

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

REGULAR MEETING – September 15, 2014

Carl T. Secor Administration Center – Board Room

7:00 p.m.

Minutes

- I. President, William Searfoss called the meeting to order at 7:13 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, Eileen Featherman, Robert Gress, Roy Horton, Marjorie James, William Searfoss, Ryan Stevens (via speakerphone until 8:45 p.m.) and Gary Summers. Robert Cooke was absent.

- II. **School personnel present:** Jeff Bader, David A. Baker, Brian Borosh, Ben Breneman, Anthony Calderone, Ann Catrillo, Michael Catrillo, Robert Dilliplane, Irene Duggins, Larry Dymond, Dan Eppley, Eric Forsyth, Thomas Hendel, Jeremy M. Judd, Sharon Laverdure, Thomas A. Lesniewski, Tom McIntyre, Fred P. Mill, Debra Padavano, Kathy Parrish, Heather A. Piperato, Patricia Rosado, Paul H. Schmid, Michael Slesinski, Kim Stevens, Bill Vitulli, Lisa Vitulli and Steve Zall. Thomas Dirvonas, Solicitor.
- III. **Community members present:** Jillian Andres, Shannon Andres, Beverly Brown, Heather Craig, Diane Hinson, Eddie J. Hinson, Pam Hudak, Janel Johnson, Kenneth Koberlein, Steven Kulick, Sue Kulick, Sharon Maly Cramer, Michal Peterson, Amelia Raser, Leslie Raser, A. G. Reckeweg, Josephine M. Reckeweg, Judy Summers and Sunshine VanGarden.

Other:

Jamie Doyle, Public Financial Management
Channel 13 News

IV. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the minutes for the meeting of August 18, 2014, (pages 1-60). Motion was seconded by Marjorie James and carried unanimously, 8-0.

V. **APPROVAL OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve this agenda for September 15, 2014, (pages 1-21), as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

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

VII. **ANNOUNCEMENTS BY THE BOARD**

None

VIII. SUPERINTENDENT'S REPORT

- A. Mrs. Laverdure announced that she is having some dental complications but did not want to miss the Board meeting; therefore, asked that they bear with her tonight.
- B. Mr. Gary Summers said the Monroe Career & Technical Institute (MCTI) JOC meeting was held on September 8th. At the meeting, they approved the hiring of a new Business Manager, Diane Serfoss, who is the current Business Manager at the Palmerton Area School District. The current MCTI Business Manager is retiring later this year. As he previously mentioned, a draft of a parent/student survey was distributed and is being reviewed. The Stroudsburg Area School District will be handling the survey. This survey is to determine the level of interest in establishing a comprehensive four year technical institute school. Additional space will be required. Some consideration is being given to the Pocono Education Center which is owned by the Pocono Mountain School District. Negotiations are still continuing. Historically, at MCTI professional staff salaries have been determined by a blended approach offered by the four different school districts. This year, MCTI will establish a separate salary schedule that is unique for them.
- C. Ms. Eileen Featherman said she will be attending a special meeting at the Colonial IU 20 to discuss a tentative agreement with the teachers and support staff.
- D. Mr. Ronald Bradley, in the absence of the Chairperson, Robert Cooke, said that at the Property/Facilities Committee meeting they discussed several items that are on tonight's agenda. Amongst those items there was discussion on the concrete project to be done at Bushkill Elementary School and J. T. Lambert Intermediate School. Mr. Horton said they are also looking into the roof issues at the Bushkill Elementary School.
- E. Mr. Robert Gress said that the Finance Committee met on September 9th. Numerous items that were discussed are on tonight's agenda. One item discussed was contracting a consultant to look at our buildings over the next ten years. The committee also recommended the approval of bids. LERTA is still moving forward with the Middle Smithfield Township and Monroe County, who are looking at coming to an agreement. Attorneys are in discussion and hopefully it can be finalized within the next few months. The new formula for basic education funding was also discussed. We are looking at a five-year budget plan that Mr. Summers recommended and that Mr. Bader is working on. Mr. Gress asked if Mr. Eppley can give an update on the North Campus track and field project. Mr. Eppley said paving is done. The fence and gate are up. They will be back in two weeks to finalize the work and everything looks good.
- F. Mrs. Marjorie James said that the Policy Review Committee met today at 5 p.m. The two policies that are on tonight's agenda for final approval are # 814 Copyright Policy and #830 Data Breach. The two policies that were recommended to be placed on the website for first reading are policies #118.1 On-line Courses – The East Stroudsburg Area Cyber Academy and # 249 Bullying/Cyberbullying.
- G. Mr. Bader said that Public Financial Management (PFM) came several months ago with a refunding plan for several of our bond issues which included a three step process. We just completed step three and Ms. Doyle is here to report on the results on the latest refunding. Ms. Jamie Doyle, of PFM, presented the results of the competitive internet auctions held for step three which is the final step in the 2014 calendar plan of refinancing. Long term fixed interest rates are well below average which is good news for the third step of the plan. The district's Moody's rating is still an Aa3 credit rating which has helped the district get a favorable interest rate. We received 40 different bids from six different underwriting syndicates. The winning bid came from Janney Montgomery Scott with a 2.40% interest cost. They were satisfied with our credit worthiness; therefore, they did not require bond insurance which saved the district \$15,000. The paying agent is M & T Bank with a five year redemption date. She explained Series A of 2007 as it stood before this refunding as well as the portion that is being refunded with this transaction. Lastly, she also explained the 2007 A Bond as it stands now with the refinancing. Ms. Doyle said she will be back at a later date to unveil further savings. With the winning bid by Janney Montgomery Scott, the net savings to the district is \$1,705,111.45 spread out over the remaining life of this issue. Settlement is expected to occur on October 16, 2014 with a 2.31% interest rate. In June, PFM projected a savings on the three steps to be \$1,937,000 but it generated a savings of \$4,035,000, which is about 2.1 million dollars more. Ms. Doyle mentioned the updated debt summaries which include tonight's issue of Series AA of 2014. PFM was very pleased with the results and will be back with further financial opportunities. She thanked Mr. Bader, Bond Counsel and the Solicitor for all of their assistance. No further action from the Board is needed because everything is covered by the Perimeters Resolution that was passed at the July Regular Board meeting.

Mr. Horton asked for a clarification of the savings that was estimated compared to the savings that we actually received. Mrs. Doyle said that the estimated savings was 1.9 million dollars and we actually received about 4.3 million dollars in savings, which is a 2.1 million dollar difference. We did much better than anticipated in all three steps.

Mr. Bradley asked what will we see in the excess funds and how will the surplus funds be used. Mrs. Doyle explained that the savings is reflected in lower debt service costs in the future. We would have hit a high point in 2023; therefore, now instead of paying 16.5 million dollars, we will pay 16.25 million dollars. We will talk again in 2015 to smooth out more debt. Mr. Bradley asked if, with the excess funds, there can be an interest bearing account for the rollover. Ms. Doyle said the savings is part of the debt service. If the district would not have done the refinancing, we can use it in whatever account. Mr. Bradley said it may be a decision for down the road. Mr. Bader said we are not walking away with a pot of money. It was just to lower debt in the future. Mr. Bradley said we can then determine something else in the future for the fund balance. Mr. Bader said if we kept the same debt service, then we can use the money but it makes more sense to lower our future debt.

Mr. Summers said looking at the summary sixteen years from now, unless we do additional financing and we don't borrow any more money, it will drop from 16 million dollars a year to \$360,000. Ms. Doyle said that is correct. Mr. Summers said this will be a good year for those who remain in the area.

Mr. Gress said we were approaching 21 million dollars in debt and thanked the past Board and this Board for planning wisely to keep things steady since the State will not do anything for us in the future. He thanked Jamie Doyle and asked her to continue keeping an eye out for the district for additional savings.

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

- A. Mrs. Judy Summers had a question about a check that was made payable to Skyline Heights LP, a tax refund in the amount of \$62,749. Mr. Bader said Skylight Heights is a housing development. They filed an assessment appeal and a settlement was reached. This check was the refund paid to them for prior years of taxes that they had paid. Her other question was a check to Wolfington Body Inc. for \$8,053.56 for transportation repairs and parts. Mr. Bader said Wolfington supplies the parts for our international buses on our fleet. Mrs. Summers asked how many vehicles were taken care of. Mr. Bader said he would need to find out because he does not know offhand.

- B. Ms. Michal Peterson brought her concerns about the extremely low Keystone Exam Scores. She was told that a little over 14% of the freshman class passed; therefore 86% failed, and the rest of the grades were also extremely low. Her son failed all three areas. Since he was an A and B student, she knew the C students would not have passed. Some realtors she spoke to said clients requested not to be sold houses in the East Stroudsburg Area School District. We are in a bad situation. She would like to encourage the Board to make the Curriculum Directors accountable. Math is a concern and kids are not catching up from the elementary and middle grades to the high schools. We need to close the gap so kids can pass and graduate. She asked how are the seniors going to graduate with these scores.

Dr. Lesniewski said that we do not have the final Keystone Exam results yet. We got spring results from the end of the school year. The results are not for all students. We had lower numbers but, historically last year, they were about the same or lower. We are getting together the 2013-14 scores and will make a presentation at the October Board meeting. Our current seniors are not required to pass to graduate. The sophomore class will be required in order to graduate. Currently, sophomores are taking remediation courses. He does not disagree that our math scores are lower than expected but these scores do not reflect all of our students. The majority of the students take the Keystone Exams in the winter time. Data can be confusing on how it is presented to us. He is in the process of putting information together.

Mr. Horton asked if not all students take the exams in the spring time, then who is selected to take it in the spring time verses who took it in the winter time. Dr. Lesniewski said that some may be those who want to remediate all year or those that want to take it again. Mr. Horton clarified, then the students who take it in the spring could have been remediating all year. Dr. Lesniewski said some that were close to passing the winter exams were put in a boot camp or remediation class and may take the test again. Mr. Horton said students who took it in the spring then failed by 86%. Dr. Lesniewski said this is not necessarily true. Mr. Catrillo said that scores are from the mid-year and spring time are combined. Spring students may include special education students with no modifications. Scores are

not as low as reported. Mr. Horton asked if we will have a presentation. Mr. Catrillo said the State scores are confusing and convoluted.

