

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

**REGULAR MEETING – October 20, 2014**

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

**7:00 p.m.**

**Minutes**

- I. President, William Searfoss called the meeting to order at 7:12 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, William Searfoss, and Gary Summers. Marjorie James and Ryan Stevens were absent.

**Student School Board Representatives:** Maya Henry. Nadia Hussein was absent.

- II. **School personnel present:** Jeff Bader, David A. Baker, Brian Borosh, Ben Breneman, Anthony Calderone, Maria Casciotta, Mike Catrillo, Robert Dilliplane, Irene Duggins, Larry Dymond, Daniel Eppley, Marilyn Espinoza, Kim Flickinger, Carol Deane-Gardner, Colien Hendershot, Lynda Hopkins, Gail Kulick, Sharon Laverdure, Phil Lazowski, Thomas Lesniewski, Charles D. Libecap, Irene Livingston, Ken Livingston, Tom McIntyre, Fred Mill, Kathy Parrish, Patricia Rosado, Paul H. Schmid, Stephen Schoupe, Laureen Spering, Bob Sutjak, Lisa Vitulli, Nadia Worobij and Steve Zall. Thomas Dirvonas, Solicitor.
- III. **Community members present:** Candace Elsayed, Abiola Henry, Pamela S. Hudak, Frank Johnson, Steven Kulick, Donald LeCompte, Donald LeCompte, Patty LeCompte, Caroline Letendre, Sharon Maly-Cramer, Steven Solomon and Judy Summers.

**Other:**

Ms. Dagmaris Cabezas - Monroe County Council on Inclusion  
Honorable John Siptroth - Monroe County Council on Inclusion

IV. **APPROVAL OF MINUTES**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the minutes for the meeting of September 15, 2014, (pages 1-32). Motion was seconded by Roy Horton and carried unanimously, 7-0.

V. **APPROVAL OF AGENDA**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to approve this agenda for October 20, 2014, (pages 1-18), as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

- VI. **ANNOUNCEMENT OF EXECUTIVE SESSION** -- An Executive Session was held at 6:30 p.m. on October 13, 2014 for the purpose of discussing personnel. An executive session was held this evening before this meeting for the purpose of discussing personnel and litigation.

## VII. ANNOUNCEMENTS BY THE BOARD

None

## VIII. SUPERINTENDENT'S REPORT

- A. Mrs. Laverdure said that Mr. Stevens, who could not be here tonight, was instrumental in implementing Policy # 004.1, Student School Board Representatives, in order to get students actively involved. She is pleased to say that we have High School North's Student Representative, Maya Henry, with us tonight. Disappointedly, the High School South Representative, Nadia Hussein had to leave abruptly to Florida to deal with a family emergency. We look forward to seeing her next month.

Miss Maya Henry said she is a senior at High School North who plans to attend college to become a nurse. She would like to pursue a career as a pediatrician. Mrs. Laverdure said she spoke to Maya about the next steps and responsibilities and looks forward to a report next month after Maya meets with students and the principal.

Mrs. Laverdure acknowledged Donald LeCompte. Donald LeCompte serves on the State Board of Education. Donald said it's been an amazing experience and has met many people who are working with education. He thanked Mr. Zall for his support. Mrs. Laverdure thanked him for serving.

- B. Mr. Summers said the Monroe Career & Technical Institute (MCTI) JOC meeting was held on October 6<sup>th</sup>. Negotiations meetings with the professional staff continue. Support staff Negotiations meeting will begin on November 6<sup>th</sup>. Continuing discussions occur about turning MCTI into a full day comprehensive school. We realized we needed a small group of people to form a task force, which will investigate all issues. Items to be discussed are: funding, seeking outside relief because of the potential cost of this and what would be the appropriate size of the school. If MCTI continues at the current enrollment the current facility is not large enough. There is an opportunity to get another building. We will keep you apprised as conversations continue.

Mr. Gress said we need someone to be on the MCTI Board since many issues will need to be decided, especially with the comprehensive school. They do not know what the numbers will be and the cost of the project. They said they will get the total cost to the Superintendents regarding the new staffing and other items. One building is around seven million dollars but it does not include all fixtures. There is also the water line issue being looked at but they did get a grant for it. There are some concerns with the night program so they are looking at an alternate program. One person is retiring in March or April so there is an opening there. There is an opening for a Board member to serve on the MCTI Board since he is an alternate and cannot commit to all months.

- C. Ms. Eileen Featherman said the next Colonial IU 20 meeting was moved to next Wednesday October 29<sup>th</sup> due to the PASA/PSBA School Leadership Conference in Harrisburg.
- D. Mr. Robert Cooke said that the Property/Facilities Committee met on October 2<sup>nd</sup>. The minutes from September 4<sup>th</sup> meeting are available for the public and Board members. It was a short meeting. They had updates on several district projects. They reviewed bills that were forwarded to the Finance Committee which subsequently appear on the agenda tonight.
- E. Mr. Robert Gress said that the Finance Committee met on October 13<sup>th</sup>. There are probably eight items on the agenda tonight. If there are any questions, they can be answered as action is being taken. They continue to keep the LERTA on the agenda because they have not heard from Middle Smithfield Township who is working with this committee. Middle Smithfield Township will contact the solicitors when they have a meeting date. The next Finance Committee meeting will be held on November 10<sup>th</sup>.
- F. Mr. William Searfoss said that the Policy Review Committee could not meet tonight due to not meeting a quorum due to illness and obligations of members. However, on the Addendum A tonight, there is a policy that has minor tweaks and changes to the dress code clarifying specific wear. The Casual for a Cause Day language is being added to match up with professional and other staff in order to have the students participate on these events.
- G. Honorable John Siptroth said that Monroe County Council on Inclusion is a specific organization of the community partners of the Poconos. He said Mr. Gress, who is employed with Monroe County Transit Authority (MCTA) is a member of the Council. They had a Unity Day Seminar that was held in 2012 but due to scheduling conflicts they have not been able to meet with this School Board but met with State Representatives and Monroe County

