

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

REGULAR MEETING – August 18, 2014

Carl T. Secor Administration Center – Board Room

7:00 p.m.

Minutes

- I. President, William Searfoss called the meeting to order at 7:10 p.m. and led those present in the Pledge of Allegiance. Board Secretary, Patricia Rosado called the roll.

Board Members present at the Administration Center Board Room were: Ronald Bradley, Robert Cooke, Eileen Featherman, Robert Gress, Roy Horton, Marjorie James, William Searfoss, Ryan Stevens and Gary Summers.

- II. **School personnel present:** Eleni Angelopoulos, Michelle Arnold, Jeff Bader, David A. Baker, Brian Borosh, Ben Brenneman, Anthony Calderone, Michael Catrillo, Robert Dilliplane, Irene Duggins, Larry Dymond, Dan Eppley, Eric Forsyth, Paul Kernan, Sharon Laverdure, Jacilyn Leonard, Tom Lesniewski, Irene Livingston, Fred Mill, Debra Padavano, Patricia Rosado, Paul H. Schmid, Michael Slesinski, Kim Stevens, Bob Sutjak, Amy Trotto, Lisa Vitulli, Bill Vitulli and Steve Zall. Thomas Dirvonas, Solicitor.
- III. **Community members present:** Bob Baron, Michael Blake, Craig Bouncer, Marilyn M. Bouncer, Antoinette Brown, Antoinette Brown, Latysha Brown, Candace Elsayed, Josh Fernandez, Renee Harter, Pam Hudak, Susan Kulick, Steven Kulick, Kyle Marsh, Wendy Marsh, Dick Merring, Joan Merring, Don Motts, Amelia Raser, Leslie Raser, Monica Seballer, Charles Smith, Robin Smith, Judy Summers, Sunshine Van Garden, Jared VanWhy, Ron Vanwhy, Roy Vanwhy and Chris Yuresda.

Other:

Jamie Doyle, Public Financial Management

IV. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the minutes for the meeting of July 21, 2014, (pages 1-33). Motion was seconded by Gary Summers and carried unanimously, 9-0.

V. **APPROVAL OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve this agenda for August 18, 2014, (pages 1-55), 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 Ryan Stevens and carried unanimously, 9-0.

- VI. **ANNOUNCEMENT OF EXECUTIVE SESSION** -- An executive session was held this evening at 5:30 p.m. before this meeting for the purpose of discussing personnel and litigation.

VII. **ANNOUNCEMENTS BY THE BOARD**

None

VIII. SUPERINTENDENT'S REPORT

- A. Mr. Gary Summers said that the Monroe Career & Technical Institute JOC meeting took place in August but there was no meeting in July. They discussed the following items:
- Negotiations process with professional and support bargaining unit is continuing.
 - The Business Manager is retiring. A group of JOC members interviewed candidates last week. They hope to fill the position by the September meeting.
 - Discussions of the potential change for MCTI to become a four full-year comprehensive school. A survey will be given out in the beginning of September to get feedback to see what parents and students say about the need for a four full-year comprehensive school. Mr. Summers will apprise the Board about the results of the survey.
- B. Ms. Eileen Featherman said there was no Colonial IU 20 meeting in July. The next meeting will be next week.
- C. Mr. Robert Cooke said that the Property/Facilities Committee met on August 7th at 5:30 p.m. in the Administration Center Board room. The following items were discussed:

- Updates on different projects from Mr. Eppley including: J. T. Lambert HVAC project, concrete projects at Bushkill Elementary and J. T. Lambert and H.S. North track and gym floor.
- Update from Resica Playground Committee. Mr. Cooke is not sure where the construction schedule stands. Fundraising activities have been scheduled. The Resica Playground Committee appreciates everyone's support.
- Maintenance vehicles
- Repairs for J. T. Lambert folding doors which separate various classrooms.
- Superheat boilers at Bushkill Elementary
- Service agreement with Aspen Pest Control and DES for recycling.
- RFPs for snow plowing for 2014-2015 school year.

Some items are on tonight's agenda for the Board's consideration.

Mrs. Laverdure said that the most recent email she received is that the construction for the Resica Elementary School playground is on hold for a year to get together the finances and timeline necessary to complete the project. She encourages all to participate in the fundraising activities.

- D. Mr. Robert Gress said that the Finance Committee met on August 11th. There are many items on the agenda tonight. If anyone has a question when they are ready to take action, it can be discussed at that time. Some items on the agenda include the bus routing software and a healthcare consultant RFP. The committee also discussed the budget timeline for the next school year, which will begin shortly and information for funding for this year was reviewed. The Finance Committee members plan to meet with Representatives to go over the funding numbers because many emails and/or articles say we got more but if you review the numbers, it is the same amount as last year. Mr. Bader prepared a spreadsheet as he did last year regarding market value and per student subsidy. The good news is that we moved up two places but the bad news is that we are the fourth worst in the Commonwealth compared to other districts of our size. He said he will have a Lego presentation at the next meeting. We get about \$1,700 per kid but other districts got more. Basic Education Subsidy is the same as last year. Some grants we may or may not get. PSERS funding is mandated and we are behind prior years. There is no LERTA update so we are waiting and continue to discuss it every month in order to keep it on our radar. The Middle Smithfield sewer fees situation will be discussed when voted upon. All other items discussed are on the agenda for consideration by the Board.
- E. Ms. Marjorie James said that the Policy Review Committee met tonight at 5:00 p.m. prior to the Board meeting. They authorized the administration to post for public review and for first reading the following policies:

- # 814 Copyright Material
- # 830 Data Breach Notification

Policies will be available on the official East Stroudsburg Area School District website and at the Administration Center beginning tomorrow.

In addition, copies of revised policies being presented to the Board of Education for a vote will be included with changes highlighted in each Board member's Board book accompanying the agenda from now on.

- F. Ms. Jamie Doyle, Public Financial Management (PFM), presented the results from the competitive internet bond sale held in order to accomplish Step 2 of the refinancing plan that the Board authorized. She noted market conditions indicate that long term fixed rates continue to be below average which is good news for a refunding transaction as this one. She said our Moody's credit rating report update indicates that we continue to maintain an Aa2 credit rating which is good. Of sixty winning different bids received from six different underwriting syndicates, the winning bid came from FTN Financial who bid a True Interest Cost of 2.91%. They bid with no bond insurance because our credit worthiness is good enough which means that we do not have to pay a bond insurance policy. The paying agent is M & T Bank. The redemption date is 9/1/2019. The winning FTN coupons produced savings of \$1,643,989.71. The previous projection was a savings of \$717,000. We did significantly better exceeding the anticipated savings by about \$927,000. PFM always seeks a 2% benchmark for savings and we saved 19.54%. The settlement date is September 17 and refinancing is at 2.87%. She explained the summary of the three steps. Step 1 was approved at the previous Board meeting. Step 2 is what we are going over this evening. Step 3 remains to be locked in within a couple of weeks. We have been very successful in the first two steps so far. PFM is very pleased with the results. She thanked Mr. Bader, the Solicitor, Bond Counsel and everyone for their input and cooperation. Mr. Bradley asked for the breakdown of our debt portfolio. Ms. Doyle said that the top part of the sheet she explained is our gross debt service which is our principal and interest payments that we make each year. The bottom part is the State reimbursement netted which the percentage of the State reimbursement of each issue that is eligible. Ms. Doyle said no further action is required tonight. Mr. Gress thanked Ms. Doyle for keeping an eye on all the bond issues to help us smooth out debt and help with taxes and expenses. Mr. Summers said he looks forward for Ms. Doyle to bring us more of the same options as she presented tonight.
- G. Mrs. Sharon Laverdure said that it is her privilege to recognize a National Society of High School Scholars award winner, Antoinette Brown, H.S. North student. Antoinette did some research to find out about her award. She is the first to have received this award in the East Stroudsburg Area School District. Mrs. Laverdure said that she was awarded this certificate in June which said that she was granted membership in the National Society of High School Scholars for Meritorious Scholarship Achievement. Mrs. Laverdure congratulated Antoinette and presented her a certificate from the Board and Administration. Antoinette introduced her mother and sister who were in the audience. Mrs. Laverdure said that National Society of High School Scholars founder is a senior member that establishes Nobel Peace Prizes. This can include international recognition and includes academic scholarship opportunities as well as athletic scholarship opportunities. She wished her the best, informing her that this is just the beginning of other possible opportunities.
- H. Mrs. Sharon Laverdure said that Phase I School Comprehensive Plan Timeline is starting in September or October in order to begin preparation. Everything needs to be done and submitted to the State by November 2015. Although it may seem far away, it takes about a year for the full process to take place which includes many meetings to get perfected. It is the work of a joint committee consisting of taxpayers, teachers, support staff, Administrators, Board members, etc. Some sub committees were speaking about long-term planning and this will fit into the category of the Comprehensive Planning. Further information will follow.
- I. Mrs. Sharon Laverdure said that she received a request from East Stroudsburg University (ESU) regarding the Economic Outlook Summit, which will be held at ESU. She received information asking where we are with philosophy, thoughts and where we want to be. She will submit a copy of the Mission Vision and Shared Values of the School District that was Board approved within the Comprehensive Plan, with the Board's permission. In another two years, they may change but it still stands today. Dr. Welsh, ESU President, will be making the presentation for the education part of the planning. Mrs. Laverdure will be picking three or four different highlights from the district to speak about the value of education in East Stroudsburg.

Mr. Gress said that the Economic Summit is good but suggested a letter stating that sometimes items are lost in the translation to the public regarding the problems that we have in the budget, such as how we have lost funds due to tax assessment appeals, lack of funding, etc. The Board has tried not to cut programs but lack of funding is no help. They in turn will speak about the district overspending and our high taxes but everything is related. We discuss the funding issue at Board meetings and Committee meetings but at the Economic Summit the issues are lost because it is not portrayed properly. We need to continue letting the public and business leaders know the percentage of funding which is not enough for our district. Mrs. Laverdure said he is correct but some of that is out of our control. Should we not participate? Mr. Gress said we should participate but we should portray the truth. School funding is not part of the Comprehensive Plan nor is it part the Economic Summit. The event is two weeks from today and we just heard about it. This should have been six months in the making in order to have time to prepare a packet to present to Dr. Welsh. He wrote to Dr. Welsh and hopes the Board can meet with

her to help understand the other side of the equation. Mrs. Laverdure said that she and Jeff can put together some financial items for the presentation. Mr. Summers said if we talk about mission and goals, they should be interrelated. We cannot talk about one without the other. Mrs. Laverdure said that she does not know if what she puts together will be presented since it will be all assimilated under one presentation. Nonetheless, she will submit the information.

- J. Mrs. Laverdure informed the Board that she handed out to them Dr. Lesniewski's and her goals and expectations for them to review at their discretion.
- K. Mr. Bradley asked if the district has a Philosophy Club as a means of expression for North and South students. In light of what's happening in the world today, students are not able to express themselves. Mrs. Laverdure said that the students have many opportunities to express themselves in many classes. Mr. Zall said that students have opportunities in English class as well as other classes. They are allowed to express themselves through their writing. Mr. Bradley asked if other students get a chance to hear each other's work. Mr. Zall said it depends on the class and if the student chooses to read it. There are windows of opportunities to write expressively and communicate it. Mr. Bradley asked if, at this time, they have specific schedules for this expression. Mr. Zall said it depends on each student's schedule. Mr. Bradley asked if there are any Philosophy Clubs. Mr. Zall said there are not. Mrs. Laverdure said that students have had their work published and she will give Mr. Bradley a copy of it.

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

- A. Mr. Steve Kulick said that he is here tonight with a crowd that is supporting the Turkey Day Game or the potential loss of it. His dad was the principal of Bushkill Elementary School, Middle Smithfield Elementary School and Smithfield Elementary School. He went to many Turkey Day Games as he was growing up and he looked forward to it as many residents do today. This is a tradition that we cannot let die. There are many kids that want to play this game because they love the rivalry on Turkey Day to see who would win the Little Brown Jug indicating "Who is the best of the best in all good fun". He mentioned that this tradition brought on pep rallies, town spirit, etc. He is asking that the Board reconsider their decision and not kill this tradition on Thanksgiving Day. Others who follow PIAA rules are still playing on Thanksgiving Day. There are over 1,000 individuals on their Facebook page in support of reconsidering this decision. Mrs. Laverdure said that the other teams that play on Thanksgiving Day do not compete during regular season. Therefore, the record does not pertain to any kind of playoffs. They only play once.
- B. Mr. Dick Merring, previous coach, said he believes as educators and leaders of the community we owe our students a lot such as, good teachers and good administrators but the important thing is our students. Students need to be happy and filled with great memories. He knows there is a good school system in place, but the most important thing is the total life experience. He remembers the Thanksgiving Day game and remembers accepting the jug. Those memories go on for a lifetime. We provide proms, junior proms, dances, etc. We wouldn't do away with these and we shouldn't give up this football game. School is just not academics and that is why we need the Turkey Day game. Although we have people from other areas like New Jersey and New York, this is our town and this is our tradition that should stay because it is very important to us.

Mr. Gress asked for some clarification from the Athletic Director or Superintendent because he understands the importance of the game. The Board members were informed of this decision. This decision was not made by the Board. The PIAA sets the rules and regulations that will hurt the students. They do what they want to do and not necessarily to benefit the students. We previously spoke on another issue that will be discussed further when the Board votes upon the letter that will be sent to PIAA about their field hockey decision. He would like to see this tradition stay but because of the rules and regulations from PIAA, it cannot take place on this day.

Mrs. Laverdure said, speaking as an old coach and living in this district 42 years, this tradition is very dear to her heart. However, it is about the students, student athletes and creating memories that will stay with them forever. The Little Brown Jug will never go away. The memory will still be there but the day it is played is changed for the benefit of the students. In order for this game to occur on Turkey Day, it would mean that the students will have to have four weeks of hard contact to continue to stay in shape and prepare in order to play on Thanksgiving Day. Students will not be able to participate in winter sports. Others do not participate but those that do will have to put their life on hold. This issue needs to be considered because this is about the students. The walk and

the game will still be there. All opportunities will stay in place. Once the season is over the students need to move on.

Mr. Brenneman, Athletic Director, said this decision was based on the students well being and it was decided that this tradition cannot continue. Unfortunately, changes have occurred with PIAA playoffs but the importance is the Jug, the walk and the game. We thought to mesh that tradition with the regular games. The majority of our own kids did not want to play. I cannot speak for Stroudsburg but a portion do and others don't. No matter what you do, somebody will be upset. We want to make the decision based on what is best for our kids. He said he has heard both sides. We took that information and worked with Stroudsburg and came up with a plan to move the game. Mrs. Laverdure said if anybody saw the newspaper today, it had a picture which indicated that the opportunity of hugging that Jug will never go away.

X. PERSONNEL ITEMS

A. Support Staff – Uncompensated Leave

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the uncompensated leave of absence for 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 Leave of Absence in Accordance with School Board Policy #539

Name	Position Held
a. Wood, Dorothy	Bus Driver - Transportation Effective Date: April 11, 2014 Now through: September 16, 2014

(Request received)

B. Support Staff

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the resignation, retirement, leaves of absence, reassignments, change of status, appointments and substitute reappointments to the support staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Gary Summers and passed 8-0-1 abstention. Ryan Stevens abstained.

1. Resignation

Name	Position Held
a. Aseng, Wilfredo	Cafeteria Aide - High School North Effective Date: at the end of the workday on October 31, 2014.

(See page 56)

2. Retirement

Name	Position Held
a. Smith, Jacqueline	Bus Driver - Transportation Effective Date: August 15, 2014

(See page 57)

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

Name	Position Held
a. Kohler, Kathleen	Custodian (1 st shift) – High School North Effective Date: July 22, 2014 Length of Leave now through: September 1, 2014
b. Picirilli, Terre	School Police Officer - J. T. Lambert Intermediate Effective Date: June 19, 2014 Length of Leave now through: July 31, 2014
c. Wade, Jessica	BOP Secretary - Administrative Services Effective Date: March 31, 2014 Length of Leave now through: December 31, 2014 This is an intermittent leave.