Mrs. James said it is her understanding if they fail Keystone Exams they would have to do a project. Mr. Catrillo said if a sophomore does not pass the Keystone Exams by their senior year, then they can do a project with a mentor that is supplied by the State. Dr. Lesniewski said the project is online. If they do not pass, they get a teacher mentor or a supervisor to work on a project online but we do not have samples yet. The State will provide it soon.

Mrs. James asked if they will still graduate. Dr. Lesniewski said the State will provide independent evaluators to grade projects.

Mr. Bradley asked since there are three phases of the Keystone Exams that they will have to pass, how will this affect their ability to go to college. In three years, they are being tested and they are looking for evaluators. How will this affect them to get accepted to college? Dr. Lesniewski said they will have completed the exams by then and it does not affect any grades or grade point average but it may affect them from getting a diploma.

Mrs. James asked what is Governor Corbett's view about core curriculum. Dr. Lesniewski said that he read in the paper that Gov. Corbett is not going to change it but there is talk about other representatives having problems with it.

Mr. Gress said that Ms. Peterson said people do not want to live in our district but both of our high schools made the U.S. News World Report. He commended both schools because our kids are going to top schools in this country. Some legislators said they should take the common core tests and see how they do. He suggested Board members taking the test, too. The results would be an embarrassment. We are educating excellent kids. Can we do better, yes but this is a great place to educate kids. We are not cutting back on programs or on education. They are missing out on a great staff and school district.

Mr. Summers asked if there were any middle school students who took the test. If so, how did they do? Dr. Lesniewski said that the upper level middle school students took the test. They scored in the 70's.

- C. Ms. Josephine Reckeweg brought a bullying concern issue to the Board regarding her son. Last spring he was hospitalized due to stress. What policies could be changed in procedures since she attended 24 meetings in the last six years regarding this issue. Each time everyone was questioned and her son got suspended or punished with a concern that he reported. She suggested looking at cameras, passes and other areas to check out everyone's story. Mrs. Laverdure said that this is a sensitive issue and does not know what can be discussed. Mr. Gress said that the bullying policy is being looked at for revisions to make sure students who are suspended have a program to come back to. Mrs. Laverdure said to contact her with any concern since they have never met. Ms. Reckeweg said her other concern is regarding her daughter who is in high school honor classes. Her teacher told her he gave her three times the amount of homework because she has three times the amount of time to do it. This is not so since she works and needs time to be a teenager. The teacher does not grade the homework. Ms. Reckeweg explained inappropriate topics that her daughter has learned in class. Mrs. Laverdure said that she should talk to the principal. These may become serious personnel issues and personal to her daughter. Mrs. Laverdure suggested that Ms. Reckeweg contact the principal in order for him to look into this issue.
- D. Miss Reckeweg brought a concern with the dress code policy. Her mom had to forfeit paying rent this month in order to buy appropriate clothes to comply with the current dress code policy. The dress code makes sense if you cannot wear named brand labels but that is not the case. She has been bullied for not wearing nice labeled clothes before. She also feels it is sexist because boys do not get in trouble for the length of their shorts but girls get in trouble for the length of their skirts. It is also bias against social classes because not all can afford expensive clothes. Collared blouses are not easy to come by. Some are getting in trouble for twill pants and for pockets being in the wrong area. There is no clothing closet in the school and Mr. Catrillo said they felt there was no need for one. She does not agree with teachers wearing their skirts above their knee when students must wear it at the knee. Mrs. Laverdure said that some issues were spoken about earlier. She has shirts and vouchers from a local store and they can come by to get it. Miss Reckeweg said she got a voucher but none of the skirts in that store were long enough. Mr. Catrillo told her that no clothing store was approved by the East Stroudsburg Area School District. Mrs. Laverdure said they were just vouchers that she gave out and she could have bought some slacks with it. Miss Reckeweg said they are too expensive to purchase.
- E. Mr. Eddie Hinson said that the Board has an incredible job to do and many problems to deal with and he appreciates all they do. He said he is a parent and he spent well over \$200 due to the new dress code policy and although he had no problem purchasing the items, he sympathizes with the previous student who spoke about the financial hardship.

He feels that he is not being represented appropriately as a taxpayer. If statistics that he heard are true that only 14% passed and 86% failed, this is an embarrassment for administration and the teachers who are supposed to teach. Even if you try to explain who took the test, it still represents a failure to teach the concepts. He is positive there are good and dedicated teachers up North but the fact is that North is not a rural school but an urban school. Families come from New York and New Jersey and they come with that same mentality and their needs are not being addressed. There is an incredible lack of discipline, too. Mr. Searfoss suggested talking to the principal about this issue.

- F. Mrs. Diane Hinson said she was able to afford the clothes for the dress code but does sympathize with those who cannot. She is willing to help the young lady that spoke tonight anyway she can. She applauds the Board for the dress code because the students look nice and professional. As Ms. Peterson said, she is a realtor and she showed buyers some properties. They did not want their homes in the East Stroudsburg Area School District but they preferred the Delaware Valley Area School District. She said that 80% of her kids' teachers were very good but there are a few that the district needs to rethink about giving them a paycheck from the taxpayers' money. The district needs to discuss this issue with parents to hear about the teachers that are not doing their job.
- G. Mr. Bradley asked about the textbooks that are being taken home and not utilized. Miss Reckewez said that her science teacher gave out books but they did not use it. Mrs. Hinson said her children were sent home with printed paper to study from for a test but not a book. Mr. Bradley said that one student didn't get a book and the other got one but didn't use it. Why are we paying for books if they are not being used? Mr. Gress said his children received books and used them. Parents should talk to teachers, principals, guidance counselors or Assistant Superintendent for Curriculum. We don't mind hearing concerns but there is a process on how to address concerns. He knows there are good and bad teachers in the district. Many teachers give a lot of homework regardless of what activities the students are involved in. This will prepare them for college. Mrs. Hinson said that an algebra class had books but never used it. Mr. Bradley suggested going to the principal. Mrs. Reckewez said that they were told teachers are in control of their classroom. Mr. Searfoss said that his children had books and used them which prepared them for college. This is the first time he is hearing about this issue. If your children are given a book and told they do not need to use it, the parents should call the principal and let them know which teacher said it. If this is happening, it will stop because Mrs. Laverdure will take care of it. Mr. Bradley said if they need to contact the Board, they are also available to look into this issue because taxpayers are paying a lot of money to buy these books. Mr. Searfoss said if they do not have a book then go to the principal, Assistant Superintendent and the Superintendent because education is our business.
- H. Mr. Steven Kulick brought his concern regarding the Turkey Day Game. They have about 1,300 people on their Facebook site and over 1,000 in petition signatures in favor of reinstating the Turkey Day game. Mrs. Merring wrote a letter to express her displeasure of how the last Board meeting was handled when they tried to discuss their concerns with the cancellation of the Turkey Day Game. She questioned why the few made this decision and why was not everyone invited to make this decision as a whole. Although it is the same jug and same road, it is still not the same tradition. Mr. Kulick said he grew up with this tradition. They spoke with some students who felt their tradition was ruined. Therefore; they are requesting that the Turkey Day Game be reinstated.

Mr. Searfoss asked that everyone give him their attention. He said that this Board did not vote nor was it ever an agenda item to stop the Thanksgiving Day Game. Mr. Gress informed everyone last month but somehow it was not understood by all. The Board did not have to decide whether it was due to financial reasons or PIAA regulations nor can the Board restore it. He found out about it when he read it in the Pocono Record. He then called Mrs. Laverdure with his displeasure. This was decided amongst the coaches in Stroudsburg and East Stroudsburg. Even if we show up for a game Stroudsburg will not play. There is no vote to undo nor is there any vote to take to restore it. Mr. Kulick asked how do we restore it. Stroudsburg allowed them to speak during public participation and students were allowed to speak their concerns. Mr. Searfoss said he is sure that some students want the game. Mr. Kulick said that they were not allowed to speak at the last Board meeting. Mr. Searfoss said he allowed for public participation and everyone had a chance to speak. The Athletic Director was given a chance to explain their decision and that's when the public wanted to speak again but public participation was over. There is nothing we can do to restore the game. Mr. Searfoss suggested that Mr. Kulick speak to both Athletic Directors to see if this can be undone. Mr. Kulick said that the Board should be able to make the decision since they were elected by the taxpayers. Mr. Searfoss said he wanted to take the time to discuss this issue, and suggested that Mr. Kulick speak with the Athletic Directors.

- I. Ms. Jillian Andres brought concerns about the dress code. She said it is expensive; therefore, not fair for those who are economically disadvantaged. Her sister knows of parents in soup kitchens that go around looking for clothes to meet the new dress code policy. She also feels it is sexist since it teaches girls to cover up instead of teaching boys not to stare.

- J. Ms. Pam Hudak said that Mr. Searfoss mentioned that he read about the Thanksgiving Day Game in the paper but it was brought up in the July Board meeting. At the July meeting, concerns were addressed and this was done and over with. He should get his facts straight since it was in the newspaper after the meeting. Mrs. Laverdure said that it was in the paper before the July Board meeting; therefore, she felt, as Superintendent, she should state it publically. She did not want anyone to say that these things happen behind the scenes. The decision was made with both districts. Ms. Hudak said she would also like to say that her child got an excellent education in the school district. Her child received many opportunities in this district with good teachers and administrators.
- K. Mr. Larry Dymond said he heard about the sidewalks up North being replaced. A couple of years ago the State mandated repairs at Winona Lakes. Amongst other items an overflow down through the woods needed to be put in. The project included 85 truckloads of concrete and three tractor trailers of rebar. The project cost about \$346,000 which included a lot of labor and a State inspector. \$316, 000 for sidewalks seems like a lot of money. He suggested that this be looked over and that the list of materials get reviewed to see where a savings can be made. Mr. Gress said that the Property/Facilities and Finance Committees discussed it and the project was under bidden by \$70,000. There were higher bids of half a million dollar or \$367,000 which did not include the alternates. Mr. Dymond suggested that they look over the project to see what we are buying and put it on paper to see what we can get less expensive.
- L. Mr. Gress questioned the dress code. There is no consistency on what the length of the dresses should be. Some are being sent to the office for the dress length while others are not. There are no clothes out there that meet the length requirement. There should be consistency in all schools and all levels. Mr. Searfoss said we all want consistency in every grade and every class.