Commissioners regarding that Seminar. A seminar summary has been provided to the school Board tonight. Ms. Dagmaris Cabezas, here tonight, is the facilitator and co-founder along with the late Robert Hillman, of the Monroe County Council on Inclusion. At the current time Honorable Siptroth and Nitza Desire are co-chairs of the Council on Inclusion. The mission of the Monroe County Council on Inclusion is to build a foundation of respect and understanding that reflects diversity by promoting civic engagement and collaboration. Their overarching objective is to provide a vehicle for joint planning collaboration and decision making to address issues of growth and diversity in Monroe County. He thanked the Board and Mrs. Laverdure for the opportunity to use the East Stroudsburg Area School District facility on November 15<sup>th</sup> for a youth conference similar to what was held in 2012. This is an opportunity for the youth to express their concerns to make it a better County for them. Patricia Tiernan and Michael Healey have been working with Youth Infusion and working on this project to be held on November 15 at High School South. Our organization was founded in 2008 and they have been involved in many different aspects in the community promoting diversity.

Ms. Dagmaris Cabezas thanked Mrs. Laverdure for participating in the Unity Roundtable which produced these results. She said that the summary report includes four different workshops one on Education, Job Market and Workplace, Community and Civic Participation and Diversity. The following are recommendations that were made for Education in our County for the district to provide short range or long range:

- To expand and provide funding for programs such as Reach Hei and UN Aspire in the East Stroudsburg Area School District, which promote education around issues on diversity and social justice.
- Continue on collaboration with stake holders who are building the infrastructure in Monroe County and have important events like the Unity Seminar 2012. This week the Monroe County Commissioners declared the month of November Monroe County Unity month. They are asking for organizations to organize events including unity, inclusion and diversity.
- Challenge structures of power in a respectful manner to ease the way for changes needed to be made and understanding the needs of a growing and existing diverse population. When referring to inclusion, it is not just racial, cultural and ethnic diversity but every aspect including disabilities.
- Seek funding for expansion of after school programs to promote academic enhancement, homework assistance, healthy lifestyle living, community services and recreational activities similar to models already in place in Metropolitan areas. Having those afterschool programs will help deal with the commuter population.
- Need for local school districts and institutions of higher learning to continually enhance outreach and engagement efforts to the local community. Often complaints are about not knowing about meetings.
- Challenge educators and people who hire educators to emphasize diversity of thought as well as master of curriculum. Train teachers on cultural nuances as well as basic linguistic and cultural norms.
- Increase the use of service learning projects based around curriculum and raise funds for them.

The Youth Infusion will be soon coming to the Board to present these recommendations.

Mr. Bradley said based on some of the programs they are trying to obtain, do we have anybody from their organization that works as a liaison with the East Stroudsburg Area School District. Mr. Siptroth said they do not have one at this time but they have Mr. Gress as part of their Board. Mr. Bradley asked if we can establish one now. Mrs. Laverdure said that Mr. Gress is on their Board. Mr. Bradley said we should have a representative who will work directly with us. Mr. Gress said he attends their monthly meetings. Our district is the model district. Sharon attends many events, too and is involved. They are trying to get the other school districts more involved. The Board approved for the Youth Infusion event to take place in November. We are already very active with Youth Infusion and UN Aspire group. We run many diversity programs. We can expand but we need funding and facilities. Our district agreed to help with the facility. About 100 students will be part of the November 15<sup>th</sup> program. The meetings are once a month every first Thursday of the month at the Transit Authority from 8:30 a.m. to 10:30 a.m. All groups are invited to this meeting. Mr. Bradley said he is just finding out about this group and wants to attend these meetings. Mr. Siptroth said he is more than welcome to attend and possibly become a member of the organization. He said, with Mr. Searfoss' permission, he can send copies of the minutes to the Board members. Mr. Searfoss said that it would be appreciated.

- H. Mrs. Laverdure said that Dr. Thomas Lesniewski has a presentation on PowerTeaching because we have had quite a few questions at Board meetings on textbook use and how and when they are used. Dr. Lesniewski said that in the late spring the Board approved a contract with Old Dominion University to get involved with the PowerTeaching program. The district is receiving a little over \$200,000 in resources for development training. Over the summer, some administrators and teachers went to Baltimore for the initial training. The district also had professional development with teachers. Last week, the PowerTeaching people were here visiting the Math Department at both intermediate schools. The grant is tied in with Old Dominion University and John Hopkins University. Basically,

what they are doing is math teachers at both intermediate buildings are changing the math teaching approach. This methodology is based on four C's, critical thinking, communication, collaboration, and creativity.