(Requests received)

4. **Leaves of Absence – In accordance with Board Policy #535**

Name	Position Held
a. Goodridge, Marcia	Custodian (2 nd shift) – East Stroudsburg Elementary Effective Date: July 31, 2014 Length of Leave through: June 20, 2015 This is an intermittent leave.
b. Lazor, Teresa	Information Technologist I - ITEC Effective Date: July 1, 2014 Length of Leave through: December 31, 2014 This is an intermittent leave.
c. Sourwine, Arthur	Maintenance I Worker - Maintenance Effective Date: August 12, 2014 Length of Leave through: August 18, 2014

(Requests received)

5. **Reassignments - Temporary**

Name	Position Held
a. Darlington, Harry	From: Custodian (1 st shift) – J. M Hill Elementary To: Cafeteria Custodian (1 st shift) - High School South Effective Date: June 14, 2013 Now through: September 30, 2014
b. Parton, Matthew	From: Custodian (2 nd shift) – J. M Hill Elementary To: Custodian (1 st shift) - J. M. Hill Elementary Effective Date: June 14, 2013 Now through: September 30, 2014 Matthew replaces Harry Darlington who was reassigned.

6. Change of Status - Regular

Name	Position Held
a. Napodano, Anthony	From: Custodian (2 nd shift) (Step 1) – North Campus (LTS) To: Custodian (2 nd shift) (Step 1) - North Campus (Regular) Hourly Rate: \$14.48 (plus \$.40/per hour shift differential) Effective Date: August 11, 2014 Anthony replaces Thomas Paflitzko.

7. Reassignments - Voluntary

Name	Position Held
a. Pollack, Victor	From: Custodian (3 rd shift) – High School South To: Custodian (1 st shift) - High School South Hourly Rate: \$14.48 Effective Date: August 25, 2014 Victor replaces Joseph Feal who accepted a First Level Supervisor position.
b. Stockman, Susan	From: Cafeteria Worker (part-time, 4 hour) – High School South To: Cafeteria Worker (full-time, 7 hour) - J. T. Lambert Intermediate Effective Date: August 27, 2014 Susan replaces Bonnie Dekmar who was reassigned.

8. Appointments – Regular

Name	Appointment
a. Dailey, Dawn	Bus Driver (6 hour) (Step 1) - Transportation Hourly Rate: \$15.49 Effective Date: August 19, 2014 Dawn replaces Royd Tallada who resigned.
b. Mabe, Kevin	Information Technologist II (Step 1) - ITEC Hourly Rate: \$21.97 Effective Date: August 25, 2014 Kevin replaces Robinson Rodriguez who retired.
c. Schantzen, Patrick	Bus Driver (6 hour) (Step 1) - Transportation Hourly Rate: \$15.49 Effective Date: August 19, 2014 Patrick replaces Howard Rogers who resigned.
d. Tassinari, Lori	Paraprofessional (Step 1) - Resica Elementary Hourly Rate: \$15.72 Effective Date: August 25, 2014 This position was temporarily filled during the 2013-2014 school year by Lori and is now becoming a regular position due to student needs.

9. Appointments – Temporary

Name	Appointment
a. Bergen, Lori	Temporary Paraprofessional (Reading) (Step 1) - J. M. Hill Elementary Hourly Rate: \$15.72 Effective Date: August 25, 2014 Through: the last teacher workday of the 2014-2015 school year only. This position is funded by Title I.
b. Gagnon, Diane	Temporary Paraprofessional (Reading) (Step 1) - Middle Smithfield Elementary Hourly Rate: \$15.72 Effective Date: August 25, 2014 Through: the last teacher workday of the 2014-2015 school year only. This position is funded by Title I.
c. Kuse, Rebecca	Temporary Paraprofessional (Step 1) - Resica Elementary Hourly Rate: \$15.72 Effective Date: August 25, 2014 Through: the last teacher workday of the 2014-2015 school year only. This position was temporarily filled during the 2013-14 school year.
d. Martone, Larysa	Temporary Paraprofessional (Reading) (Step 1) - Resica Elementary Hourly Rate: \$15.72 Effective Date: August 25, 2014 Through: the last teacher workday of the 2014-2015 school year only. This position is funded by Title I.
e. Mauro, Samantha	Temporary Paraprofessional (Reading) (Step 1) - East Stroudsburg Elementary Hourly Rate: \$15.72 Effective Date: August 25, 2014 Through: the last teacher workday of the 2014-2015 school year only. This position is funded by Title I.

10. Salary Changes

Name	Position	Location	Hourly Base Rate From:	Hourly Base Rate To:	Effective
a. Quinn, Jill	BOP II – payroll clerk	Business Office	\$16.72	\$17.07	7/1/14
b. Lesoine, Frederick	Maintenance II Worker	Maintenance	\$15.85	\$16.20	7/1/14

11. Substitute Appointments

Name	Position
1. Aseng, Wilfredo	Cafeteria Aide
2. DeFranco, Tracy	Secretary
3. Frugiuole, Alberta	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist
4. Gansel, Roseann	Cafeteria Aide, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide, Study Hall Monitor
5. Iacono, Rosanna	Student Aide, Study Hall Monitor

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|-----|---------------------|---|
| 6. | Lindsay, Andrea | Cafeteria Aide, Cafeteria Worker, Custodian, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide, Study Hall Monitor |
| 7. | Martinez, Pedro | Maintenance Worker |
| 8. | Nevil, Jacqueline | Bus Driver |
| 9. | Perez, Lourdes | Cafeteria Aide, Cafeteria Worker |
| 10. | Ragonese, Briana | Paraprofessional, Secretary, Student Aide |
| 11. | Villanueva, Monique | Cafeteria Worker, Student Aide |

12. Substitute Reappointments – Bus Drivers

	Last Name	First Name
1.	Abdul-Malik	Malika
2.	Asplint	George
3.	Cortes	Leslie
4.	Darlington	Kent
5.	DeSanto (trips only)	Roy
6.	Johnston	James
7.	Madera-DeJesus	Angel
8.	Rendon	Isual
9.	Stofik	Kevin
10.	Vinti	Virginia

13. Substitute Reappointments – Cafeteria Aides

	Last Name	First Name
1.	Ace	Rebecca
2.	Ackerman	Darcie
3.	Adames	Yanira
4.	Arrington	Francine
5.	Bender	Rodrigo
6.	Boothe	Carolyn
7.	Busby	Carolyn
8.	Bussiere	Amber
9.	Carson	MaryAnn
10.	Conant	Janet
11.	Corey	Gail
12.	Dailey	Cathy-Jo
13.	Donald	Dawn
14.	Ferlisi	Gina
15.	Frugieuele	Alberta
16.	Frulio	Mary
17.	Fuller	Jeanine
18.	Gansel	Roseann
19.	Giles	Kimberly
20.	Glatt-Kitt	Jacquelynn
21.	Goodridge	Marcia
22.	Gould	Maria
23.	Grant	Cheryl
24.	Graziano	Amy

	Last Name	First Name
25.	Harris	Kangela
26.	Heitzman	Joseph
27.	Henriquez	Lauren
28.	Howell	Candy
29.	Iacono	Rosanna
30.	Johnson	Andrea
31.	Jones	Sara
32.	Killeen	Gloria
33.	Komorowski	Ellen
34.	Kraeber	Jeanie
35.	Leung	Louise
36.	Litts	Dorothy
37.	Lopez	Myrna
38.	Lubischer	Carol
39.	Luckey	Claudia
40.	Martinez	Vivianna
41.	McInerney	Linda
42.	Mendoza	Sandra
43.	Mitchell	Phashawn
44.	Modugno	Lynne
45.	Molloy	Nannette
46.	Nowacki	Liliana
47.	Nunez	Emersy
48.	Olsen	Danielle
49.	Palacio	Doreen
50.	Perez	Lourdes
51.	Perri	Rebecca
52.	Perry	Carolyn
53.	Picchianti	Darlene
54.	Rivera-Rodriguez	Shirley
55.	Rizzi-Nagora	Serafina
56.	Rocheny	Patricia
57.	Rodriquez	Nancy
58.	Rohner	Nancy
59.	Root	Elizabeth
60.	Safin	Sheri
61.	Sanford	Lillian
62.	Schmid	Justin
63.	Scozzafava	Theresa
64.	Seliger	Roslinda
65.	Smith	Sarah
66.	Starkes	Carolyn
67.	Stevens	Donna
68.	Strube	Regina
69.	Tauber	Tracie
70.	Tayburn	Cynthia
71.	Vasquez	Juana

	Last Name	First Name
72.	Vazquez	Natalie
73.	Vega	Barbara
74.	Vilinsky	Maria
75.	Villano	Lisa
76.	Villanueva	Monique
77.	Walker-Footman	Rhonda
78.	Walsh	Linda
79.	Weis	Cindy
80.	Yhlen	Barbara
81.	Zayas	Santina

14. Substitute Reappointments – Cafeteria Workers

	Last Name	First Name
1.	Ace	Rebecca
2.	Ackerman	Darcie
3.	Adames	Yanira
4.	Arrington	Francine
5.	Athey	Jerry
6.	Bender	Rodrigo
7.	Boothe	Carolyn
8.	Busby	Carolyn
9.	Bussiere	Amber
10.	Carson	MaryAnn
11.	Conant	Janet
12.	Corey	Gail
13.	Counterman	Melissa
14.	Dailey	Cathy-Jo
15.	Donald	Dawn
16.	Ferlisi	Gina
17.	Frugiuele	Alberta
18.	Frulio	Mary
19.	Fuller	Jeanine
20.	Galindez	Lorenzo
21.	Glatt-Kitt	Jacquelynn
22.	Gould	Maria
23.	Graziano	Amy
24.	Harris	Kangela
25.	Henriquez	Lauren
26.	Iacono	Rosanna
27.	Jones	Sara
28.	Komorowski	Ellen
29.	Leung	Louise
30.	Litts	Dorothy
31.	Lubischer	Carol
32.	Luckey	Claudia
33.	Martinez	Vivianna

	Last Name	First Name
34.	McInerney	Linda
35.	Mendoza	Sandra
36.	Newallo	Rachel
37.	Nowacki	Liliana
38.	Nunez	Emersy
39.	Olsen	Danielle
40.	Palacio	Doreen
41.	Perez	Lourdes
42.	Perry	Carolyn
43.	Redline	Barbara
44.	Rivera-Rodriguez	Shirley
45.	Rocheny	Patricia
46.	Rodriquez	Nancy
47.	Root	Elizabeth
48.	Safin	Sheri
49.	Sanford	Lillian
50.	Schmid	Justin
51.	Smith	Sarah
52.	Stevens	Donna
53.	Strube	Regina
54.	Tauber	Tracie
55.	Tayburn	Cynthia
56.	Uszal	JoAnn
57.	Vasquez	Juana
58.	Vega	Barbara
59.	Vilinsky	Maria
60.	Villano	Lisa
61.	Villanueva	Monique
62.	Walsh	Linda
63.	Weis	Cindy
64.	Yhlen	Barbara
65.	Zayas	Santina

15. Substitute Reappointments – Crossing Guards

	Last Name	First Name
1.	Mallelieu	Diane
2.	Reali (Vazquez)	Susan
3.	Rodriquez	Nancy
4.	Swed	Nicki-Lee

16. Substitute Reappointments – Custodians

	Last Name	First Name
1.	Archond	Peter
2.	Aseng	Wilfredo
3.	Bartron	Barry
4.	Bender	Rodrigo

	Last Name	First Name
5.	Beniamiano	Robin
6.	Bomar	Terrence
7.	Bussiere	Amber
8.	Camara	Trindade
9.	Careri	William
10.	Careri	Karen
11.	Cassimore	Ronald
12.	Counterman	Melissa
13.	DeJesus	Miguel
14.	Dillard	Marquis
15.	Fetherman	John
16.	Field	Richard
17.	Galindez	Lorenzo
18.	Henriquez	Lauren
19.	Holmes	Deborah
20.	Huffman	Brooke
21.	Ivory	Georgina
22.	Jackson	Jacquelyn
23.	Justiniano	Edward
24.	Kamar	Aisha
25.	Killeen	Gloria
26.	Konitsky	Carol
27.	Kuczma	John
28.	LaMond	William
29.	Lapadula	Salvatore
30.	Lopez	Daniel
31.	Luckey	Claudia
32.	Martinez	Pedro
33.	Moran Jr.	James
34.	Myers Jr.	Donald
35.	Nestor	Susan
36.	Nunez	Emersy
37.	Oney	David
38.	Orley	James
39.	Ramos	Eliu
40.	Redline	Barbara
41.	Reid	Fernando
42.	Rivera	Edwin
43.	Rivera-Rodriguez	Shirley
44.	Roberts	Elaine
45.	Robilotta	Richard
46.	Rocheny	Patricia
47.	Rodriquez	Nancy
48.	Rosado	John
49.	Rouse	Pamela
50.	Schmid	Justin
51.	Schwartz	Susan

	Last Name	First Name
52.	Smith	Sarah
53.	Van Why	Rose
54.	Vazquez	Natalie
55.	Vitale	Thomas
56.	Weis	Cindy
57.	Whitmore	Thomas
58.	Wickham	Edgar
59.	Wilson	Steven

17. Substitute Reappointments – Front Desk Receptionists

	Last Name	First Name
1.	Ace	Rebecca
2.	Ackerman	Darcie
3.	Arrington	Francine
4.	Athey	Jerry
5.	Bender	Rodrigo
6.	Boothe	Carolyn
7.	Brown	Patricia
8.	Bussiere	Amber
9.	Castro	Zoraida
10.	Corey	Gail
11.	Crossan	Alice
12.	Edwards	Terry
13.	Ferlisi	Gina
14.	Frugiuele	Alberta
15.	Frulio	Mary
16.	Gansel	Roseann
17.	Giles	Kimberly
18.	Glatt-Kitt	Jacquelynn
19.	Gonzalez	Bianca
20.	Gould	Maria
21.	Grant	Cheryl
22.	Graziano	Amy
23.	Harris	Kangela
24.	Hossain	Denise
25.	Jones	Sara
26.	Kamar	Aisha
27.	Killeen	Gloria
28.	Komorowski	Ellen
29.	Konawalik	Leanne
30.	Leung	Louise
31.	Libecap	Dawn
32.	Lopez	Myrna
33.	Lubischer	Carol
34.	Luckey	Claudia
35.	Mabe	Tiffany

	Last Name	First Name
36.	Matos	Rafael
37.	McInerney	Linda
38.	Mendoza	Sandra
39.	Mitchell	Phashawn
40.	Modugno	Lynne
41.	Newallo	Rachel
42.	Nowacki	Liliana
43.	Palacio	Doreen
44.	Perez	Yolanda
45.	Perri	Rebecca
46.	Perry	Carolyn
47.	Popp	Cheryl
48.	Rafaniello	Christina
49.	Reali	Susan
50.	Rivera-Rodriguez	Shirley
51.	Rizzi-Nagora	Serafina
52.	Schmid	Justin
53.	Scozzafava	Theresa
54.	Seliger	Roslinda
55.	Starkes	Carolyn
56.	Stevens	Donna
57.	Strube	Regina
58.	Stys	Patricia
59.	Tauber	Tracie
60.	Tayburn	Cynthia
61.	Vega	Barbara
62.	Vilinsky	Maria
63.	Villano	Lisa
64.	Viola	Joanne
65.	Walker-Footman	Rhonda
66.	Walsh	Linda
67.	Weis	Cindy
68.	Zayas	Santina
69.	Zicaro	Crystal

18. Substitute Reappointments – Health Room Nurses

	Last Name	First Name
1.	Gonsky	Jolene
2.	McInerney	Linda
3.	Nduka	Christina

19. Substitute Reappointments – Information Technologists

	Last Name	First Name
1.	Bartholomew	Darin
2.	Dekmar	Ryan
3.	Page	Veronica

20. **Substitute Reappointments – Maintenance Workers**

	Last Name	First Name
1.	Chiarello	James
2.	DeJesus	Miguel
3.	Fetherman	John
4.	Hirsch	Mathew
5.	Lapadula	Salvatore
6.	Marvin	Gary
7.	Reid	Fernando
8.	Rivera	Edwin
9.	Wickham	Edgar