Mrs. Featherman said that it will take a long time for everyone to adapt to the new rules and look into what can be done and what can't be done.

Mr. Searfoss said that some definitions and tweaks will need to be made to the dress code policy but we want to give it a chance to see what needs to be addressed.

X. PERSONNEL ITEMS

A. Support Staff – Uncompensated Leave of Absence

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the uncompensated leave of absence in accordance with the approved applicable policy, procedures and contractual agreement. Motion was seconded by Eileen Featherman and carried unanimously, 7-0. (Ryan Stevens' telephonic connection to the meeting was lost at this point in the meeting and he did not vote on this or any of the remaining motions.)

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

Name	Position Held
a. Durco, Jay	Bus Driver – Transportation
	Effective Date: September 5, 2014
	Length of leave through: October 7, 2014

(Request received)

B. Support Staff

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the resignations, retirements, termination, changes of status, bus driver hours, reassignments, leaves of absence, salary changes and appointments to the support staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

1. Resignations

Name	Position Held
a. Aseng, Wilfredo	Cafeteria Aide – High School North Effective Date now: August 28, 2014
b. Brenner, Michael	Bus Driver - Transportation Effective Date: August 18, 2014
c. Cioffi, Maureen	Cafeteria Worker – Resica Elementary Effective Date: August 18, 2014
d. Savage, Nicole	Student Aide - Bushkill Elementary Effective Date: August 26, 2014
e. Taylor, Jerome	School Police Officer - District Effective Date: September 1, 2014

(See pages 22-26)

2. Retirement (Date Change)

Name	Position Held
a. Vinti, Virginia	Bus Driver – Transportation Effective Date now: at the end of the workday on September 12, 2014.

(See page 27)

3. Retirement

Name	Position Held
a. Rogers, Paul	Bus Driver – Transportation Effective Date: at the end of the workday on September 30, 2014.

(See page 28)

4. Termination

Name	Position Held
a. Dailey, Dawn	Bus Driver – Transportation Effective Date: August 18, 2014 Job Abandonment.

5. Changes of Status

- | Name | Appointment |
|--------------------|---|
| a. Benson, Craig | From: Custodian (3 rd shift) (Step 1) - North Campus
To: Maintenance II Worker (2 nd shift) (Step 1) - Maintenance
Hourly Rate: \$16.20 (plus \$.40/per hour shift differential)
Effective Date: September 8, 2014
Craig replaces Wilbert Kleintop Jr. who retired. |
| 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. |

6. Bus Driver Hours for the 2014-2015 School Year

	Name	2014-15 Workday Hours
1.	Almodovar, Matilde	8.00
2.	Alpaugh, Judy	6.00
3.	Anderson, Diane	6.00
4.	Bader, Vicky	8.00
5.	Belcastro, Robert	6.00
6.	Bertola, Francis	6.00
7.	Bisbing, Charlene	8.00
8.	Blaha, Timothy	6.00
9.	Boyle, Cecelia	6.00
10.	Bussiere, Joseph	6.00
11.	Camara, Trindade	8.00
12.	Carter, Bernadette	6.00
13.	Cavanaugh, Lorraine	8.00
14.	Cestone, Victor	8.00
15.	Cole, Christie	6.00
16.	Cole, Marie	8.00
17.	Conklin, Cheryl	8.00
18.	Counterman, Boyd	8.00
19.	Curras, Odette	8.00
20.	Dalfol, Nilo	6.00
21.	Daly-Rispin, Mary	6.00
22.	Dildine, Vince	8.00
23.	Donovan, Sharon	6.00
24.	Durco, Jay	6.00
25.	Dymond, Larry	8.00
26.	Dymond, Patricia	8.00
27.	Echevarria, Wanda	6.00
28.	Fahl, Sharon	6.00
29.	Fennell-Raby, Beverly	6.00
30.	Ferdinand, Marc	8.00

31.	Fiorot, Linda	6.00
32.	Fisher, James	7.00
33.	Fuchs, Tammy	8.00
34.	Fylstra, Stephen	8.00
35.	Gaggero, Janet	6.00
36.	Gallo, Vincent	6.00
37.	Galunic, Victor	8.00
38.	Gargan, Michael	8.00
39.	Gawlik, Irena	6.00
40.	Giannolla, Janice	8.00
41.	Gonzales, Jesse	8.00
42.	Graceffa, Tammy	8.00
43.	Gramberg, Karen	6.00
44.	Graver, Clifford	8.00
45.	Greenway, Teresa	6.00
46.	Hamilton, Crystal	8.00
47.	Harris, Jimmie	8.00
48.	Hayes, Denise	8.00
49.	Hendel, Marianne	8.00
50.	Honicker, Nona	8.00
51.	Horne, Phillip	7.00
52.	Johnson, Annie	8.00
53.	Kishbaugh, Constance	8.00
54.	Kishbaugh, Maureen	8.00
55.	Knitter, Jeffrey	6.00
56.	Kresge, Judy	6.00
57.	Kurtz, Ninnette	6.00
58.	LeBar, Edward	8.00
59.	Lewis, Baron	6.00
60.	Lynch, Linda	8.00
61.	Lyons, Scott	6.00
62.	Madison, Dale	7.00
63.	Martinez, Vivianna	6.00
64.	Marx, Claudia	6.00
65.	Medina, Edwin	8.00
66.	Miller, Linda	6.00
67.	Molloy, Nanette	8.00
68.	O'Grady, Joseph	8.00
69.	O'Keefe, Allan	6.00
70.	Ortiz, Michelle	6.00
71.	Parke, Tina	8.00
72.	Pomara, Denise	8.00
73.	Presco, Debra	8.00
74.	Prunkel, Jennifer	8.00
75.	Ramirez, Marlene	6.00

76.	Reish, Lawrence	6.00
77.	Roberts, Elaine	8.00
78.	Rocheny, Patricia	6.00
79.	Rodriguez, Bernadette	6.00
80.	Rogers, Charlene	8.00
81.	Rogers, Paul	8.00
82.	Scarnecchia, Nancy	8.00
83.	Schantzen, Patrick	6.00
84.	Soto, Lourdes	6.00
85.	Spiotta, Anthony	6.00
86.	Stang, Jennene	8.00
87.	Steimer, Cheryl	6.00
88.	Strunk, Geraldine	8.00
89.	Thomas, Glenn	8.00
90.	Thomas, Lori	8.00
91.	Torres, Lourdes	6.00
92.	Trabucco, Richard	6.00
93.	Turner, Cory	8.00
94.	Turner, Sandra	8.00
95.	Vieira, Ricardo	6.00
96.	Vinti, Virginia	6.00
97.	Walsh, Robert	6.00
98.	Warlix, Kathy	6.00
99.	Wells, Barbara	6.00
100.	Whittaker, Deborah	6.00
101.	Wilczewski, Bogdan	6.00
102.	Wolfe, Ellen	6.00
103.	Wood, Dorothy	8.00

7. Reassignments - Regular

- | Name | Position Held |
|---------------------|--|
| a. Carey, Ronnise | From: Student Aide (6.5 hour) (Step 1) - Middle Smithfield Elementary
To: Student Aide (6.5 hour) (Step 1) - Middle Smithfield
Effective Date: September 9, 2014
Ronnise was assigned to a different student. |
| b. Ciucci, Margaret | From: Student Aide (6.5 hour) (Step 1) - Bushkill Elementary
To: Student Aide (6.5 hour) (Step 1) - Bushkill Elementary
Effective Date: August 27, 2014
Margaret was assigned to a different student. |
| c. Doyle, John | From: Custodian (3 rd shift) - North Campus
To: Custodian (2 nd shift) - North Campus
Hourly Rate: \$18.53 (plus \$.40/per hour shift differential)
Effective Date: August 25, 2014
John replaces Anthony Napodano who was reassigned. |

d. Napodano, Anthony From: Custodian (2nd shift) - North Campus
To: Custodian (3rd shift) - North Campus
Hourly Rate: \$14.48 (plus \$.50/per hour shift differential)
Effective Date: August 25, 2014
Anthony replaces John Doyle who was reassigned.

8. Reassignments - Temporary

a. Darlington, Harry From: Custodian (1st shift) – J. M Hill Elementary
To: Cafeteria Custodian (1st shift) - High School South
Effective Date: June 14, 2013
Now through: October 31, 2014

b. Parton, Matthew From: Custodian (2nd shift) – J. M Hill Elementary
To: Custodian (1st shift) - J. M. Hill Elementary
Effective Date: June 14, 2013
Now through: October 31, 2014
Matthew replaces Harry Darlington who was reassigned.

9. Leave of Absence (Date Change) - In accordance with School Board Policy #535 & Childrearing

Name	Position Held
a. Lohmann, Jessie	Secretary – J. M. Hill Elementary Effective Date: June 5, 2014 Length of Leave now through: January 2, 2015

10. Leave of Absence - In accordance with School Board Policy #534

Name	Position Held
a. Locke, Gina	Student Aide – East Stroudsburg Elementary Effective Date: August 27, 2014 Length of Leave: September 26, 2014

(Request received)

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

Name	Position Held
a. Behme, Beth	Secretary - Lehman Intermediate Effective Date: August 8, 2014 Length of Leave through: August 21, 2014
b. Kishbaugh, Maureen	Bus Driver – Transportation Effective Date: September 15, 2014 Length of Leave through: October 27, 2014

(Requests received)

12. Appointment (Extension) - Long Term Substitute

Name	Appointment
a. Konawalik, Leanne	Secretary (Step 1) – J. M. Hill Elementary (LTS) Hourly Rate: \$13.21 Effective Date: June 5, 2014 Now through: the end of the workday on December 23, 2014 only. Leanne replaces Jessie Lohmann who is on a leave.