Mr. Stephen Schoupe, J. T. Lambert Math Teacher, said PowerTeaching is a framework for the way they teach in math. It is cooperative teaching/learning. Students are in groups every day. Students have to find mistakes and work together in a huddle. Direct instruction is the same as a normal classroom setting with other elements added. The direct instruction comes from teacher and textbook or both. With team mastery, they get together to solve a group of problems. Everyone on the team has to have the answer and be able to explain it. At the end of the lesson, they have a lightning round where they get a question and have to get the answer and explain how they got it. Some things you will see are pair/share activities. The students need to think about the problem share it and talk about it as a group. There is also random reporting where it holds students accountable for their work. Mr. Schoupe has numbers and team names and he calls random names to see if each student knows the work by giving the answer and explaining how they got it. They use textbooks as a resource and he gives homework for skill development. The students do goal building with cooperative goals. Some of their goals were: everyone participates, practice active learning, encourage and help others and complete tasks.

Mrs. Laverdure introduced the math teachers in the audience. Mrs. Laureen Sperring, Lehman Intermediate Math Teacher, said that in addition to the PowerTeaching Program, there is also the curriculum that is provided with the grant. There were some concerns with use of textbooks but the Common Core curriculum is mapped out for the teachers and students and makes the students think.

- I. Mr. Paul Schmid, thanked the Board of Directors for the previous and continued support of the Seamless Summer Option or better known as the Summer Feeding Program. Back in 2010 the program was initiated at the school district because we had a poverty level of 46% for free and reduced lunch. Therefore, they decided to offer this program in the summer because many children go hungry during the summer. The district picked J. M. Hill Elementary because it is a neighborhood school. It also had 63% of a free and reduced lunch population. By using this site, they felt it was the best fit for the first year. That year they served over 3,700 students for both breakfast and lunch. As of last summer, the program is at seven schools. It is at all elementary schools and at High School South. The reason it is not at High School North is because it is housed at Bushkill Elementary. This year, they served almost 17,000 breakfasts and lunches. This is a 350% increase from the first year and about 20% over the previous year. They found that their initial goal was to feed students who go hungry but now they feed other programs such as Head Start, kindergarten programs, bands, sports, etc. This year at Bushkill Elementary, they expanded the feeding program from Monday to Friday not just through Thursday. The other challenge they had to meet was that the program had to be cost neutral to the district and it is. The reason is that the funding comes from the Federal Government, State and cash sales. They have had positive feedback and coverage from the media such as the Pocono Record and WBRE. A lot of parents come in on a daily basis and buy lunch. It has been a win, win, win for the community. We are the only district that has this program. His staff also has had the opportunity to work for extra money over the summer. By next April, Mr. Schmid will be back to ask permission to run the program again. He may look into other possibilities like bringing the program to Dansbury Park and/or offer it an extra day possibly at Middle Smithfield Elementary School. Mr. Schmid thanked the Board of Directors again for their support because it is appreciate by the children and community members. Mrs. Laverdure thanked him for his efforts with this program.
- J. Mrs. Laverdure welcomed Mrs. Kimberly Flickinger, new High School North Assistant Principal. Mrs. Flickinger is from Greenville, PA originally.
- K. Mrs. Laverdure said that on Sunday, November 9<sup>th</sup>, there will be a Veteran's Day Parade. Mr. Paul Bakner, North Band Director, is disappointed that his band cannot attend because they will be at a competition. Usually the co-bands march in the parade but she believes that Ms. Katy Clogg will attend with the South Band. Mr. Bradley asked where will the parade take place. Mrs. Laverdure said it is in the East Stroudsburg/Stroudsburg Area. Mrs. Laverdure said that the Veterans' Day Parade took over when they did away with the Memorial Day Parade.

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

- A. Mr. Steve Joseph Kulick said he has spoken about two or three times, at Board meetings, asking the Board to reconsider bringing back the Turkey Day Game. He knows they have received many emails requesting this and why they should support it. One email was sent to the Superintendents from Rep. Mario Scavello requesting that we keep this tradition. Mr. Kulick said he is the spokesperson on the Facebook site for many who are strongly in

support of the Turkey Day Game. Mr. Kulick said he would like the Board to reconsider his request for at least next year. He is willing to meet with the Board, Superintendent or whomever it takes to resolve this matter and discuss the many issues. He said he will continue to ask for the Turkey Day Game to come back again since this is our tradition, our town and our teams.

**X. PERSONNEL ITEMS**

**A. Support Staff Uncompensated Leaves - In Accordance with School Board Policy #539**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to approve the uncompensated leaves of absence in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Gary Summers and carried unanimously, 7-0.

<b>Name</b>	<b>Position Held</b>
a. Alpaugh, Judy	Bus Driver - Transportation Effective Date: January 15, 2014 Length of Leave now through: January 14, 2015
b. Wood, Dorothy	Bus Driver - Transportation Effective Date: April 11, 2014 Length of Leave now through: December 1, 2014

(Requests received)

**B. Support Staff**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to approve the resignation, reassignment, leaves of absence, workday hour changes, appointments and support non-district funded positions for 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. Resignation**

<b>Name</b>	<b>Position Held</b>
a. Lynn, Ann Marie	Cafeteria Aide - Smithfield Elementary Effective Date: at the end of the workday on October 17, 2014

(See page 19)

**2. Reassignment**

<b>Name</b>	<b>Appointment</b>
a. Imbert, Lisa	From: Student Aide (6.5 hour) – East Stroudsburg Elementary To: Student Aide (6.5 hour) – J. M. Hill Elementary Effective Date: September 29, 2014 This position was moved due to District needs.