21. **Substitute Reappointments – Paraprofessionals**

	Last Name	First Name
1.	Abel	Christina
2.	Ace	Rebecca
3.	Ackerman	Darcie
4.	Amadiwochi	Alasia
5.	Arrington	Francine
6.	Athey	Jerry
7.	Bayer	Kyle
8.	Bender	Rodrigo
9.	Bergen	Lori
10.	Bickel	Jessica
11.	Boothe	Carolyn
12.	Bosak	Rachel
13.	Brown	Patricia
14.	Castro	Zoraida
15.	Conant	Janet
16.	Corey	Gail
17.	Couttien	Leticia
18.	Crossan	Alice
19.	Cruz	Maryna
20.	Dailey	Cathy-Jo
21.	Donald	Dawn
22.	Doppler	Richard
23.	Edwards	Terry
24.	Ferlisi	Gina
25.	Ford	Kristina
26.	French	Diane
27.	Frulio	Mary
28.	Fuller	Jeanine
29.	Gagnon	Diane
30.	Gansel	Roseann
31.	Giles	Kimberly
32.	Glatt-Kitt	Jacquelynn

	Last Name	First Name
33.	Gonzalez	Bianca
34.	Gould	Maria
35.	Grant	Cheryl
36.	Graziano	Amy
37.	Hampton	Cheryl
38.	Harris	Kangela
39.	Hawley	Lars
40.	Heitzman	Joseph
41.	Hossain	Denise
42.	Jackson	Willie
43.	Johnson	Andrea
44.	Jones	Sara
45.	Kamar	Aisha
46.	Karlik	Monika
47.	Killeen	Gloria
48.	Klammer	Erika
49.	Komorowski	Ellen
50.	Konawalik	Leanne
51.	Kuse	Rebecca
52.	Laverdure	Richard
53.	Leizens	Leticia
54.	Leung	Louise
55.	Libecap	Dawn
56.	Lopez	Myrna
57.	Lubischer	Carol
58.	Mabe	Tiffany
59.	Mallelieu	Diane
60.	Martone	Larysa
61.	Matos	Rafael
62.	Mauro	Samantha
63.	McDermott	Amy
64.	McDonnell	Julie
65.	McInerney	Linda
66.	Mendoza	Sandra
67.	Mitchell	Phashawn
68.	Molesky	Pamela
69.	Motts	Linda
70.	Moya	Lynn
71.	Newallo	Rachel
72.	Nowacki	Liliana
73.	Nunez	Emersy
74.	Palacio	Doreen
75.	Perez	Yolanda
76.	Perlaza	Teresita
77.	Perri	Rebecca
78.	Perry	Carolyn
79.	Picchianti	Darlene

	Last Name	First Name
80.	Popp	Cheryl
81.	Rafaniello	Christina
82.	Ragonese	Briana
83.	Reali	Susan
84.	Richards Lawrence	Stephanie
85.	Rivera	Edwin
86.	Rivera-Rodriguez	Shirley
87.	Rizzi-Nagora	Serafina
88.	Roberts	Tammy
89.	Root	Elizabeth
90.	Rouse	Pamela
91.	Ruschmeyer	Leif
92.	Sanford	Lillian
93.	Schmid	Justin
94.	Scozzafava	Theresa
95.	Seliger	Roslinda
96.	Semente	Denice
97.	Starkes	Carolyn
98.	Stevens	Donna
99.	Strube	Regina
100.	Stys	Patricia
101.	Summerville	Launie
102.	Tayburn	Cynthia
103.	Umstead	Georgia
104.	Vasquez	Juana
105.	Vazquez	Natalie
106.	Velazquez	Monica
107.	Vilinsky	Maria
108.	Villano	Lisa
109.	Viola	Joanne
110.	Walker-Footman	Rhonda
111.	Walsh	Linda
112.	Weis	Cindy
113.	Wolbert	Anna
114.	Zayas	Santina
115.	Zicaro	Crystal

22. Substitute Reappointments – School Police Officers

	Last Name	First Name
1.	Baldicanas	David
2.	Klinge	Albert
3.	Lowris	Joel
4.	Martinez	Rafael
5.	Petrosino	Peter
6.	Varkanis	Emmanuel

23. **Substitute Reappointments – Secretaries**

	Last Name	First Name
1.	Ace	Rebecca
2.	Ackerman	Darcie
3.	Arnold	Dora
4.	Arrington	Francine
5.	Beniamiano	Robin
6.	Billips	Mayla
7.	Boothe	Carolyn
8.	Brown	Patricia
9.	Bussiere	Amber
10.	Carey	Ronnise
11.	Castro	Zoraida
12.	Ciucci	Margaret
13.	Cole	Marie
14.	Conant	Janet
15.	Corey	Gail
16.	Crossan	Alice
17.	Cruz	Lisa
18.	DeFranco	Tracy
19.	Dunleavy	Susan
20.	Edwards	Terry
21.	Frulio	Mary
22.	Fuller	Jeanine
23.	Gansel	Roseann
24.	Glatt-Kitt	Jacquelynn
25.	Gould	Maria
26.	Graziano	Amy
27.	Hanson	Jennifer
28.	Harris	Kangela
29.	Heilakka	Debra
30.	Hossain	Denise
31.	Huffman	Brooke
32.	Iacono	Rosanna
33.	Jones	Sara
34.	Kamar	Aisha
35.	Karlik	Monika
36.	Komorowski	Ellen
37.	Konawalik	Leanne
38.	LaFemina-Adams	AnnMarie
39.	Leizens	Leticia
40.	Libecap	Dawn
41.	Litts	Dorothy
42.	Lopez	Judith
43.	Lopez	Myrna
44.	Lubischer	Carol
45.	Luckey	Claudia

	Last Name	First Name
46.	Mabe	Tiffany
47.	McDermott	Amy
48.	McInerney	Linda
49.	Mendoza	Sandra
50.	Mertz	Susan
51.	Mitchell	Phashawn
52.	Modugno	Lynne
53.	Molloy	Nannette
54.	Motts	Linda
55.	Moya	Lynn
56.	Newallo	Rachel
57.	Orley	James
58.	Palacio	Doreen
59.	Pappas	Elizabeth
60.	Perez	Yolanda
61.	Perry	Carolyn
62.	Picchianti	Darlene
63.	Rafaniello	Christina
64.	Ragonese	Briana
65.	Reali	Susan
66.	Reish	Holly
67.	Rivera-Rodriguez	Shirley
68.	Rizzi-Nagora	Serafina
69.	Roberts	Elaine
70.	Rocheny	Patricia
71.	Root	Elizabeth
72.	Rosado	Ariana
73.	Rosado	Lorena
74.	Sanford	Lillian
75.	Schaller	Linda
76.	Schmid	Justin
77.	Scozzafava	Theresa
78.	Semente	Denice
79.	Shevlin	Daisy
80.	Starkes	Carolyn
81.	Stevens	Donna
82.	Strube	Regina
83.	Stys	Patricia
84.	Tagliaferri	Dorothy
85.	Tayburn	Cynthia
86.	Vazquez	Natalie
87.	Vilinsky	Maria
88.	Villano	Lisa
89.	Viola	Joanne
90.	Walker-Footman	Rhonda
91.	Weis	Cindy
92.	Williams	Vivian

	Last Name	First Name
93.	Wolbert	Anna
94.	Zayas	Santina
95.	Zicaro	Crystal

24. Substitute Reappointments – Security Officers

	Last Name	First Name
1.	Armstrong	Michael
2.	Arrington	Francine
3.	Careri	William
4.	Consavo	Richard
5.	Cruz	Lisa
6.	Czajkowski	Joseph
7.	DeVito	Maria
8.	Famighetti	Anthony
9.	Fetherman	Christopher
10.	Justiniano	Edward
11.	Kafer	Roger
12.	Lattimore	Kadejea
13.	Lubischer	Carol
14.	Mallelieu	Diane
15.	Monke	Marion
16.	Orley	James
17.	Rafaniello	Ronald
18.	Swed	Nicki-Lee

25. Substitute Reappointments – Study Hall Monitors

	Last Name	First Name
1.	Ace	Rebecca
2.	Ackerman	Darcie
3.	Amadiwochi	Alasia
4.	Arrington	Francine
5.	Bender	Rodrigo
6.	Bussiere	Amber
7.	Conant	Janet
8.	Corey	Gail
9.	Crossan	Alice
10.	Dailey	Cathy-Jo
11.	Dillard	Marquis
12.	Donald	Dawn
13.	Ferlisi	Gina
14.	Frulio	Mary
15.	Fuller	Jeanine
16.	Gansel	Roseann
17.	Gould	Maria
18.	Graziano	Amy
19.	Henriquez	Lauren

	Last Name	First Name
20.	Johnson	Andrea
21.	Karlik	Monika
22.	Killeen	Gloria
23.	Komorowski	Ellen
24.	Leung	Louise
25.	Libecap	Dawn
26.	Lubischer	Carol
27.	Luckey	Claudia
28.	Mallelieu	Diane
29.	Matos	Rafael
30.	McInerney	Linda
31.	Moya	Lynn
32.	Newallo	Rachel
33.	Nowacki	Liliana
34.	Palacio	Doreen
35.	Perez	Yolanda
36.	Picchianti	Darlene
37.	Popp	Cheryl
38.	Rafaniello	Christina
39.	Reali	Susan
40.	Rivera-Rodriguez	Shirley
41.	Rizzi-Nagora	Serafina
42.	Rodriquez	Nancy
43.	Scozzafava	Theresa
44.	Seliger	Roslinda
45.	Tauber	Tracie
46.	Tayburn	Cynthia
47.	Vega	Barbara
48.	Velazquez	Monica
49.	Vilinsky	Maria
50.	Villano	Lisa
51.	Walker-Footman	Rhonda
52.	Walsh	Linda
53.	Weis	Cindy
54.	Zayas	Santina

26. Substitute Reappointments – Student Aides

	Last Name	First Name
1.	Ace	Rebecca
2.	Adames	Yanira
3.	Amadiwochi	Alasia
4.	Arrington	Francine
5.	Athey	Jerry
6.	Bayer	Kyle
7.	Bender	Rodrigo
8.	Boothe	Carolyn

	Last Name	First Name
9.	Bosak	Rachel
10.	Brown	Patricia
11.	Castro	Zoraida
12.	Conant	Janet
13.	Corey	Gail
14.	Crossan	Alice
15.	Cruz	Maryna
16.	Dailey	Cathy-Jo
17.	Donald	Dawn
18.	Doppler	Richard
19.	Edwards	Terry
20.	Ferlisi	Gina
21.	Fister	Sarah
22.	Ford	Kristina
23.	French	Diane
24.	Frulio	Mary
25.	Gagnon	Diane
26.	Gansel	Roseann
27.	Glatt-Kitt	Jacquelyn
28.	Gonzalez	Bianca
29.	Gould	Maria
30.	Grant	Cheryl
31.	Graziano	Amy
32.	Harris	Kangela
33.	Hawley	Lars
34.	Heitzman	Joseph
35.	Jackson	Willie
36.	Jones	Sara
37.	Kamar	Aisha
38.	Karlik	Monika
39.	Killeen	Gloria
40.	Komorowski	Ellen
41.	Konawalik	Leanne
42.	Kuse	Rebecca
43.	Laverdure	Richard
44.	Leizens	Leticia
45.	Leung	Louise
46.	Libecap	Dawn
47.	Lopez	Myrna
48.	Lubischer	Carol
49.	Mabe	Tiffany
50.	Matos	Rafael
51.	McDermott	Amy
52.	McDonnell	Julie
53.	McInerney	Linda
54.	Mendoza	Sandra
55.	Mitchell	Phashawn

	Last Name	First Name
56.	Molesky	Pamela
57.	Moya	Lynn
58.	Newallo	Rachel
59.	Nowacki	Liliana
60.	Nunez	Emersy
61.	Palacio	Doreen
62.	Perez	Yolanda
63.	Perlaza	Teresita
64.	Perri	Rebecca
65.	Perry	Carolyn
66.	Picchianti	Darlene
67.	Popp	Cheryl
68.	Ragonese	Briana
69.	Reali	Susan
70.	Rivera	Edwin
71.	Rivera-Rodriguez	Shirley
72.	Rizzi-Nagora	Serafina
73.	Roberts	Tammy
74.	Root	Elizabeth
75.	Rouse	Pamela
76.	Ruschmeyer	Leif
77.	Sanford	Lillian
78.	Scozzafava	Theresa
79.	Seliger	Roslinda
80.	Semente	Denice
81.	Shevlin	Daisy
82.	Starkes	Carolyn
83.	Strube	Regina
84.	Stys	Patricia
85.	Tauber	Tracie
86.	Tayburn	Cynthia
87.	Vasquez	Juana
88.	Vazquez	Natalie
89.	Velazquez	Monica
90.	Vilinsky	Maria
91.	Villano	Lisa
92.	Walker-Footman	Rhonda
93.	Walsh	Linda
94.	Weis	Cindy
95.	Wolbert	Anna
96.	Zayas	Santina
97.	Zicaro	Crystal

C. Professional Staff

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the resignation, retirement, leaves of absence, reassignments, appointments, salary compensations, substitute teacher and homebound reappointments to the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Eileen Featherman and carried unanimously, 9-0. (Mr. Gress indicated, for the record, that his wife is part of this motion but that he is permitted to vote on it).

1. Resignation

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

- | | |
|---------------------|--|
| a. Shimp, Gabrielle | Library Science teacher – East Stroudsburg Elementary
Effective Date: August 24, 2014 |
|---------------------|--|

(See page 58)

2. Retirement

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

- | | |
|-----------------|--|
| a. Rusk, Daniel | Grade 5 teacher – Bushkill Elementary
Effective Date: August 18, 2014 |
|-----------------|--|

(See page 59)

3. Leave of Absence – In accordance with Board Policy #435 and Child Rearing Leave

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

- | | |
|-----------------|--|
| a. Adams, Sarah | Guidance Counselor – J. M. Hill Elementary
Effective Date: October 20, 2014
Length of Leave through: February 13, 2015 |
|-----------------|--|

(Request received)

4. Leaves of Absence – In accordance with Board Policy #435

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

- | | |
|----------------------|--|
| a. Corson, Deborah | School Nurse – J. M. Hill Elementary
Effective Date: August 25, 2014
Length of Leave through: end of the 2014-2015 school year.
This leave is intermittent. |
| b. Gallagher, Cori | Special Education teacher - High School North
Effective Date: August 25, 2014
Length of Leave through: October 10, 2014 |
| c. McCracken, Sean | Health & Physical Education teacher - J. T. Lambert Intermediate
Effective Date: September 29, 2014
Length of Leave through: October 17, 2014 |
| d. Pellington Lauren | Special Education teacher - High School North
Effective Date: September 24, 2014
Length of Leave through: November 5, 2014 |

(Requests received)

5. Sabbatical Professional Leave – In accordance with Board Policy #438

Name	Position Held
a. Bove, Sheila	Gifted teacher – J. T Lambert Intermediate Effective Date: August 25, 2014 Length of Leave through: end of the first semester of the 2014-2015 school year.

(Request received)

6. Reassignment - Involuntary

Name	Appointment
a. Rovi, Lauren	From: Guidance Counselor – Smithfield Elementary To: Guidance Counselor – Smithfield and Middle Smithfield Elementary Effective Date: August 25, 2014

7. Reassignment - Voluntary

Name	Appointment
a. Schembeck, Angela	From: Math Edge teacher – J. T. Lambert Intermediate To: Math teacher – J. T. Lambert Intermediate Effective Date: August 25, 2014 Angela replaces Jane Partel who retired.

8. Appointments - Regular

Name	Appointment
a. Barth, Allison	Grade 1 teacher - Smithfield Elementary (TPE) Salary: \$42,630.00 (Step 2 Column 1) Effective Date: August 25, 2014 Allison replaces Debra DiGennaro who retired.
b. Bompane, Peggy	School Nurse - J. T. Lambert Intermediate (TPE) Salary: \$42,913.00, prorated (Step 1 Column 4) Effective Date: September 22, 2014 Peggy replaces Cynthia Dougherty who retired.
c. Carey, Julia	Grade 1 teacher - J. M. Hill Elementary (TPE) Salary: \$42,630.00 (Step 2 Column 1) Effective Date: August 25, 2014 This position was temporarily filled during the 2013-2014 school year and is now becoming permanent due to student needs.
d. Flicker, Jennie	Vocal Music teacher - High School South (TPE) Salary: \$43,067.00 (Step 3 Column 2) Effective Date: August 25, 2014 Jennie replaces Linda Schaller who retired.
e. Meglio, Stephen	Social Studies teacher - J. T. Lambert Intermediate (TPE) Salary: \$47,627.00 (Step 1 Column 12) Effective Date: August 25, 2014 Stephen replaces Betty Partington who retired.