13. Appointments - Regular

Name	Appointment
a. Abdul-Malik, Malika	Bus Driver (6 hour) (Step 1) – Transportation Hourly Rate: \$15.49 Effective Date: September 2, 2014 Malika replaces Thomas Hendel who accepted another position.
b. Mitchell, Tammy	Bus Driver (6 hour) (Step 1) – Transportation Hourly Rate: \$15.49 Effective Date: September 2, 2014 Tammy replaces Melinda Graver who retired.
c. Rendon, Isaul	Bus Driver (6 hour) (Step 1) – Transportation Hourly Rate: \$15.49 Effective Date: September 2, 2014 Isaul replaces Royd Tallada who retired.
d. Romagno, Robert	Maintenance II Worker (2 nd shift) (Step 1) - Maintenance Hourly Rate: \$16.20 (plus \$.40/per hour shift differential) Effective Date: September 15, 2014 Robert replaces Richard Blackmore who resigned.
e. Valderrama, Peysen	Bus Driver (6 hour) (Step 1) – Transportation Hourly Rate: \$15.49 Effective Date: September 2, 2014 Peysen replaces Thomas Buckley who retired.
f. Vitale, Thomas	Custodian (3 rd shift) (Step 1) - High School North Hourly Rate: \$14.48 (plus \$.50/per hour shift differential) Effective Date: September 15, 2014 Thomas replaces Craig Benson who was reassigned.
g. Wilson, Steven	Custodian (3 rd shift) (Step 1) - High School South Hourly Rate: \$14.48 (plus \$.50/per hour shift differential) Effective Date: September 15, 2014 Steven replaces Victor Pollock who was reassigned.

14. Appointments – Temporary

Name	Appointment
a. Beckworth, Douglas	Temporary Student Aide (6.5 hour) (Step 1) – Bushkill Elementary Hourly Rate: \$12.46 Effective Date: August 27, 2014 through the last student day of the 2014-2015 school year only. Douglas replaces Margaret Ciucci who was reassigned.

- b. Bender, Rodrigo Temporary Student Aide (7 hour) (Step 1) – High School North
Hourly Rate: \$12.46
Effective Date: August 27, 2014 through the last student day of the 2014-2015 school year only.
This is a new position.
- c. Graziano, Amy Temporary Student Aide (6.5 hour) (Step 1) – Middle Smithfield Elementary
Hourly Rate: \$12.46
Effective Date: August 27, 2014 through the last student day of the 2014-2015 school year only.
This is a new position.
- d. Jackson, Willie Temporary Student Aide (6.75 hour) (Step 1) – Lehman Intermediate
Hourly Rate: \$12.46
Effective Date: August 27, 2014 through the last student day of the 2014-2015 school year only.
This is a new position.
- e. LaBar, Jacqueline Temporary Paraprofessional (Step 1) – Middle Smithfield Elementary
Hourly Rate: \$15.72
Effective Date: August 27, 2014 through the last teacher workday of the 2014-2015 school year only.
This is a new position.
- f. Matos, Rafael Temporary Student Aide (7 hour) (Step 1) – High School North
Hourly Rate: \$12.46
Effective Date: August 27, 2014 through the last student day of the 2014-2015 school year only.
This is a new position.
- g. Paradis, Lindsay Temporary Paraprofessional (Step 1) – High School North
Hourly Rate: \$15.72
Effective Date: August 26, 2014 through the last teacher workday of the 2014-2015 school year only.
This is a new position fully funded by the Ready to Learn Grant.
- h. Perlaza, Teresita Temporary Student Aide (6.5 hour) (Step 1) – Resica Elementary
Hourly Rate: \$12.46
Effective Date: August 27, 2014 through the last student day of the 2014-2015 school year only.
This is a new position.

15. Salary Changes

	Name	Position	Location	Hourly Rate From:	Hourly Rate To:	Effective
a.	Skidmore, Rose	Secretary	Administration/Records	\$13.21	\$13.56	7/1/14
b.	Vazquez, Daisy	Secretary	East Stroudsburg Elementary	\$13.21	\$13.56	7/1/14

16. Substitute Appointments

- | Name | Position(s) |
|--------------------|---|
| a. Aseng, Wilfredo | Cafeteria Aide |
| b. Brown, David | School Police Officer |
| c. Cook, William | School Police Officer |
| d. Francis, Gail | Student Aide |
| e. Jimenez, Joanna | Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Student Aide |

- | | |
|-------------------------|--|
| f. Johnson, Aleda | Cafeteria Worker |
| g. Lewis, Dawn | Cafeteria Aide, Front Desk Receptionist, Paraprofessional, Student Aide |
| h. Nigro, Christopher | Security Officer |
| i. Rosenberger, Jeffrey | Custodian |
| j. Saffer, Michele | Paraprofessional, Student Aide |
| k. Taylor, Jerome | School Police Officer |
| l. Temple, Lori | Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary |
| m. Willey, Janice | Paraprofessional, Secretary, Student Aide |

C. Professional Staff

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the resignations, reassignments, leaves of absence, appointments, salary changes and tenure to the professional staff designated, in accordance with the approved applicable policies, procedures [subject to proper completion of all necessary documents and obtaining all necessary positive clearances] and contractual agreement. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

1. Resignations

- | Name | Position Held |
|------------------------|--|
| a. Askins, Kendal | Gifted teacher (LTS) – J. T. Lambert Intermediate
Effective Date: at the end of the workday on September 5, 2014. |
| b. Courtright, Michael | Business Education teacher - High School North
Effective Date: at the end of the workday on September 16, 2014. |
| c. Iticovici, Nicole | Special Education teacher (LTS) – High School South
Effective Date: at the end of the workday on September 2, 2014. |

(See pages 29-31)

2. Reassignments - Involuntary

- | Name | Appointment |
|-------------------------|---|
| a. Lehman, Lauren | From: Vocal Music teacher - J. T. Lambert Intermediate (Days 1 to 6-1/2 AM) and Resica (Days 1 to 6-1/2 PM) Elementary
To: Vocal Music teacher - J. T. Lambert Intermediate (Days 1 to 6-1/2 AM), Resica (Days 1, 2, 4 & 6-1/2 PM) and East Stroudsburg (Days 3 & 5-1/2 PM) Elementary
Effective Date: August 27, 2014
Due to student needs. |
| b. Milenkowic, Patricia | From: Library Science teacher - J. M. Hill (Days 1, 2 & 3-1/2 day) and Smithfield (Days 4, 5, 6 & 3-1/2) Elementary
To: Library Science teacher - J. M. Hill (Days 3, 4, 5, & 6) and Smithfield (Days 1 & 2) Elementary
Effective Date: August 27, 2014
Due to student needs. |
| c. Piccotti, Stacy | From: Library Science teacher - Bushkill Elementary
To: Library Science teacher - Bushkill (Days 1, 2, 4, 5, & 6) and Smithfield (Day 3) Elementary
Effective Date: August 27, 2014
Due to student needs. |

3. Leave of Absence (Date Change) - In accordance with School Board Policy #435 & Child Rearing

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

- | | |
|-------------------|--|
| a. Varner, Amanda | Grade 5 teacher - East Stroudsburg Elementary
Effective Date: August 25, 2014
Length of Leave now through: January 2, 2015 |
|-------------------|--|

(Request received)

4. Leave of Absence - In accordance with School Board Policy #435

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

- | | |
|-----------------------|--|
| a. Pellington, Lauren | Special Education teacher - High School North
Effective Date: September 24, 2014
Length of Leave: November 5, 2014 |
|-----------------------|--|

(Request received)

5. Appointment (Extension) - Long Term Substitute

Name	Appointment
-------------	--------------------

- | | |
|--------------------|---|
| a. Tants, Ashleigh | Grade 5 teacher – East Stroudsburg Elementary (LTS)
Salary: \$41,599.00, prorated (Step 1 Column 1)
Effective Date: August 25, 2014
Now through: the end of the workday on December 23, 2014 only.
Ashleigh replaces Amanda Varner who is on a leave. |
|--------------------|---|

6. Appointments - Long Term Substitutes

Name	Appointment
-------------	--------------------

- | | |
|----------------------|--|
| a. Iticovici, Nicole | Special Education teacher – High School South (LTS)
Salary: \$43,789.00, prorated (Step 1 Column 6)
Effective Date: September 2, 2014 through the last teacher day of the 2014-2015 school year only.
Nicole replaces Christine Preston who is on a Compensated Professional Leave. |
| b. Martinelli, Sara | Special Education teacher – High School North (LTS)
Salary: \$41,599.00, prorated (Step 1 Column 1)
Effective Date: September 24, 2014 through the end of the workday on November 5, 2014 only.
Sara replaces Lauren Pellington who is on a leave. |

(See pages 32-33)

7. Appointments - Regular

Name	Appointment
-------------	--------------------

- | | |
|-------------------|--|
| a. Askins, Kendal | Math Edge teacher – J. T. Lambert Intermediate (TPE)
Salary: \$45,824.00, prorated (Step 3 Column 7)
Effective Date: September 8, 2014
Kendal replaces Angela Schembeck who was reassigned. |
|-------------------|--|

b. Webb, Lindsay

Library Science teacher – East Stroudsburg Elementary (TPE)
Salary: \$45,824.00, prorated (Step 2 Column 7)
Effective Date: September 2, 2014
Lindsay replaces Gabriel Shimp who resigned.

