2013-14 Base Rate	2014-15 Base Rate
1.	Krueger	Rosanne	Bushkill Elementary	7.5 hours	Step 4	\$13.99	\$14.34
2.	Litts	Lorrie	Smithfield Elementary	7.0 hours	Step 4	\$13.99	\$14.34
3.	Marasco	Amy	East Stroudsburg Elementary	7.5 hours	Step 1	\$12.07	\$12.42
4.	Miller	Patricia	HS South	7.25 hours	Step 6	\$20.19	\$20.54
5.	Rodriguez	Deborah	HS North	8.0 hours	Step 1	\$12.07	\$12.42
6.	Searfoss	Barbara	J T Lambert Intermediate	7.5 hours	Step 4	\$13.99	\$14.34
7.	Smith	Eileen	Middle Smithfield Elementary	7.5 hours	Step 2	\$12.57	\$12.92
8.	Ullo	Janet	Bushkill Elementary	7.5 hours	Step 6	\$20.19	\$20.54
9.	Van Why	Rose	HS South	7.25 hours	Step 3	\$13.27	\$13.62

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

6. Custodians

	Last Name	First Name	Location	Shift	Step	2013-14 Base Rate	2014-15 Base Rate
1.	Altmore	Dale	HS South	1 st shift	Step 4	\$15.47	\$15.82
2.	Bachelor	Lorne		2 nd shift	Step 1	\$14.13	\$14.48
3.	Bass	James	Resica Elementary	1st shift	Step 6	\$17.00	\$17.35
4.	Bell	Morris	HS South	3rd shift	Step 1	\$14.13	\$14.48
5.	Bellis	Jon	Bushkill Elementary	2nd shift	Step 1	\$14.13	\$14.48
6.	Benfield	David	North Campus	3rd shift	Step 6	\$17.00	\$17.35
7.	Benson	Craig	North Campus	3rd shift	Step 1	\$14.13	\$14.48
8.	Bentzoni	Kyle	Middle Smithfield Elementary	1st shift	Step 6	\$17.00	\$17.35
9.	Bowman	Leroy	J M Hill Elementary	2nd shift	Step 1	\$14.13	\$14.48
10.	Cardillo	Gerard	Middle Smithfield Elementary	2nd shift	Step 6	\$17.00	\$17.35
11.	Cox	James	HS South	3rd shift	Step 1	\$14.13	\$14.48
12.	Cross	Donald	HS South	3rd shift	Step 6	\$17.00	\$17.35
13.	Darlington	Harry	HS South/Cafeteria	1st shift	Step 7	\$18.18	\$18.53
14.	Darlington	Thomas	HS South/Cafeteria	1st shift	Step 10	\$25.47	\$25.82
15.	Del Guercio	Anthony	Middle Smithfield Elementary	1st shift	Step 6	\$17.00	\$17.35
16.	Doyle	John	North Campus	2nd shift	Step 7	\$18.18	\$18.53
17.	Feal	Joseph	HS South (through 7/25/14)	1st shift	Step 4	\$15.47	\$15.82
18.	Figueroa	Anthony	North Campus	2nd shift	Step 6	\$17.00	\$17.35
19.	Floran	Alexis	Bushkill Elementary	2nd shift	Step 1	\$14.13	\$14.48
20.	Fuzio	Antonio	Resica Elementary	2nd shift	Step 6	\$17.00	\$17.35
21.	Gannon	Michael	North Campus	3rd shift	Step 1	\$14.13	\$14.48
22.	Garris	Steven	HS South	2nd shift	Step 8	\$20.20	\$20.55
23.	Garris	Richard	North Campus	1st shift	Step 2	\$14.72	\$15.07
24.	Garris	Randy	Smithfield Elementary	1st shift	Step 9	\$21.87	\$22.22
25.	Gatpo	Reynaldo	J T Lambert Intermediate	3rd shift	Step 1	\$14.13	\$14.48
26.	Gatpo	Wilma	J T Lambert Intermediate	2nd shift	Step 5	\$16.09	\$16.44
27.	Ginlack	Willie	East Stroudsburg Elementary	2nd shift	Step 1	\$14.13	\$14.48
28.	Goeller	Robert	J T Lambert Intermediate	2nd shift	Step 6	\$17.00	\$17.35
29.	Gomez	Charles	HS South	2nd shift	Step 6	\$17.00	\$17.35
30.	Gomez	Brenda	Resica Elementary	2nd shift	Step 2	\$14.72	\$15.07
31.	Goodridge	Marcia	East Stroudsburg Elementary	2nd shift	Step 1	\$14.13	\$14.48
32.	Gould	Richard	North Campus	3rd shift	Step 1	\$14.13	\$14.48
33.	Halker	Donald	HS South	1st shift	Step 1	\$14.13	\$14.48
34.	Harris	Deann	HS South	2nd shift	Step 1	\$14.13	\$14.48

35.	Houghtaling	Richard	J T Lambert/Cafeteria	1st shift	Step 6	\$17.00	\$17.35
36.	Jacobsen	Norman	HS South	3rd shift	Step 1	\$14.13	\$14.48
37.	Johnson	Robert	J M Hill Elementary	2nd shift	Step 1	\$14.13	\$14.48
38.	Jones	Thomas	Resica Elementary	2nd shift	Step 6	\$17.00	\$17.35
39.	Kelly	James	Smithfield Elementary	2nd shift	Step 1	\$14.13	\$14.48
40.	Kofel	John	J T Lambert Intermediate	1st shift	Step 7	\$18.18	\$18.53
41.	Kohler	Kathleen	North Campus	1st shift	Step 6	\$17.00	\$17.35
42.	Kraeber	Jeanie	Middle Smithfield Elementary	2nd shift	Step 1	\$14.13	\$14.48
43.	Lapping	Thomas	HS South	3rd shift	Step 1	\$14.13	\$14.48
44.	Lassiter	Wayne	J T Lambert Intermediate	2nd shift	Step 6	\$17.00	\$17.35
45.	Liatto	Cheryl	North Campus	3rd shift	Step 1	\$14.13	\$14.48
46.	Liatto	Joseph	North Campus	3rd shift	Step 1	\$14.13	\$14.48
47.	Miller	Thomas	HS South	2nd shift	Step 1	\$14.13	\$14.48
48.	Miller	Donald	HS South	3rd shift	Step 5	\$14.99	\$14.99
49.	Montalvo	Eric	J T Lambert Intermediate	2nd shift	Step 6	\$16.19	\$16.54
50.	Montuori	Jason	Bushkill Elementary	1st shift	Step 6	\$17.00	\$17.35
51.	Murrell	Raymond	North Campus	2nd shift	Step 1	\$14.13	\$14.48
52.	Nagele	Michael	J T Lambert Intermediate	3rd shift	Step 1	\$14.13	\$14.48
53.	Nannery	William	Middle Smithfield Elementary	2nd shift	Step 1	\$14.13	\$14.48
54.	Parton	Matthew	J M Hill Elementary	2nd shift	Step 1	\$14.13	\$14.48
55.	Philhower	Kyle	J T Lambert Intermediate	3rd shift	Step 1	\$14.13	\$14.48
56.	Piccoli	Arthur	North Campus	2nd shift	Step 1	\$14.13	\$14.48
57.	Prothro	Robert	North Campus	1st shift	Step 1	\$14.13	\$14.48
58.	Prothro	Clotelda	North Campus	2nd shift	Step 1	\$14.13	\$14.48
59.	Renna	Domenick	HS South	1st shift	Step 8	\$20.20	\$20.55
60.	Romanowski	Joseph	North Campus	2nd shift	Step 4	\$14.74	\$15.09
61.	Rosado	John	East Stroudsburg Elementary	2nd shift	Step 1	\$14.13	\$14.48
62.	Santiago	George	HS South	2nd shift	Step 6	\$17.00	\$17.35
63.	Schoonover	Jonathan	Bushkill Elementary	2nd shift	Step 6	\$17.00	\$17.35
64.	Schubert	Edwin	J T Lambert Intermediate	3rd shift	Step 1	\$14.13	\$14.48
65.	Shoemaker	Michael	North Campus	3rd shift	Step 5	\$16.09	\$16.44
66.	Siptroth	Kenneth	Smithfield Elementary	2nd shift	Step 1	\$14.13	\$14.48
67.	Smith	David (part-time .5)	Bushkill Elementary	2nd shift	Step 1	\$14.13	\$14.48
68.	Smith	Yolanda	North Campus	2nd shift	Step 6	\$17.00	\$17.35
69.	Spannagel	Edward	East Stroudsburg Elementary	2nd shift	Step 1	\$14.13	\$14.48
70.	Suarez	Nicholas	Resica Elementary	2nd shift	Step 1	\$14.13	\$14.48
71.	Taybron	Jerry	Middle Smithfield Elementary	2nd shift	Step 1	\$14.13	\$14.48
72.	Townsend	Johnathan	East Stroudsburg Elementary	1st shift	Step 1	\$14.13	\$14.48
73.	Transue	Scott	North Campus	1st shift	Step 1	\$14.13	\$14.48
74.	Tyree	Otis	HS South	3rd shift	Step 1	\$14.13	\$14.48
75.	VanWhy	Scott	HS South/Courier	1st shift	Step 1	\$14.13	\$14.48
76.	Vazquez	Robert	East Stroudsburg Elementary	1st shift	Step 1	\$14.13	\$14.48
77.	Velez	Arquelio	North Campus/Cafeteria	1st shift	Step 5	\$16.09	\$16.44
78.	Willette	Daniel	HS South	3rd shift	Step 1	\$14.13	\$14.13

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

7. Front Desk Receptionists

	Last Name	First Name	Location	Hours	Step	2013-14	2014-15
1.	Barrett	Maureen	Resica Elementary	7.5 hours	Step 1	\$11.45	\$11.80
2.	Beniamino	Robin	Bushkill Elementary	7.75 hours	Step 1	\$11.45	\$11.80
3.	Clare	Linda	J M Hill Elementary	7.0 hours	Step 1	\$11.45	\$11.80

4.	Dunleavy	Susan	HS North	7.5 hours	Step 1	\$11.45	\$11.80
5.	Mahon	Barbara	Middle Smithfield Elementary	7.5 hours	Step 1	\$11.45	\$11.80
6.	Mertz	Susan	HS South	8.0 hours	Step 1	\$11.45	\$11.80
7.	Miller	Karen	Smithfield Elementary	7.0 hours	Step 1	\$11.45	\$11.80
8.	Pappas	Elizabeth	HS South	8.0 hours	Step 4	\$13.38	\$13.73
9.	Ponce de Leon	Yolanda	Lehman Intermediate	7.5 hours	Step 1	\$11.45	\$11.80
10.	Williams	Vivian	East Stroudsburg Elementary	7.5 hours	Step 1	\$11.45	\$11.45
11.	Williams	Wendy	J T Lambert Intermediate	8.0 hours	Step 1	\$11.45	\$11.80

8. Health Room Nurses

	Last Name	First Name	Location	Step	2013-14	2014-15
1.	Frei	Cheryl	HS North	Step 1	\$15.92	\$16.27
2.	Klammer	Evelyn	HS South	Step 4	\$18.22	\$18.57
3.	Leeds	Dorothylee	Lehman Intermediate	Step 2	\$16.59	\$16.94
4.	Nicholls	Rhonda	HS South	Step 4	\$18.22	\$18.57
5.	Parrish	Kathleen	J T Lambert Intermediate	Step 5	\$23.19	\$23.54
6.	Viernstein	Dale	East Stroudsburg Elementary/Floater	Step 1	\$15.92	\$16.27

9. Information Technologists

	Last Name	First Name	Location	Position	Step	2013-14	2014-15
1.	Biddulph	George	Admin Services	Info Technologist III	Step 2	\$24.87	\$25.22
2.	Calderone	Anthony	ITEC	Info Technologist II	Step 1	\$21.62	\$21.97
3.	Carbajal	Louis	ITEC	Info Technologist III	Step 2	\$24.87	\$25.22
4.	Chamberlin	James	Admin Services	Info Technologist III	Step 1	\$24.05	\$24.40
5.	Cooper	David	ITEC	Info Technologist III	Step 1	\$24.05	\$24.40
6.	Fitzpatrick	Brad	Admin Services	Info Technologist III	Step 3	\$27.76	\$28.11
7.	Lazor	Teresa	ITEC	Info Technologist I	Step 1	\$21.04	\$21.39
8.	MacMahon	Gary	ITEC	Info Technologist III	Step 1	\$24.05	\$24.40
9.	Malave	Edwin	ITEC	Info Technologist III	Step 3	\$27.76	\$28.11
10.	Page	Manvel	ITEC	Info Technologist III	Step 2	\$24.87	\$25.22
11.	Rodriguez	Robinson	ITEC	Info Technologist II (through 9/5/14)	Step 2	\$22.56	\$22.91
12.	Trojak	Oliver	ITEC	Info Technologist II	Step 1	\$21.62	\$21.97
13.	Vitulli Jr.	William	ITEC	Info Technologist II	Step 1	\$21.62	\$21.97