- f. Stokes, Evan Grade 3 teacher - Bushkill Elementary (TPE)
Salary: \$43,789.00 (Step 1 Column 6)
Effective Date: August 25, 2014
Evan replaces Steven Randall who was reassigned.

(See pages 60-65)

9. Appointments - Long Term Substitutes

- | Name | Appointment |
|-----------------------------|--|
| a. Popovice, Kristin | Biology teacher - High School North (LTS)
Salary: \$41,599.00, prorated (Step 1 Column 1)
Effective Date: August 25, 2014 through the end of the workday on October 28, 2014 only.
Kristin replaces Helene Tscheschlog who is on a leave. |
| b. Prince-Cuff, Marcia | English teacher - High School North (LTS)
Salary: \$48,271.00, prorated (Step 1 Column 13)
Effective Date: August 25, 2014 through the end of the first semester of the 2014-2015 school year only.
Marcia replaces Mary DeFazio who is on a leave. |
| c. Tants, Ashleigh | Grade 5 teacher - East Stroudsburg Elementary (LTS)
Salary: \$41,599.00, prorated (Step 1 Column 1)
Effective Date: August 25, 2014 through November 7, 2014 only.
Ashleigh replaces Amanda Varner who is on a leave. |
| d. Warner-Maidman, Brittany | Art teacher - East Stroudsburg Elementary (LTS)
Salary: \$44,793.00 (Step 1 Column 7)
Effective Date: August 25, 2014 through the end of the last teacher workday of the 2014-2015 school year only.
Brittany replaces Clarissa Ward who resigned. |

(See pages 66-69)

10. Substitute Appointments

- | Name | Certification |
|-------------------------|-----------------------------------|
| a. Lesniewski, Patricia | Elementary |
| b. Mostosky, Heather | Elementary |
| c. Popovice, Kristin | Biology |
| d. Prince-Cuff, Marcia | English |
| e. Rusk, Daniel | Elementary |
| f. Sharaf, Eman | Emergency Permit |
| g. Todd, Carlin | PK-Grade 4, Special Ed PK-Grade 4 |

11. Salary Compensations for Professional Staff for the 2014-2015 School Year

	Last Name	First Name	2014-15 Step	2014-15 Column	2014-15 Salary
1.	Adams	Sarah	2	7	\$45,824
2.	Agolino	Jennifer	14	15	\$75,088
3.	Agosto	Caroline	10	9	\$66,161
4.	Aiello	Katrina	7	7	\$56,107
5.	Alfano	Bronwyn	16	7	\$79,097
6.	Allison	Richard	8	5	\$54,665
7.	Allison	Diana	9	7	\$56,107

8.	Ammerman	Stacie	13	5	\$68,803
9.	Andrews	Andronikki	5	7	\$49,681
10.	Andrews	Susan	13	6	\$69,241
11.	Angell	Trisha	16	6	\$78,093
12.	Annunziata	Stephanie	14	7	\$70,246
13.	Antolick	Lynn	16	15	\$83,940
14.	Arthur	Thomas	14	6	\$69,241
15.	Atticks	Amie	16	15	\$83,940
16.	Bakner	Paul	12	7	\$65,105
17.	Ballard	Nicole	5	7	\$49,681
18.	Baron	Meghan	9	7	\$56,107
19.	Barry	Lori	12	5	\$63,662
20.	Bartolotta	Maria	11	10	\$66,727
21.	Barton	Sharon	9	9	\$57,163
22.	Baylor	Charles	16	5	\$77,655
23.	Beal	Hillary	6	8	\$50,196
24.	Bealer	Heather	11	7	\$65,105
25.	Bealer	Brett	12	9	\$66,161
26.	Bedell	Elaine	16	15	\$83,940
27.	Benfante	Jean	16	9	\$80,153
28.	Benson	James	16	7	\$79,097
29.	Berryman	John	11	8	\$65,620
30.	Betancourt	Tina	7	5	\$54,665
31.	Bibler	Elizabeth	7	7	\$56,107
32.	Bird	Shelli	15	8	\$70,761
33.	Bixler	Patricia	14	9	\$71,302
34.	Blannard	Jenny	15	8	\$70,761
35.	Blundetto	Elizabeth	14	6	\$69,241
36.	Bomar	Terrence	2	9	\$46,880
37.	Bove	Sheila	16	11	\$81,312
38.	Bowen	Karleigh	6	6	\$48,676
39.	Boylan	Brian	5	4	\$47,801
40.	Boyle	Sherry	6	7	\$49,681
41.	Bozena	John	16	8	\$79,612
42.	Branigan	Jeanne	14	7	\$70,246
43.	Breiner	Robert	10	10	\$66,727
44.	Brescancine	Stacey	4	7	\$49,681
45.	Britton	Angela	3	7	\$45,824
46.	Broderick	Christine	16	7	\$79,097
47.	Brotherton	Regina	13	6	\$69,241
48.	Bueki	Kristen	16	15	\$83,940
49.	Buis	Karen	14	7	\$70,246
50.	Bukoski	Gary	16	6	\$78,093
51.	Buksa	Erik	10	5	\$63,662
52.	Burke	Mary	16	15	\$83,940
53.	Burlein-Pitz	Carrie	14	14	\$74,393
54.	Burns	Holly	13	6	\$69,241
55.	Butler	Rebecca	16	7	\$79,097
56.	Bybee	Steven	16	9	\$80,153
57.	Byrne	Angela	8	7	\$56,107
58.	Caamano	Lawrence	11	7	\$65,105
59.	Caamano	Debra	12	11	\$67,320

60.	Calandra	June	15	5	\$68,803
61.	Camilleri-Yip	Marlene	11	12	\$67,938
62.	Cannell	Marianne	8	5	\$54,665
63.	Caplette	Tara	4	1	\$46,487
64.	Caprioli	Maryann	13	15	\$75,088
65.	Capulish	Mary	12	7	\$65,105
66.	Carr	Kathleen	12	15	\$69,947
67.	Carson	Jessica	12	7	\$65,105
68.	Carson	Wayne	16	6	\$78,093
69.	Casella	Lois	6	5	\$48,239
70.	Cassidy	Kelly	12	5	\$63,662
71.	Catrillo	Ann	16	7	\$79,097
72.	Chamberlin	Carley	3	10	\$47,446
73.	Chester	Christine	5	7	\$49,681
74.	Chestnut	Patricia	10	9	\$66,161
75.	Christian	Cynthia	15	11	\$72,461
76.	Christian III	Edward	16	6	\$78,093
77.	Christiansen	Marie	16	8	\$79,612
78.	Christopher	Michelle	11	7	\$65,105
79.	Clark	Stephanie	13	5	\$68,803
80.	Clarke-Kang	Arline	15	5	\$68,803
81.	Clogg	Katye	8	7	\$56,107
82.	Cloward	Daniel	13	7	\$70,246
83.	Coffman	Adam	15	12	\$73,079
84.	Coke	Lucianna	7	10	\$57,730
85.	Cole	Adam	16	5	\$77,655
86.	Cole	Susan	16	6	\$78,093
87.	Conklin	Mary	16	5	\$77,655
88.	Connor	Jyl	16	12	\$81,930
89.	Contino	Diane	6	6	\$48,676
90.	Coppola	Michael	8	13	\$59,584
91.	Corso	Christopher	8	7	\$56,107
92.	Corson	Deborah	2	6	\$44,819
93.	Courtright	Michael	1	6	\$43,789
94.	Covart	Maureen	16	6	\$78,093
95.	Cox	Leslie	10	7	\$65,105
96.	Cramer	Bryan	7	5	\$54,665
97.	Cramer	Tara	16	8	\$79,612
98.	Crosswell	Hadiyah	5	7	\$49,681
99.	Cruz	Iveliz	12	7	\$65,105
100.	Cunningham	Rebecca	12	10	\$66,727
101.	Curry	Jessica	4	4	\$47,801
102.	Dahl	Barbara	16	15	\$83,940
103.	Dailey	Charles	16	7	\$79,097
104.	Dalling-Francis	Lynn	16	7	\$79,097
105.	Daning	Robin	11	7	\$65,105
106.	Davidge	Samuel	8	6	\$55,102
107.	DeFazio	Mary	8	5	\$54,665
108.	DeHart	Theresa	16	5	\$77,655
109.	Deibler	Sharon	16	7	\$79,097
110.	DeLeon	Karla	13	7	\$70,246
111.	Della-Calce	Eleanor	15	7	\$70,246

112.	DeLong	Jennifer	7	7	\$56,107
113.	DeLong	Ryan	11	7	\$65,105
114.	DeLucca	Daniel	16	5	\$77,655
115.	DeRenzis	Sandra	12	12	\$67,938
116.	Descavish-Bloom	Barbara	16	7	\$79,097
117.	Dickerson	Stacy	14	5	\$68,803
118.	Dietz	Casandra	10	12	\$67,938
119.	Dobrowolski	Darrin	16	6	\$78,093
120.	Dollar	Beverly	13	15	\$75,088
121.	Dolph	Tyler	3	1	\$42,630
122.	Dolph	Patti-Jo	16	5	\$77,655
123.	Donahue	Kimberly	16	7	\$79,097
124.	Doran	Amanda	10	7	\$65,105
125.	Dougherty	Kenneth	16	11	\$81,312
126.	Dougherty	Cynthia	16	15	\$83,940
127.	Doyle	Dina	16	7	\$79,097
128.	Doyle	Jacqueline	16	7	\$79,097
129.	Dreibelbis	Susan	16	15	\$83,940
130.	Dreisbach	Ashley	3	7	\$45,824
131.	Dunn	Heather	14	15	\$75,088
132.	Dunstan	Dolores	16	15	\$83,940
133.	Early	Eileen	13	7	\$70,246
134.	Edelbaum	Jacqueline	8	7	\$56,107
135.	Eden	Susan	16	7	\$79,097
136.	Edwards	Sean	14	7	\$70,246
137.	Ellison	Aimee	16	6	\$78,093
138.	Endres	James	16	13	\$82,574
139.	Englert	Lorraine	16	8	\$79,612
140.	English	Elizabeth	8	5	\$54,665
141.	Ennico	Melissa	3	1	\$42,630
142.	Espinoza	Marilyn	12	6	\$64,100
143.	Falbo	David	7	15	\$60,949
144.	Falbo	Tina	12	15	\$69,947
145.	Falzone	Hollie	14	5	\$68,803
146.	Falzone	Robert	14	5	\$68,803
147.	Farley-Picciano	Erin	3	6	\$44,819
148.	Fekula	Nathan	7	6	\$55,102
149.	Finley-Welsh	Susan	16	10	\$80,720
150.	Fisher	Marijo	15	9	\$71,302
151.	Flad	Ruthann	16	15	\$83,940
152.	Fleck	Taryn	2	4	\$43,943
153.	Flicker	Matthew	16	5	\$77,655
154.	Flintosh	Gabriel	15	6	\$69,241
155.	Fluhr	Joseph	9	6	\$55,102
156.	Fodness	Peter	16	5	\$77,655
157.	Follis	Laura	6	8	\$50,196
158.	Formica	Joseph	16	8	\$79,612
159.	Frable	Ryan	16	7	\$79,097
160.	Francios	Maria	4	3	\$47,363
161.	Franks	Suzanne	13	6	\$69,241
162.	Frick	Samantha	5	9	\$50,737
163.	Fuehrer	Kellie	10	9	\$66,161

164.	Fuller	Jennifer	7	6	\$55,102
165.	Fuller	Joshua	11	7	\$65,105
166.	Furst	Kane	5	7	\$49,681
167.	Gallagher	Cori	2	1	\$42,630
168.	Gambill	Geofrey	15	7	\$70,246
169.	Garlette	Claudia	11	15	\$69,947
170.	Gavitt	Kym	14	4	\$68,366
171.	Geiges	Carol	16	14	\$83,244
172.	Giaquinto	Lori	2	2	\$43,067
173.	Gibboney	Daniel	16	6	\$78,093
174.	Gilmartin	Joy	16	6	\$78,093
175.	Gittens	Linda	9	6	\$55,102
176.	Goida	Christine	4	4	\$47,801
177.	Gollinge	Lisa	15	9	\$71,302
178.	Gonda	George	9	6	\$55,102
179.	Gonda	Claudia	16	8	\$79,612
180.	Govus	Diana	16	8	\$79,612
181.	Green	Karen	13	7	\$70,246
182.	Greenwood	Jill	9	3	\$53,789
183.	Gress	Heather	16	9	\$80,153
184.	Grindle	Aliya	3	12	\$48,657
185.	Griseto	Vincent	3	4	\$43,943
186.	Groff-Yarnall	Lois	16	15	\$83,940
187.	Gubernot, Jr.	Joseph	13	6	\$69,241
188.	Guerin	Leanne	4	4	\$47,801
189.	Guida	Emile	15	8	\$70,761
190.	Gullstrand	Marjory	15	7	\$70,246
191.	Gurry	Erin	7	5	\$54,665
192.	Hahn	Elizabeth	16	15	\$83,940
193.	Halas	Rebecca	13	7	\$70,246
194.	Hamilton	Gail	11	6	\$64,100
195.	Hargrave	Betsy	2	7	\$45,824
196.	Harris	Susan	10	6	\$64,100
197.	Hatcher	Kevin	16	14	\$83,244
198.	Hay	James	16	6	\$78,093
199.	Hazen	Rachel	14	12	\$73,079
200.	Healey	Michael	10	6	\$64,100
201.	Heard	Jeffrey	16	5	\$77,655
202.	Heath	Harriet	16	7	\$79,097
203.	Heeter	Patricia	16	15	\$83,940
204.	Hegarty	Susan	8	6	\$55,102
205.	Heiss	Margaret	9	15	\$60,949
206.	Heitzman	Vicki	14	6	\$69,241
207.	Hendricks	Sara	12	6	\$64,100
208.	Hennings	Catherine	13	6	\$69,241
209.	Henritzy	Anthony	15	10	\$71,869
210.	Henritzy	Heather	9	6	\$55,102
211.	Henry	Jeffrey	16	8	\$79,612
212.	Hepner	Loni	2	6	\$44,819
213.	Hewitt	Erin	8	15	\$60,949
214.	Hnasko	Scott	16	15	\$83,940
215.	Hogan	Karin	16	15	\$83,940

216.	Hojnowski	Kelly	11	10	\$66,727
217.	Hollingsworth	Donna	8	5	\$54,665
218.	Homulka	Gary	16	10	\$80,720
219.	Honadel	Janis	16	7	\$79,097
220.	Hopstetter	Jessica	16	6	\$78,093
221.	Horn	Maria	11	8	\$65,620
222.	Horne	Kevin	1	1	\$41,599
223.	Householder	Laura	10	7	\$65,105
224.	Hower	Andrea	14	5	\$68,803
225.	Hubert	Erin	12	5	\$63,662
226.	Huffman	Carol	16	8	\$79,612
227.	Hughes	Melissa	14	8	\$70,761
228.	Husson	Jennifer	16	6	\$78,093
229.	Iannia	Tania	14	5	\$68,803
230.	Ippolito	Cynthia	16	6	\$78,093
231.	Jacobs	Joseph	16	10	\$80,720
232.	Jacobsen	Eric	13	6	\$69,241
233.	Jennings	Jill	7	8	\$56,622
234.	Johnson	Lisa	10	9	\$66,161
235.	Johnson	Sarah	16	6	\$78,093
236.	Johnson	John	16	8	\$79,612
237.	Jones	Gwendolyn	11	7	\$65,105
238.	Jones	Deborah	15	15	\$75,088
239.	Jones	Sally	16	13	\$82,574
240.	Judd	Jeremy	14	7	\$70,246
241.	Kaelin	Barbara	13	11	\$72,461
242.	Karpe	Michael	5	7	\$49,681
243.	Karter	Janice	16	6	\$78,093
244.	Kean	Ashley	3	7	\$45,824
245.	Keaney	James	16	9	\$80,153
246.	Keiper	Alisa	7	5	\$54,665
247.	Keller	Elhannan	13	7	\$70,246
248.	Kelly	Linda	16	8	\$79,612
249.	Kerdzaliev	Amanda	10	5	\$63,662
250.	Kern	Sara	8	6	\$55,102
251.	Kern	Linda	16	6	\$78,093
252.	Kernan	Paul	16	6	\$78,093
253.	Kerr	Kira	4	7	\$49,681
254.	Kerzner	Phillip	7	8	\$56,622
255.	Kesselring	William	9	6	\$55,102
256.	Keyes	Lisa	13	6	\$69,241
257.	Kimler	Brian	16	9	\$80,153
258.	Kintz	Jana	8	5	\$54,665
259.	Kirkpatrick	Jason	9	5	\$54,665
260.	Kishel	Danielle	8	9	\$57,163
261.	Knaub	Kaitlin	1	1	\$41,599
262.	Koberlein	Wayne	11	6	\$64,100
263.	Koch	Deborah	13	10	\$71,869
264.	Koch-Rutkowsky	Francesca	16	15	\$83,940
265.	Koeller	Colleen	14	6	\$69,241
266.	Kolcun	Brian	16	10	\$80,720
267.	Korb	Michael	7	5	\$54,665