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

- | <b>Name</b>      | <b>Position Held</b>  |
|------------------|---|
| a. Bass, James   | Custodian (1 <sup>st</sup> shift) – Resica Elementary<br>Effective Date: September 25, 2014<br>Length of Leave: October 24, 2014  |
| b. Weber, Sarah  | Paraprofessional (Reading) - East Stroudsburg Elementary<br>Effective Date: November 10, 2014<br>Length of Leave: January 2, 2015 |
| c. Winkler, Mary | Paraprofessional - East Stroudsburg Elementary<br>Effective Date: September 17, 2014<br>Length of Leave: December 11, 2014        |

(Requests received)

**4. Appointments – Regular**

- | <b>Name</b>                  | <b>Appointment</b>  |
|------------------------------|---|
| a. Henriquez, Lauren         | Cafeteria Aide (Step 1) (3.75 hour) - Lehman Intermediate<br>Hourly Rate: \$12.28<br>Effective Date: September 15, 2014<br>Lauren replaces Aurea Osoria.  |
| b. Hirsch, Matthew           | Maintenance II Worker (Step 1) (2 <sup>nd</sup> shift) - Maintenance<br>Hourly Rate: \$16.20 (plus \$.40/per hour shift differential)<br>Effective Date: October 30, 2014<br>Matthew replaces Bruce Szulborski who retired. |
| c. Johnson, Aleda            | Cafeteria Worker (Step 1) (4 hour) - High School South<br>Hourly Rate: \$12.42<br>Effective Date: October 16, 2014<br>Aleda replaces Susan Stockman who was reassigned.   |
| d. LaFemina-Adams, Ann Marie | Cafeteria Aide (Step 1) (3 hour) - High School North<br>Hourly Rate: \$12.28<br>Effective Date: September 23, 2014<br>Ann Marie replaces Wilfredo Aseng who resigned.   |

**5. Appointment – Temporary**

- | <b>Name</b>       | <b>Appointment</b>   |
|-------------------|--|
| a. Ford, Kristina | Temporary Paraprofessional (Step 1) - High School North<br>Hourly Rate: \$15.72<br>Effective Date: September 29, 2014 through the last teacher workday of the 2014-2015 school year only.<br>Kristina replaces Lindsay Paradis who accepted a teaching position. |

**6. Workday Hour Changes**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>From:</b>	<b>To:</b>	<b>Effective:</b>
a.	Daly-Rispin	Mary	Bus Driver	6 hour	8 hour	10/13/14 through the last 2014-15 student day only
b.	Finn	Kelly	Student Aide	6.5 hour	7 hour	9/11/14
c.	Gramberg	Karen	Bus Driver	6 hour	7 hour	10/13/14 through the last 2014-15 student day only
d.	Hicks	Donna	Cafeteria Worker	7 hour	4 hour	7/1/14
e.	Kresge	Judy	Bus Driver	6 hour	8 hour	10/13/14 through the last 2014-15 student day only

f.	Wolfe	Ellen	Bus Driver	6 hour	8 hour	10/1/14 through the last 2014-15 student day only
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### 7. Substitute Appointments

	Name	Position(s)
a.	Angelopoulos, Eleni	Paraprofessional
b.	Bader, Jeffrey	Bus Driver
c.	Barrett, Rosamaria	Cafeteria Aide, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide, Study Hall Monitor
d.	Bergoffen, Demetria	Front Desk Receptionist, Secretary, Student Aide, Paraprofessional
e.	Castro, Juan	Custodian
f.	Clouse, Joseph	Custodian, Maintenance
g.	Craig, Theresa	Cafeteria Worker
h.	De LaRosa, Ashley	Cafeteria Worker
i.	Diaz, Denise	Cafeteria Worker
j.	Hanna, Matthew	Bus Driver
k.	Jones, Sara	Study Hall Monitor
l.	Mallery, Michelle	Secretary
m.	Melendez, Lynne	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide, Study Hall Monitor
n.	Miller, Steven	Bus Driver
o.	Nietz, Allen	Custodian, Maintenance
p.	Porter, Janelle	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Student Aide, Study Hall Monitor
q.	Porter, Jeanise	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Student Aide, Study Hall Monitor
r.	Rodriguez, Jacqueline	Cafeteria Aide, Custodian, Study Hall Monitor
s.	Rogers, Paul	Bus Driver
t.	Schnaitman, Joshua	Custodian, Maintenance, Security Officer
u.	Small, Colleen	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist
v.	Temple, Lori	Student Aide