10. Maintenance Workers

	Last Name	First Name	Position	Shift	Step	2013-14	2014-15
1.	Iannia	Joseph	Maintenance I	2nd shift	Step 2	\$15.00	\$15.35
2.	Klein	Donald	Maintenance I	2nd shift	Step 3	\$16.48	\$16.83
3.	Metzgar (through 7/28/14)	Harold	Maintenance I	2nd shift	Step 2	\$15.00	\$15.35
4.	Monik	Kevin	Maintenance I	2nd shift	Step 1	\$14.33	\$14.68
5.	Sourwine	Arthur	Maintenance I	2nd shift	Step 2	\$15.00	\$15.35
6.	Starkes	Alonzo	Maintenance I	2nd shift	Step 3	\$16.48	\$16.83
7.	Blackmore	Richard	Maintenance II	2nd shift	Step 7	\$25.30	\$25.65
8.	Counterman	Boyd	Maintenance II	2nd shift	Step 4	\$18.36	\$18.71
9.	Hafler	Douglas	Maintenance II	2nd shift	Step 4	\$18.36	\$18.71
10.	Kleintop Jr	Wilbert	Maintenance II	2nd shift	Step 3	\$17.92	\$18.27
11.	Lancaster	Kurt	Maintenance II	2nd shift	Step 4	\$18.36	\$18.71
12.	Lesoine	Frederick	Maintenance II	2nd shift	Step 1	\$15.85	\$15.85
13.	Pearson	Glenn	Maintenance II	2nd shift	Step 1	\$15.85	\$16.20
14.	Roberts	Jeffrey	Maintenance II	2nd shift	Step 1	\$15.85	\$16.20

15.	Romansky	John	Maintenance II	2nd shift	Step 6	\$20.67	\$21.02
16.	Szulborski (through 9/26/14)	Bruce	Maintenance II	2nd shift	Step 3	\$17.92	\$18.27
17.	Young Jr.	William	Maintenance II	2nd shift	Step 4	\$18.36	\$18.71

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

11. Mechanics

	Last Name	First Name	Location	Shift	Step	2013-14	2014-15
1.	Fleming	Timothy	Transportation	1st shift	Step 2	\$18.49	\$18.84
2.	Hedgelon	William	Transportation	1st shift	Step 2	\$18.49	\$18.84
3.	Stocker	Harold	Transportation	1st shift	Step 1	\$17.73	\$18.08

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

12. Paraprofessionals

	Last Name	First Name	2013-14 Location	Assignment	Step	2013-14	2014-15
1.	Allen	Nichelle	Bushkill Elementary	Special Ed	Step 1	\$15.37	\$15.72
2.	Ambrose	Joanne	Lehman Intermediate	Special Ed	Step 3	\$16.87	\$17.22
3.	Andrews	Julie	Lehman Intermediate	Special Ed	Step 1	\$15.37	\$15.72
4.	Aponte	Betty	Lehman Intermediate	Special Ed	Step 5	\$18.08	\$18.43
5.	Banks	Anne	Smithfield Elementary	Reading	Step 3	\$16.87	\$17.22
6.	Bastian	Debra	Resica Elementary	Special Ed	Step 2	\$16.00	\$16.35
7.	Berardi	Ann Marie	Middle Smithfield Elem	Special Ed	Step 3	\$16.87	\$17.22
8.	Bianchi	Mary	Bushkill Elementary	Special Ed	Step 1	\$15.37	\$15.72
9.	Bianchi	Elaine	East Stroudsburg Elem	Library	Step 5	\$18.08	\$18.43
10.	Biddulph	Arlene	Bushkill Elementary	Library	Step 4	\$17.65	\$18.00
11.	Bigio	Camille	HS North	Library	Step 5	\$18.08	\$18.43
12.	Billips	Mayla	East Stroudsburg Elem	Special Ed	Step 5	\$18.08	\$18.43
13.	Bishow	Laurel	HS South	Special Ed	Step 2	\$16.00	\$16.35
14.	Bogart	Jenny	HS South	Special Ed	Step 4	\$17.65	\$18.00
15.	Botts	William	J T Lambert Intermediate	Special Ed	Step 2	\$16.00	\$16.35
16.	Branigan	Linda	HS North	Special Ed	Step 5	\$18.08	\$18.43
17.	Cali	Barbara	Resica Elementary	Special Ed	Step 5	\$18.08	\$18.43
18.	Camaerei	Albert	HS South	Special Ed	Step 5	\$18.08	\$18.43
19.	Capizzi	Deborah	Smithfield Elementary	Reading	Step 5	\$18.08	\$18.43
20.	Careri	Karen	Lehman Intermediate	Special Ed	Step 1	\$15.37	\$15.72
21.	Cavanaugh	Theresa	Lehman Intermediate	Special Ed	Step 1	\$15.37	\$15.72
22.	Cepin	Marisol	HS North	Special Ed	Step 5	\$18.08	\$18.43
23.	Connors	Patricia	HS South	Special Ed	Step 5	\$18.08	\$18.43
24.	Conti	Ronda	Bushkill Elementary	RTII	Step 1	\$15.37	\$15.72
25.	Costiera	Maryjane	East Stroudsburg Elem	Special Ed	Step 4	\$17.65	\$18.00
26.	Dell'Orto	Roberta	J T Lambert Intermediate	Special Ed	Step 5	\$18.08	\$18.43
27.	Deuerlein	Alice	HS South	Special Ed	Step 5	\$18.08	\$18.43
28.	DiCola	Michelle	Middle Smithfield Elem	Special Ed	Step 1	\$15.37	\$15.72
29.	Donegan	Siobhan	Lehman Intermediate	Special Ed	Step 1	\$15.37	\$15.72
30.	Douglas	Patricia	Middle Smithfield Elem	Special Ed	Step 4	\$17.65	\$18.00
31.	Eilber	Ruthann	HS South	Library	Step 3	\$16.87	\$17.22
32.	Fetherman	Jane	HS South	Special Ed	Step 2	\$16.00	\$16.35
33.	Finver	Maryellen	Bushkill Elementary	Special Ed	Step 5	\$18.08	\$18.43
34.	Flaherty	Stephanie	Resica Elementary	Special Ed	Step 2	\$16.00	\$16.35
35.	Fonash	Charlene	East Stroudsburg Elem	Reading	Step 1	\$15.37	\$15.72

36.	Francis	Gail	Lehman Intermediate	Special Ed	Step 5	\$18.08	\$18.43
37.	Gabriel	Sheila	East Stroudsburg Elem	Special Ed	Step 1	\$15.37	\$15.72
38.	Garrity	Terri	Bushkill Elementary	Special Ed	Step 5	\$18.08	\$18.43
39.	Hall	Rebecca	Lehman Intermediate	Special Ed	Step 1	\$15.37	\$15.72
40.	Hennings	Gina	J M Hill Elementary	Special Ed	Step 3	\$16.87	\$17.22
41.	Hernandez	Belinda	J T Lambert Intermediate	Special Ed	Step 3	\$16.87	\$17.22
42.	Houser	Douglas	J M Hill Elementary	Special Ed	Step 3	\$16.87	\$17.22
43.	Illingworth	Sharon	J T Lambert Intermediate	Special Ed	Step 5	\$18.08	\$18.43
44.	Israel	Alicia	J T Lambert Intermediate	Special Ed	Step 2	\$16.00	\$16.35
45.	Jablonski	Alison	Bushkill Elementary	Reading	Step 5	\$18.08	\$18.43
46.	Jagger	Darlene	J T Lambert Intermediate	Special Ed	Step 5	\$18.08	\$18.43
47.	Johnson	Joann	Middle Smithfield Elem	Reading	Step 5	\$18.08	\$18.43
48.	Keesser	Bridget	East Stroudsburg Elem	Special Ed	Step 1	\$15.37	\$15.72
49.	Kizer	Ann Marie	Middle Smithfield Elem	Special Ed	Step 5	\$18.08	\$18.43
50.	Konitsky	Carol	J T Lambert Intermediate	Special Ed	Step 5	\$18.08	\$18.43
51.	Korculanic	Ginger	HS South	Special Ed	Step 2	\$16.00	\$16.35
52.	Kubrak	Rita	J T Lambert Intermediate	Special Ed	Step 5	\$18.08	\$18.43
53.	Leone	Pauline	Lehman Intermediate	RTII	Step 1	\$15.37	\$15.72
54.	Lipe	Diane	J T Lambert Intermediate	Special Ed	Step 5	\$18.08	\$18.43
55.	Malvagno	Catherine	Lehman Intermediate	Special Ed	Step 3	\$16.57	\$16.92
56.	Masi	Carol	J M Hill Elementary	Special Ed	Step 5	\$18.08	\$18.43
57.	Matthews	Ann	Middle Smithfield Elem	Special Ed	Step 1	\$15.37	\$15.72
58.	McCue	Catherine	J T Lambert Intermediate	RTII	Step 1	\$15.37	\$15.72
59.	McMahon	Beverly	HS South	Special Ed	Step 2	\$16.00	\$16.35
60.	Melvin	Carmen	Lehman Intermediate	Special Ed	Step 2	\$16.00	\$16.35
61.	Mignosi	Lisa	Resica Elementary	Special Ed	Step 3	\$16.87	\$17.22
62.	Mitchell	Sarah	East Stroudsburg Elem	Special Ed	Step 2	\$16.00	\$16.35
63.	Morris	Gary	HS North	Special Ed	Step 1	\$15.37	\$15.72
64.	Munch	Laura	Middle Smithfield Elem	Reading	Step 1	\$15.37	\$15.72
65.	Noia	Donna	Bushkill Elementary	Special Ed	Step 5	\$18.08	\$18.43
66.	O'Brien	Patricia	J T Lambert Intermediate	Special Ed	Step 5	\$18.08	\$18.43
67.	Pacheco	Amy	Bushkill Elementary	Special Ed	Step 1	\$15.37	\$15.72
68.	Parkes	Jo	Middle Smithfield Elem	Special Ed	Step 1	\$15.37	\$15.72
69.	Pearson	Eileen	Lehman Intermediate	Special Ed	Step 5	\$18.08	\$18.43
70.	Peters	Karen	HS South	Special Ed	Step 3	\$16.87	\$17.22
71.	Peters	Nancy	HS South	Special Ed	Step 3	\$16.87	\$17.22
72.	Poloway	Mary	J M Hill Elementary	Special Ed	Step 2	\$16.00	\$16.35
73.	Prendergast	Frances	Lehman Intermediate	ISS	Step 3	\$16.87	\$17.22
74.	Rambone	Kelly	HS North	Special Ed	Step 5	\$18.08	\$18.43
75.	Reveron	Evelyn	Bushkill Elementary	Reading	Step 1	\$15.37	\$15.72
76.	Rosenberger	Janice	Resica Elementary	Special Ed	Step 5	\$18.08	\$18.43
77.	Rourke	Jennifer	Resica Elementary	Reading	Step 5	\$18.08	\$18.43
78.	Rozsay	Marilyn	HS North	Special Ed	Step 5	\$18.08	\$18.43
79.	Sanita	Sharon	Smithfield Elementary	Special Ed	Step 1	\$15.37	\$15.72
80.	Schumann	Linda	J T Lambert Intermediate	Special Ed	Step 5	\$18.08	\$18.43
81.	Sherman	Diane	HS North	Special Ed	Step 5	\$18.08	\$18.43
82.	Shukaitis	Sandra	East Stroudsburg Elem	Special Ed	Step 2	\$16.00	\$16.35
83.	Slama	Susan	Resica Elementary	Special Ed	Step 1	\$15.37	\$15.72
84.	Smith	Donna	HS South	Special Ed	Step 3	\$16.87	\$17.22
85.	Snapp	Donna	HS South	Special Ed	Step 3	\$16.87	\$17.22
86.	States-Delcane	Denise	Smithfield Elementary	Special Ed	Step 2	\$16.00	\$16.35
87.	Sutton	Deanna	Smithfield Elementary	Special Ed	Step 3	\$16.87	\$17.22

88.	Thompson	Teresa	Middle Smithfield Elem	Special Ed	Step 1	\$15.37	\$15.72
89.	Tritto	Joann	East Stroudsburg Elem	Special Ed	Step 1	\$15.37	\$15.72
90.	Umphrey	Lisa	J T Lambert Intermediate	ISS	Step 5	\$18.08	\$18.43
91.	Varkanis	Samantha	Middle Smithfield Elem	Special Ed	Step 1	\$15.37	\$15.72
92.	Vigorito	Brenda	HS North	Special Ed	Step 1	\$15.37	\$15.72
93.	Weinstein	Lenard	HS South	Special Ed	Step 2	\$16.00	\$16.35
94.	Wetklow	Nancy	Smithfield Elementary	Special Ed	Step 1	\$15.37	\$15.72
95.	Winkler	Mary	East Stroudsburg Elem	Reading	Step 1	\$15.37	\$15.72
96.	Zepeda	Carmen	J T Lambert Intermediate	Special Ed	Step 5	\$18.08	\$18.43