(See pages 34-35)

8. Salary Corrections

	Name	From:	To:	Effective:
a.	Boylan, Brian	(\$47,801) Step 5, Col. 4	(\$48,239) Step 5, Col. 5	8/25/14
b.	Chestnut, Patricia	(\$66,161) Step 10, Col. 9	(\$66,727) Step 10, Col. 10	8/25/14
c.	Furst, Kane	(\$49,681) Step 5, Col. 7	(\$50,196) Step 5, Col. 8	8/25/14
d.	Kean, Ashley	(\$45,824) Step 3, Col. 7	(\$46,339) Step 3, Col. 8	8/25/14
e.	Kernan, Paul	(\$78,093) Step 16, Col. 6	(\$79,097) Step 16, Col. 7	8/25/14
f.	Kruger, Nancy	(\$56,622) Step 8, Col. 8	(\$57,163) Step 8, Col. 9	8/25/14
g.	Pawlowski, Walter	(\$55,102) Step 8, Col. 7	(\$56,107) Step 8, Col. 7	8/25/14
h.	Piedra, Gisela	(\$65,105) Step 12, Col. 7	(\$66,161) Step 12, Col. 9	8/25/14
i.	Sands, Deborah	(\$83,244) Step 16, Col. 14	(\$83,940) Step 16, Col. 15	8/25/14
j.	Suarez, Matthew	(\$47,801) Step 5, Col. 4	(\$48,239) Step 5, Col. 5	8/25/14
k.	Turner, Patricia	(\$71,869) Step 14, Col. 10	(\$73,079) Step 14, Col. 12	8/25/14

9. Tenure

	Name	Position	Building
a.	Corson, Deborah	School Nurse	J. M. Hill Elementary

10. Homebound Appointment

Name	Certifications
a. Miles, Teri	Elementary, Social Studies, Business Ed, Mid-Level Math & Science

11. Substitute Appointments

Name	Certification(s)
a. Castillo, Victoria	Emergency Permit
b. Holzwarth, Brian	Elementary, Special Ed
c. O'Brien, John	English
d. Pentz, Constance	Music
e. Perri, Rebecca	PreK-4
f. Walker, Joshua	Emergency Permit

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

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the appointments in accordance with approved applicable policies and procedures. 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, 7-0.

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

	Name	Subject
a.	Espinoza, Marilyn	Math Edge, Grades 11 & 12
b.	Espinoza, Marilyn	Algebra I, Math Grade 8
c.	Jones, Deborah	Intermediate Guidance Counselor

E. Affiliation Agreement

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the Affiliation Agreement with Drexel University and the East Stroudsburg Area School District for use of the District as a student teaching/practicum site. Motion was seconded by Roy Horton and carried unanimously, 7-0.

(See pages 36-39)

F. Central Administration Staff

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve payment of a stipend in the amount of \$5,000 to Irene Duggins for services performed in connection with Grants and Federal Programs. This stipend is for the 2014-2015 school year only and is being funded by the Title I Consolidated Grants at no cost to the District. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

XI. PETITION

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve that the Solicitor and Superintendent of the District be authorized and directed to prepare and file a Petition with the Local Court of Common Pleas for both Monroe and Pike Counties for the purpose of having David Brown appointed as substitute school police (attendance) officer for the District. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

XII. CONTRACTS

1.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the contracts listed for their specific services, rates and effective dates totaling under \$10,000, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Roy Horton and carried unanimously, 7-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Agolino, Jennifer	Teach Me To Read at Home Family Workshop	Not to Exceed 6 hours at \$28.56 p/h for a total of \$171.36	KtO Grant	9/4/14, 9/25/14, 10/9/14, 10/23/14, & 11/6/14
2.	Brown, Kenneth	H.S. South Band camp color guard technician	\$150.00	Music Dept.	8/4/14 – 8/8/14
3.	Burlein-Pitz, Carrie	Teach Me To Read at Home Family Workshop	Not to Exceed 3 hours at \$28.56 p/h for a total of \$85.68	KtO Grant	9/4/14, 9/25/14, 10/9/14, 10/23/14, & 11/6/14
4.	Burdett, Adam	Writing of drill and instruction for H.S. North marching band	\$2,375.00	Music Dept.	8/19/14
5.	CIU 20	Unique Learning (web-based curriculum program)	8 licenses at \$314.30 per license Not to Exceed \$2,514.40	Special Education	9/2/14-6/30/15
6.	CIU 20	To provide a one-day	\$900.00	KtO Grant	9/1/14-11/28/14

		training on the use of the IGDI Literacy Development Tool, as well as analysis to drive instruction.		Year 3	(Revised)
7.	Doyle, Jacqueline	Teach Me To Read at Home Family Workshop	Not to Exceed 22.5 hours at \$28.56 p/h for a total of \$642.60	KtO Grant	9/4/14, 9/25/14, 10/9/14, 10/23/14, & 11/6/14
8.	Flint, Ian	Drill writer for H.S. South marching band field show	\$1,500.00	Music Dept.	7/30/14-8/21/14
9.	Gonda, Claudia	Teach Me To Read at Home Family Workshop	Not to Exceed 6 hours at \$28.56 p/h for a total of \$171.36	KtO Grant	9/4/14, 9/25/14, 10/9/14, 10/23/14, & 11/6/14
10.	Gouger, Bill	First Aid Training for student helpers	\$227.50	ACCESS	10/14/14
11.	Gouger, Bill	CPR/AED Training for student helpers	\$227.50	ACCESS	10/14/14
12.	Hazen, Rachel	Teach Me To Read at Home Family Workshop	Not to Exceed 6 hours at \$28.56 p/h for a total of \$171.36	KtO Grant	9/4/14, 9/25/14, 10/9/14, 10/23/14, & 11/6/14
13.	Hogan, Karin	Teach Me To Read at Home Family Workshop	Not to Exceed 6 hours at \$28.56 p/h for a total of \$171.36	KtO Grant	9/4/14, 9/25/14, 10/9/14, 10/23/14, & 11/6/14
14.	Jablonski, Alison	Teach Me To Read at Home Family Workshop	Not to Exceed 6 hours at \$28.56 p/h for a total of \$171.36	KtO Grant	9/4/14, 9/25/14, 10/9/14, 10/23/14, & 11/6/14
15.	Koilparampil, Regina	Assembly for School-wide positive behavior kick-off.	\$600.00	Resica Elementary	9/29/14
16.	Luckey, Evan	Instruction of H.S. North Color Guard and design of visual aspects of the March Band Program.	\$1,200.00	Music Dept.	8/4/14
17.	McKelvin, Wanda	Teach Me To Read at Home Family Workshop	Not to Exceed 6 hours at \$28.56 p/h for a total of \$171.36	KtO Grant	9/4/14, 9/25/14, 10/9/14, 10/23/14, & 11/6/14
18.	McNulty, Brian	H.S. South band camp percussion instructor	\$275.00	Music Dept.	8/4/14-8/8/14
19.	Miller, Barbara	Teach Me To Read at Home Family Workshop	Not to Exceed 6 hours at \$28.56 p/h for a total of \$171.36	KtO Grant	9/4/14, 9/25/14, 10/9/14, 10/23/14, & 11/6/14
20.	Pierce, Mary	Teach Me To Read at Home Family Workshop	Not to Exceed 6 hours at \$28.56 p/h for a total of \$171.36	KtO Grant	9/4/14, 9/25/14, 10/9/14, 10/23/14, & 11/6/14
21.	Rodriguez, Janice	ESL Parent Academics	30 hrs. of instruction @28.56 15 hrs. of planning/prep @28.56 Total of \$1,285.20	Title III Parent Grant	9/23/14, 9/30/14, 10/7/14, 10/21/14, 10/28/14, 11/4/14, 11/11/14, 11/18/14, 11/25/14, 12/2/14, 12/9/14, 12/16/14, 1/6/15, 1/13/15 & 1/27/15
22.	Rourke, Jennifer	Teach Me To Read at Home	Not to Exceed	KtO Grant	9/4/14, 9/25/14,

		Family Workshop	6 hours at \$28.56 p/h for a total of \$171.36		10/9/14, 10/23/14, & 11/6/14
23.	Sandri, Trudi	Teach Me To Read at Home Family Workshop	Not to Exceed 6 hours at \$28.56 p/h for a total of \$171.36	KtO Grant	9/4/14, 9/25/14, 10/9/14, 10/23/14, & 11/6/14
24.	Suprys, Tom	Teach Me To Read at Home Family Workshop	Not to Exceed 6 hours at \$28.56 p/h for a total of \$171.36	KtO Grant	9/4/14, 9/25/14, 10/9/14, 10/23/14, & 11/6/14

(See pages 40-67)

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, 7-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	CIU 20	One to One Paraprofessionals (2)	Not to Exceed \$74,148.00	District Funds	9/2/14-6/30/15
2.	CIU 20	Special Education Services	Estimated costs (may be higher or lower based on actual services provided) \$3,086,272	District Funds	9/2/14-6/30/15

(See pages 68-70)

XIII. STUDENT ITEMS

A. Overnight Field Trip

ACTION BY THE BOARD:

Motion was made by Marjorie James to approve the overnight field trip listed. The proposal and itinerary for the field trip meet the required Board Policy #121. Motion was seconded by Roy Horton and carried unanimously, 7-0.

	Name	Activity	Location	Dates
1.	Polmounter, Amy (#5062)	FBLA H.S. South students to the National Leadership Conference	Washington, DC	11/7/14-11/9/14

(See page 71)

B. Field Trips – 75 Miles or More

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the 75 miles or more field trips listed. The proposal and itineraries for the field trips meet the required Board Policy #121. Motion was seconded by Marjorie James and carried unanimously, 7-0.

	Name	Activity	Location	Dates
1.	Bogart, Jenny (#5065)	DECA H.S. South students to a competition	Washington, PA	10/17/14

2.	Gavitt, Kym (#5086)	H.S. South students to Body Worlds - Times Square.	New York, NY	11/19/14
3.	LaBar, Keith (#5058)	H.S. North students to Young Men's Festival- Mansfield University	Mansfield, PA	10/31/14
4.	Langan, Brooke (#5069)	H.S. South students to PASA-PSBA Excellence Fair	Hershey, PA	10/23/14

(See pages 72-75)

C. Athletic Field Trips

ACTION BY THE BOARD:

Motion was made by Roy Horton, as per Board Policy 121, that the Director of Athletics and Activities is seeking the School Board's authorization to approve overnight accommodations for student-athletes and/or full teams representing the school district for PIAA District, Regional or State level competitions, during the 2014-2015 school year, if the site of the event is deemed to be a great enough distance to warrant an overnight stay. This is necessary should any student or team qualify to participate at such events between regularly scheduled Board meetings. Motion was seconded by Robert Gress and carried unanimously, 7-0.