### 8. Support Staff Funding Distribution (Non-District Funds) for the 2014-15 School Year

	Last Name	First Name	Grant	Position	Location
a.	Banks	Anne	Title 1 (50%)	Paraprofessional	Smithfield Elementary
b.	Bergen (Temporary)	Lori	Title 1 (50%)	Paraprofessional	J. M. Hill Elementary
c.	Capizzi	Deborah	Title 1 (50%)	Paraprofessional	Smithfield Elementary
d.	Dunn	Rita	Title 1 (50%)	Secretary	Central Administration
e.	Flaherty	Stephanie	Title 1 (50%)	Paraprofessional	Resica Elementary
f.	Fonash	Charlene	Title 1 (50%)	Paraprofessional	East Stroudsburg Elementary
g.	Gagnon (Temporary)	Diane	Title 1 (50%)	Paraprofessional	Middle Smithfield Elementary
h.	Jablonski	Alison	Title 1 (50%)	Paraprofessional	Bushkill Elementary
i.	Johnson	Joann	Title 1 (50%)	Paraprofessional	Middle Smithfield Elementary
j.	Martone-Bunn (Temporary)	Larysa	Title 1 (50%)	Paraprofessional	Resica Elementary
k.	Mauro (Temporary)	Samantha	Title 1 (50%)	Paraprofessional	East Stroudsburg Elementary
l.	Mitchell	Sarah	Title 1 (50%)	Paraprofessional	East Stroudsburg Elementary
m.	Munch (through 9/15/14)	Laura	Title 1 (50%)	Paraprofessional	Middle Smithfield Elementary
n.	Reveron	Evelyn	Title 1 (50%)	Paraprofessional	Bushkill Elementary
o.	Rourke	Jennifer	Title 1 (50%)	Paraprofessional	Resica Elementary
p.	Winkler	Mary	Title 1 (50%)	Paraprofessional	East Stroudsburg Elementary
q.	Careri	Karen	IDEA	Paraprofessional	Lehman Intermediate
r.	Cavanaugh	Theresa	IDEA	Paraprofessional	Lehman Intermediate
s.	Connors	Patricia	IDEA	Paraprofessional	High School South
t.	DiCola	Michelle	IDEA	Paraprofessional	Middle Smithfield Elementary

u.	Hall	Rebecca	IDEA	Paraprofessional	Lehman Intermediate
v.	Malvagno	Catherine	IDEA	Paraprofessional	Lehman Intermediate
w.	Melvin	Carmen	IDEA	Paraprofessional	Lehman Intermediate
x.	Pacheco	Amy	IDEA	Paraprofessional	Bushkill Elementary
y.	Peters	Nancy	IDEA	Paraprofessional	High School South
z.	Rozsay	Marilyn	IDEA	Paraprofessional	High School North
aa.	Snapp	Donna	IDEA	Paraprofessional	High School South
bb.	DeJesus	Jonathan	ACCESS	Secretary	Central Administration
cc.	Bioh	Magdalene	ACCESS	Student Aide	East Stroudsburg Elementary
dd.	Conforti	Susan	ACCESS	Student Aide	Resica Elementary
ee.	Cruz	Lisa	ACCESS	Student Aide	High School North
ff.	DiSanto	Patricia	ACCESS	Student Aide	Bushkill Elementary
gg.	Fish	Joy	ACCESS	Student Aide	Resica Elementary
hh.	Jackson	Jacquelyn	ACCESS	Student Aide	Middle Smithfield Elementary
ii.	Justiniano	Edward	ACCESS	Student Aide	J T Lambert Intermediate
jj.	Perry	Raymond	ACCESS	Student Aide	High School North
kk.	Tagliaferri	Dorothy	ACCESS	Student Aide	High School South
ll.	Paradis (Temp through 9/15/14)	Lindsay	Ready to Learn Grant	Paraprofessional	High School North
mm.	Ford (Temp eff 9/29/14)	Kristina	Ready to Learn Grant	Paraprofessional	High School North

### C. Professional Staff

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

Motion was made by Robert Cooke to approve the retirement, leaves of absence, appointments, salary changes, tenure and non-district funded positions for 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 Roy Horton and carried unanimously, 7-0.

#### 1. Retirement

Name	Position Held
a. Luna, Michael	Health & Physical Education teacher - Ease Stroudsburg and J. M. Hill Elementary Effective Date: at the end of the workday on December 23, 2014

(See page 20)

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

Name	Position Held
a. Adams, Sarah	Guidance Counselor - J. M. Hill Elementary Effective Date now: October 13, 2014 Length of Leave through: February 13, 2015
b. McCracken, Sean	Health & Physical Education teacher - J. T. Lambert Intermediate Effective Date now: September 18, 2014 Length of Leave now through: October 8, 2014
c. Pellington, Lauren	Special Education teacher - High School North Effective Date now: September 22, 2014 Length of Leave now through: November 3, 2014

(Requests received)



**3. Leaves of Absence - In Accordance with School Board Policy #435**

<b>Name</b>	<b>Position Held</b>
a. Clark, Stephanie	Grade 3 teacher – Bushkill Elementary Effective Date: November 10, 2014 Length of Leave: forty-five workdays
b. Dougherty, Cynthia	School Nurse - J. T. Lambert Intermediate Effective Date: September 2, 2014 Length of Leave: September 19, 2014
c. Oh, Judy	Special Education teacher - Middle Smithfield Elementary Effective Date: September 22, 2014 Length of Leave: October 30, 2014
d. Peterson, Hilary	Special Education teacher - Middle Smithfield Elementary Effective Date: September 30, 2014 Length of Leave: November 3, 2014

(Requests received)

**4. Sabbatical Leaves of Absence - In Accordance with School Board Policy #438**

<b>Name</b>	<b>Position Held</b>
a. Carr, Kathleen	RTII teacher - J. M. Hill Elementary Effective Date: October 6, 2014 Length of Leave through: end of the 2014-2015 school year.
b. Nietz, Nicole	Grade 1 teacher - J. M. Hill Elementary Effective Date: October 17, 2014 Length of Leave through: end of the first semester of the 2014-2015 school year.