268.	Krajewski	Michelle	16	7	\$79,097
269.	Krammes	Barry	8	5	\$54,665
270.	Kresge	Nicole	16	6	\$78,093
271.	Kruger	Nancy	8	8	\$56,622
272.	Krumanoeker	James	16	6	\$78,093
273.	Krupski	David	6	6	\$48,676
274.	Kuchinski	Kevin	16	15	\$83,940
275.	Kule	Jay	16	10	\$80,720
276.	Kutteroff	Catherine	15	7	\$70,246
277.	LaBar	Keith	7	5	\$54,665
278.	LaBar	Sherwood	16	6	\$78,093
279.	LaBar	Robert	16	9	\$80,153
280.	Lagace	Suzanne	14	15	\$75,088
281.	Lakatos	Vincent	3	3	\$43,505
282.	Langan	Brooke	16	10	\$80,720
283.	Lantz	David	16	12	\$81,930
284.	Lapadula	Sal	4	5	\$48,239
285.	Lauer	Danny	16	6	\$78,093
286.	Lazowski	Philip	15	11	\$72,461
287.	Leap	Jason	14	7	\$70,246
288.	LeDuc	Wendy	16	12	\$81,930
289.	Lee	Mary Kate	16	7	\$79,097
290.	Lehman	Lauren	8	6	\$55,102
291.	Lehr	John	3	7	\$45,824
292.	Leight	Donna	16	5	\$77,655
293.	Leitch	Ryan	3	6	\$44,819
294.	Leonard	Jacilyn	16	7	\$79,097
295.	Leonard	Joyce	16	9	\$80,153
296.	Lesoine	Olivia	8	9	\$57,163
297.	Lewis	Tara	6	7	\$49,681
298.	Leyrer	Brian	15	14	\$74,393
299.	Libby	Tina	9	6	\$55,102
300.	Libecap	Charles	10	7	\$65,105
301.	Litts	Diane	16	6	\$78,093
302.	Lloyd	Amy	7	6	\$55,102
303.	Lokuta	Holly	15	7	\$70,246
304.	Long	Craig	16	5	\$77,655
305.	Lopez	Kaitlin	6	5	\$48,239
306.	Lord	Kristen	16	13	\$82,574
307.	Loughren	Deborah	3	5	\$44,381
308.	Loughren	Ryan	3	6	\$44,819
309.	Lowe	Angelica	9	5	\$54,665
310.	Lowe	Deatrice	9	7	\$56,107
311.	Lowris	Joel	7	5	\$54,665
312.	Lucchetti	Mary Jo	16	5	\$77,655
313.	Luchowski	Kara	6	7	\$49,681
314.	Ludka	Shannon	13	5	\$68,803
315.	Ludwig	Suzanne	16	7	\$79,097
316.	Luhrs	Melinda	5	5	\$48,239
317.	Luna	Michael	16	6	\$78,093
318.	Lupinacci	Tina	16	9	\$80,153
319.	Lupu	Edit	4	7	\$49,681

320.	Lurry	Trene	1	1	\$41,599
321.	Madas	John	4	6	\$48,676
322.	Majeski	David	9	10	\$57,730
323.	Malsch	Jennifer	15	5	\$68,803
324.	Mark	Kelly	16	6	\$78,093
325.	Marmo	Jennifer	11	6	\$64,100
326.	Marshall	Stephanie	16	12	\$81,930
327.	Marston-Roses	Dawn	6	6	\$48,676
328.	Martin	Zachary	13	6	\$69,241
329.	Martin	Joseph	14	11	\$72,461
330.	Martinelli	Armand	16	10	\$80,720
331.	Martonik	Ashley	3	2	\$43,067
332.	Masker	Leisa	14	6	\$69,241
333.	Massa	Anthony	6	6	\$48,676
334.	Matheis	Martina	16	13	\$82,574
335.	Mathiesen	Carla	16	5	\$77,655
336.	Matulevich	Loriann	6	9	\$50,737
337.	Matunas	Karen	4	4	\$47,801
338.	McCombs	Tamara	3	1	\$42,630
339.	McCormick	Cara	6	7	\$49,681
340.	McCracken	Sean	3	5	\$44,381
341.	McGee	Amanda	8	5	\$54,665
342.	McGovern	Theresa	12	7	\$65,105
343.	McHugh	Bonnie	7	7	\$56,107
344.	McIlvaine	Stephanie	15	5	\$68,803
345.	McKelvin	Wanda	16	8	\$79,612
346.	Medina	Sandra	6	6	\$48,676
347.	Mercuri	Paula	16	8	\$79,612
348.	Metzgar	Shannon	10	7	\$65,105
349.	Metzgar	Richard	13	7	\$70,246
350.	Meyer	Virginia	1	1	\$41,599
351.	Milasch-McIntyre	Jennifer	7	4	\$54,227
352.	Milenkowic	Patricia	16	15	\$83,940
353.	Millard	John	9	6	\$55,102
354.	Miller	Lynda	1	1	\$41,599
355.	Miller	Robbi Jean	7	9	\$57,163
356.	Miller	Beth Ann	11	5	\$63,662
357.	Miller	Barbara	16	14	\$83,244
358.	Minnichbach	Joseph	8	11	\$58,322
359.	Minnichbach	Lisa	12	11	\$67,320
360.	Mitchell	Brian	14	5	\$68,803
361.	Mitchell	Daniel J.	15	6	\$69,241
362.	Mitchell	Brandi	16	13	\$82,574
363.	Mochan	Karen	15	11	\$72,461
364.	Montes	Mary Lou	16	8	\$79,612
365.	Mooney	Edward	13	6	\$69,241
366.	Morro	Sherry	16	7	\$79,097
367.	Moskovitz	Scott	6	8	\$50,196
368.	Mross	Kenneth	16	7	\$79,097
369.	Mullaney	Matthew	9	5	\$54,665
370.	Muniz	Kathleen	6	8	\$50,196
371.	Murphy	Kenneth	16	6	\$78,093

372.	Murphy	Cheryl	16	13	\$82,574
373.	Myers	John	16	6	\$78,093
374.	Nace	Kevin	16	5	\$77,655
375.	Naser	Paul	6	5	\$48,239
376.	Newman	Shelley	6	5	\$48,239
377.	Newman	Julianne	12	7	\$65,105
378.	Neyhart	Mary Louise	8	9	\$57,163
379.	Nichols	Monica	7	8	\$56,622
380.	Nicoletta	Anna	8	6	\$55,102
381.	Nicoletti	Ann	16	6	\$78,093
382.	Nicosia	Faith	4	8	\$50,196
383.	Nietz	Nicole	9	5	\$54,665
384.	Niznik	Tosha	12	7	\$65,105
385.	Nordmark	Barbara	16	13	\$82,574
386.	North	Alison	11	7	\$65,105
387.	O'Connor	Sarah	5	7	\$49,681
388.	O'Donnell	Rebecca	5	5	\$48,239
389.	O'Donnell	Paul	12	7	\$65,105
390.	Oh	Judy	11	8	\$65,620
391.	Oiler (.5)	Kathy	14	8	\$70,761, prorated
392.	Oliver	Deborah	16	5	\$77,655
393.	Olver	Ginger	6	9	\$50,737
394.	O'Malley	Letitia	12	13	\$68,582
395.	O'Malley	Annette	16	15	\$83,940
396.	Oplinger	Jane	16	10	\$80,720
397.	Orak	Linda	2	7	\$45,824
398.	Osborn-Hallet	Michelle	16	15	\$83,940
399.	Osmun	Jonathan	5	9	\$50,737
400.	Ostroski	Deana	16	11	\$81,312
401.	Paiewonsky	Patricia	16	8	\$79,612
402.	Panepinto	Carrie	12	7	\$65,105
403.	Pappalardo	Lynn	12	5	\$63,662
404.	Parrish	Jill	7	15	\$60,949
405.	Parton	James	16	6	\$78,093
406.	Pasciak	Linda	16	7	\$79,097
407.	Patascher	Daniel	12	7	\$65,105
408.	Pattison	Gayle	9	15	\$60,949
409.	Pawlowski	Walter	8	6	\$55,102
410.	Peeke	Lachlan	16	16	\$84,661
411.	Pellington	Lauren	4	7	\$49,681
412.	Pellington	Cynthia	9	9	\$57,163
413.	Perini	Brenda	13	5	\$68,803
414.	Perkins	Rose	6	7	\$49,681
415.	Peruso	Jennifer	9	5	\$54,665
416.	Peters	Joanne	11	10	\$66,727
417.	Peterson	Hilary	9	5	\$54,665
418.	Phillips	Daniel	14	5	\$68,803
419.	Piccotti	Stacy	14	5	\$68,803
420.	Piedra	Gisela	12	7	\$65,105
421.	Pierce	Mary	16	9	\$80,153
422.	Plytage	Michael	9	7	\$56,107
423.	Polmounter	Amy	7	10	\$57,730

424.	Preston	Christine	14	10	\$71,869
425.	Price	Mark	10	5	\$63,662
426.	Prince	Samantha	7	6	\$55,102
427.	Prusik	Julia	7	7	\$56,107
428.	Przybylski	Anna	2	2	\$43,067
429.	Rade	Ronald	12	10	\$66,727
430.	Randall	Steven	13	6	\$69,241
431.	Rasely-Philipps	Susanne	10	15	\$69,947
432.	Reese	Stephanie	3	7	\$45,824
433.	Reese	Michele	16	6	\$78,093
434.	Reiche	Amanda	14	9	\$71,302
435.	Reichert	Eric	12	12	\$67,938
436.	Reichl	Jeffrey	10	13	\$68,582
437.	Reinhardt	Judith	16	5	\$77,655
438.	Reith	Daryl	13	8	\$70,761
439.	Remsnyder	Devon	11	6	\$64,100
440.	Rescigno	Barbara	16	15	\$83,940
441.	Reyes	Claudia	6	5	\$48,239
442.	Ricciardi	William	16	9	\$80,153
443.	Ridner	Cara	9	5	\$54,665
444.	Ridner, Jr.	Fred	10	5	\$63,662
445.	Riley	Kimberly	16	12	\$81,930
446.	Rispoli	Yvonne	16	12	\$81,930
447.	Rodriquez	Janice	16	7	\$79,097
448.	Rogers	Thomas	12	6	\$64,100
449.	Rogers	Maria	15	5	\$68,803
450.	Rogers	Denise	16	9	\$80,153
451.	Rogerson	Christine	16	12	\$81,930
452.	Rossi	Christopher	13	8	\$70,761
453.	Rothwell	Donna	11	12	\$67,938
454.	Rovi	Lauren	9	7	\$56,107
455.	Rowe	Pamela	16	9	\$80,153
456.	Ruberto	Robin	16	7	\$79,097
457.	Rubino	Julie	16	9	\$80,153
458.	Ruhl	Jessica	15	6	\$69,241
459.	Ruhl	Steven	16	6	\$78,093
460.	Ryno	Jamie	16	5	\$77,655
461.	Saeger	Blaec	10	5	\$63,662
462.	Sagan	Mary	16	5	\$77,655
463.	Sandri	Trudi	14	9	\$71,302
464.	Sands	Deborah	16	14	\$83,244
465.	Sandy	Jasmine	12	7	\$65,105
466.	Sanker	Donald	7	6	\$55,102
467.	Sayer	Vicki	16	15	\$83,940
468.	Scagliotti	Patrice	14	6	\$69,241
469.	Schellhamer	Chris	16	8	\$79,612
470.	Schembeck	Angela	1	1	\$41,599
471.	Schnatter	Dawn	8	7	\$56,107
472.	Schneider	Christian	15	7	\$70,246
473.	Schoupe	Stephen	16	6	\$78,093
474.	Schuler	Judith	14	7	\$70,246
475.	Schulte	Gloria	5	8	\$50,196

476.	Schultz	Cathleen	13	8	\$70,761
477.	Scott	David	4	4	\$47,801
478.	Scott	Jennifer	16	7	\$79,097
479.	Secor	Desina	16	15	\$83,940
480.	Seeman	Deziree	5	8	\$50,196
481.	Segond	Angelica	8	5	\$54,665
482.	Seidel	Maureen	16	11	\$81,312
483.	Senese	Suzanne	16	5	\$77,655
484.	Senior	Caren	1	6	\$43,789
485.	Shamp	Melody	16	11	\$81,312
486.	Shemansky	Mercy	15	9	\$71,302
487.	Shumbris	Robyn	12	7	\$65,105
488.	Signorello	Amanda	9	7	\$56,107
489.	Sinkaus	Stefanie	4	6	\$48,676
490.	Siptroth	Michelle	12	12	\$67,938
491.	Skeldon	Heather	16	15	\$83,940
492.	Slack	Julie	16	14	\$83,244
493.	Smith	Dawn	5	2	\$46,925
494.	Smith	Jennifer L.	7	5	\$54,665
495.	Smith	Kelly Jo	8	5	\$54,665
496.	Smith	Matthew	9	6	\$55,102
497.	Smith	Susan	16	6	\$78,093
498.	Soskil	Lori	16	11	\$81,312
499.	Souffrant	Fabiola	4	6	\$48,676
500.	Sowers	Ann	16	6	\$78,093
501.	Spece	Jennifer	16	15	\$83,940
502.	Spering	Laureen	10	5	\$63,662
503.	Stalker	Michael	10	8	\$65,620
504.	Steakin	Susan	9	9	\$57,163
505.	Stein	Sarah	10	5	\$63,662
506.	Stein	Linda	11	13	\$68,582
507.	Stevens	Miriam	1	1	\$41,599
508.	Stine	Richard	14	7	\$70,246
509.	Stout	Melissa	14	6	\$69,241
510.	Strazzeri	Catherine	1	1	\$41,599
511.	Stricker	Stefanie	9	9	\$57,163
512.	Striscko	Marie	7	8	\$56,622
513.	Suarez	Matthew	5	4	\$47,801
514.	Sullivan	Elizabeth	7	15	\$60,949
515.	Suprys	Thomas	16	15	\$83,940
516.	Susic	Stacy	13	12	\$73,079
517.	Swineford	John	10	5	\$63,662
518.	Symonies	Kerrie	16	8	\$79,612
519.	Sywensky	John	16	6	\$78,093
520.	Szepietowski	Waldemar	6	5	\$48,239
521.	Szulborski	Jason	16	6	\$78,093
522.	Tasick	Denise	16	9	\$80,153
523.	Tchoursine	Katherine	6	7	\$49,681
524.	Thurber	Peggy	16	7	\$79,097
525.	Tiernan	Patricia	13	7	\$70,246
526.	Timpson	Daniel	9	6	\$55,102
527.	Tinney	Bridget	5	7	\$49,681