13. Secretaries

	Last Name	First Name	Location	Step	2013-14	2014-15
1.	Antoni	Barbara	Lehman Intermediate	Step 3	\$15.24	\$15.59
2.	Arawjo	Karen	Middle Smithfield Elementary	Step 1	\$13.21	\$13.56
3.	Baldwin	Cynthia	Special Ed	Step 1	\$13.21	\$13.56
4.	Balmoos	Linda	Resica Elementary	Step 8	\$21.64	\$21.99
5.	Barnes	Joyce	HS South	Step 3	\$15.24	\$15.59
6.	Bartlett	Carol	J T Lambert Intermediate	Step 1	\$13.21	\$13.56
7.	Behme	Beth Ann	Lehman Intermediate	Step 2	\$14.27	\$14.62
8.	Borer	Robin	Special Ed	Step 3	\$15.24	\$15.59
9.	Brown	Deborah	Admin/Athletics	Step 3	\$15.24	\$15.59
10.	Carmeci	Dawn	Lehman Intermediate	Step 3	\$15.24	\$15.59
11.	Chamberlin	Annemarie	Special Ed	Step 2	\$14.27	\$14.62
12.	Cirnigliaro	Roseria	HS North	Step 3	\$14.64	\$14.99
13.	Crowl	Maureen	Admin/Curriculum	Step 3	\$15.24	\$15.59
14.	De Jesus	Jonathan	Special Ed/Access	Step 1	\$13.21	\$13.56
15.	Determan	Martha	Admin/Cafeteria	Step 3	\$15.24	\$15.59
16.	Dolinish	Kris	J T Lambert Intermediate	Step 8	\$21.64	\$21.99
17.	Dunn	Rita	Administration	Step 8	\$21.64	\$21.99
18.	Ecenbarger	Debra	HS South	Step 1	\$13.21	\$13.56
19.	Heitz	Maria	Admin/ITEC	Step 1	\$13.21	\$13.56
20.	Johnson	Gail	HS North	Step 3	\$15.24	\$15.59
21.	Kirk	Joyce	Middle Smithfield Elementary	Step 3	\$15.24	\$15.59
22.	Kirschner	Karen	HS South	Step 2	\$14.27	\$14.62
23.	Kolcun	Elizabeth	Admin/Athletics	Step 3	\$15.24	\$15.59
24.	Lohmann	Jessie	J M Hill Elementary	Step 1	\$13.21	\$13.56
25.	Males	Linda	HS South	Step 4	\$16.42	\$16.77
26.	Massaro	Ellen	HS North	Step 2	\$14.27	\$14.62
27.	McGrath	Francine	HS North	Step 1	\$13.21	\$13.56
28.	McKeown	Janice	Admin/Curriculum	Step 6	\$18.45	\$18.80
29.	Menditto	Marguerite	HS North	Step 2	\$14.27	\$14.62
30.	Michaels	Kristine	Transportation	Step 7	\$20.11	\$20.46
31.	Nevin	Angela	Transportation	Step 1	\$13.21	\$13.56
32.	Newberry	Jessica	Smithfield Elementary	Step 2	\$14.27	\$14.62
33.	Oney	Kelli	Admin/Facilities	Step 1	\$13.21	\$13.56
34.	Piccoli	Barbara	J T Lambert Intermediate	Step 1	\$13.21	\$13.56
35.	Rivadeneira	Gloria	HS South	Step 1	\$13.21	\$13.56
36.	Romansky	Patricia	East Stroudsburg Elementary	Step 1	\$13.21	\$13.56
37.	Salmon	Lynn	HS South	Step 3	\$14.94	\$15.29
38.	Schaal	Denise	Bushkill Elementary	Step 1	\$13.21	\$13.56
39.	Schnaitman	Dana	Bushkill Elementary	Step 1	\$13.21	\$13.56
40.	Sheats	Michele	East Stroudsburg Elementary	Step 1	\$13.21	\$13.56

41.	Simerson	Carol	HS North	Step 2	\$14.27	\$14.62
42.	Skidmore	Rose	Admin/Records	Step 1	\$13.21	\$13.21
43.	Snee	Tammy	HS South	Step 3	\$15.24	\$15.59
44.	Snyder	Amy	Pupil Services	Step 4	\$16.42	\$16.77
45.	Sourwine	Judy	Transportation	Step 3	\$15.24	\$15.59
46.	Staples	Wanda	Smithfield Elementary	Step 9	\$22.36	\$22.71
47.	Varner	Lisa	J T Lambert Intermediate	Step 3	\$15.24	\$15.59
48.	Vazquez	Daisy	East Stroudsburg Elementary	Step 1	\$13.21	\$13.21
49.	Walck	Martha	J M Hill Elementary	Step 3	\$15.24	\$15.59
50.	Walsh	Tammy	Resica Elementary	Step 1	\$13.21	\$13.56
51.	Wright	Patricia	HS North	Step 3	\$15.24	\$15.59

14. Student Aides

	Last Name	First Name	2013-14 Location	Hours	Step	2013-14	2014-15
1.	Aguiles	Amalia	Lehman Intermediate	7.0 Hours	Step 1	\$12.11	\$12.46
2.	Bioh	Magdalene	East Stroudsburg Elementary	6.5 hours	Step 1	\$12.11	\$12.46
3.	Botke	Beth	J M Hill Elementary	6.5 hours	Step 1	\$12.11	\$12.46
4.	Butz	Connie	Resica Elementary	6.5 hours	Step 1	\$12.11	\$12.46
5.	Calascibetta	Joan	Bushkill Elementary	6.5 hours	Step 1	\$12.11	\$12.46
6.	Cali	Charlotte	HS North	7.0 hours	Step 1	\$12.11	\$12.46
7.	Conforti	Susan	Resica Elementary	6.5 hours	Step 1	\$12.11	\$12.46
8.	Conway	Karen	Resica Elementary	6.5 hours	Step 1	\$12.11	\$12.46
9.	Cramer	Leslie Ann	Lehman Intermediate	6.75 hours	Step 2	\$12.77	\$13.12
10.	Cruz	Lisa	HS North	7.0 hours	Step 1	\$12.11	\$12.46
11.	Dalia	Teresa	HS North	7.0 hours	Step 2	\$12.77	\$13.12
12.	Degraffenreid	Jacqueline	HS North	7.25 hours	Step 1	\$12.11	\$12.46
13.	Disanto	Patricia	Bushkill Elementary	6.5 hours	Step 1	\$12.11	\$12.46
14.	Douse	Lillie	HS North	7.0 hours	Step 1	\$12.11	\$12.46
15.	Duval	Elvira	HS North	7.25 hours	Step 2	\$12.77	\$13.12
16.	Eilers	Deborah	J T Lambert Intermediate	7.0 hours	Step 1	\$12.11	\$12.46
17.	Finn	Kelly	Middle Smithfield Elementary	6.5 hours	Step 1	\$12.11	\$12.46
18.	Fish	Joy	Resica Elementary	6.5 hours	Step 2	\$12.77	\$13.12
19.	Frevele	Samantha	East Stroudsburg Elementary	6.5 hours	Step 1	\$12.11	\$12.46
20.	Giove	Miriam	Middle Smithfield Elementary	6.5 hours	Step 1	\$12.11	\$12.46
21.	Glinska	Izabella	J T Lambert Intermediate	7.0 hours	Step 1	\$12.11	\$12.46
22.	Glynn	Gerardine	Resica Elementary	6.5 hours	Step 1	\$12.11	\$12.46
23.	Harris	Marianne	J T Lambert Intermediate	7.0 hours	Step 2	\$12.77	\$13.12
24.	Henry	Judy	Resica Elementary	6.5 hours	Step 2	\$12.77	\$13.12
25.	Hinds	Yira	Smithfield Elementary	6.75 hours	Step 1	\$12.11	\$12.46
26.	Hutchinson	Diana	Middle Smithfield Elementary	6.5 hours	Step 1	\$12.11	\$12.46
27.	Hutzel	Deborah	HS North	7.0 hours	Step 1	\$12.11	\$12.46
28.	Imbert	Lisa	J T Lambert Intermediate	7.0 hours	Step 2	\$12.77	\$13.12
29.	Jackson	Jacquelyn	Middle Smithfield Elementary	6.5 hours	Step 1	\$12.11	\$12.46
30.	Jenkins	Sandra	HS South	7.0 hours	Step 1	\$12.11	\$12.46
31.	Johnson	Beverly	HS North	7.0 hours	Step 1	\$12.11	\$12.46
32.	Justiniano	Edward	J T Lambert Intermediate	7.0 hours	Step 1	\$12.11	\$12.46
33.	Keller	Mary	Lehman Intermediate	6.75 hours	Step 1	\$12.11	\$12.46
34.	Lang	Marta	Middle Smithfield Elementary	6.75 hours	Step 1	\$12.11	\$12.46
35.	Locke	Gina	East Stroudsburg Elementary	6.75 hours	Step 1	\$12.11	\$12.46
36.	McDermott	Amy	HS South	7.0 hours	Step 1	\$12.11	\$12.46
37.	Meduri	Nancy	HS North	7.0 hours	Step 1	\$12.11	\$12.46
38.	Milazzo	Janice	HS South	7.0 hours	Step 1	\$12.11	\$12.46

39.	Mohamed	Bibi	J T Lambert Intermediate	7.0 hours	Step 1	\$12.11	\$12.46
40.	Orenstein	Carol	East Stroudsburg Elementary	6.5 hours	Step 5	\$14.59	\$14.94
41.	Ortiz	Gladys	HS North	7.0 hours	Step 3	\$13.26	\$13.61
42.	Palmer	Michelle	J T Lambert Intermediate	7.0 hours	Step 1	\$12.11	\$12.46
43.	Pavlovsky	Anna	Middle Smithfield Elementary	6.5 hours	Step 1	\$12.11	\$12.46
44.	Perez	Wanda	HS South	7.0 hours	Step 2	\$12.77	\$13.12
45.	Perry	Raymond	HS North	7.75 hours	Step 2	\$12.77	\$13.12
46.	Pettinato	Bernice	J T Lambert Intermediate	7.0 hours	Step 1	\$12.11	\$12.46
47.	Rue	Viola	East Stroudsburg Elem	6.75 hours	Step 4	\$14.13	\$14.48
48.	Savage	Nicole	Bushkill Elementary	6.5 hours	Step 2	\$12.77	\$13.12
49.	Shortino	Debra	HS South	7.0 hours	Step 4	\$14.13	\$14.48
50.	Stitch	Melody	Resica Elementary	6.75 hours	Step 1	\$12.11	\$12.46
51.	Tonkin	Lisa	HS North	7.0 hours	Step 5	\$14.59	\$14.94
52.	Totero	Stacy	HS South	7.0 hours	Step 5	\$14.59	\$14.94
53.	Weiss	Donna	J M Hill Elementary	6.5 hours	Step 1	\$12.11	\$12.46
54.	Wesselius	Kathleen	J T Lambert Intermediate	7.0 hours	Step 1	\$12.11	\$12.46
55.	Wilson	Robin	HS South	7.0 hours	Step 1	\$12.11	\$12.46

15. Study Hall Monitors

	Last Name	First Name	Location	Hours	Step	2013-14	2014-15
1.	Rose	Tracy	HS North	7.0 hours	Step 1	\$11.45	\$11.80
2.	Furst	Pamela	HS South	7.0 hours	Step 2	\$12.34	\$12.69

E. Crossing Guards and Security Officers Salary Compensations (Non-Bargaining Unit)

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the crossing guards and security officers salary compensations for the 2014-2015 fiscal year effective July 1, 2014 through June 30, 2015. Those individuals whose net pay (gross pay – premium share) declines as a result of the increased employee premium share will be additionally compensated to offset the loss. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

1. Crossing Guards

	Last Name	First Name	Hours	Step	2013-2014	2014-2015
a.	McKellick	Debora	6.0 hours	Step 1	\$12.11	\$12.46
b.	Orley	James	5.0 hours	Step 6	\$15.63	\$15.98
c.	Welter	Jean	6.0 hours	Step 7	\$16.46	\$16.81

2. Security Officers

	Last Name	First Name	Location	Shift/Position	Step	2013-2014	2014-2015
a.	Careri	William	High School North	1st shift, 10 month	Step 1	\$14.33	\$14.68
b.	Ciccone	Judy	High School North	1st shift, 10 month	Step 3	\$16.48	\$16.83
c.	Coddington	Joseph	Lehman Intermediate	1st shift, 10 month	Step 3	\$16.48	\$16.83
d.	Famighetti	Michael	High School North	1st shift, 10 month	Step 2	\$15.00	\$15.35
e.	Fetherman	John	High School South	1st shift, 10 month	Step 1	\$14.33	\$14.68
f.	Genovese	Patricia	High School South	1st shift, 10 month	Step 1	\$14.33	\$14.68
g.	Huffman	Brooke	J T Lambert Intermediate	1st shift, 10 month	Step 3	\$16.48	\$16.83
h.	Johnson	Robeen	J T Lambert Intermediate	1st shift, 10 month	Step 1	\$14.33	\$14.68
i.	Livingston	Kenneth	Administration	1st shift, 12 month	Step 2	\$15.00	\$15.35
j.	Malvagno	Victor	Lehman Intermediate	1st shift, 10 month	Step 3	\$16.48	\$16.83
k.	Maye Jr	Riley	High School South	1st shift, 10 month	Step 1	\$14.33	\$14.68
l.	Moran	Donald	J T Lambert Intermediate	1st shift, 10 month	Step 4	\$17.65	\$18.00

m.	Murphy	Linda	High School South	1st shift, 10 month	Step 3	\$16.48	\$16.83
n.	Palaia	Karen	High School South	2nd shift, 10 month	Step 1	\$14.33	\$14.68
o.	Parham	Hasana	High School North	1st shift, 10 month	Step 1	\$14.33	\$14.68
p.	Pietrofere	Maria	High School North	1st shift, 10 month	Step 2	\$15.00	\$15.35
q.	Sarer	Janet	Lehman Intermediate	1st shift, 10 month	Step 3	\$16.48	\$16.83
r.	Sochinsky	Dorothy	High School South	1st shift, 10 month	Step 1	\$14.33	\$14.68

Shift Differential: 2nd shift: additional \$.40/per hour

F. Support Staff – Extended School Year

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the following support staff as student aides for the 2013-2014 Extended School Year (ESY) Program effective July 7, 2014 through July 31, 2014. The hourly rate will be their 2014-2015 fiscal year salary compensation. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

1. Appointments - Summer Programs

	Name	Position	Hourly Rate
a.	Conway, Karen	Student Aide/HS South	\$12.46
b.	Johnson, Beverly	Student Aide/Colonial Academy (effective 7/1/14-7/17/14 and 8/5/14-8/7/14)	\$12.46
c.	Locke, Gina	Student Aide/High School South	\$12.46
d.	Perry, Raymond	Student Aide/High School South	\$13.12
e.	Pettinato, Bernice	Student Aide/High School South	\$12.46
f.	Bioh, Magdalene	Student Aide/East Stroudsburg Elem Summer Program	\$12.46
g.	Hutchinson, Diana	Student Aide/East Stroudsburg Elem Summer Program	\$12.46
h.	Rosado, Lorena	Student Aide/Middle Smithfield Summer Program	\$8.00

G. Support Staff - Substitute Support Pay Rates for the 2014-2015 Fiscal Year

ACTION BY THE BOARD:

Motion was made by Ryan Stevens to approve the substitute support pay rates for the 2014-2015 fiscal year as follows. Motion was seconded by Gary Summers and carried unanimously, 9-0.