(Requests received)

**5. Appointment (Date Change) - Long Term Substitute**

<b>Name</b>	<b>Appointment</b>
a. Martinelli, Sara	Special Education teacher – High School North (LTS) Salary: \$41,599.00, prorated (Step 1 Column 1) Effective Dates now: September 22, 2014 through the end of the workday on November 3, 2014 only. Sara replaces Lauren Pellington who is on a leave.

**6. Appointments - Long Term Substitutes**

<b>Name</b>	<b>Appointment</b>
a. Holder, Jennifer	Gifted teacher – J. T. Lambert Intermediate (LTS) Salary: \$43,789.00, prorated (Step 1 Column 6) Effective Date: October 14, 2014 through the end of the first semester of the 2014-2015 school year only. Jennifer replaces Sheila Bove who is on a Sabbatical Leave.

- b. Karas, Jillian Kindergarten teacher - J. M. Hill Elementary (LTS)  
Salary: \$41,599.00, prorated (Step 1 Column 1)  
Effective Date: October 3, 2014 through the last teacher workday of the 2014-2015 school year only.  
This new position is fully funded by the Ready to Learn Grant.
- c. Longo, Ashley Grade 1 teacher - J. M. Hill Elementary (LTS)  
Salary: \$41,599.00, prorated (Step 1 Column 1)  
Effective Date: October 17, 2014 through the end of the first semester of the 2014-2015 school year only.  
Ashley replaces Nicole Nietz who is on a Sabbatical leave.
- d. Pacifici, Sabrina Guidance Counselor - J. M. Hill Elementary (LTS)  
Salary: \$44,793.00, prorated (Step 1 Column 7)  
Effective Date: October 13, 2014 through the end of the workday on February 13, 2015 only.  
Sabrina replaces Sara Adams who is on a leave.
- e. Summerville, Launie Grade 3 teacher - Bushkill Elementary (LTS)  
Salary: \$41,599.00, prorated (Step 1 Column 1)  
Effective Date: October 8, 2014 through the last teacher workday of the 2014-2015 school year only.  
This new position is fully funded by the Ready to Learn Grant.

(See pages 21-25)

**7. Salary Changes**

	Last Name	First Name	From	To	Effective
a.	Korestski	John	\$49,971, prorated (Step 2 Column 14)	\$47,446, prorated (Step 3 Column 10)	9/18/14
b.	Paradis	Lindsay	\$41,599, prorated (Step 1 Column 1)	\$43,351, prorated (Step 1 Column 5)	9/16/14

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

	Last Name	First Name	Certification	Location
a.	Giaquinto	Lori	Elementary	Smithfield Elementary

**9. Homebound Appointments**

Name	Certification
a. Koch, Deborah	Elementary, Reading Specialist

**10. Substitute Appointments**

Name	Certification
a. Carbone, John	Social Studies
b. DeConzo, Nicholas	Special Ed
c. Dougherty, Cynthia	School Nurse
d. Griffin, Christine	Art
e. Holder, Jennifer	Mid-Level Math, Mid-Level Social Studies
f. Koretski, John	Business Education
g. Moyer, Cassandra	Elementary, Early Childhood N-3
h. Pacifici, Sabrina	Guidance Counselor K-12

- i. Paradis, Lindsay Elementary
- j. Salerno, Martene Emergency Permit
- k. Standiford, Rosemarie Special Education
- l. Wajda, Patrycja Emergency Permit
- m. Wangdak, Michelle PreK-4

**11. Professional & Administrative Funding Distribution (Non-District Funds) for the 2014-15 School Year**

	Last Name	First Name	Grant	Position	School(s)
a.	Byrne	Angela	Ready to Learn Grant	Literacy Coach	Intermediate Schools
b.	Espinoza	Marilyn	Ready to Learn Grant	Math Coach	Secondary Schools
c.	Karas	Jillian (LTS)	Ready to Learn Grant	Kindergarten (eff 10/3/14)	J. M. Hill Elementary
d.	Munch	Laura (LTS)	Ready to Learn Grant	Kindergarten (eff 9/16/14)	Smithfield Elementary
e.	Paradis	Lindsay (LTS)	Ready to Learn Grant	Kindergarten (eff 9/16/14)	Resica Elementary
f.	Rubino	Julie	Ready to Learn Grant	Literacy Coach	Elementary Schools
g.	Summerville	Launie (LTS)	Ready to Learn Grant	Grade 3 (eff 10/8/14)	Bushkill Elementary
h.	Agolino	Jennifer	Title 1 (50%)	Reading teacher	Bushkill Elementary
i.	Burlein-Pitz	Carrie	Title 1 (50%)	Reading teacher	Bushkill Elementary
j.	Doyle	Jacqueline	Title 1 (50%)	Reading teacher	Resica Elementary
k.	Gonda	Claudia	Title 1 (50%)	Reading teacher	J M Hill Elementary
l.	Hazen	Rachel	Title 1 (50%)	Reading teacher	East Stroudsburg Elementary
m.	Hogan	Karin	Title 1 (50%)	Reading teacher	J M Hill Elementary
n.	McKelvin	Wanda	Title 1 (50%)	Reading teacher	East Stroudsburg Elementary
o.	Miller	Barbara	Title 1 (50%)	Reading teacher	Middle Smithfield Elementary
p.	Pierce	Mary	Title 1 (50%)	Reading teacher	Bushkill Elementary
q.	Sandri	Trudi	Title 1 (50%)	Reading teacher	Middle Smithfield Elementary
r.	Slack	Julie	Title 1 (50%)	Reading teacher	Resica Elementary
s.	Suprys	Thomas	Title 1 (50%)	Reading teacher	Smithfield Elementary
t.	Donohue	Kimberly	Title 2	Grade 5	Smithfield Elementary
u.	Ullo	Christina	Title 2	Grade 3	Resica Elementary
v.	Bealer	Heather	IDEA	Special Education teacher	Middle Smithfield Elementary
w.	Henritz	Heather	IDEA	Speech teacher	Smithfield/East Stroudsburg Elementary
x.	Miller	Lynda	IDEA	Special Education teacher	High School North
y.	Standiford	Rosemarie (LTS)	IDEA (eff 9/15/14)	Special Education teacher	High School South
z.	Oiler	Kathy	ACCESS	Speech teacher	Lehman Intermediate
aa.	Maynard-Freed	Araina	ACCESS	ACCESS Coordinator	District