528.	Tirado	Brenda	16	9	\$80,153
529.	Tirjan	Lisa	16	13	\$82,574
530.	Tischler	Julia	14	5	\$68,803
531.	Tobin	Snoann	6	8	\$50,196
532.	Tosh	Christopher	8	7	\$56,107
533.	Tosh	Jacqueline	8	7	\$56,107
534.	Toth	Donald	16	9	\$80,153
535.	Trauschke	Billie	15	7	\$70,246
536.	Trauschke	Thomas	16	6	\$78,093
537.	Tscheschlog	Helene	7	7	\$56,107
538.	Turner	Gillian	5	7	\$49,681
539.	Turner	Patricia	14	10	\$71,869
540.	Turtzo (.6)	Gayle	14	6	\$69,241, prorated
541.	Tynemouth	Catherine	16	5	\$77,655
542.	Ullo	Christina	11	5	\$63,662
543.	Urton	Suzanne	15	15	\$75,088
544.	Vaccaro	Mark	7	12	\$58,940
545.	Vagni	Alexis	4	6	\$48,676
546.	VanWinkle	Catherine	7	6	\$55,102
547.	Varner	Amanda	12	7	\$65,105
548.	Villa	Priscilla	2	7	\$45,824
549.	Visser	Jacqueline	15	11	\$72,461
550.	Vitchers	Elyse	16	6	\$78,093
551.	Vitulli	Lisa	8	5	\$54,665
552.	Wagner	Timothy	14	6	\$69,241
553.	Wagner	Margaret	16	7	\$79,097
554.	Walker	Robin	16	11	\$81,312
555.	Wallen	Annamaria	16	15	\$83,940
556.	Walters	Jessica	4	1	\$46,487
557.	Ware	James	12	6	\$64,100
558.	Watson	Mark	16	5	\$77,655
559.	Weeks	Laura	11	7	\$65,105
560.	Werth	John	16	12	\$81,930
561.	Wescott	Nicole	1	2	\$42,037
562.	Wescott	Shawn	14	11	\$72,461
563.	Weseloh	Corinne	16	6	\$78,093
564.	West	Melissa	12	8	\$65,620
565.	Wetherhold	Barbara	16	8	\$79,612
566.	Whitney	Matthew	6	7	\$49,681
567.	Widger	Stephanie	6	7	\$49,681
568.	Wiesenberg	Vala	16	6	\$78,093
569.	Wisneiski	Linda	12	6	\$64,100
570.	Witcraft	Laura	13	6	\$69,241
571.	Wolff	Susan	14	15	\$75,088
572.	Worobij	Nadia	16	16	\$84,661
573.	Yohe	Zahra	6	7	\$49,681
574.	Yorke-Viney	Sally	16	16	\$84,661
575.	Young	Kevin	16	5	\$77,655
576.	Youngken	Kellie	16	15	\$83,940
577.	Zabriskie	Lisa	8	7	\$56,107
578.	Zajac	Mary	7	6	\$55,102
579.	Zanella	Ann	5	7	\$49,681

580.	Zasada	Edward	16	7	\$79,097
581.	Zaso	Anita	13	8	\$70,761
582.	Zavertnik	Louise	9	7	\$56,107
583.	Zelinski	Jan	10	7	\$65,105
584.	Zerfoss	Jon	11	7	\$65,105
585.	Ziegler	Jillian	3	7	\$45,824
586.	Zimmerman	Lindsey	8	7	\$56,107
587.	Zipp	Christine	16	6	\$78,093
588.	Zisa	Jessica	11	7	\$65,105

12. Substitute Teacher Reappointments

	Last Name	First Name	Certification
1.	Abel	Christina	Elementary
2.	Ace	Andrea	English
3.	Alpers	Jennifer	Special Education
4.	Altemose	Amanda	English
5.	Andrews	Jessica	Grades 4- 8 Math
6.	Angelopoulos	Eleni	Elementary
7.	Askins	Kendal	Math
8.	Baltz	Zachary	Elementary, Mid-Level Math, Mid-Level Science
9.	Bayer	Kyle	Social Studies
10.	Beckworth	Douglas	Guidance
11.	Bergen	Lori	H&PE
12.	Bergoffen	Demetria	Emergency Permit
13.	Betro	MariaElena	Social Studies (NJ)
14.	Bianco	Ellen	Early Childhood/Reading Specialist
15.	Bickel	Jessica	Elementary
16.	Bilello	Amanda	Elementary
17.	Bishamber	Breanna	H&PE
18.	Bosak	Rachel	Emergency Permit
19.	Braithwaite	Mearcy	Emergency Permit
20.	Burak	Joshua	Elementary
21.	Carey	Sara	Emergency Permit
22.	Cavanagh	Timothy	Social Studies
23.	Chiarappa	Cristina	Elementary (NY)
24.	Chitundu	Holly	Emergency Permit
25.	Chowdhury	Irene	Elementary, Special Ed
26.	Cinquinto	Nancy	Family & Consumer Science
27.	Clarke	Lisa	Emergency Permit
28.	Cody	Barbara	Elementary
29.	Cortes	Tabatha	Elementary
30.	Couttien	Leticia	Emergency Permit
31.	Cozier	Lynn	Special Ed
32.	Cramer	Anne	Special Ed
33.	Cruz	Kristin	Elem/Special Ed
34.	Daniels-Chang	Renae	Emergency Permit
35.	DeJesus	Bernice	Emergency Permit
36.	Dobroski	Lisa	Biology/Gen Science

	Last Name	First Name	Certification
37.	Doppler	Richard	Emergency Permit
38.	Downey	Susan	Elementary
39.	Drury	Kiersten	Early Childhood (K-3)
40.	Dunlap	Courtney	Elementary/Reading Specialist
41.	Eckles	Hannah	Social Studies
42.	Esbin	Pamela	Elementary
43.	Famoso	Thomas	H&PE
44.	Famularo	Thomas	Social Studies
45.	Fetherman	Patrick	H&PE
46.	Fette	Arlene	Elementary
47.	Fister	Sarah	Elementary
48.	Flaherty	Stephanie	Elementary
49.	Fox	Lynda	Elementary (NY)
50.	Foy	Dawn	Emergency Permit
51.	Frantz	Angela	Elementary
52.	Frederick	Charissa	Elementary
53.	French	Diane	Elementary
54.	Gagnon	Diane	H&PE
55.	Galli	Jennifer	Elementary
56.	Gardina	Aimee	Elementary
57.	Giles	Kimberly	Elementary
58.	Gregory	Clare	Special Ed/Elem
59.	Hampton	Cheryl	H&PE
60.	Hardy	Carolyn	Elementary K-3
61.	Hartle	Brenton	Social Studies
62.	Hauth	Lynn	Elementary
63.	Heilakka	Debra	Emergency Permit
64.	Hoback	John	Emergency Permit
65.	Hutchinson	Diana	Emergency Permit
66.	Iovino	Kristina	Elementary
67.	Jackson	Willie	Elementary
68.	Jackson	Elizabeth	Elementary
69.	Johnson	Patsy	Emergency Permit
70.	Jones	Judith	Elem/Soc Studies (NJ)
71.	Jones	Traci	Elementary
72.	Kaelin	Jennifer	Elementary
73.	Kalinsky	Pawel	Social Studies
74.	Karas	Jillian	Elementary
75.	Kellman	Angela	Emergency Permit
76.	Klammer	Erika	Emergency Permit
77.	LaBar	Jacqueline	Elementary
78.	Lannon	Sean	Emergency Permit
79.	Lashley	Christopher	Emergency Permit
80.	Laverdure	Richard S.	Science
81.	Leap	Jessica	Pre K-4
82.	Leizens	Leticia	Emergency Permit
83.	Lesniewski	Patricia	Elementary

	Last Name	First Name	Certification
84.	Ligh	Jessyca	English
85.	Loedel	Denise	Emergency Permit
86.	Lynch	Chase	Social Studies
87.	Macaluso	Christina	English
88.	Malvagno	Destiny	Elementary
89.	Marchese	Joseph	Elementary (NJ)
90.	Martinelli	Sara	Emergency Permit
91.	Martone	Larysa	Social Studies
92.	Matos	Rafael	Emergency Permit
93.	Matthy	Stephanie	Special Education
94.	Mauro	Samantha	Elementary
95.	Mazan	Claire	Family/Consumer Science
96.	McGee	Joseph	Social Studies
97.	McPherson	Autumn	Grades PK - 4
98.	McTernan	Tracey	Elementary
99.	Meinking	Courtney	Elementary, Middle School English
100.	Metaxas	Carolyn	Elementary, Special Ed
101.	Miles	Teri	Elem; Bus Ed; Mid-Level Math, SS & Science
102.	Miller	Lorin	Elementary
103.	Molesky	Pamela	Elem/Special Ed.
104.	Molinaro	Heide	Art
105.	Morse	Kenneth	Emergency Permit
106.	Mostosky	Heather	Elementary
107.	Moustafa	Mona	Elementary
108.	Mullen II	William	H&PE
109.	Munch	Laura	Elementary
110.	Musto	Koryn	English
111.	Nduka	Christiana	Emergency Permit
112.	Olson	Tanya	Elementary/Special Ed
113.	Ordnung	Maureen	Math
114.	Orlando	Jeanette	Elementary
115.	Pacanowski	Michael	Mathematics
116.	Paflitzko	Joi	H&PE (NY)
117.	Perri	Kristina	Math
118.	Perry	Carolyn	Emergency Permit
119.	Popp	Cheryl	Emergency Permit
120.	Richards Lawrence	Stephanie	Emergency Permit
121.	Rideout	Nicole	Emergency Permit
122.	Rider	Kerrie	Emergency Permit
123.	Roberts	Susan	Special Ed (NY)
124.	Robilotta	Richard	Emergency Permit
125.	Rodriguez	John	Emergency Permit
126.	Rodriguez	Laura	Reading Specialist
127.	Romero-Tomba	Maria	Emergency Permit
128.	Ruschmeyer	Leif	Emergency Permit
129.	Salomone	Catherine	Emergency Permit
130.	Sheeran	Wendy	English

	Last Name	First Name	Certification
131.	Simonds	Kevin	Elementary
132.	Smeraldo	Heather	Grades PK-4
133.	Smith	Julie	Social Studies
134.	Snyder	Robin	Elementary
135.	Souffrant	Danny	Emergency Permit
136.	Sowers	Mark	Emergency Permit
137.	Spencer	Stephanie	Art
138.	Starkes	Carolyn	Emergency Permit
139.	Stokes	Allison	Guidance (K-12)
140.	Summerville	Launie	Elementary
141.	Tants	Ashleigh	Elementary
142.	Taylor	Olivette	Emergency Permit
143.	Thomas	Trishana	Emergency Permit
144.	Todd	Carlin	Elem/Special Ed
145.	VanBuskirk	Alecia	Elem K-6
146.	Varner	Kathryn	Emergency Permit
147.	Walker-Footman	Rhonda	Elementary
148.	Walsh	Marianne	Emergency Permit
149.	Warner-Maidman	Brittany	Art
150.	Wasileski	Susan	Elementary/Special Ed
151.	Weiss	Danielle	Emergency Permit
152.	Wichman	Maryann	Emergency Permit
153.	Willey	Janice	Emergency Permit
154.	Wisneiski	Douglas	English
155.	Wood	Julie	Art
156.	Young	Susan	Elementary

13. Substitute School Nurse Reappointments

	Last Name	First Name	Certification
1.	Nduka	Christiana	Emergency Permit

14. Homebound Reappointments

	Last Name	First Name	Certification
1.	Agosto	Caroline	Elem, Reading Spec, Library
2.	Allison	Diana	English
3.	Andrews	Jessica	Grades 4- 8 MATH
4.	Andrews	Susan	Family/Consumer Science
5.	Angelopoulos	Eleni	Elementary
6.	Bakner	Paul	Music
7.	Bartolotta	Maria	Elem/Mid-Level Math
8.	Barton	Sharon	Business, English, Special Ed
9.	Bibler	Elizabeth	Guidance
10.	Bird	Shelli	Math
11.	Bomar	Terrence	Elementary
12.	Brescancine	Stacey	Special Education
13.	Broderick	Christine	Elementary

	Last Name	First Name	Certification
14.	Bukoski	Gary	Social Studies
15.	Caamano	Debra	Special Ed
16.	Coke	Luciana	English
17.	Contino	Diane	Special Education
18.	Curry	Jessica	Family & Consumer Science
19.	DeLong	Ryan	Biology
20.	DeRenzis	Sandra	Elem, Special Ed
21.	Dobrowolski	Darren	Math
22.	Dollar	Beverly	Elementary Guidance
23.	Dreisbach	Ashley	Elementary
24.	Edelbaum	Jaqueline	Tech Ed
25.	Flad	Ruthann	Biology, General Science, Earth & Space
26.	Follis	Laura	Elementary
27.	Gambill	Geofrey	Special Ed/Elem
28.	Giles	Kimberly	Elementary
29.	Gittens	Linda	ESL
30.	Gollinge	Lisa	English
31.	Hendershot	Colien	Special Education
32.	Hudson	Claudette	Elementary
33.	Jacobsen	Eric	Math
34.	Karpen	Jeffrey	H&PE, SpecEd
35.	Kean	Ashley	Special Ed
36.	Kern	Sara	Elementary/Special Ed
37.	Kernan	Paul	Special Ed, Social Studies
38.	Koberlein	Sarah	Special Ed
39.	Lagace	Suzanne	French
40.	Lapadula	Salvatore	Elem/Special Ed
41.	Leitch	Ryan	Soc.Studies, Math
42.	Lewis	Tara	ElementarySpecial Ed
43.	Lowris	Joel	Elem, Tech Ed
44.	Malvagno	Catherine	Mid-Level Math
45.	Malvagno	Destiny	Elementary
46.	Marmo	Jennifer	English
47.	Martinelli	Armand	H&PE
48.	Matunas	Karen	Art
49.	Millard	John	Special Ed
50.	Mitchell	Sarah	Social Studies
51.	Mooney	Ed	Special Ed
52.	Musto	Koryn	English
53.	Naser	Paul	Elementary
54.	Nicoletta	Anna	Art/Home Ec.
55.	Ostroski	Deana	Elementary, English, Special Ed
56.	Panepinto	Carrie	Math
57.	Pellington	Lauren	Special Ed/Elementary
58.	Piedra	Gisela	Spanish
59.	Polmounter	Amy	Business Ed
60.	Preston	Christine	SpEd, Elem., GenSci, Rdg., BusEd, Health, MLSci

	Last Name	First Name	Certification
61.	Prusik	Julia	Elementary
62.	Reiche	Amanda	Family/Consumer Science
63.	Reith	Daryl	Spec Ed, Elem, Prin K-12, English
64.	Ridner	Cara	Elementary
65.	Rogers	Thomas	Math
66.	Sandy	Jasmine	Special Ed
67.	Schneider	Christian	Elementary
68.	Schulte	Gloria	Special Ed, English
69.	Smith	Sara	Special Education
70.	Smith	Kelly-Jo	Special Education
71.	Snyder	Robin	Elementary
72.	Spering	Laureen	Elementary, Mid-Level Math
73.	Stine	Richard	General Science/Physics
74.	Stinger	Gloria	Spec Ed, Elem, Reading
75.	Susic	Stacy	English
76.	Tchoursine	Katherine	Special Ed/History
77.	Timpson	Daniel	Elementay, Mid-Level English
78.	Tobin	Snoann	Elementary
79.	Turner	Gillian	English
80.	Turner	Patricia	English
81.	VanWinkle	Catherine	Math/Mid-Level Science; Elem
82.	Vitulli	Lisa	Elementary
83.	Ware	James	English
84.	Werth	John	Tech Ed
85.	West	Melissa	Special Ed
86.	Witcraft	Laura	Elem/Special Ed
87.	Zannella	Ann	Special Ed
88.	Zisa	Jessica	Elementary

D. Virtual Academy Facilitators for the 2014-2015 School Year

ACTION BY THE BOARD:

Motion was made by Ryan Stevens 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 135 hours (not to exceed 135 hours) for each full credit course or its equivalent and 67.5 hours (not to exceed 67.5 hours) for each half credit course or its equivalent. Motion was seconded by Roy Horton and carried unanimously, 9-0.