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

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

H. Administrative Assistant Staff - Leave of Absence

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the leave of absence to the Administrative Assistant staff designated, in accordance with the approved applicable policies, procedures and current Administrative Assistant Compensation Plan. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

1. **Leave of Absence (Date Change) – In Accordance with School Board Policy #335**

- | Name | Position Held |
|---------------------|--|
| a. Rosado, Patricia | Administrative Assistant - Central Administration
Effective Date: April 23 , 2014
Length of Leave now through : May 30, 2014 |

(Request received)

I. **Administrative Assistants – 2014-2015 Fiscal Year Salary Compensations**

ACTION BY THE BOARD:
Motion was made by Eileen Featherman to approve the salary compensations for the designated Administrative Assistants for the 2014-2015 fiscal year in accordance with the current Administrative Assistant Compensation Plan. All salaries are effective July 1, 2014. Motion was seconded by Gary Summers and was carried unanimously, 9-0. Roy Horton voted for all items but abstained from voting on item number 4 (Horton, Marisela, due to a possible conflict of interest).

	Last Name	First Name	Position	2014-2015 Hourly Rate
1.	Burns	Deborah	Administrative Assistant - Human Resources	\$24.58
2.	Dreisbach	Katherine	Administrative Assistant - Human Resources	\$19.70
3.	Farmer	Patricia	Administrative Assistant - Human Resources	\$22.50
4.	Horton	Marisela	Administrative Assistant - Business Manager	\$18.28
5.	Rosado	Patricia	Administrative Assistant - Superintendent	\$22.27
6.	Schnaitman	Jennifer	Benefits Coordinator - Business Manager	\$19.96
7.	Wisotsky	Debra	Administrative Assistant - Superintendent	\$18.28

J. **First Level Supervisors**

ACTION BY THE BOARD:
Motion was made by Eileen Featherman to approve the appointments of the First Level Supervisor staff designated, in accordance with the approved applicable policies, procedures and current First Level Supervisor Compensation Plan. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

1. **Appointments - Regular**

- | Name | Appointment |
|-----------------|---|
| a. Beam, Curtis | Maintenance Supervisor (8 hour, 12 month) - Maintenance
Hourly Rate: \$25.57
Effective Date: June 17, 2014
Curtis replaces Daniel Eppley who resigned to accept the Director of Facilities position. |
| b. Feal, Joseph | Head Custodian (Working) (8 hour, 12 month) - J. T. Lambert
Intermediate
Hourly Rate: \$25.57
Effective Date: July 28, 2014
Joseph replaces Kirk Oswald who retired. |

K. First Level Supervisors – 2014-2015 Fiscal Year Salary Compensations

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the salary compensations for the designated First Level Supervisors for the 2014-2015 fiscal year as follows, in accordance with the current First Level Supervisor Compensation Plan. All salaries are effective July 1, 2014. Motion was seconded by Gary Summers and carried unanimously, 9-0.

	Last Name	First Name	Position	2014-2015 Hourly Rate
1.	Flynn	Denise	Assistant Food Service Director - South (10 month)	\$27.75
2.	Possinger	Marilyn	Assistant Food Service Director - North (10 month)	\$27.75
3.	Moore	Mary Ann	Transportation Dispatcher (10 month)	\$30.09
4.	Beam	Curtis	Maintenance Supervisor	\$25.57
5.	Harris	Timothy	Head Custodian (Working)	\$27.55
6.	Oswald	Kirk	Head Custodian (Working) (through 7/25/14)	\$29.82
7.	Pryor	Kieran	Head Custodian (Working)	\$31.98
8.	LaBar	Ronald E.	Head Mechanic - Supervisor	\$32.25
9.	Miller	Daryle	Head of Grounds Maintenance – Supervisor	\$29.11
10.	Mill	Frederick	Chief of School Police	\$30.02

L. School Police Officers – 2014-2015 Fiscal Year Salary Compensations

ACTION BY THE BOARD:

Motion was made by Ryan Stevens to approve the salary compensations for the designated School Police Officers for the 2014-2015 fiscal year as follows, in accordance with the current School Police Officer Agreement. All salaries are effective July 1, 2014. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

	Last Name	First Name	Location	Shift/Position	Step	2013-14 Base Rate	2014-15 Base Rate
1.	Cullen	Thomas	District	3rd shift, 12 month	2	\$15.71	\$15.81
2.	Fehrle	Richard	Lehman Intermediate	1st shift, 12 month	1	\$15.03	\$15.13
3.	Piccirilli	Terre	District	2nd & 3rd shift, 12 month	1	\$15.03	\$15.13
4.	Gangaware	Adam	High School North	1st shift, 12 month	1	\$15.03	\$15.13
5.	Gouger	William	District	2nd shift, 12 month	4	\$17.54	\$17.64
6.	Iannazzo	Marc	District	1st shift, 10 month	1	\$15.03	\$15.13
7.	Sutter	Robert	High School South	1st shift, 12 month	1	\$15.03	\$15.13
8.	Taylor	Jerome	District	1st shift, 10 month	1	\$15.03	\$15.13

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

M. School Police Officers – First Stipends

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve payment of First Stipends for the designated School Police Officers payable at the end of the 2013-14 fiscal year in accordance with the current School Police Officer Compensation Plan. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

	Last Name	First Name	Position	2014-2015 First Stipend
1.	Cullen	Thomas	School Police Officer (12 month)	\$2,500.00
2.	Fehrle	Richard	School Police Officer (12 month)	\$2,500.00
3.	Gangaware	Adam	School Police Officer (12 month)	\$2,500.00

4.	Piccirilli	Terre	School Police Officer (12 month)	\$2,500.00
5.	Sutter	Robert	School Police Officer (12 month)	\$2,500.00

N. Professional Staff

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the resignation, retirements, leaves of absence, reassignments, appointments and tenure of 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. Resignation

Name	Position Held
------	---------------

- | | |
|-------------------|--|
| a. Belick, Nicole | Family & Consumer Science teacher – J. T. Lambert and Lehman Intermediate
Effective Date: at the end of the workday on June 19, 2014. |
|-------------------|--|

(See page 46)

2. Retirements

Name	Position Held
------	---------------

- | | |
|--------------------------|---|
| a. Kratzer, Margaret | Special Education teacher – J. T. Lambert Intermediate
Effective Date: at the end of the workday on June 19, 2014. |
| b. Parnell, Catherine E. | Vocal Music teacher – Resica Elementary and J. T. Lambert Intermediate
Effective Date: at the end of the workday on June 19, 2014. |

(See pages 47-48)

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

Name	Position Held
------	---------------

- | | |
|--------------------------|---|
| a. Parnell, Catherine E. | Vocal Music teacher - Resica Elementary and J. T. Lambert Intermediate
Effective: February 12, 2014
Length of Leave now through: June 4, 2014 |
| b. Vitulli, Lisa | Grade 6 teacher - Lehman Intermediate
Now Effective : May 8, 2014
Length of Leave now through: May 30, 2014 |

(Requests received)

4. Reassignments - Involuntary

Name	Position Held
------	---------------

- | | |
|-----------------------|---|
| a. Kirkpatrick, Jason | From: Health & Physical Education teacher - High School North
To: Health & Physical Education teacher – J. M. Hill Elementary
Effective Date: August 25, 2014
Jason replaces John Finelli who retired. |
|-----------------------|---|

- b. Naser, Paul
From: Grade 6 teacher - Lehman Intermediate
To: Grade 5 teacher - Smithfield Elementary
Effective Date: August 25 , 2014
This position was moved due to District needs.

5. Reassignments - Voluntary

- | Name | Position Held |
|-------------------------|--|
| a. Kutteroff, Catherine | From: Grade 6 teacher - Lehman Intermediate
To: Grade 4 teacher - J. M. Hill Elementary
Effective Date: August 25, 2014 |
| b. Nietz, Nicole | From: Kindergarten teacher - Bushkill Elementary
To: Grade 1 teacher - J. M. Hill Elementary
Effective Date: August 25, 2014 |

6. Reassignments - Intra-building

- | Name | Position Held |
|--------------------------|--|
| a. Atticks, Amie | From: Grade 4 teacher - J. M. Hill Elementary
To: Grade 3 teacher - J. M. Hill Elementary
Effective Date: August 25 , 2014 |
| b. Dalling-Francis, Lynn | From: Grade 3 teacher - Bushkill Elementary
To: Grade 2 teacher - Bushkill Elementary
Effective Date: August 25 , 2014 |
| c. Gambill, Geoffrey | From: Grade 3 teacher - Smithfield Elementary
To: Grade 5 teacher - Smithfield Elementary
Effective Date: August 25 , 2014 |
| d. Luhrs, Melinda | From: Grade 3 teacher - Middle Smithfield Elementary
To: Grade 2 teacher - Middle Smithfield Elementary
Effective Date: August 25 , 2014 |
| e. Mitchell, Brandi | From: Grade 2 teacher - Bushkill Elementary
To: Grade 1 teacher - Bushkill Elementary
Effective Date: August 25 , 2014 |
| f. Randall, Steven | From: Grade 4 teacher - Bushkill Elementary
To: Grade 3 teacher - Bushkill Elementary
Effective Date: August 25 , 2014 |
| g. Senior, Caren | From: Grade 1 teacher - Resica Elementary
To: Grade 5 teacher - Resica Elementary
Effective Date: August 25 , 2014 |
| h. Siproth, Michelle | From: Grade 4 teacher - Smithfield Elementary
To: Grade 3 teacher - Smithfield Elementary
Effective Date: August 25 , 2014 |
| i. Wolff, Susan | From: Grade 1 teacher - Bushkill Elementary
To: Kindergarten teacher - Bushkill Elementary
Effective Date: August 25 , 2014 |

7. Appointment (Extension) - Long Term Substitute

Name	Position Held
a. Stine, Ericka	Vocal music teacher - Resica Elementary and J. T. Lambert Intermediate Salary: \$40,099.00, prorated (Step 1 Column 1) Effective Date: February 19, 2014 Now through: the end of the workday on June 4, 2014 only. Ericka replaces Catherine Parnell who is on a leave.

8. Tenure

	Name	Certification	Building
a.	Fleck, Taryn	Special Education/Elementary	Resica Elementary
b.	Leitch, Ryan	Math/Social Studies	High School South
c.	Matunas, Karen	Art	High School North
d.	Orak, Linda	Special Education	High School South

9. Substitute Appointments

Name	Certification(s)
a. Meglio, Stephen	Social Studies
b. Metaxas, Carolyn	Elementary/Special Ed
c. Olson, Tanya	Pre K-4/Special Ed

O. Salary Compensations – Guidance Counselors for the 2014-2015 Fiscal Year

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the following guidance counselor salary compensations in accordance with the 2014-2015 to 2015-2016 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. These salaries are effective July 1, 2014 through June 30, 2015. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

1. Salary Compensations - Intermediate Guidance Counselors for the 2014-2015 Fiscal Year

	Last Name	First Name	Step	Column	2014-2015 Salary
a.	Christian	Cynthia	15	11	\$72,461
b.	Jones	Deborah	15	15	\$75,088
c.	Peeke	Lachlan	16	16	\$84,661

2. Salary Compensations - High School Guidance Counselors for the 2014-2015 Fiscal Year

	Last Name	First Name	Step	Column	2014-2015 Salary
a.	Formica	Joseph	16	8	\$79,612
b.	Kule	Jay	16	10	\$80,720

P. Supplemental Days for the 2014-2015 Fiscal Year

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the following guidance counselors and special education consultants additional supplemental days for the 2014-2015 Fiscal Year, effective July 1, 2014 through June 30, 2015. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

1. **Elementary Guidance Counselors**

	Name	Supplemental Days
a.	Adams, Sarah	13 days
b.	Chamberlin, Carley	13 days
c.	Dollar-Krell, Beverly	13 days
d.	O'Connor, Sarah	13 days
e.	Meyers, Loriann	13 days
f.	Osmun, Jonathan	13 days
g.	Rovi, Lauren	13 days
h.	Shultz, Cathleen	13 days

2. **Intermediate Guidance Counselors**

	Name	Supplemental Days
a.	Christian, Cynthia	16 days
b.	Jones, Deborah	16 days
c.	Klock, Danae	16 days
d.	Peeke, Lachlan	16 days
e.	Reichert, Eric	16 days

3. **High School Guidance Counselors**

	Name	Supplemental Days
a.	Dietz, Casandra	20 days
b.	Falbo, David	23 days
c.	Formica, Joseph	21.5 days
d.	Huffman, Carol	20 days
e.	Kerzner, Phillip	20 days
f.	Kule, Jay	21.5 days
g.	Sullivan, Elizabeth	20 days
h.	Nicosia, Faith	20 days
i.	North, Alison	20 days
j.	Reichl, Jeffrey	20 days
k.	Ziegler, Jillian	20 days

4. **Special Education Consultant**

	Name	Supplemental Days
a.	Burke, Mary	20 days

Q. Professional Staff – Teacher on Special Assignment

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve Joshua Fuller, Science teacher assigned to the High School North, as a Teacher on Special Assignment under the direction of Mr. Stephen Zall, Principal of the High School North. This temporary assignment will be effective the second semester of the 2013-2014 school year and on an “as needed” basis only. Mr. Fuller will work his regular teacher schedule and can only work as a Teacher on Special Assignment during his prep period. Payment for this temporary additional responsibility will be processed under Schedule B “Class Coverage” of the current professional staff collective bargaining agreement. Motion was seconded by Robert Gress and carried unanimously, 9-0.