D. Release and Settlement Agreement

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the Release and Settlement Agreement between the East Stroudsburg Area School District and the parents of a student with case #14120701. Motion was seconded by Gary Summers and passed 6-1. Ronald Bradley voted no.

(See pages 76-84)

XIV. OLD AND NEW BUSINESS

None

XV. BOARD POLICIES

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the board policies listed for use in the East Stroudsburg Area School District. Motion was seconded by Eileen Featherman and passed 6-1. Robert Gress voted no.

1. # 814 - Copyright Policy
2. # 830 - Data Breach Notification

(See pages 85-94)

XVI. MONROE CAREER & TECHNICAL INSTITUTE JOINT OPERATING COMMITTEE

1. Resignation

ACTION BY THE BOARD:

Motion was made by Robert Gress to accept the resignation of Roy Horton from membership on the Monroe Career and Technical Institute Joint Operating Committee effective immediately. Motion was seconded by Gary Summers and carried unanimously, 7-0.

(See page 95)

2. **Appointment**

ACTION BY THE BOARD:

Motion to appoint _____ to membership on the Monroe Career and Technical Institute Joint Operating Committee effective immediately through December 2015 to replace Roy Horton who has resigned. NO ACTION WAS TAKEN DUE TO THE LACK OF A NOMINATION AND SECOND.

XVII. **PSBA ELECTIONS FOR 2015**

1.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to elect Kathy Swope as PSBA President for 2015. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

(See pages 96-98)

2.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to elect Mark B. Miller as PSBA Vice President for 2015. Motion was seconded by Ronald Bradley and carried unanimously, 7-0.

(See pages 99-100)

3.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to elect Otto W. Voit III as PSBA Treasure for 2015. Motion was seconded by Ronald Bradley and carried unanimously, 7-0.

(See pages 101-102)

4.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to elect Robert M. Schwartz as PSBA At-Large Representative (East) for 2015. Motion was seconded by Ronald Bradley and passed 6-1. Robert Gress voted no.

(See pages 103-105)

XVIII. **FISCAL ITEMS**

A. **Scranton-Lackawanna Human Development Agency, Inc.**

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Contract between the Scranton-Lackawanna Human Development Agency, Inc. and the East Stroudsburg Area School District to purchase meals for the Head Start Program based at Bushkill Elementary School. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

(See pages 106-109)

B. **Bushkill Elementary School Concrete Repairs and Replacement**

ACTION BY THE BOARD:

Motion was made by Gary Summers to accept the low bid of Kobalt Construction, Inc. in the total amount of \$316,042.50 for Concrete Repairs and Replacement at the Bushkill Elementary School as is more particularly set forth in the formal resolution presented at this meeting. Motion was seconded by Robert Gress and carried unanimously, 7-0.

(See pages 110-116)

C. Snow Plowing and Snow Removal Services

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to award contracts/purchase orders for snow plowing and snow removal services for the 2014-2015 school year as are set forth in the attached bid tabulation sheet with the District reserving the right to exercise the optional extension for the 2015-2016 school year. Motion was seconded by Roy Horton and carried unanimously, 7-0.

(See page 117)

D. Alternate/Regular Transportation

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the agreement with Colonial IU # 20 in substantially the form as presented at this meeting for Alternate/Regular Transportation services in the projected amount of \$2.43 per mile, for each student transported. This cost will increase or decrease depending on variations in the number of student and miles transported from 2013-2014 and throughout 2014-2015. Motion was seconded by Gary Summers and carried unanimously, 7-0.

(See page 118)

E. IDEA Part B

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the IDEA Part B sub-grantee agreement for the project year July 1, 2014 through September 30, 2015 with the Colonial IU #20 in substantially the form as presented at this meeting. Motion was seconded by Gary Summers and carried unanimously, 7-0.

(See pages 119-120)

F. D'Huy Engineering

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the appointment of D'Huy Engineering per the terms of their proposal dated August 28, 2014 to develop a 10-year Capital Improvement plan for the District at a cost not to exceed \$54,605.00, in accordance with the recommendation of the Finance Committee. Motion was seconded by Gary Summers and carried unanimously, 7-0.

G. Myco Mechanical – Pay App. #3

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve Pay Application #3 from Myco Mechanical in the amount of \$76,275.00 for work on the JTL HVAC project in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Gary Summers and carried unanimously, 7-0.

(See pages 121-125)

H. Fieldturf USA Inc.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve Pay Application #1 from Fieldturf USA in the amount of \$505,312.80 for work done on the High School North track project in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Roy Horton and carried unanimously, 7-0.

(See pages 126-129)

I. Myco Mechanical – Change Order

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve Change Order Request #1 from Myco Mechanical in the amount of \$10,859.78 to re-pipe pumps 1 & 2 with new Victaulic pump packages as part of the JTL HVAC project. Motion was seconded by Roy Horton and carried unanimously, 7-0.

(See page 130)

J. 2015 GMC Sierra – Dump Truck

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the purchase of a 2015 GMC Sierra 3500HD, 4-wheel drive dump truck for the Facilities Department at a cost of \$39,942.10 from Faulkner Fleet Group through COSTARS Contract #025-016. Motion was seconded by Roy Horton and passed 6-1. Ronald Bradley voted no.

(See page 131-141)

K. 2015 GMC Sierra – Utility Truck

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the purchase of a 2015 GMC Sierra 3500HD, 4-wheel drive utility truck for the Facilities Department at a cost of \$38,115.80 from Faulkner Fleet Group through COSTARS Contract #025-016. Motion was seconded by Robert Gress and passed 6-1. Ronald Bradley vote no.

(See page 142-152)

L. Tire Bids

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve seeking bids for tires for the 2014-15 fiscal year in accordance with the recommendation of the Finance Committee. Motion was seconded by Ronald Bradley and carried unanimously 7-0.

M. School Bus Bids

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve seeking bids for school buses for the 2015-16 fiscal year in accordance with the recommendation of the Finance Committee. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

N. Use of Facilities

1.

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the requests for use of facilities as listed for Class 1 school-related activities (no facility fees will be incurred as per Policy #707). Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

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
9/15/14	ESE	11/17/14	1/31/15	ESYA	Basketball Practice & Games	Yes

9/15/14	HS South	10/25/14 (rain date 11/1/14)	10/25/14 (rain date 11/1/14)	Cub Scout Pack 92	Yard Sale in front parking lot	Yes
9/15/14	J.M. Hill	12/9/14	1/31/15	ESYA	Basketball Practice & Games	Yes
9/15/14	J.T. Lambert	9/16/14	12/11/14	Girls on Track	Running Group/ Self-Esteem Club	Yes
9/15/14	M. Smithfield	9/15/14	6/4/15	Cub Scout Pack 82	Scout Meetings	Yes
9/15/14	M. Smithfield	12/11/14	1/31/15	ESYA	Basketball Practice & Games	Yes
9/15/14	Resica	09/19/14	6/12/15	Girl Scouts	Meetings	Yes
9/15/14	Smithfield	9/15/14	5/8/15	Cub Scout Pack 92	Pack & Den Meetings/Events	Yes
9/15/14	Smithfield	9/16/14	9/18/14	Cub Scout Pack 92	Recruitment Table	Yes
9/15/14	Smithfield	10/6/14	6/15/15	Girls Scouts Troop 50664	Troop Meetings	Yes

(See page 153-163)

2.

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the request for use of facilities as listed for Class 2 Governmental Agency (no facility fees will be incurred as per Policy #707). Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

CLASS 2 – GOVERNMENTAL AGENCY USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived
9/15/14	HS South	12/4/14	12/4/14	State Representative Rosemary Brown	Panel Discussion on Education Funding Formula w/area School District Superintendents and School Board Members—Thursday 10am-12pm—HS-S Auditorium	Yes

(See page 164)

3.

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Klub Keihas is requesting to use HS South for their Javelin Development Camp October 16-19 (Thursday-Sunday) as a rain date location. Indoor locations yet to be determined based on availability. Security and custodial staff will need to be on stand-by. Motion was seconded by Robert Gress and carried unanimously, 7-0.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived	Personnel Fees Waived
9/15/14	HS South	10/16/14	10/19/14	Klub Keihas	Javelin Development Camp	Yes	Yes

(See page 165-168)

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

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Budget Transfers, 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 Ronald Bradley and carried unanimously, 7-0.

1. Budget Transfers - (See pages 169-192)
2. Payment of Bills - (See pages 193-214)
3. Treasurer's Report - (See pages 215-230)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – September 15, 2014**

Carl T. Secor Administration Center – Board Room

7:00 P.M.

ADDENDUM A

X. PERSONNEL ITEMS

B. SUPPORT STAFF

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the resignation and reassignments of the designated support staff in accordance with approved applicable policies, procedures and contractual agreement. Motion was seconded by Gary Summers and carried unanimously, 7-0.

1. Resignation

- f. Paradis, Lindsay Paraprofessional (LTS) - High School North
Effective Date: at the end of the workday on September 15, 2014.

(See page 9)

7. Reassignments – Regular

- e. Finn, Kelly From: Student Aide (6.25 hour) - J. M. Hill Elementary
To: Student Aide (6.5 hour) - East Stroudsburg Elementary
Effective Date: August 25, 2014
This position was moved due to student needs.
- f. Frevele, Samantha From: Student Aide (6.5 hour) - East Stroudsburg Elementary
To: Student Aide (7 hour) - J. T. Lambert Intermediate
Effective Date: August 25, 2014
Due to student's school reassignment.
- g. Lang, Marta From: Student Aide (6.75 hour) - Middle Smithfield Elementary
To: Student Aide (6.5 hour) - Resica Elementary
Effective Date: August 25, 2014
This position was moved due to student needs.

h. Pettinato, Bernice

From: Student Aide (7 hour) - J. T. Lambert Intermediate
To: Student Aide (7 hour) - J. T. Lambert Intermediate
Effective Date: August 25, 2014
Bernice was assigned to a different student.