1. Appointments

	Name	Subject
1.	Carson, Wayne	Web Design - Grades 9, 10, 11, 12
2.	Coke, Lucianna	English - Grade 8
3.	DeLeon, Karla	Math - Algebra II - Grade 10
4.	DeLeon, Karla	Math - Algebra II CP - Grade 10
5.	DeLeon, Karla	Math - Fundamentals of Math - Grade 12
6.	Dobrowolski, Darrin	Math - Geometry - Grade 11
7.	Dobrowolski, Darrin	Math - Geometry CP - Grade 11
8.	Dobrowolski, Darrin	Math - Statistics CP - Grade 11
9.	Dobrowolski, Darrin	Math - Trigonometry CP - Grade 11

10.	Dougherty, Kenneth	Health/Physical Education - Grade 8
11.	Dreibelbis, Susan	Science - Grades 6, 7, 8
12.	Edwards, Sean	Social Studies - Psychology - Grades 11 & 12
13.	Edwards, Sean	Social Studies - Sociology - Grades 11 & 12
14.	Ellison, Aimee	Health/Physical Education - Grades 6, 7, 10
15.	Espinoza, Marilyn	Math - Algebra - Grade 9
16.	Espinoza, Marilyn	Math - Algebra CP - Grade 9
17.	Espinoza, Marilyn	Pre-Algebra (Math 8) - Grade 8
18.	Fisher, Marijo	Biology I – Grade 10
19.	Fisher, Marijo	Biology II - Grades 11 and 12
20.	Fisher, Marijo	Environmental Science
21.	Kerzner, Phillip	Guidance Counselor
22.	Kirkpatrick, Jason	Health/Physical Education – Grade 11
23.	Langan, Brooke	English CP - Grade 12
24.	Lokuta, Holly	Health/Physical Education - Grade 12
25.	Marmo, Jennifer	English - Grade 11
26.	Marmo, Jennifer	English CP - Grade 11
27.	Martin, Joseph	Introduction to Business – Grades 9, 10, 11 & 12
28.	Moskovitz, Scott	Health/Physical Education – Grade 9
29.	Moskovitz, Scott	Sports Nutrition - Grades 9, 10, 11 & 12
30.	Pellington, Cynthia	English - Grades 6 and 7
31.	Rasely-Phillips, Susanne	Creative Writing I - Grades 9, 10, 11 & 12
32.	Rasely-Phillips, Susanne	Creative Writing II - Grades 9, 10, 11, & 12
33.	Rasely-Phillips, Susanne	Reading/writing/listening/speaking
34.	Rasely-Phillips, Susanne	Spanish I - Grades 9, 10, 11 & 12
35.	Rasely-Phillips, Susanne	Spanish II – Grades 9, 10, 11 & 12
36.	Reith, Daryl	English - Grade 12
37.	Saeger, Blaec	Health/Physical Education – Grade 10
38.	Stine, Richard	General Science - Grade 9
39.	Stine, Richard	General Science CP - Grade 9
40.	Stine, Richard	Science – Physics - Grades 11 & 12
41.	Stine, Richard	Science – Physics CP - Grades 11 & 12
42.	Susic, Stacy	English - Grade 10
43.	Susic, Stacy	English CP - Grade 10
44.	Szepietowski, Waldemar	American History I - Grade 11
45.	Szepietowski, Waldemar	American History II CP - Grade 11
46.	Szepietowski, Waldemar	Civics - Grade 10
47.	Szepietowski, Waldemar	Civics CP - Grade 10
48.	Turner, Patricia	English - Grade 9
49.	Turner, Patricia	English CP - Grade 9
50.	Vitulli, Lisa	Social Studies - Grades 6, 7 & 8
51.	Zerfoss, Jon	American Studies II - Grade 12
52.	Zerfoss, Jon	American Studies II CP - Grade 12
53.	Zerfoss, Jon	World Civilization - Grade 9
54.	Zerfoss, Jon	World Civilization CP - Grade 9

E. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the following rescissions and appointments in accordance with the terms of the District's existing collective bargaining agreements as amended and supplemented. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

1. **Rescissions**

	Name	Position Held
a.	Bayer, Kyle	Football Head Coach – Lehman Intermediate
b.	Benson, James	Football Assistant Coach – J. T. Lambert Intermediate
c.	Careri, William	Football Assistant Coach - Lehman Intermediate
d.	Cox, James	Football Freshman Head Coach – High School North
e.	Famularo, Thomas	Girls' Soccer Varsity Assistant Coach – High School South
f.	Fetherman, Patrick	Football Assistant Coach – Lehman Intermediate
g.	Martinez, Frances	Cheerleading Head Coach (fall & winter) – High School North
h.	Ordnung, Maureen	Field Hockey Assistant Coach – High School North
i.	Terwilliger, Jaclyn	Field Hockey Head Coach – J. T. Lambert Intermediate

(See pages 70-78)

2. **Department Chairperson for the 2014-2015 School Year**

	Last Name	First Name	Position	School	Rate
1.	Espinoza	Marilyn	Math	J T Lambert Intermediate	\$3,847.82

3. **Appointments for the 2014-2015 School Year**

	Last Name	First Name	Position	Building	Rate
1.	Worobij	Nadia	Choral Director	Bushkill Elementary	\$1,721.93(plus \$250.00 longevity stipend)
2.	Conti	Ronda	Detention Supervisor	Bushkill Elementary	\$28.56/hour
3.	Jablonski	Alison	Detention Supervisor	Bushkill Elementary	\$28.56/hour
4.	Jablonski	Alison	Intramural "Friends for Change" Co-Advisor	Bushkill Elementary	\$23.46/hour (10 hour maximum)
5.	Wisneiski	Linda	Intramural "Friends for Change" Co-Advisor	Bushkill Elementary	\$23.46/hour (10 hour maximum)
6.	Worobij	Nadia	Intramural African Drumming Group Advisor	Bushkill Elementary	\$23.46/hour (17 hour maximum)
7.	Krumanocker	James	Intramural Art Advisor	Bushkill Elementary	\$23.46/hour (23 hour maximum)
8.	Falzone	Hollie	Intramural Health & Fitness Advisor	Bushkill Elementary	\$23.46/hour (23 hour maximum)
9.	Burlein-Pitz	Carrie	Intramural Homework Advisor (all year-shared position)	Bushkill Elementary	\$23.46/hour (77 hour maximum split between all advisors)
10.	Jablonski	Alison	Intramural Homework Advisor (all year-shared position)	Bushkill Elementary	\$23.46/hour (77 hour maximum split between all advisors)
11.	Lopez	Judith	Intramural Homework Advisor (all year-shared position)	Bushkill Elementary	\$23.46/hour (77 hour maximum split between all advisors)
12.	Pacheco	Amy	Intramural Homework Advisor (all year-shared position)	Bushkill Elementary	\$23.46/hour (77 hour maximum split between all advisors)
13.	Worobij	Nadia	Intramural Recorder Advisor	Bushkill Elementary	\$23.46/hour (12 hour maximum)
14.	Garrity	Terri	Intramural Second Grade Musical Theater Advisor	Bushkill Elementary	\$23.46/hour (23 hour maximum)
15.	Litts	Diane	Intramural Ski Group Co-Advisor	Bushkill Elementary	\$23.46/hour (24 hour maximum)
16.	Libby	Tina	Intramural Yearbook Co-Advisor	Bushkill Elementary	\$23.46/hour (18 hour maximum)

	Last Name	First Name	Position	Building	Rate
17.	Noia	Donna	Intramural Yearbook Co-Advisor	Bushkill Elementary	\$23.46/hour (18 hour maximum)
18.	Camilleri-Yip	Marlene	Intramural Young Authors Advisor	Bushkill Elementary	\$23.46/hour (23 hour maximum)
19.	Randall	Steven	Volunteer Lego Group Advisor	Bushkill Elementary	not applicable
20.	Lauer	Danny	Art Club Advisor	Middle Smithfield Elementary	\$1,090.49
21.	Tobin	Snoann	Detention Supervisor	Middle Smithfield Elementary	\$28.56/hour
22.	Heard	Jeffrey	Intramural Fall Sports Co-Advisor (Football & Soccer)	Middle Smithfield Elementary	\$23.46/hour (48 hour maximum split between all advisors)
23.	Kuchinski	Kevin	Intramural Fall Sports Co-Advisor (Flag Football & Soccer)	Middle Smithfield Elementary	\$23.46/hour (48 hour maximum split between all advisors)
24.	Bianchi	Elaine	Intramural Homework Co-Advisor (all year)	Middle Smithfield Elementary	\$23.46/hour (48 hour maximum split between all advisors)
25.	Johnson	JoAnn	Intramural Homework Co-Advisor (all year)	Middle Smithfield Elementary	\$23.46/hour (48 hour maximum split between all advisors)
26.	Berardi	Ann Marie	Intramural Math Group Co-Advisor (1st semester)	Middle Smithfield Elementary	\$23.46/hour (48 hour maximum split between advisors)
27.	Berardi	Ann Marie	Intramural Math Group Co-Advisor (2 nd semester)	Middle Smithfield Elementary	\$23.46/hour (48 hour maximum split between advisors)
28.	Kizer	Ann Marie	Intramural Math Group Co-Advisor (1st semester)	Middle Smithfield Elementary	\$23.46/hour (48 hour maximum split between advisors)
29.	Kizer	Ann Marie	Intramural Math Group Co-Advisor (2 nd semester)	Middle Smithfield Elementary	\$23.46/hour (48 hour maximum split between advisors)
30.	Dahl	Barbara	Intramural Math Group Substitute (all year)	Middle Smithfield Elementary	\$23.46/hour
31.	Kuchinski	Kevin	Intramural Spring Sports Co-Advisor (Gymnastics & Tennis)	Middle Smithfield Elementary	\$23.46/hour (48 hour maximum split between all advisors)
32.	Kuchinski	Kevin	Intramural Winter Sports Co-Advisor (Ski, Snowboard)	Middle Smithfield Elementary	\$23.46/hour (48 hour maximum split between all advisors)
33.	Horne	Kevin	Band Co-Director	J. T. Lambert Intermediate	\$2,235.04 (prorated)
34.	Dell'Orto	Roberta	Detention Supervisor	J. T. Lambert Intermediate	\$28.56/hour
35.	Martinelli	Sara	Field Hockey Head Coach	J. T. Lambert Intermediate	\$2,117.73
36.	Cason	Daniel	Football Assistant Coach	J. T. Lambert Intermediate	\$1,479.15
37.	Horne	Kevin	Jazz Band Director	J. T. Lambert Intermediate	\$1,492.41
38.	Dietz	Casandra	Assistant Co-Director of School Productions	Lehman Intermediate	\$1,418.96 (prorated)
39.	Allbaugh	David	Football Assistant Coach	Lehman Intermediate	\$1,479.15
40.	Fetherman	Patrick	Football Head Coach	Lehman Intermediate	\$2,117.73
41.					
42.	Flicker	Matthew	Assistant Band Director	High School North	\$3,962.07 (plus \$250.00 longevity stipend)
43.	Dunleavy	Susan	Detention Supervisor	High School North	\$28.56/hour
44.	Lopez	Judith	Detention Supervisor	High School North	\$28.56/hour
45.	Massaro	Ellen	Detention Supervisor	High School North	\$28.56/hour
46.	Wright	Patricia	Detention Supervisor	High School North	\$28.56/hour
47.	Popovice	Kristin	Field Hockey Assistant Coach	High School North	\$3,264.32
48.	Stevens	Miriam	Intramural Homework Advisor (1st semester) (Monday)	High School North	\$23.46/hour (48 hour maximum)
49.	Stevens	Miriam	Intramural Homework Advisor (2nd semester) (Monday)	High School North	\$23.46/hour (48 hour maximum)

	Last Name	First Name	Position	Building	Rate
50.	Tchoursine	Katherine	Intramural Key and Leo Advisor	High School North	\$23.46/hour (48 hour maximum)
51.	Korb	Michael	Intramural Technology Student Association Co-Advisor	High School North	\$23.46/hour (24 hour maximum)
52.	O'Donnell	Paul	Intramural Technology Student Association Co-Advisor	High School North	\$23.46/hour (24 hour maximum)
53.	Sanker	Donald R.	Marching Band Instructor	High School North	\$1,862.70
54.	Susic	Stacy	Yearbook Editor Advisor	High School North	\$2,601.26
55.	Clogg	Katye	Band Director	High School South	\$6,543.94 (plus \$250.00 longevity stipend)
56.	Snapp	Donna	Band Front Advisor	High School South	\$3,042.96
57.	Lewis	Daniel	Boys' Soccer Junior Varsity Coach	High School South	\$3,264.32
58.	McCracken	Sean	Football Freshman Assistant Coach	High School South	\$3,839.66
59.	Carbajal	Louis	Girls' Soccer Junior Varsity Coach	High School South	\$3,264.32
60.	DeLucca	Daniel	Girls' Soccer Varsity Assistant Coach	High School South	\$3,264.32
61.	Fleming	Alicia	Girls' Volleyball Varsity Assistant Coach	High School South	\$3,264.32
62.	Segond	Angelic	Intramural Girls' Soccer Advisor	High School South	\$23.46/hour (24 hour maximum)
63.	Kolcun	Brian	Intramural Golf Advisor	High School South	\$23.46/hour (24 hour maximum)
64.	Clogg	Katye	Jazz Band Director	High School South	\$1,492.41 (plus \$250.00 longevity stipend)
65.	Horne	Kevin	Marching Band Instructor	High School South	\$1,862.70
66.	Lantz III	David	Mentor for Jennie Flicker	High School South	\$612.06
67.	Mollenthiel	Christopher	Volunteer Field Hockey Coach	High School South	not applicable
68.	Bozena	John	Volunteer Football Coach	High School South	not applicable
69.	Cason	Daniel	Volunteer Football Coach	High School South	not applicable

F. Athletic Event Worker's Pay Scale for the 2014-2015 School Year

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Fall, Winter and Spring Sports Athletic Event Worker's Pay Scale for the 2014-2015 school year. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

1. FALL SPORTS ATHLETIC EVENT WORKERS' PAY SCALE: (no increase)

a. Game Managers	JV/Freshman Football (night)	\$90
	JV/Varsity Soccer Doubleheader	\$85
	JV/Varsity Field Hockey Doubleheader	\$75
	JV/Varsity Soccer (night)	\$90
	JV/Varsity Field Hockey (night)	\$90
	Field Hockey/Soccer Doubleheaders (night)	\$90
	After-school events—Field Hockey	\$53
	After-school events—Soccer	\$53
	After-school events—Football	\$53
	Girls' Volleyball	\$53
	Speech & Debate Judges	\$20
	"Fill-in" at Intermediate School Event	\$53
	Varsity Football	\$75

b. Scoreboard Operators	After School	\$42
	Night—Per Game	\$42
	Varsity/JV Soccer	\$35 + \$42 (\$77)
	Varsity/JV Field Hockey	\$25 + \$42 (\$67)
c. Statisticians	Varsity Football (home & away)	\$42
d. Ticket Sellers/Ticket Takers		
	Varsity Football	\$42
	Freshman & JV Football	\$42 per game
	Other Night Events	\$42 per game
e. Faculty Security	Varsity Football	\$42
	Other Night Events	\$42
f. Public Address Announcers		
	Varsity Football	\$42
	Other Night Events	\$42 per game
g. Physical Exams	\$53 per shift	\$106
h. Chain Crew	JV/Freshman Football	\$84
	Single Game Football	\$42
i. Statistician	Girls' Volleyball	\$42

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

a. Game Managers	Freshman/JV/Varsity Basketball	\$90
	Junior High/JV/Varsity Wrestling	\$85
	JV/Varsity Wrestling	\$53
	JV/Varsity Basketball	\$53
	Freshman Basketball	\$42
	Swimming	\$53
	“Fill-in” at Intermediate School Event	\$53
b. Scoreboard Operators	Freshman Basketball-Only	\$30
	Freshman/JV/Varsity Basketball	\$35 + \$42 (\$77)
	Junior High/JV/Varsity Wrestling	\$65
	JV/Varsity Basketball	\$42
	JV/Varsity Wrestling	\$42
	Swimming (Announcer/Computer Op.)	\$42
	7 th & 8 th Grade Basketball	\$42
	7 th & 8 th Grade Wrestling	\$42
c. Statisticians (Scorebook)		
	JV and Varsity Basketball	\$42
	JV and Varsity Wrestling	\$42
	JV and Varsity Rifle	\$42
d. Ticket Sellers		
	JV/Varsity Basketball	\$50
	JV and Varsity Wrestling	\$50
	Junior High/JV/Varsity Wrestling (seller)	\$75
e. Faculty Security/Ticket Takers		
	JV/Varsity Basketball	\$42
	JV and Varsity Wrestling	\$42
	Junior High/JV/Varsity Wrestling	\$65

f. Public Address Announcers		
	Varsity Basketball	\$42
	Varsity Wrestling	\$42
g. Physical Exams	\$53 per shift	\$106

3. SPRING SPORTS ATHLETIC EVENT WORKERS' PAY SCALE: (no increase)

a. Game Manager	JV/Varsity Baseball/Softball	\$53
	Track and Field	\$53
	JV/Varsity Girls' Soccer	\$53
b. Scoreboard Operators/Timers etc.		
	JV/Varsity Baseball	\$42
	JV/Varsity Softball	\$42
	Girls' Soccer	\$42
c. Statisticians (Scorebook)		
	Varsity Baseball	\$42
	Varsity Softball	\$42
d. Public Address Announcers		
	Track & Field	\$42
	Night Girls' Soccer	\$42
e. Physical Exams	\$53 per shift	\$106
f. Track & Field Event Officials		\$42

G. Act 93 Staff

ACTION BY THE BOARD:

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

1. Resignation

Name	Position Held
a. Krotowski, Carolyn	Assistant Principal – High School North Effective Date: to be determined.