R. Professional Staff - Substitute Teacher/School Nurse Pay Rate for the 2014-2015 School Year

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the per diem substitute teacher/school nurse rate for the 2014-2015 school year as \$80.00 per day. After thirty (30) days of substituting in this capacity, the substitute teacher/school nurse will be eligible for a \$500.00 bonus. The thirty (30) days do not have to be consecutive and are calculated for time substituted within the 2014-2015 school year and will not carry over to subsequent school years (no change from 2013/14 school year). Motion was seconded by Gary Summers and carried unanimously, 9-0.

S. English as a Second Language (ESL) Curriculum Writing 6-12

ACTION BY THE BOARD:

Motion was made by Ryan Stevens to approve the following teachers for ESL Curriculum Writing 6-12 in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). These teaching positions are fully funded through the Title III Grant. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

1. Appointments for the Summer of the 2013-2014 School Year

	Last Name	First Name	Position	Rate
a.	Barry	Lori	Teacher	\$28.56/per hour (not to exceed 21 total hours)
b.	Rasely-Philipps	Susanne	Teacher	\$28.56/per hour (not to exceed 21 total hours)
c.	Zipp	Christine	Teacher	\$28.56/per hour (not to exceed 21 total hours)

T. Quick Start Summer Programs

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the appointments in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). These summer paraprofessional positions are fully funded through the Keystone to Opportunity (KTO) Grant. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

1. Appointments for the Summer of the 2013-2014 School Year

	Last Name	First Name	Position	Building	Rate
a.	Billips	Mayla	Quick Start Paraprofessional	East Stroudsburg Elementary	\$18.43/hour (not to exceed 41 total hours)
b.	Hennings	Gina	Quick Start Paraprofessional	J. M. Hill Elementary	\$17.22/hour (not to exceed 41 total hours)
c.	Munch	Laura	Quick Start Paraprofessional	Middle Smithfield Elementary	\$15.72/hour (not to exceed 41 total hours)
d.	Noia	Donna	Quick Start Paraprofessional	Bushkill Elementary	\$18.43/hour (not to exceed 41 total hours)
e.	Slama	Susan	Quick Start Paraprofessional	Resica Elementary	\$15.72/hour (not to exceed 41 total hours)
f.	States-DelCane	Denise	Quick Start Paraprofessional	Smithfield Elementary	\$16.35/hour (not to exceed 41 total hours)

U. Elementary Title 1 Summer Reading Program for 2013-2014 School year

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the appointments in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*), *pending enrollment*. These summer teaching positions are fully funded by the Title 1 Grant. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

1. Appointments for the Summer of the 2013-2014 School Year

	Last Name	First Name	Position	Building	Rate
a.	Parrish	Jill	Substitute Teacher	Bushkill Elementary	\$28.56/per hour
b.	French	Diane	Teacher	Bushkill Elementary	\$28.56/per hour (not to exceed 120 total hrs.)
c.	Litts	Diane	Teacher	Bushkill Elementary	\$28.56/per hour (not to exceed 120 total hrs.)
d.	Summerville	Launie	Teacher	Bushkill Elementary	\$28.56/per hour (not to exceed 120 total hrs.)
e.	Warner-Maidman	Brittany	Art Teacher	East Stroudsburg Elementary	\$28.56/per hour (not to exceed 32 total hrs.)
f.	Riley	Kimberly	Coordinator	East Stroudsburg Elementary	\$28.56/per hour (not to exceed 50 total hrs.)
g.	Mullen	William	HPE Teacher	East Stroudsburg Elementary	\$28.56/per hour (not to exceed 32 total hrs.)

	Last Name	First Name	Position	Building	Rate
h.	Angelopoulos	Eleni	Substitute Teacher	East Stroudsburg Elementary	\$28.56/per hour
i.	Lopez	Kaitlin	Teacher	East Stroudsburg Elementary	\$28.56/per hour (not to exceed 88 total hrs.)
j.	Prusik	Julia	Teacher	East Stroudsburg Elementary	\$28.56/per hour (not to exceed 88 total hrs.)
k.	Yohe	Zahra	Teacher	East Stroudsburg Elementary	\$28.56/per hour (not to exceed 88 total hrs.)
l.	Fodness	Peter	H/PE Teacher	J M Hill/Smithfield Elementary	\$28.56/per hour (not to exceed 64 total hrs.)
m.	Tirjan	Lisa	Librarian	J M Hill/Smithfield Elementary	\$28.56/per hour (not to exceed 40 total hrs.)
n.	Hogan	Karin	On-Site Coordinator	J M Hill/Smithfield Elementary	\$28.56/per hour (not to exceed 80 total hrs.)
o.	Suprys	Thomas	Pre-Program Coordinator	J M Hill/Smithfield Elementary	\$28.56/per hour (not to exceed 10 total hrs.)
p.	Dunlap	Courtney	Teacher	J M Hill/Smithfield Elementary	\$28.56/per hour (not to exceed 64 total hrs.)
q.	Hower	Andrea	Teacher	J M Hill/Smithfield Elementary	\$28.56/per hour (not to exceed 64 total hrs.)
r.	Mauro	Samantha	Teacher	J M Hill/Smithfield Elementary	\$28.56/per hour (not to exceed 64 total hrs.)
s.	Moraski	Donna	Teacher	J M Hill/Smithfield Elementary	\$28.56/per hour (not to exceed 64 total hrs.)
t.	Steakin	Susan	Teacher	J M Hill/Smithfield Elementary	\$28.56/per hour (not to exceed 64 total hrs.)
u.	Lauer	Danny	Art Teacher	Middle Smithfield Elementary	\$28.56/per hour (not to exceed 48 total hrs.)
v.	Heard	Jeffrey	Librarian	Middle Smithfield Elementary	\$28.56/per hour (not to exceed 48 total hrs.)
w.	Heeter	Patricia	Pre-K Story	Middle Smithfield Elementary	\$28.56/per hour (not to exceed 8 total hrs.)
x.	Heeter	Patricia	Program Coordinator	Middle Smithfield Elementary	\$28.56/per hour (not to exceed 24 total hrs.)
y.	Dickerson	Stacy	Teacher	Middle Smithfield Elementary	\$28.56/per hour (not to exceed 88 total hrs.)
z.	Follis	Laura	Teacher	Middle Smithfield Elementary	\$28.56/per hour (not to exceed 88 total hrs.)
aa.	Kruger	Nancy	Teacher	Middle Smithfield Elementary	\$28.56/per hour (not to exceed 88 total hrs.)
bb.	Munch	Laura	Teacher	Middle Smithfield Elementary	\$28.56/per hour (not to exceed 88 total hrs.)
cc.	Tobin	Snoann	Teacher	Middle Smithfield Elementary	\$28.56/per hour (not to exceed 88 total hrs.)
dd.	Heeter	Patricia	Technology Presenter	Middle Smithfield Elementary	\$28.56/per hour (not to exceed 56 total hrs.)
ee.	Rourke	Jennifer	Coordinator	Resica Elementary	\$28.56/per hour (not to exceed 85 total hrs.)
ff.	Nordmark	Barbara	Librarian	Resica Elementary	\$28.56/per hour (not to exceed 72 total hrs.)
gg.	Britton	Angela	Teacher	Resica Elementary	\$28.56/per hour (not to exceed 72 total hrs.)
hh.	Carey	Julia	Teacher	Resica Elementary	\$28.56/per hour (not to exceed 72 total hrs.)
ii.	Crosswell	Hadiyah	Teacher	Resica Elementary	\$28.56/per hour (not to exceed 72 total hrs.)
jj.	Finley-Welsh	Susan	Teacher	Resica Elementary	\$28.56/per hour (not to exceed 72 total hrs.)
kk.	Perini	Brenda	Teacher	Resica Elementary	\$28.56/per hour (not to exceed 72 total hrs.)

V. Virtual Academy Facilitators: On-line Summer School for the Summer of the 2013-2014 School Year

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the appointments in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*), *pending enrollment*. These teaching positions are for the summer of the 2013-2014 school year. All rates are \$28.56 per hour up to 32 hours, which includes 2 hours of orientation (total not to exceed 32 hours). Motion was seconded by Marjorie James and carried unanimously, 9-0.

1. Appointments for the Summer of the 2013-2014 School Year

	Name	Subject
a.	Coke, Lucianna	English – Grade 9
b.	Reith, Daryl	English – Grade 12
c.	DeLeon, Karla	Algebra II
d.	Dobrowski, Darrin	Statistics/Trigonometry
e.	Espinoza, Marilyn	Algebra I
f.	Espinoza, Marilyn	Geometry
g.	Fisher, Marijo	Environmental Science

h.	Fisher, Marijo	General Science
i.	Fisher, Marijo	Biology I
j.	Fisher, Marijo	Biology II
k.	Langan, Brooke	English – Grade 10
l.	Marmo, Jennifer	English – Grade 11
m.	Szepietowski, Waldemar	Social Studies – American Studies I
n.	Szepietowski, Waldemar	Social Studies – American Studies II
o.	Szepietowski, Waldemar	Social Studies – World Studies I
p.	Szepietowski, Waldemar	Social Studies – World Studies II

W. Virtual Academy Counselors for the 2013-2014 School Year

ACTION BY THE BOARD:

Motion was made by Marjorie James to approve the appointments in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*), pending enrollment. All rates are \$28.56 per hour up to 9 hours effective March 25, 2014 through June 30, 2014. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

1. Appointments for the 2013-2014 School Year

	Name	Subject
a.	Dietz, Cassandra	Virtual Academy Counselor
b.	Falbo, David	Virtual Academy Counselor
c.	Sullivan, Elizabeth	Virtual Academy Counselor
d.	Ziegler, Jillian	Virtual Academy Counselor

X. Keystone Tutor

ACTION BY THE BOARD:

Motion was made by Ryan Stevens to approve the appointment in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). This after school tutorial teaching position is fully funded through the ABG Accountability Grant 2013-2014. Motion was seconded by Gary Summers and carried unanimously, 9-0.

1. Appointment for the 2013-2014 School Year

	Last Name	First Name	Position	Building	Rate
a.	Susic	Stacy	Keystone English	High School North	\$23.46/per hour (not to exceed 60 total hours per English department)

Y. Curriculum Writing for Virtual/Cyber Courses for the 2014-2015 School Year

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the appointments in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). These teaching positions are for the 2014-2015 school year. All rates are \$28.56 per hour up to 15 hours for each full credit course. Motion was seconded by Marjorie James and carried unanimously, 9-0.