C. PROFESSIONAL STAFF

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the appointments and change of status of the designated professional staff in accordance with approved applicable policies, procedures and contractual agreement. Motion was seconded by Gary Summers and carried unanimously, 7-0.

6. Appointments – Long Term Substitutes

c. Paradis, Lindsay

Kindergarten teacher - Resica Elementary (LTS)
Salary: \$41,599.00, prorated (Step 1 Column 1)
Effective Date: September 16, 2014 through the last teacher workday of the 2014-2015 school year only.
This new position is fully funded by the Ready to Learn Block Grant.

d. Standiford, Rosemarie

Special Education teacher - High School South (LTS)
Salary: \$44,793.00, prorated (Step 1 Column 7)
Effective Date: September 15, 2014 through the last teacher workday of the 2014-2015 school year only.
Rosemarie replaces Christine Preston who is on a leave.

(See pages 10-11)

7. Appointment – Regular

c. Koretski, John

Business Education teacher - High School North (TPE)
Salary: \$49,971.00, prorated (Step 2 Column 14)
Effective Date: September 18, 2014
John replaces Michael Courtright who resigned.

(See page 12)

12. Change of Status – Temporary

a. Munch, Laura

From: Paraprofessional (Reading) - Middle Smithfield Elementary
To: Kindergarten teacher - Smithfield Elementary (LTS)
Salary: \$42,475.00, prorated (Step 1 Column 3)
Effective Date: September 16, 2014 through the last teacher workday of the 2014-2015 school year only. At the conclusion of this temporary assignment Laura will return to her paraprofessional position.
This new position is fully funded by the Ready to Learn Block Grant.

(See page 13)

G. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the rescissions and appointments in accordance with the terms of the District's existing collective bargaining agreements as amended and supplemented. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

1. Rescissions

Name	Position
a. Dietz, Casandra	Assistant Co-Director of School Productions – Lehman Intermediate
b. Hunsberger, Moreen	Boys' Soccer Varsity Assistant Coach – High School South
c. Lewis, Daniel	Boys' Soccer Junior Varsity Coach – High School South
d. Scott, Jennifer	Choral Director (Grade 6) – Lehman Intermediate
e. Whitney, Matthew	Assistant Band Director – High School South

(See pages 14-18)

2. Appointments for the 2013-2014 School Year

	Last Name	First Name	Position	Location	Rate
a.	Donahue	Kimberly	Mentor for Arlene Fette (eff 4/10/14– 6/19/14)	Smithfield Elementary	\$612.06 (prorated)

3. Appointments for the 2014-2015 School Year

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
1.	Conti	Ronda	Intramural Homework Advisor (all year-shared position)	Bushkill Elementary	\$23.46/hour (77 hour maximum split between all advisors)	
2.	Hatcher	Kevin	Detention Supervisor	J. M. Hill Elementary	\$28.56/hour	
3.	DeHart	Theresa	Environmental Club Advisor	J. M. Hill Elementary	\$1,090.49	
4.	DeHart	Theresa	Kids Club Co-Advisor	J. M. Hill Elementary	\$1,090.49 (prorated)	
5.	Trauschke	Billie	Character Club Advisor	Middle Smithfield Elementary	\$1,090.49	
6.	Jennings	Jill	Student Council Club Advisor	Middle Smithfield Elementary	\$1,090.49	
7.	Jones	Sally	Mentor for Allison Barth (effective 8/25/14-10/28/14)	Smithfield Elementary	\$612.06 (prorated)	
8.	Suarez	Matthew	Baseball Head Coach	High School North	\$4,879.14	
9.	Matos	Rafael	Boys' Basketball Junior Assistant Coach	High School North	\$4,102.84	
10.	Allbaugh	David Emery	Boys' Soccer Junior Varsity Coach	High School North	\$3,264.32	
11.	Starkes	Steven	Boys' Soccer Varsity Assistant Coach	High School North	\$3,264.32	
12.	Prothro	Aileen	Cheerleading Head Coach (fall)	High School North	\$2,324.81	
13.	Libecap	Charles	Chess Team Coach	High School North	\$1,619.92	
14.	Cirnigliaro	Rose	Detention Supervisor	High School North	\$28.56/hour	
15.	Chester	Christine	Drama Musical Director	High School North	\$1,496.49	
16.	Lehr	John	Girls' Basketball Freshman	High School North	\$3,500.98	(plus \$250.00)