(See page 79)

2. Leave of Absence (Date Change) – In accordance with Board Policy #335

Name	Position Held
a. Arnold, Michelle	Principal - J. M. Hill Elementary Effective Date: July 7, 2014 Length of Leave now through: August 1, 2014

(Request received)

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 Roy Horton and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Carbon-Monroe-Pike Mental Health & Developmental Services	Partners in Early Childhood Keystones to Opportunity Grant for data collection & management, professional development and transition plan.	Not to Exceed \$5,440.00	KtO Grant Year 3	9/1/14 – 8/31/15
2.	Carson, Wayne	Using the Website	\$150.00	Professional Development	Week of: 8/25/14
3.	Colonial IU 20	To provide a one-day training on the use of the IGDI Literacy Development Tool, as well as analysis to drive instruction.	\$900.00	KtO Grant Year 3	9/1/14-9/30/14
4.	Colonial IU 20	Title I Services for non-public schools within ESASD boundaries.	Not to Exceed \$8,570.61	Title I Grant	7/1/14-6/30/15
5.	Concorde, Inc.	To fulfill D.O.T. requirements for random drug testing, pre-employment, and post-accident for all CDL Personnel	\$4,000.00 (estimated)	Transportation Department	7/1/14-6/30/15
6.	Fodness, Peter	Integrating PA Core into Health and Physical Education Classes	\$175.00	Professional Development	8/28/14
7.	Decker, Janelle	Instruction of H.S. North percussion students in technique and music learning for 2014 band camp rehearsals.	\$725.00	Music Department	8/11/14-8/21/14
8.	Devereux PA	Extended School Year (ESY) educational programming.	Not to Exceed 7,350.00	District	7/7/14-8/22/14
9.	Galante, Rossano	Compose a new band work for H.S. North Symphonic Band and conduct premiere performance. Also conduct 5 th , 6 th , 7 th & 8 th grade bands	\$5,500.00	Music Department	3/2/15-3/3/15
10.	Lord, Kristin	Disciplining with Love & Logic	\$250.00	Professional Development	8/25/14
11.	Maximus, Inc.	Subscription Extension	\$6,272.47	District	7/1/14-9/30/14
12.	Nordmark, Bobbi	PA Core Application and Gathering of Library Resources	\$175.00	Professional Development	8/27/14
13.	Pocono Alliance	Provide S.M.I.L.E. Program to Title I eligible ESASD students/families as described.	Not to Exceed \$9,000.00	Title I 2014-2015	9/1/14-8/31/15

14.	Scranton-Lackawanna Human Development Agency, Inc.	Partners in Early Childhood Education Services through Keystones to Opportunity Grant	Not to Exceed \$2,405.00	KtO Grant Year 3	9/1/14-8/31/15
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(See pages 80-104)

2.

ACTION BY THE BOARD:

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Carbon-Monroe-Pike and Alcohol Commission	Drug and Alcohol primary prevention and intervention services (3 days per week)	\$21,000.00	Pupil Services	09/29/14-05/29/15
2.	Pocono Alliance	Partners in Early Childhood Keystones to Opportunity grant for data collection and management, S.M.I.L.E. Program, Professional Development, Healthy Start Screenings, Bridges Program and Head Start Scholarship, etc.	Not to Exceed \$62,510.00	KtO Grant Year 3	9/1/14-8/31/15
3.	Pocono Services for Families and Children	Partners in Early Childhood Keystones to Opportunity grant for data collection and management, Professional Development, Transition Plan and in-home services.	Not to Exceed \$24,830.00	KtO Grant Year 3	9/1/14-8/31/15

(See pages 105-113)

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 Roy Horton and carried unanimously, 9-0.

	Name	Activity	Location	Dates
1.	Kirschner, Karen (#4813)	H.S. South Class of 2018 to Terror Behind the Walls – Eastern State	Philadelphia, PA	9/26/14

(See page 114)

B. Child Nutrition Programs

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Agreement between the East Stroudsburg Area School District and Colonial Intermediate Unit 20 for Participation in Child Nutrition Programs between July 1, 2014 and June 30, 2015 in order to provide eligible students with services authorized by the National School Meals Programs specified. Motion was seconded by Gary Summers and carried unanimously, 9-0.

(See pages 115-116)

XIII. PIAA LETTER

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the letter directed to PIAA with regard to new rules for mixed gender participation in interscholastic athletics. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

(See pages 117)

XIV. OLD AND NEW BUSINESS

None

XV. BOARD POLICIES

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 Roy Horton and passed 7-2. Robert Cooke and Robert Gress voted no.

1. # 004.1 Student School Board Representatives
2. #100 Comprehensive Planning
3. #101 Mission Statement/Vision Statement/Shared Values
4. #102 Academic Standards
5. #123 Interscholastic Athletics
6. #325 Dress & Grooming – Administrative Employees
7. #425 Dress & Grooming – Professional Employees
8. #504 Employment of Classified Support Employees
9. #525 Dress & Grooming – Support Staff Employees

(See pages 118-143)

XVI. SCHOOL BUS DRIVER HANDBOOK

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the East Stroudsburg Area School District School Bus Driver Handbook for the 2014-2015 school year. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

XVII. TEXTBOOK

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the textbook listed for use in the East Stroudsburg Area School District. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

Title of Book	Author/Publisher	Copyright Date	Grade Level
Myers' Psychology for AP	David Myers	2014	11-12

XVIII. CONFERENCE ATTENDANCE

A. Board Members

ACTION BY THE BOARD ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the attendance of Eileen Featherman at the 2014 PASA-PSBA School Leadership Conference in Hershey, PA from October 21, 2014 to October 24, 2014 in the approximate amount of \$1,250. Motion was seconded by Robert Gress and carried unanimously, 9-0.

B. Superintendent

1.

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the attendance of Sharon Laverdure at the 2014 PASA-PSBA School Leadership Conference in Hershey, PA from October 21, 2014 to October 24, 2014 in the approximate amount of \$1,250. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

2.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the attendance of Sharon Laverdure at the PASA Board of Governor's Meeting in Harrisburg, PA from September 18, 2014 (half day) to September 19, 2014 in the approximate amount of \$70 (mileage and half of the hotel expense will be paid by PASA). Motion was seconded by Roy Horton and carried unanimously, 9-0.

XIX. MEMORANDUM OF UNDERSTANDING

ACTION BY THE BOARD:

Motion was made by Marjorie James to approve the MOU with the Pennsylvania Department of Education concerning the Dashboard/Early Warning System as presented, and to authorize the Superintendent to appoint representatives as required by the MOU. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See page 144-149)

XX. FISCAL ITEMS

A. Transfinder Bus Routing Software

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve a three (3) year contract with Transfinder for the provision of bus routing software at a total cost of \$56,045.00 in accordance with the recommendation of the Finance Committee. The contract shall be substantially in the form as presented at this meeting, subject to review and revision by the Solicitor and Administration of the terms and conditions other than price or cost. Motion was seconded by Eileen Featherman and passed 8-1. Robert Gress voted no.

(See pages 150-161)

B. District's Healthcare Consultant

ACTION BY THE BOARD:

Motion was made by Ryan Stevens to approve the appointment of Conrad Siegel as the District's Healthcare Consultant per the terms of their proposal dated August 1, 2014 at a cost not to exceed \$35,000, in accordance with the recommendation of the Finance Committee. Motion was seconded by Gary Summers and carried unanimously, 9-0.

(See pages 162-169)

C. PlanCon J – H.S. South & Administrative Offices

ACTION BY THE BOARD:

Motion was made by Ryan Stevens to approve the submission to PDE of PlanCon J: Project Accounting Based on Final Costs for the High School South and Administrative Offices, in accordance with the recommendation of the Finance Committee. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 170-177)

D. PlanCon J – Middle Smithfield Elementary

ACTION BY THE BOARD:

Motion was made by Marjorie James to approve the submission to PDE of PlanCon J: Project Accounting Based on Final Costs for Middle Smithfield Elementary, in accordance with the recommendation of the Finance Committee. Motion was seconded by Gary Summers and carried unanimously, 9-0.

(See pages 178-185)

E. Sewer Fees

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to accept the recommendation of the Finance Committee to file a formal appeal with the Middle Smithfield Township Supervisors over the determination of sewer fees for Middle Smithfield and Resica Elementary Schools. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

F. Myco Mechanical

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve Pay application #2 from Myco Mechanical in the amount of \$349,650 for work on the JTL HVAC project in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by Robert Gress and carried unanimously, 9-0.

(See pages 186-190)

G. Snow Plowing Services Bids

ACTION BY THE BOARD:

Motion was made by Ryan Stevens to approve seeking bids for snow plowing services for the 2014-15 fiscal year in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

H. Dunbar Enterprises

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the lowest cost proposal received from Dunbar Enterprises in the amount of \$14,800 to repair the breach in the detention pond at the north site with payment for said repairs to be made by the transfer to Dunbar Enterprises of the District's used HD-15 Jacobson rotary mower. Motion was seconded by Roy Horton and carried unanimously, 9-0.

(See pages 191-193)

I. Super Heat, Inc.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the two proposals from Super Heat, Inc. as presented at this meeting for the repair of the two boilers at Bushkill Elementary in the total amount of \$19,600, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was made by Ronald Bradley and carried unanimously, 9-0.

(See pages 194-195)

J. Fibar Systems

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the purchase of 458 cubic yards of wood fiber (mulch) and felt material from Fibar Systems at a cost of \$7,694.80 for use of various District schools. This is a sole source purchase, is less than the State contract price and will be paid from the General Fund budget. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 196-197)

K. Aspen Pest Control Service, LLC

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to accept the lowest cost proposal received from Aspen Pest Control Service, LLC in the amount of \$6,852 (no cost increase) to provide integrated pest management/control for District buildings for the 2014-15 fiscal year in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 198-199)

L. DES-CPR, Inc.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to accept the lowest cost proposal received from DES-CPR, Inc. in the amount of \$2,870 (no cost increase) to provide sensitive document destruction services for District buildings for the 2014-15 fiscal year in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See pages 200-202)

M. Modernfold

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to accept the proposal from Modernfold for the repair and refurbishment of the folding doors at J. T. Lambert in the amount of \$5,800 in accordance with the recommendations of the Property & Facilities and Finance Committees. Funding is included in the Capital Reserve budget. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

(See page 203)

N. Special Counsel for Student Issues

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to appoint the firm of Levin Legal Group, P.C. as special counsel for student issues for the 2014-2015 school/fiscal year in accordance with the fee letter dated July 21, 2014 received from that firm (no rate increase). Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See pages 204-211)

O. Strength & Conditioning Internship Agreement

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the agreement with East Stroudsburg University for Strength and Conditioning Internships at both High School North and High School South in the total amount of \$8,500 for the fall, spring, and summer semesters. Agreements are subject to solicitor's review and approval as to form. These internships are funded by a reassignment of Schedule B positions that will be cost neutral to the District. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

(See pages 212-217)

P. Use of Facilities

1.

ACTION BY THE BOARD:

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

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

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived
8/18/14	HS South	8/19/14	11/1/14	E.S. Little League	Softball Games & Practice	Yes
8/18/14	HS South	9/2/14	6/1/15	Pocono Family YMCA	Swim Team Practice (am/pm)	Yes
8/18/14	J.M. Hill	9/9/14	12/11/14	Girls on the Run	Meetings and walk/run practice	Yes
8/18/14	J.M. Hill	9/22/14	5/31/15	Big Brothers/Big Sisters	After School Mentoring Program	Yes
8/18/14	J.T. Lambert	10/20/14	2/9/15	Stroudsburg Chapter of PIAA Officials	Mandatory Coaches & Official Meetings	Yes
8/18/14	Lehman	9/2/14	6/1/15	Pocono Family YMCA	Swim Team Practice (am/pm)	Yes
8/18/14	M. Smithfield	9/1/14	10/31/14	Bushkill Little League	Baseball Practice & Games	Yes
8/18/14	M. Smithfield	7/1/14	12/31/14	E.S. North Little League	Softball Practice & Games	Yes
8/18/14	M. Smithfield	9/20/14	10/5/14	Resica PTO/Playground	Outdoor Yard Sale	Yes

(See page 218-226)

2.

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 is requesting to use JT Lambert as a rain date location for their August 23, 2014 summer basketball game. They are requesting a waiver of facility fees for this event. Security and Custodial Fees will be paid by Labor of Love. Motion was seconded by Roy Horton and passed 7-2. Robert Gress and William Searfoss voted no.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived
8/18/14	J.T. Lambert	8/23/14	8/23/14	Labor of Love USA Turning the Hearts Basketball	Summer basketball Game (rain date location)	Yes

(See pages 227-228)

Q. Payment of Bills and Treasurer’s Report

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the Payment of Bills and Treasurer’s Report listed in this agenda for the 2013-2014 and 2014-2015 fiscal years, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the Auditor General. Motion was seconded by Ryan Stevens and carried unanimously, 9-0.

1. Payment of Bills - (See pages 229-247)
2. Treasurer’s Report - (See pages 248-268)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
August 18, 2014**

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

ADDENDUM A

XI. PERSONNEL ITEMS

C. Professional Staff

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the appointments and reassignments 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 Robert Cooke and carried unanimously, 9-0.

8. Appointment - Regular

Name

Appointment

g. Warner, Amberly

Math teacher - High School North (TPE)
Salary: \$41,599.00 (Step 1 Column 1)
Effective Date: August 25, 2014
Amberly replaces Robert Shields who resigned.

(See page 3)

9. Appointment - Long Term Substitute

Name

Appointment

e. Askins, Kendal

Gifted teacher - J. T. Lambert Intermediate (LTS)
Salary: \$44,793.00, prorated (Step 1 Column 7)
Effective Date: August 25, 2014 through the end of the first semester of the 2014-2015 school year only.
Kendal replaces Sheila Bove who is on a Sabbatical leave.

(See page 4)

15. Reassignments – Intra-building

Name

Position Held

a. Olver, Ginger

From: Kindergarten teacher – Middle Smithfield Elementary
To: Grade 1 teacher – Middle Smithfield Elementary
Effective Date: August 25, 2014
This position was moved due to student needs.

b. Randall, Steven

From: Grade 3 teacher – Bushkill Elementary
To: Grade 5 teacher – Bushkill Elementary
Effective Date: August 25, 2014
Steven replaces Daniel Rusk who retired.

H. Superintendent, Assistant Superintendent and Business Manager – Salary Compensations and Premium Share

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the Superintendent, Assistant Superintendent of Curriculum and Instruction Grades 6-12 and Business Manager salary compensations (2.3% increase) and employee health insurance premium share (10%) for the 2014-2015 Fiscal Year, effective July 1, 2014, equal to the increases granted to Act 93 Administrators. Motion was seconded by Marjorie James and carried unanimously, 9-0.

1. 2014-2015 Fiscal Year Salary Compensations

	Last Name	First Name	Position	2014-2015 Salary
1.	Laverdure	Sharon	Superintendent	\$143,220.00
2.	Lesniewski	Thomas	Assistant Superintendent for Curriculum & Instruction Grades 6-12	\$120,714.00
3.	Bader	Jeffrey	Business Manager	\$125,583.48

XXI. ANNOUNCEMENTS/INFORMATION

XXII. ADJOURNMENT 8:48 P.M.

Respectfully submitted,

Patricia L. Rosado,
Board Secretary