**D. Keystone Tutors for the 2014-2015 School Year**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the appointments in accordance with approved applicable policies and procedures. These after-school tutorial teaching positions are fully funded through the Ready to Learn Grant. Motion was seconded by Roy Horton and carried unanimously, 7-0.

**1. Keystone Tutors for the 2014-2015 School Year**

	Last Name	First Name	Position	Building	Rate
a.	Chester	Christine	Keystone Algebra	High School North	\$23.46/per hour (not to exceed 60 total hours per Math department)
b.	DeLong	Jennifer	Keystone Biology	High School North	\$23.46/per hour (not to exceed 60 total hours per Science department)

	Last Name	First Name	Position	Building	Rate
c.	DeLong	Ryan	Keystone Biology	High School North	\$23.46/per hour (not to exceed 60 total hours per Science department)
d.	Frable	Ryan	Keystone Math	High School North	\$23.46/per hour (not to exceed 60 total hours per Math department)
e.	Marmo	Jennifer	Keystone English	High School North	\$23.46/per hour (not to exceed 60 total hours per English department)
f.	Mochan	Karen	Keystone Algebra	High School North	\$23.46/per hour (not to exceed 60 total hours per Math department)
g.	Turner	Patricia	Keystone Literature	High School North	\$23.46/per hour (not to exceed 60 total hours per English department)
h.	VanWinkle	Catherine	Keystone Math	High School North	\$23.46/per hour (not to exceed 60 total hours per Math department)
i.	Warner	Amberly	Keystone Math	High School North	\$23.46/per hour (not to exceed 60 total hours per Math department)
j.	Zajac	Mary	Keystone Math	High School North	\$23.46/per hour (not to exceed 60 total hours per Math department)
k.	Vagni	Alexis	Keystone Math	High School North	\$23.46/per hour (not to exceed 60 total hours per Math department)

**E. Virtual Academy Facilitators for the 2014-2015 School Year**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton 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 Eileen Featherman and carried unanimously, 7-0.

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

	Name	Subject
a.	Bowen, Karleigh	Virtual Academy – Reading Grade 8
b.	Buksa, Erik	Virtual Academy – Physical Education Grade 11
c.	Leitch, Ryan	Virtual Academy – Tutoring, 2 hours maximum per new student only
d.	Libecap, Charles	Virtual Academy – Math Grade 7
e.	Moskovitz, Scott	Virtual Academy – Physical Education Grade 12
f.	Pellington, Cynthia	Virtual Academy – Reading Grade 7
g.	Pellington, Cynthia	Virtual Academy – Reading Grade 6
h.	Reichl, Jeffrey	Virtual Academy – High School North Counselor
i.	Reith, Daryl	Virtual Academy – Reading Edge Grade 12
j.	Vitulli, Lisa	Virtual Academy – Math Grade 6

**F. Extra Responsibility Positions**

**ACTION BY THE BOARD:**

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

**1. Resignations**

Name	Position
a. Bishamber, Breanna	Cheerleading Head Coach (fall) - High School South Effective September 16, 2014

- b. Bishamber, Breanna Intramural Cheerleading Advisor (fall & winter) - High School South  
Effective: September 16, 2014
- c. Rogers, Denise Business Education Department Co-Chairperson – High School  
Effective: September 10, 2014
- d. Sanker, Donald Business Education Department Co-Chairperson – High School  
Effective: September 10, 2014

(See pages 26-28)