1. Appointments for the 2014-2015 School Year

	Name	Subject
a.	Coke, Lucianna	English – Grades 7 and 8
b.	Dougherty, Kenneth	Health – Grades 6 and 8
c.	Dougherty, Kenneth	Physical Education – Grade 6 and 8
d.	Dreibelbis, Susan	Science – Grades 6 and 7
e.	Ellison, Aimee	Health – Grade 7

f.	Ellison, Aimee	Physical Education – Grade 7
g.	Espinoza, Marilyn	Math – Grades 6, 7, 8
h.	Espinoza, Marilyn	Pre-Algebra – Grade 9
i.	Espinoza, Marilyn	Algebra I – Grade 9
j.	Fisher, Marijo	Science – Grade 8
k.	Fisher, Marijo	General Science - Grade 9
l.	Langan, Brooke	English – Grade 6
m.	Marmo, Jennifer	English – Grade 9
n.	Martin, Joseph	Intro to Business – Grade 9
o.	Patascher, Daniel	Health – Grade 9
p.	Patascher, Daniel	Physical Education – Grade 9
q.	Pellington, Cynthia	Reading – Grades 6, 7, 8
r.	Rasely-Philipps, Susanne	Creative Writing – Grade 9
s.	Vitulli, Lisa	Social Studies – Grades 6, 7, 8
t.	Zerfoss, Jon	World Civics I - Grade 9

Z. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the rescissions and appointments according to the 2010-2013 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association and Memorandum of Understanding Board approved on June 4, 2012 and according to the 2014-2015 to 2015-2016 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

1. Rescissions (2014-2015 school year)

Name	Position Held
a. Cox, James	Football Freshman Assistant Coach - High School North
b. Gallagher, Cori	Boys Head Soccer Coach - High School North
c. Martinez, Frances	Cheerleading Varsity Assistant Coach (fall) - High School South

(See pages 49-51)

2. Appointments for the 2013-2014 School Year

	Last Name	First Name	Position	Building	Rate
a.	Bakner	Paul	Summer Band Advisor	High School North	\$28.56/hour (not more than 37 hours)
b.	Clogg	Katye	Summer Band Advisor	High School South	\$28.56/hour (not more than 46 hours)
c.	Flicker	Matthew	Summer Band Advisor	Lehman Intermediate	\$28.56/hour (not more than 64 hours)
d.	Horne	Kevin	Summer Band Advisor	J. T. Lambert Intermediate	\$28.56/hour (not more than 44 hours)
e.	Perkins	Rose	Summer Band Advisor	Resica Elementary	\$28.56/hour (not more than 71 hours)
f.	Shamp	Melodie	Summer Band Advisor	Smithfield Elementary	\$28.56/hour (not more than 46 hours)
g.	Whitney	Matthew	Summer Band Advisor	J. T. Lambert Intermediate	\$28.56/hour (not more than 42 hours)
h.	Dailey	Charles	Intramural Weight Room Advisor (summer, 1 st half)	High School North	\$23.46/hour (48 hour maximum)
i.	Dailey	Charles	Intramural Weight Room Advisor (summer, 2 nd half)	High School North	\$23.46/hour (48 hour maximum)
j.	Henritzky	Anthony	Mentor for Kevin Simonds (effective 4/9/14)	J. T. Lambert Intermediate	\$612.06 (prorated)
k.	Peeke	Lachan	Intramural Science Olympiad Advisor	J. T. Lambert Intermediate	\$23.46/hour (additional 43.5 hours)

3. Appointments for the 2014-2015 School Year

	Last Name	First Name	Position	Building	Rate
a.	DeJesus	Jonathan	Boys' Basketball Head Coach	High School North	\$5,842.11
b.	Fuller	Joshua	Boys' Soccer Head Coach	High School North	\$4,612.89
c.	Martinez	Frances	Cheerleading Head Coach (fall)	High School North	\$2,324.81
d.	Martinez	Frances	Cheerleading Head Coach (winter)	High School North	\$2,324.81
e.	Deacon	Megan	Cheerleading Varsity Assistant Coach (fall)	High School North	\$1,259.82
f.	Deacon	Megan	Cheerleading Varsity Assistant Coach (winter)	High School North	\$1,259.82
g.	Suarez	Matthew	Football Freshman Assistant Coach	High School North	\$3,839.66
h.	Cox	James	Football Freshman Head Coach	High School North	\$4,679.20
i.	Francois	Maria	Girls' Soccer Varsity Assistant Coach	High School North	\$3,264.32
j.	Reith	Daryl	Girls' Volleyball Head Coach	High School North	\$4,612.89
k.	Gallagher	Cori	Intramural Boys' Soccer Advisor	High School North	\$23.46/hour (24 hour maximum)
l.	Reith	Daryl	Intramural Volleyball Advisor	High School North	\$23.46/hour (24 hour maximum)
m.	Lowris	Joel	Rifle Team Head Coach	High School North	\$3,110.28
n.	Dolph	Tyler	Volunteer Golf Coach	High School North	not applicable
o.	Krammes	Barry	Cross Country Varsity Assistant Coach	High School South	\$2,390.09
p.	Famularo	Thomas	Girls' Soccer Varsity Assistant Coach	High School South	\$3,264.32
q.	Hargrave	Betsy	Girls' Tennis Junior Varsity Coach	High School South	\$1,773.95
r.	Konawalik	Terry	Volunteer Girls' Soccer Coach	High School South	not applicable
s.	Luna	Michael	Boys' Soccer Assistant Coach	J. T. Lambert Intermediate	\$1,479.15
t.	Allison	Richard	Boys' Soccer Head Coach	J. T. Lambert Intermediate	\$2,117.73 (plus \$250.00 longevity stipend)
u.	Bender	Rodrigo	Boys' Soccer Head Coach	Lehman Intermediate	\$2,117.73
v.	Matos	Rafael	Cross Country Head Coach	Lehman Intermediate	\$2,117.73
w.	Fetherman	Patrick	Football Assistant Coach	Lehman Intermediate	\$1,479.15
x.	Watson	Mark	Girls' Volleyball Head Coach	Lehman Intermediate	\$2,117.73 (plus \$250.00 longevity stipend)

AA. Act 93 Staff

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the leave of absence of the designated Act 93 staff designated, in accordance with the approved applicable policies and current Act 93 Compensation Plan. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

1. Leave of Absence – In Accordance with School Board Policy #335

Name	Position Held
a. Arnold, Michelle	Principal - J. M. Hill Elementary Effective: July 7, 2014 Length of Leave through: July 28, 2014

(Application received)

BB. Act 93 Administrative Staff – 2014-2015 Fiscal Year Salary Compensations

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the salary compensations for the designated Act 93 Administrative staff for the 2014-2015 fiscal year as follows in accordance with the current Act 93 Compensation Plan. All salaries are effective July 1, 2014. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

	Last Name	First Name	Position	2014-2015
1.	Arnold	Michelle	Elementary Principal	\$97,140.65
2.	Baker	David	Elementary Principal	\$ 92,245.91
3.	Bohrman	Joanne	Intermediate Assistant Principal	\$76,480.34
4.	Borosh	Brian	Director of Instructional Technology	\$100,018.23
5.	Brenneman	Benjamin	Director of Athletics & Activities	\$82,853.70
6.	Casciotta	Marialena	Director of Pupil Services K-5	\$100,094.71
7.	Catrillo	Michael	High School Principal	\$120,517.09
8.	Dailey	Dawn	High School Assistant Principal	\$84,844.31
9.	Deane-Gardner	Carol	Supervisor of Special Education (Grades 6 - 8)	\$72,762.92
10.	Dilliplane	Robert	Intermediate Principal	\$95,911.66
11.	Eppley	Daniel	Director of Facilities	\$76,725.00
12.	Evans	David	High School Assistant Principal	\$78,073.68
13.	Forsyth	Eric	Director of Administrative Services	\$80,147.15
14.	Hendel	Thomas	Assistant Director of Transportation	\$63,937.50
15.	Hendershot	Colien	Supervisor of Special Education (Grades K- 5)	\$72,762.92
16.	Hopkins	Lynda	Director of Pupil Services 9-12	\$102,102.32
17.	Kerstetter	Eric	Intermediate Assistant Principal	\$80,541.24
18.	Krotowski	Carolyn	High School Assistant Principal	\$83,368.89
19.	Kulick	Gail	Elementary Principal	\$105,665.03
20.	Lalli	Joseph	High School Assistant Principal	\$78,073.68
21.	Livingston	Irene	Elementary Principal	\$99,488.17
22.	Livingston	Lauren	Intermediate Assistant Principal	\$76,480.50
23.	Maynard-Freed	Araina	Access Coordinator	\$56,563.58
24.	McIntyre	Thomas	Assistant Business Manager	\$58,811.71
25.	Padavano	Debra	Elementary Principal	\$87,633.25
26.	Schmid	Paul	Director of Food Services	\$78,445.46
27.	Slesinski	Michael	Supervisor of Special Education (Grades K- 5)	\$72,762.92
28.	Stevens	Kim	Director of Pupil Services 6-8	\$100,094.71
29.	Sutjak	Robert	Director of Transportation	\$76,725.00
30.	Trotto	Amy	Supervisor of Special Education (Grades 9 - 12)	\$72,762.92
31.	Williams	Thomas	Director of Facilities (through 7/7/14)	\$72,282.42
32.	Zall	Stephen	High School Principal & Coordinator of Staff Development 6-12	\$107,844.72

XI. CONTRACTS

1.

ACTION BY THE BOARD:

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Davis, Bruce	Employee Physician – Bus Drivers	\$70.00 per employee (Not to exceed \$8,750.00)	Transportation Department	7/1/14-6/30/15
2.	Michalowski, Ted	Celebration of the Arts	\$1,800.00	Resica Elementary	5/16/14
3.	Pocono Alliance, Inc.	Facilitate Bridges to Prosperity Program workshops utilizing certified Getting Ahead facilitator from Pocono Alliance.	Not to Exceed \$10,000	Title I Grant	7/1/14-6/30/15
4.	Pocono Medical Center, Inc.	Early Childhood Education Partnership.	\$6,350.00	KtO Grant	7/1/14-6/30/15
5.	Sprout, Jonathan	Presenting: “American Heroes Five”	\$695.00	Resica Elementary	6/13/14
6.	Toth, Donald	Google Docs Training	\$350.00	Professional Development	4/17/14
7.	Vinson, Johnnie	To commission a new work for the JTL 6 th grade band and to participate in its premiere on February 24, 2015.	\$3,000.00	Music Department	8/2014-2/24/15

(See pages 52-65)

2.

ACTION BY THE BOARD:

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Blackboard	Blackboard Connect K12 Mass Notification Basic Service	\$12,690.00 (per year)	Administrative Services	7/1/14-6/30/17
2.	Colonial Intermediate Unit 20	Provide literacy coaching for Head Start partners to assist with school-readiness goals.	Not to Exceed \$18,000.00	KtO Grant	9/2/14 – 12/23/14

(See pages 66-67)

XII. STUDENT ITEMS

A. 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 Gary Summers and carried unanimously, 9-0.

	Name	Activity	Location	Dates
1.	Donahue, Kimberly (# 4678)	Smithfield Elementary students to Liberty Science Center.	Jersey City, NJ	4/29/14

(See page 68)

B. Release and Settlement Agreement

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the Release and Settlement Agreement between the East Stroudsburg Area School District and the parents of a student with case #13021203 to have the student graduate in June 2014. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

(See pages 69-76)

C. Waiver of FAPE/Camp Agreement

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the Waiver of FAPE/Reimbursement for Camp Agreement between the East Stroudsburg Area School District and the parents of a student with case #13060504 in the amount of four hundred and ninety-five dollars (\$495.00). Motion was seconded by Eileen Featherman and passed 8-1. Ronald Bradley voted no.

(See pages 77-79)

XIII. OLD AND NEW BUSINESS

XIV. BOARD POLICIES

ACTION BY THE BOARD:

Motion was made by Robert Cooke to split the Board Policies motion for the purpose of voting on Policy #221 separately. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the board policy #221 Dress and Grooming for use in the East Stroudsburg Area School District. Motion was seconded by Gary Summers. A roll call vote was taken and passed 6-3. Ronald Bradley, Eileen Featherman, Marjorie James, William Searfoss, Ryan Stevens and Gary Summers voted yes. Robert Cooke, Robert Gress and Roy Horton voted no.

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the board policies listed for use in the East Stroudsburg Area School District. Motion was seconded by Ryan Stevens and passed 8-1. Ronald Bradley voted no.

1. #248 -- Unlawful Harassment
2. #249 -- Bullying/Cyberbullying

(See pages 80-91)

XV. CONFERENCE ATTENDANCE

A. Superintendent

ACTION BY THE BOARD:

Motion was made by Ryan Stevens to approve the attendance of Sharon Laverdure at the Colonial IU 20 – 2014 Summer Superintendent/Administrative Workshop in Shawnee on the Delaware, PA from July 30-31, 2014 in the approximate amount of \$150.00. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

XVI. FISCAL ITEMS

A. 2014-2015 Final General Fund Budget

ACTION BY THE BOARD:

Motion was made by Eileen Featherman that the East Stroudsburg Area School District does hereby adopt its General Fund Budget for the 2014-15 fiscal year in the amount of \$151,475,609 in the amounts and categories as set forth below and as posted and advertised in accordance with the law, the full budget being filed with the school records and the Department of Education as required by law. The General Fund Budget includes funds from state and federal governments in addition to the taxes hereafter levied, after proper additions and amendments. Motion was seconded by Ryan Stevens. A roll call vote was taken and carried unanimously, 9-0. Ronald Bradley, Robert Cooke, Eileen Featherman, Robert Gress, Roy Horton, Marjorie James, William Searfoss, Ryan Stevens and Gary Summers voted yes.