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
			Coach			longevity stipend)
17.	Bomar	Terrence	Girls' Basketball Head Coach	High School North	\$5,842.11	
18.	Ford	Kristina	Girls' Basketball Varsity Assistant Coach	High School North	\$4,102.84	
19.	Perlaza	Yanneth	Girls' Soccer Junior Varsity Coach	High School North	\$3,264.32	
20.	Cox	Brittany	Girls' Volleyball Varsity Assistant Coach	High School North	\$3,264.32	
21.	Suarez	Matthew	Intramural Baseball Advisor	High School North	\$23.46/hour (24 hour maximum)	
22.	DeJesus	Jonathan	Intramural Boys' Basketball Advisor	High School North	\$23.46/hour (24 hour maximum)	
23.	McCombs	Tamara	Intramural Homework Advisor (1st semester) (Thursday)	High School North	\$23.46/hour (48 hour maximum)	
24.	VanWinkle	Catherine	Intramural Homework Advisor (1st semester) (Tuesday)	High School North	\$23.46/hour (48 hour maximum)	
25.	McCombs	Tamara	Intramural Homework Advisor (2nd semester) (Thursday)	High School North	\$23.46/hour (48 hour maximum)	
26.	VanWinkle	Catherine	Intramural Homework Advisor (2nd semester) (Tuesday)	High School North	\$23.46/hour (48 hour maximum)	
27.	Brescancine	Stacey	Intramural Reading Olympics Co-Advisor	High School North	\$23.46/hour (24 hour maximum)	
28.	Strazzeri	Catherine	Intramural Reading Olympics Co-Advisor	High School North	\$23.46/hour (24 hour maximum)	
29.	Brescancine	Stacey	Intramural S.A.D.D. Advisor	High School North	\$23.46/hour (48 hour maximum)	
30.	Curry	Jessica	Junior Class Co-Advisor	High School North	\$1,275.13 (prorated)	
31.	Reichl	Jeffrey	Junior Class Co-Advisor	High School North	\$1,275.13 (prorated)	
32.	Mochan	Karen	Mentor for Amberly Warner	High School North	\$612.06	
33.	Soskil	Lori	Mentor for Kristin Popovice (eff 8/25/14-10/28/14)	High School North	\$612.06 (prorated)	
34.	Householder	Laura	Mentor for Marcia Prince-Cuff (effective 8/25/14-end 1 st sem)	High School North	\$612.06 (prorated)	
35.	Fehrle	Richard	Rifle Team Varsity Assistant Coach	High School North	\$2,175.87	
36.	Gonda	George	Science Olympiad Club Advisor	High School North	\$1,090.49	
37.	DeLong	Ryan	Softball Head Coach	High School North	\$4,879.14	(plus \$250.00 longevity stipend)
38.	Dolph	Tyler	Swim Team Head Coach	High School North	\$4,612.89	
39.	Knaub	Kaitlin	Swim Team Varsity Assistant Coach	High School North	\$3,264.32	
40.	Thatcher	Kayla	Volunteer Volleyball Coach	High School North	not applicable	
41.	Fuller	Joshua	Wrestling Head Coach	High School North	\$5,842.11	
42.	Falzone	Robert	Wrestling Varsity Assistant Coach	High School North	\$4,102.84	
43.	Fetherman	Patrick	Wrestling Varsity Assistant Coach	High School North	\$4,102.84	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
44.	VanWinkle	Catherine	Yearbook Assistant Editor Advisor	High School North	\$1,496.49	
45.	Perkins	Rose	Assistant Band Co-Director (25%)	High School South	\$3,962.07 (prorated)	(plus \$250.00 longevity stipend)
46.	Whitney	Matthew	Assistant Band Co-Director (75%)	High School South	\$3,962.07 (prorated)	(plus \$250.00 longevity stipend)
47.	Furst	Kane	Baseball Head Coach	High School South	\$4,879.14	
48.	Laverdure	Richard S.	Boys' Basketball Freshman Coach	High School South	\$3,500.98	
49.	Munford	Shawn	Boys' Basketball Head Coach	High School South	\$5,842.11	
50.	Hunsberger	Moreen	Boys' Soccer Junior Varsity Coach	High School South	\$3,264.32	
51.	Lewis	Daniel	Boys' Soccer Varsity Assistant Coach	High School South	\$3,264.32	
52.	Kolcun	Brian	Boys' Tennis Head Coach	High School South	\$2,738.97	(plus \$250.00 longevity stipend)
53.	Cole	Adam	Girls' Basketball Head Coach	High School South	\$5,842.11	(plus \$250.00 longevity stipend)
54.	Tosh	Christopher	Girls' Basketball Junior Varsity Assistant Coach	High School South	\$4,102.84	(plus \$250.00 longevity stipend)
55.	Harris	Timothy	Girls' Basketball Varsity Assistant Coach	High School South	\$4,102.84	(plus \$250.00 longevity stipend)
56.	Finelli, Jr.	John	Girls' Track and Field Head Coach	High School South	\$4,937.28	
57.	Rade	Ronald	Intramural After School Study Advisor (Thursday)	High School South	\$23.46/hour (48 hour maximum)	
58.	Turner	Gillian	Intramural After School Study Advisor (Tuesday)	High School South	\$23.46/hour (48 hour maximum)	
59.	Boylan	Brian	Intramural Baseball Co-Advisor	High School South	\$23.46/hour (12 hour maximum)	
60.	Furst	Kane	Intramural Baseball Co-Advisor	High School South	\$23.46/hour (12 hour maximum)	
61.	Laverdure	Richard Bryan	Intramural Boys' Soccer Advisor	High School South	\$23.46/hour (24 hour maximum)	
62.	Flicker	Jennie	Intramural Choraliers Advisor	High School South	\$23.46/hour (48 hour maximum)	
63.	Armitage	Jay	Intramural Rifle Advisor	High School South	\$23.46/hour (24 hour maximum)	
64.	Boylan	Brian	Intramural Weight Room Co-Advisor (fall season)	High School South	\$23.46/hour (24 hour maximum)	
65.	Furst	Kane	Intramural Weight Room Co-Advisor (fall season)	High School South	\$23.46/hour (24 hour maximum)	
66.	Kernan	Paul	Mock Trial Head Coach	High School South	\$2,483.94	(plus \$250.00 longevity stipend)
67.	Armitage	Jay	Rifle Team Head Coach	High School South	\$3,110.28	(plus \$250.00 longevity stipend)
68.	Lesoine	Gary	Rifle Team Varsity Assistant Coach	High School South	\$2,175.87	(plus \$250.00 longevity stipend)
69.	Skeldon	Heather	Scholastic Scrimmage Head Coach	High School South	\$1,738.25	
70.	Ridner, Jr.	Fred	Science Olympiad Club	High School South	\$1,090.49	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
			Advisor			
71.	DeRenzis	Sandra	Senior Class Co-Advisor	High School South	\$1,393.46 (prorated)	
72.	Bedell	Elaine	Softball Head Coach	High School South	\$4,879.14	(plus \$250.00 longevity stipend)
73.	Rose	Thomas	Volunteer Football Coach	High School South	not applicable	
74.	Sanders	Charece	Volunteer Southside Mos' Wanted Dance Team Advisor	High School South	not applicable	
75.	Litts	Randall	Wrestling Head Coach	High School South	\$5,842.11	(plus \$250.00 longevity stipend)
76.	Tiernan	Patricia	Yearbook Editor Advisor	High School South	\$2,601.26	
77.	Allison	Richard	Boys' Basketball Assistant Coach	J. T. Lambert Intermediate	\$2,069.78	
78.	Timpson	Daniel	Boys' Basketball Head Coach	J. T. Lambert Intermediate	\$2,985.83	
79.	Grimaldi	Nicole	Field Hockey Assistant Coach	J. T. Lambert Intermediate	\$1,479.15	
80.	Bybee	Steven	Girls' Basketball Assistant Coach	J. T. Lambert Intermediate	\$2,069.78	(plus \$250.00 longevity stipend)
81.	Henritz	Anthony	Girls' Basketball Head Coach	J. T. Lambert Intermediate	\$2,985.83	(plus \$250.00 longevity stipend)
82.	Ballard	Nicole	Intramural Art Advisor (Grades 7 & 8)	J. T. Lambert Intermediate	\$23.46/hour (48 hour maximum)	
83.	Peeke	Lachlan	Intramural Cross Country Advisor	J. T. Lambert Intermediate	\$23.46/hour (24 hour maximum)	
84.	Peeke	Lachlan	Intramural Engineering & Physics Advisor	J. T. Lambert Intermediate	\$23.46/hour (48 hour maximum)	
85.	Peeke	Lachlan	Intramural Science Olympiad Advisor	J. T. Lambert Intermediate	\$23.46/hour (48 hour maximum)	
86.	Lee	MaryKatherine	Intramural Ski Advisor (Grade 6)	J. T. Lambert Intermediate	\$23.46/hour (38 hour maximum)	
87.	Panepinto	Carrie	Mentor for Angela Schembeck (1 st semester)	J. T. Lambert Intermediate	\$612.06 (prorated)	
88.	LaBar	Robert	Mentor for Stephen Meglio	J. T. Lambert Intermediate	\$612.06	
89.	McCracken	Sean	Wrestling Assistant Coach	J. T. Lambert Intermediate	\$2,985.83	
90.	Dietz	Casandra	Assistant Director of School Productions	Lehman Intermediate	\$1,418.96	
91.	Flicker	Matthew	Band Director	Lehman Intermediate	\$2,235.04	(plus \$250.00 longevity stipend)
92.	Castillo	David	Boys' Basketball Assistant Coach	Lehman Intermediate	\$2,069.78	
93.	Mullaney	Matthew	Boys' Basketball Head Coach	Lehman Intermediate	\$2,985.83	(plus \$250.00 longevity stipend)
94.	Bomar	Terrence	Boys' Soccer Assistant Coach	Lehman Intermediate	\$1,479.15	
95.	Scott	Jennifer	Choral Co-Director (Grade 6)	Lehman Intermediate	\$1,721.93 (prorated)	(plus \$250.00 longevity stipend)
96.	Felix	Wilson	Football Assistant Coach	Lehman Intermediate	\$1,479.15	
97.	Contino	Diane	Intramural Homework Advisor (Grade 6)	Lehman Intermediate	\$23.46/hour (77 hour maximum)	
98.	Aponte	Betty	Intramural Homework Advisor (Grades 7 & 8)	Lehman Intermediate	\$23.46/hour (77 hour maximum)	
99.	Cox	Leslie	Intramural Nutrition/Fitness	Lehman Intermediate	\$23.46/hour (48	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
			Advisor		hour maximum)	
100.	Contino	Diane	Intramural Ski Advisor (Grade 6)	Lehman Intermediate	\$23.46/hour (48 hour maximum)	
101.	Flicker	Matthew	Jazz Band Director	Lehman Intermediate	\$1,492.41	(plus \$250.00 longevity stipend)
102.	Clouse	Joshua	Volunteer Football Coach	Lehman Intermediate	not applicable	
103.	Jackson	Willie	Wrestling Assistant Coach	Lehman Intermediate	\$2,985.83	

H. ACT 93 STAFF

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the appointment of the designated Act 93 staff in accordance with approved applicable policies, procedures and Act 93 Compensation Plan. Motion was seconded by Ronald Bradley and carried unanimously, 7-0.

1. Appointment – Regular

Name	Appointment
a. Flickinger, Kimberly	High School Assistant Principal - High School North (PE) Salary: \$78,073.68, prorated Effective Date: October 13, 2014 Kimberly replaces Carolyn Krotowski who resigned.

(See page 19)

XII. CONTRACTS

3.

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the contracts listed for their specific services, rates and effective dates prorated on the basis of the per diem rates as presented to the District by the individual providers for the period of services rendered, not to exceed the total yearly amount as set forth below. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

	NAME	SERVICE	YEARLY AMOUNT	PAYMENT FROM	EFFECTIVE DATE
1.	Bellinger, Tania	Contract Transportation	\$17,580.02	Transportation Dept.	2014/2015 School Year
2.	Bloise, Lisa	Contract Transportation	\$34,332.25	Transportation Dept.	2014/2015 School Year
3.	Bridgeman, Alexandra	Contract Transportation	\$20,595.83	Transportation Dept.	2014/2015 School Year
4.	Caramella, George	Contract Transportation	\$38,870.43	Transportation Dept.	2014/2015 School Year
5.	Davis, Christine	Contract Transportation	\$22,119.99	Transportation Dept.	2014/2015 School Year
6.	Fink, Carleen	Contract Transportation	\$25,608.18	Transportation Dept.	2014/2015 School Year
7.	Frascella, Maria	Contract Transportation	\$21,555.91	Transportation Dept.	2014/2015 School Year
8.	Galunic, Jenny	Contract Transportation	\$49,584.27	Transportation Dept.	2014/2015 School Year
9.	Gerst, Lisa	Contract Transportation	\$41,298.72	Transportation Dept.	2014/2015 School Year
10.	Gilmore, Rosalyn	Contract Transportation	\$15,499.51	Transportation Dept.	2014/2015 School Year
11.	Holmes, Deborah	Contract Transportation	\$22,789.12	Transportation Dept.	2014/2015 School Year
12.	Holcomes, Katharine	Contract Transportation	\$14,378.19	Transportation Dept.	2014/2015 School Year
13.	Krupski, Diane	Contract Transportation	\$13,360.96	Transportation Dept.	2014/2015 School Year
14.	LaBadie, Gina	Contract Transportation	\$20,766.97	Transportation Dept.	2014/2015 School Year
15.	LaBar, Karla	Contract Transportation	\$58,379.23	Transportation Dept.	2014/2015 School Year
16.	Lastra, Steve	Contract Transportation	\$40,634.33	Transportation Dept.	2014/2015 School Year

17.	Muti, Peter	Contract Transportation	\$21,765.94	Transportation Dept.	2014/2015 School Year
18.	O'Rourke, Victoria	Contract Transportation	\$47,668.44	Transportation Dept.	2014/2015 School Year
19.	Prevost, Barbara	Contract Transportation	\$43,088.87	Transportation Dept.	2014/2015 School Year
20.	Siska, Douglas	Contract Transportation	\$58,526.40	Transportation Dept.	2014/2015 School Year
21.	Siska, Dustin	Contract Transportation	\$42,019.46	Transportation Dept.	2014/2015 School Year

XVIII. FISCAL ITEMS

N. Use of Facilities

4.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the request for use of facilities as listed for Class 2 Governmental Agency. Middle Smithfield Township is requesting the use of Resica's parking lot (no fees will be incurred as per Policy #707). Motion was seconded by Gary Summers and carried unanimously, 7-0.

CLASS 2 – GOVERNMENTAL AGENCY USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived
9/15/14	Resica	10/25/14	10/25/14	Middle Smithfield Township	Trunk or Treat Event	Yes

(See page 20)

5.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Bushkill Fire Company is requesting the use of Middle Smithfield's parking lot for their yard sale (no fees will be incurred as per Policy #707). Motion was seconded by Gary Summers and carried unanimously, 7-0.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived
9/15/14	MSE	9/27/14 Rain date of 9/28/14	9/27/14 Rain date of 9/28/14	Bushkill Fire Co.	Yard Sale	Yes

(See page 21)

XIX. ANNOUNCEMENTS/INFORMATION

XX. ADJOURNMENT 9:30 P.M.

Respectfully submitted,

Patricia L. Rosado,
Board Secretary