(See pages 92-115)

	FINAL BUDGET 2014-15
1100 REGULAR INSTRUCTION	
100 PAYROLL	\$ 32,518,355
200 BENEFITS	\$ 18,839,299
300 PROFESSIONAL SERVICES	\$ 200,480
400 CONTRACTED SERVICES	\$ 234,544
500 OTHER PURCHASED SERVICES	\$ 2,033,819
600 SUPPLIES	\$ 1,348,434
700 PROPERTY	\$ 37,399
800 OTHER OBJECTS	\$ 8,756
REGULAR INSTRUCTION	\$ 55,221,086
1200 SPECIAL EDUCATION	
100 PAYROLL	\$ 9,781,308
200 BENEFITS	\$ 7,203,863
300 PROFESSIONAL SERVICES	\$ 2,977,168
400 CONTRACTED SERVICES	\$ -
500 OTHER PURCHASED SERVICES	\$ 1,530,100
600 SUPPLIES	\$ 144,655
700 PROPERTY	\$ 4,700
800 OTHER OBJECTS	\$ 260
SPECIAL EDUCATION	\$ 21,642,054

1300	VOCATIONAL EDUCATION		
100	PAYROLL	\$	507,014
200	BENEFITS	\$	290,311
300	PROFESSIONAL SERVICES	\$	-
400	CONTRACTED SERVICES	\$	-
500	OTHER PURCHASED SERVICES	\$	2,004,500
600	SUPPLIES	\$	12,320
700	PROPERTY	\$	-
800	OTHER OBJECTS	\$	-
900	OTHER USES OF FUNDS	\$	-
	VOCATIONAL EDUCATION	\$	2,814,145

1400	OTHER INSTR PROGRAMS		
100	PAYROLL	\$	882,973
200	BENEFITS	\$	473,292
300	PROFESSIONAL SERVICES	\$	705,000
400	CONTRACTED SERVICES	\$	500
500	OTHER PURCHASED SERVICES	\$	405,250
600	SUPPLIES	\$	93,589
700	PROPERTY	\$	-
800	OTHER OBJECTS	\$	-
	OTHER INSTR PROGRAMS	\$	2,560,604

1500	NONPUBLIC SCHOOLS		
300	PROFESSIONAL SERVICES	\$	11,000
	NONPUBLIC SCHOOLS	\$	11,000

2100	PUPIL SERVICES		
100	PAYROLL	\$	2,242,770
200	BENEFITS	\$	1,249,876
300	PROFESSIONAL SERVICES	\$	831,984
400	CONTRACTED SERVICES	\$	1,625
500	OTHER PURCHASED SERVICES	\$	58,835
600	SUPPLIES	\$	23,419
700	PROPERTY	\$	-
800	OTHER OBJECTS	\$	2,190
	PUPIL SERVICES	\$	4,410,699

2200	INSTRUCTIONAL SUPPORT		
100	PAYROLL	\$	1,621,835
200	BENEFITS	\$	865,358
300	PROFESSIONAL SERVICES	\$	62,450
400	CONTRACTED SERVICES	\$	3,511

500	OTHER PURCHASED SERVICES	\$	49,298
600	SUPPLIES	\$	425,750
700	PROPERTY	\$	14,305
800	OTHER OBJECTS	\$	5,555
	INSTRUCTIONAL SUPPORT	\$	3,048,062
2300	ADMINISTRATION		
100	PAYROLL	\$	3,200,233
200	BENEFITS	\$	1,895,524
300	PROFESSIONAL SERVICES	\$	289,200
400	CONTRACTED SERVICES	\$	73,639
500	OTHER PURCHASED SERVICES	\$	240,582
600	SUPPLIES	\$	81,562
700	PROPERTY	\$	15,478
800	OTHER OBJECTS	\$	57,537
	ADMINISTRATION	\$	5,853,755
2400	PUPIL HEALTH		
100	PAYROLL	\$	1,182,403
200	BENEFITS	\$	752,283
300	PROFESSIONAL SERVICES	\$	25,250
400	CONTRACTED SERVICES	\$	1,495
500	OTHER PURCHASED SERVICES	\$	3,120
600	SUPPLIES	\$	18,412
700	PROPERTY	\$	600
800	OTHER OBJECTS	\$	1,824
	PUPIL HEALTH	\$	1,985,387
2500	BUSINESS AFFAIRS		
100	PAYROLL	\$	637,894
200	BENEFITS	\$	421,668
300	PROFESSIONAL SERVICES	\$	30,000
400	CONTRACTED SERVICES	\$	8,000
500	OTHER PURCHASED SERVICES	\$	11,300
600	SUPPLIES	\$	20,100
700	PROPERTY	\$	50,000
800	OTHER OBJECTS	\$	1,500
	BUSINESS AFFAIRS	\$	1,180,462
2600	PLANT OPS & MAINTENANCE		
100	PAYROLL	\$	4,784,316
200	BENEFITS	\$	3,512,032
300	PROFESSIONAL SERVICES	\$	48,000
400	CONTRACTED SERVICES	\$	2,115,018

500	OTHER PURCHASED SERVICES	\$	326,585
600	SUPPLIES	\$	1,465,593
700	PROPERTY	\$	106,752
800	OTHER OBJECTS	\$	2,500
	PLANT OPS & MAINTENANCE	\$	12,360,796
2700	TRANSPORTATION		
100	PAYROLL	\$	3,483,985
200	BENEFITS	\$	3,043,110
300	PROFESSIONAL SERVICES	\$	17,500
400	CONTRACTED SERVICES	\$	7,000
500	OTHER PURCHASED SERVICES	\$	1,695,785
600	SUPPLIES	\$	909,250
700	PROPERTY	\$	3,610,474
800	OTHER OBJECTS	\$	5,000
	TRANSPORTATION	\$	12,772,104
2800	CENTRAL SUPPORT		
100	PAYROLL	\$	1,174,236
200	BENEFITS	\$	759,109
300	PROFESSIONAL SERVICES	\$	190,898
400	CONTRACTED SERVICES	\$	108,969
500	OTHER PURCHASED SERVICES	\$	179,275
600	SUPPLIES	\$	481,572
700	PROPERTY	\$	2,016,401
800	OTHER OBJECTS	\$	7,445
	CENTRAL SUPPORT	\$	4,917,905
2900	OTHER SUPPORT		
100	PAYROLL		
200	BENEFITS		
300	PROFESSIONAL SERVICES		
400	CONTRACTED SERVICES		
500	OTHER PURCHASED SERVICES	\$	51,000
600	SUPPLIES	\$	-
700	PROPERTY	\$	-
800	OTHER OBJECTS	\$	-
	OTHER SUPPORT	\$	51,000
3200	STUDENT ACTIVITIES		
100	PAYROLL	\$	1,271,133
200	BENEFITS	\$	475,811
300	PROFESSIONAL SERVICES	\$	156,673
400	CONTRACTED SERVICES	\$	106,532

500	OTHER PURCHASED SERVICES	\$	247,940
600	SUPPLIES	\$	211,065
700	PROPERTY	\$	16,200
800	OTHER OBJECTS	\$	11,613
	STUDENT ACTIVITIES	\$	2,496,967
3300	COMMUNITY SERVICES		
100	PAYROLL	\$	60,041
200	BENEFITS	\$	42,137
300	PROFESSIONAL SERVICES	\$	11,000
400	CONTRACTED SERVICES	\$	-
500	OTHER PURCHASED SERVICES	\$	1,000
600	SUPPLIES	\$	25,300
700	PROPERTY	\$	-
800	OTHER OBJECTS	\$	-
	COMMUNITY SERVICES	\$	139,478
5100	DEBT SERVICE		
100	PAYROLL		
200	BENEFITS		
300	PROFESSIONAL SERVICES	\$	-
400	CONTRACTED SERVICES		
500	OTHER PURCHASED SERVICES		
600	SUPPLIES		
700	PROPERTY		
800	OTHER OBJECTS	\$	9,217,640
900	OTHER USES OF FUNDS	\$	10,442,465
	DEBT SERVICE	\$	19,660,105
5200	FUND TRANSFER		
800	OTHER OBJECTS	\$	-
900	OTHER USES OF FUNDS	\$	-
	FUND TRANSFER	\$	-
5900	BUDGETARY RESERVE		
800	OTHER OBJECTS	\$	350,000
	BUDGETARY RESERVE	\$	350,000
	TOTAL	\$	151,475,609

B. 2014-2015 Tax Rates

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the tax rates listed below for the 2014-15 fiscal year. These rates represent a zero percent tax increase for Monroe County residents and a 4.3% decrease for Pike County residents. Motion was seconded by Ryan Stevens. A roll call vote was taken and carried unanimously, 9-0. Ronald Bradley, Robert Cooke, Eileen Featherman, Robert Gress, Roy Horton, Marjorie James, William Searfoss, Ryan Stevens and Gary Summers voted yes.

- a. Be it resolved that a tax of 180.81 mills be proposed on real estate in the Monroe County portion of the East Stroudsburg Area School District for the 2014-15 fiscal year; and
- b. Be it resolved that a tax of 123.44 mills be proposed on real estate in the Pike County portion of the East Stroudsburg Area School District for the 2014-15 fiscal year; and
- c. Be it resolved the 1% Earned Income Tax be proposed to remain in effect be placed on all residents of the District for the 2014-15 fiscal year, of which 0.5% is shared with the local municipalities; and
- d. Be it resolved that the \$10.00 Occupational Privilege Tax be proposed to remain in effect and to be placed on all workers in the District for the 2014-15 fiscal year; and
- e. Be it resolved that the 1% Real Estate Transfer Tax be proposed to remain in effect for the 2014-15 fiscal year, of which 0.5% is shared with the local municipalities.

C. Fund Balance

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the following allocation of the Fund Balance to the General Fund for the 2014-15 fiscal year so that the General Fund Budget may be balanced. Motion was seconded by Ryan Stevens. A roll call vote was taken and carried unanimously, 9-0. Ronald Bradley, Robert Cooke, Eileen Featherman, Robert Gress, Roy Horton, Marjorie James, William Searfoss, Ryan Stevens and Gary Summers voted yes.

\$1,066,426	PSERS Committed Fund Balance
\$1,168,595	Future Personnel Costs Committed Fund Balance
\$1,206,659	Tax Stabilization Committed Fund Balance
<u>\$5,046,605</u>	2013-14 Budget Deficit Assigned Fund Balance
\$8,488,285	

D. 2014-15 Homestead and Farmstead Exclusion

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the formal resolution as presented to the Board for the 2014-15 Homestead and Farmstead Exclusion. This will result in a maximum real estate tax reduction of \$409.52 for each approved homestead and farmstead within the School District for the 2014-15 fiscal year. Motion was seconded by Ronald Bradley. A roll call vote was taken and carried unanimously, 9-0. Ronald Bradley, Robert Cooke, Eileen Featherman, Robert Gress, Roy Horton, Marjorie James, William Searfoss, Ryan Stevens and Gary Summers voted yes.

(See pages 116-117)

E. General Obligation Bonds

ACTION BY THE BOARD:

Motion was made by Eileen Featherman that the Board authorize the Administration to work with Public Financial Management, as Financial Advisor, Rhoads & Sinon, as Bond Counsel and the Solicitor in conjunction with the issuance of General Obligation Bonds, to be issued as part of a multi-step plan with one more issuances, the proceeds of which will be used towards the current refunding of all or a portion of the District's Series A of 2004 Notes, Series of 2009 Bonds, Series of 2009 Notes, Series A of 2009 Bonds as well as advance refunding a portion of the Series A of 2007 Bonds, at a minimum net savings target based on the amounts below, in accordance with the recommendation of the Finance Committee. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

Step 1 Current Refunding	\$323,700
Step 2 Current Refunding	\$168,300
Step 3 Advance Refunding	\$174,450

F. 2014-15 Insurance Providers

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the 2014-15 Insurance providers and premiums as presented and as follows, in accordance with the recommendation of the Finance Committee. Motion was seconded by Gary Summers and carried unanimously, 9-0.

a. Property –PSBA/ACE	\$219,898
b. General Liability – PSBA/ACE	\$ 33,677
c. Automobile – PSBA/ACE	\$139,305
d. School Leaders Legal Liability – PSBA/Old Republic	\$ 78,877
e. Excess Liability – PSBA/Old Republic	\$ 23,540
f. Equipment Breakdown – Hartford Steam & Boiler	\$ 12,220
g. Cyber Liability – Westchester Fire	\$ 6,250
h. Student Athletic – Bollinger	\$ 29,904
i. Workers’ Compensation – Highmark	\$899,807

G. Fire Alarm System

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the proposal from CSI for the replacement of the fire alarm system with a new Notifier NFS2-3030 Fire Alarm System at the High School North and Lehman Intermediate schools at a cost of \$163,910.62 per GSA Contract No. GS-07F-0097W to be funded from the Capital Reserve, in accordance with the recommendation of the Finance Committee, and subject to the review of the form of the proposal by the Solicitor. Motion was seconded by Gary Summers and carried unanimously, 9-0.

(See pages 118-121)

H. ADA Compliant Visitor Bleachers

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the construction of new ADA compliant Visitor Bleachers using the steel I-beam approach at an estimated cost of \$194,500 as part of the High School North Turf Field and Track project to be funded from the Capital Reserve, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Gary Summers and carried unanimously, 9-0.

(See pages 122-123)

I. Request for Proposals (RFP)

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to authorize the preparation and advertisement of a Request for Proposals (RFP) for professional engineering services to develop a long-range capital plan for the East Stroudsburg Area School District, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

J. Pocono Services for Families & Children

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the Letter of Agreement with Pocono Services for Families & Children/Monroe County Head Start for provision of the Head Start Program and Pre K Counts at J. M. Hill Elementary School, Middle Smithfield Elementary School and Resica Elementary School effective July 1, 2014 to June 30, 2015. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

(See pages 124-126)

K. Head Start Contract Renewal

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the Letter of Agreement with the Scranton-Lackawanna Human Development Agency, Inc. Head Start Program effective July 1, 2014 to June 30, 2015. Motion was seconded by Marjorie James and carried unanimously, 9-0.

(See pages 127-128)

L. Monroe County Control Center

ACTION BY THE BOARD:

Motion was made by Robert Cooke to terminate all alarm monitoring services with the Monroe County Control Center (Control Center), on or before December 31, 2014, due the discontinuation of alarm monitoring service by the Control Center. Motion was seconded by Gary Summers and carried unanimously, 9-0.

M. Apple Lease Agreement

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to accept the recommendation of the Budget and Finance Committee to approve Lease Schedule # 020 to the existing Master Lease Purchase Agreement # 7387311 with Apple, Inc. in the amount of \$146,042.06 for desktop computers, laptops and related computer equipment per year for four (4) years for a total price of \$576,398.66 for the High School North and High School South school facilities, subject to final review by the Solicitor and Bond Counsel. Pricing is per the PA State Contract: Chester County School Districts' Joint Purchasing (CCSDJP) Apple Bid. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

(See pages 129-164)

N. HP Lease Agreement

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to accept the recommendation of the Budget and Finance Committee to approve Lease Schedule Number 2996046043000007 to the existing Master Lease Purchase Agreement Number 2996046043 with Hewlett-Packard Financial Services Company in the amount of \$313,797.63 per year for four (4) years for a total price of \$1,197,794.75 for desktop personal computers, monitors, notebook PC's and related computer equipment, licenses, warranties and service upgrades for the High School North and High School South school facilities, subject to final review by the Solicitor and Bond Counsel. Pricing is per the PA-COSTARS COMMONWEALTH OF PA 2011 (COSTARS-003-084) contract. Motion was seconded by Gary Summers and carried unanimously, 9-0.

(See pages 165-179)

O. Appointment of Depositories

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the appointment of the following depositories for the 2014-15 fiscal year: Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

PNC Bank, East Stroudsburg, PA, be appointed as depository for General Fund, Payroll, Tax Collection, Construction Fund, Cafeteria Fund, Special Activities Fund, Athletics Funds (North and South), Student Activity, and Scholarship accounts.

ESSA Bank and Trust, East Stroudsburg, PA, be appointed as depository for Scholarship accounts

Pennsylvania Local Government Investment Trust, Harrisburg, PA, be appointed depository for the General, Cafeteria, Capital Reserve, and Construction Fund accounts.

Pennsylvania School District Liquid Asset Fund, Lancaster, PA, be appointed depository for General Fund, Capital Reserve, and Construction Fund accounts.

P. Seeking Bids

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the solicitation of bids for concrete repairs and improvements at J.T. Lambert Intermediate School, High School North, Lehman Intermediate School and Bushkill Elementary School, as recommended by the Property and Facilities Committee. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

Q. Use of Facilities

1.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the requests for use of facilities as listed for Class 1 school-related activities (no facility fees will be incurred as per Policy #707. Motion was seconded by Marjorie James and carried unanimously, 9-0.

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

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived
6/16/14	Bushkill	7/1/14	6/30/15	Scranton Lackawanna Human Development	Head Start Program	Yes
6/16/14	JM Hill M. Smithfield Resica	7/1/14	6/30/15	Pocono Services for Families & Children	Pre-K Counts & Head Start Program	Yes
6/16/14	Resica	9/15/14	11/21/14	Pocono Alliance	Bridges to Prosperity Program for students/parents	Yes
6/16/14	HS South	11/20/14	11/20/14	Northampton IU Special Olympics	Special Olympic Floor Hockey Competition	Yes

(See pages 180-184)

2.

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. There are no facility fees for the use of district parking lots. Motion was seconded by Gary Summers and carried unanimously, 9-0.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived
6/16/14	Resica	6/20/14	8/15/14	Cradle of Liberty Boy Scouts of America-Resica Falls	Parking Lot on Sundays / gathering point for troop check in.	Yes

(See page 185)

3.

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. SARTA is requesting a waiver of facility fees for the use of tennis courts. SARTA recently donated a new tennis net for the HS South courts as a token of their appreciation for granting last year’s waiver. Motion was seconded by Ryan Stevens and carried unanimously, 8-0. (Roy Horton left the meeting).

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived
6/16/14	HS South	7/2/14	8/30/14	SARTA USTA	Mixed Doubles Tennis	Yes

(See page 186)

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. Inner City Vision Inc. is requesting a waiver of facility fees as well as personnel fees for their Friday-Sunday Community All-Star Basketball Tournament. Motion was seconded by Ronald Bradley and passed 7-1. Eileen Featherman voted no. (Roy Horton left the meeting).

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived	Personnel Fees Waived
6/16/14	HS South	8/8/14	8/10/14	Inner City Vision	All-Star Basketball Games/Presentation	Yes	Yes

(See page 187)

5.

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. Labor of Love USA, Turning the Hearts Basketball is requesting to use HS South as a rain date location for their summer basketball league. They are requesting a waiver of facility fees as well as personnel fees for their Monday-Friday league. Motion was seconded by Eileen Featherman. A roll call vote was taken and failed 4-4. Robert Cooke, Eileen Featherman, Robert Gress and William Searfoss voted yes. Ronald Bradley, Marjorie James, Ryan Stevens and Gary Summers voted no. (Roy Horton left the meeting).

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived	Personnel Fees Waived
6/16/14	HS South	6/30/14	8/9/14	Labor of Love USA Turning the Hearts Basketball	Summer basketball league (rain date location)	No	No

(See page 188-189)

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Labor of Love USA, Turning the Hearts Basketball is requesting to use HS South as a rain date location for their summer basketball league. They are requesting a waiver of facility fees as well as personnel fees for their Monday-Friday league. Motion was seconded by Marjorie James. A roll call vote was taken and failed 3-5. Ronald Bradley, Marjorie James and Ryan Stevens voted yes. Robert Cooke, Eileen Featherman, Robert Gress, William Searfoss and Gary Summers voted no. (Roy Horton left the meeting).

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived	Personnel Fees Waived
6/16/14	HS South	6/30/14	8/9/14	Labor of Love USA Turning the Hearts Basketball	Summer basketball league (rain date location)	Yes	Yes

(See page 188-189)

6.

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. Pocono Community Church is requesting to use HS South for their Sunday Weekly Church Services. Motion was seconded by Robert Cooke. Gary Summers made a motion to table this motion. Motion to table was seconded by Eileen Featherman and passed 5-3 to table. Robert Gress, Marjorie James and William Searfoss voted no. (Roy Horton left the meeting).

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived	Personnel Fees Waived
6/16/14	HS South	10/15/14	6/30/15	Pocono Community Church	Sunday Weekly Church Services	Yes/No	Yes/No

(See page 190-191)

R. 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 Gary Summers and carried unanimously, 8-0. (Roy Horton left the meeting).

1. Budget Transfers - (See pages 192-199)
2. Payment of Bills - (See pages 200-233)
3. Treasurer’s Report - (See pages 234-252)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – June 16, 2014**

Carl T. Secor Administration Center – Board Room

7:00 P.M.

ADDENDUM A

X. PERSONNEL ITEMS

B. Support Staff

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the appointments of the support staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Ryan Stevens and carried unanimously, 8-0. (Roy Horton left the meeting).

8. Appointments - Regular

Name	Position Held
b. Burke, Michelle	Student Aide (6.5 hours) (Step 1) - Bushkill Elementary Hourly Rate: \$12.46 Effective Date: August 27, 2014 This position was temporarily filled during the 2013-2014 school year by Michelle and is now becoming a regular position due to student needs.
c. Carey, Ronnise	Student Aide (6.5 hours) (Step 1) - Middle Smithfield Elementary Hourly Rate: \$12.46 Effective Date: August 27, 2014 This position was temporarily filled during the 2013-2014 school year by Ronnise and is now becoming a regular position due to student needs.
d. Ciucci, Margaret	Student Aide (6.5 hours) (Step 1) - Bushkill Elementary Hourly Rate: \$12.46 Effective Date: August 27, 2014 This position was temporarily filled during the 2013-2014 school year by Margaret and is now becoming a regular position due to student needs.
e. Hanson, Jennifer	Student Aide (6.5 hours) (Step 1) - Middle Smithfield Elementary Hourly Rate: \$12.46 Effective Date: August 27, 2014 This position was temporarily filled during the 2013-2014 school year by Jennifer and is now becoming a regular position due to student needs.
f. Lopez, Judith	Student Aide (6.5 hours) (Step 1) - Bushkill Elementary Hourly Rate: \$12.46 Effective Date: August 27, 2014 This position was temporarily filled during the 2013-2014 school year by Judith and is now becoming a regular position due to student needs.
g. Robilotta, Richard	Student Aide (6.75 hours) (Step 1) - East Stroudsburg Elementary Hourly Rate: \$12.46 Effective Date: August 27, 2014 This position was temporarily filled during the 2013-2014 school year by Richard and is now becoming a regular position due to student needs.
h. Rosado, Ariana	Student Aide (6.5 hours) (Step 1) - Middle Smithfield Elementary Hourly Rate: \$12.46 Effective Date: August 27, 2014 This position was temporarily filled during the 2013-2014 school year by Ariana and is now becoming a regular position due to student needs.

- i. Rosado, Lorena Student Aide (6.5 hours) (Step 1) - Middle Smithfield Elementary
Hourly Rate: \$12.46
Effective Date: August 27, 2014
This position was temporarily filled during the 2013-2014 school year by Lorena and is now becoming a regular position due to student needs.
- j. Tagliaferri, Dorothy Student Aide (7 hours) (Step 1) - High School South
Hourly Rate: \$12.46
Effective Date: August 27, 2014
This position was temporarily filled during the 2013-2014 school year by Dorothy and is now becoming a regular position due to student needs.

N. Professional Staff

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the reassignments and appointment of 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 left the meeting).

4. Reassignments - Involuntary

Name	Position Held
c. Antolick, Lynn	From: Music teacher - Bushkill and Middle Smithfield Elementary To: Music teacher - East Stroudsburg and Middle Smithfield Elementary Effective Date: August 25, 2014
d. Lehman, Lauren	From: Music teacher - East Stroudsburg Elementary To: Music teacher - Resica Elementary and J. T. Lambert Intermediate Effective Date: August 25, 2014

10. Appointment – Regular

Name	Appointment
a. Moraski, Donna	Special Education (Learning Support) teacher – Bushkill Elementary (TPE) Salary: \$41,599.00 (Step 1 Column 1) Effective Date: August 25, 2014 Donna replaces Sandra Borrasso who retired.

(See page 5)

AA. Act 93 Staff

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the appointments of the designated Act 93 staff designated, in accordance with the approved applicable policies [subject to proper completion of all necessary documents and obtaining all necessary positive clearances] and current Act 93 Compensation Plan. Motion was seconded by Gary Summers and passed 6-2. Robert Cooke and Robert Gress voted no. (Roy Horton left the meeting).

2. Appointments - Regular

Name	Appointment
a. Piperato, Heather	Principal - J. T. Lambert Intermediate (PE) Annual Salary: \$104,073.00, prorated Effective Date: July 21, 2014 Heather replaces Dr. John Burrus who resigned.
b. Vitulli, William	Principal - Smithfield Elementary and Virtual Academy/Cyber School Principal and Administrator for Act 48/PILS/CPE Tracker and Elementary Staff Development (PE) Annual Salary: \$90,000.00, prorated Effective Date: August 5, 2014 William replaces Dr. John Burrus who resigned.

(See pages 6-7)

XVI. FISCAL ITEMS

Q. Use of Facilities

7.

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. Pocono Family YMCA is requesting a waiver of facility fees for the use of tennis courts. Motion was seconded by Gary Summers and passed 7-1. Ronald Bradley voted no. (Roy Horton left the meeting).

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived
6/16/14	HS South	To be determined by the Athletics Department		Pocono Family YMCA	Mixed Doubles Tennis	Yes

(See page 8)

S. Field Turf

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to accept the proposal of FieldTurf USA for the installation of construction, landscaping, erosion control, drainage, paving, fencing, concrete/asphalt and related site work for the installation of facilities at the High School North as set forth in its proposal dated June 16, 2014 for a cost not to exceed \$744,626.51. The final proposal or contract shall be subject to modification as to all terms except price as shall be agreed to by the Business Manager and Solicitor. This project is being authorized pursuant to Keystone Purchasing Network (KPN) contract #201203-01. Motion was seconded by Robert Cooke and carried unanimously, 8-0. (Roy Horton left the meeting).

(See pages 9-11)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – June 16, 2014**

Carl T. Secor Administration Center – Board Room

7:00 P.M.

ADDENDUM B

XVI. FISCAL ITEMS

T. Rescission of Settlement Agreement

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to rescind the disapproval of the settlement agreement concerning the tax assessment appeal filed to Pike County No. 1898-2013 given at the May 19, 2014 meeting. Motion was seconded by Gary Summers and passed 7-1. Robert Gress voted no. (Roy Horton left the meeting).

U. Tax Assessment Appeal—Pike County

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the settlement agreement presented at this meeting and the May 19, 2014 meeting concerning the tax assessment appeal filed to Pike County No. 1898-2013. Motion was seconded by Ryan Stevens and passed 7-1. Robert Gress voted no. (Roy Horton left the meeting).

(See pages 2-4)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – June 16, 2014**

Carl T. Secor Administration Center – Board Room

7:00 P.M.

ADDENDUM C

X. PERSONNEL ITEMS

CC. Administrative Staff – Employment Contract Extension Agreement – Irene N. Duggins

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the Extension Agreement with Irene N. Duggins as Assistant Superintendent for Curriculum and Instruction, as presented. Motion was seconded by Ronald Bradley and carried unanimously, 8-0. (Roy Horton left the meeting).

(See pages 2-13)

XVII. ANNOUNCEMENTS/INFORMATION

None

XVIII. ADJOURNMENT 10:20 P.M.

Respectfully Submitted,

Patricia L. Rosado
Board Secretary