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

	Last Name	First Name	Position	Building	Rate
a.	Gallagher	Matthew	Boys' Basketball Varsity Assistant Coach	High School North	\$4,102.84
b.	Montgomery	Res	Boys' Tennis Head Coach	High School North	\$2,738.97 (plus \$250.00 longevity stipend)
c.	Krupski	David	Boys' Track and Field Head Coach	High School North	\$4,937.28 (plus \$250.00 longevity stipend)
d.	Prothro	Aileen	Cheerleading Head Coach (winter)	High School North	\$2,324.81
e.	Leight	Donna	Freshman Class Advisor	High School North	\$1,183.32
f.	Leap	Jason	Girls' Track and Field Head Coach	High School North	\$4,937.28 (plus \$250.00 longevity stipend)
g.	Ford	Kristina	Intramural Girls' Basketball Co-Advisor	High School North	\$23.46/hour (12 hour maximum)
h.	Lehr	John	Intramural Girls' Basketball Co-Advisor	High School North	\$23.46/hour (12 hour maximum)
i.	DeLong	Ryan	Intramural Softball Co-Advisor	High School North	\$23.46/hour (12 hour maximum)
j.	Dolph	Tyler	Intramural Swim Advisor	High School North	\$23.46/hour (24 hour maximum)
k.	DeJesus	Jonathan	Intramural Weight Room Co-Advisor (fall)	High School North	\$23.46/hour (24 hour maximum)
l.	Gallagher	Matthew	Intramural Weight Room Co-Advisor (fall)	High School North	\$23.46/hour (24 hour maximum)
m.	Deen	Todd	Assistant Director of School Productions (spring)	High School South	\$1,418.96
n.	Caldera	John	Boys' Basketball Varsity Assistant Coach	High School South	\$4,102.84
o.	Maye	Riley	Boys' Basketball Varsity Assistant Coach	High School South	\$4,102.84 (plus \$250.00 longevity stipend)
p.	Krammes	Barry	Boys' Track and Field Head Coach	High School South	\$4,937.28
q.	Ellison	Aimee	Cheerleading Head Coach (fall) (effective 9/17/14 – 9/22/14)	High School South	\$2,324.81 (prorated)
r.	Ruhl	Jessica	Cheerleading Head Coach (fall) (effective 9/23/14)	High School South	\$2,324.81 (prorated)
s.	Madas	John	Drama Musical Director	High School South	\$1,496.49
t.	Wilkinson	Alexis	Girls' Freshman Basketball Coach	High School South	\$3,500.98
u.	Osmun	Jonathan	Volunteer Girls' Basketball Coach	High School South	not applicable
v.	Smith	Stephanie	Volunteer Girls' Basketball Coach	High School South	not applicable
w.	Hopstetter	Jessica	Business Education Department Tri-	High Schools North & South	\$3,847.82 (prorated)

	Last Name	First Name	Position	Building	Rate
			Chairperson (50%) Effective 9/11/14		
x.	Rogers	Denise	Business Education Department Tri-Chairperson (25%) Effective 9/11/14	High Schools North & South	\$3,847.82 (prorated)
y.	Sanker	Donald	Business Education Department Tri-Chairperson (25%) Effective 9/11/14	High Schools North & South	\$3,847.82 (prorated)
z.	Malvagno	Catherine	Intramural Math Lab (Grades 6 & 7) Advisor	Lehman Intermediate	\$23.46/hour (77 hour maximum)
aa.	Spering	Laureen	Yearbook Assistant Editor Advisor	Lehman Intermediate	\$1,372.03
bb.	Leight	Donna	Yearbook Editor Advisor	Lehman Intermediate	\$1,862.70
cc.	Judd	Jeremy	Choral Director	East Stroudsburg Elementary	\$1,721.93 (plus \$250.00 longevity stipend)
dd.	Bealer	Brett	Intramural Ski Group Co-Advisor	Middle Smithfield Elementary	\$23.46/hour (48 hour maximum between advisors)
ee.	Keller	Elhannan	Choral Director	Smithfield Elementary	\$1,721.93 (plus \$250.00 longevity stipend)
ff.	Siptroth	Michelle	Detention Supervisor	Smithfield Elementary	\$28.56/hour
gg.	McGovern	Theresa	Environmental Club Advisor	Smithfield Elementary	\$1,090.49
hh.	Moskovitz	Scott	Intramural Fall and Winter Sports Advisor	Smithfield Elementary	\$23.46/hour (48 hour maximum)
ii.	Martin	Zachary	Study Club Advisor	Smithfield Elementary	\$1,090.49
jj.	Siptroth	Michelle	Yearbook Club Co-Advisor	Smithfield Elementary	\$1,090.49 (prorated)
kk.	Sutton	Deanna	Yearbook Club Co-Advisor	Smithfield Elementary	\$1,090.49 (prorated)

### 3. Mentor Appointments for the 2014-2015 School Year

	Last Name	First Name	Position	Location	Rate
a.	Caamano	Debra	Mentor for Sara Martinelli (effective 9/22/14 – 11/3/14)	High School North	\$612.06 (prorated)
b.	Cox	Leslie	Mentor for Peggy Bompane (effective 9/22/14)	J.T. Lambert Intermediate	\$612.06 (prorated)
c.	English	Elizabeth	Mentor for Evan Stokes	Bushkill Elementary	\$612.06
d.	English	Elizabeth	Mentor for Launie Summerville (effective 10/8/14)	Bushkill Elementary	\$612.06 (prorated)
e.	Govus	Diana	Mentor for Donna Moraski (effective 8/25/14 – 2/23/15)	Bushkill Elementary	\$612.06 (prorated)
f.	LeDuc	Wendy	Mentor for Lindsay Paradis (effective 9/16/14)	Resica Elementary	\$612.06 (prorated)
g.	Mooney	Edward	Mentor for Rosemarie Standiford (effective 9/15/14)	High School South	\$612.06 (prorated)
h.	Panepinto	Carrie	Mentor for Kendal Askins (effective 9/8/14 – 3/9/15)	J. T. Lambert Intermediate	\$612.06 (prorated)
i.	Signorello	Amanda	Mentor for William Gouger (1 <sup>st</sup> semester)	High School South	\$612.06 (prorated)
j.	Souffrant	Fabiola	Mentor for Ashleigh Tants (effective 8/25/14 – 12/23/14)	East Stroudsburg Elementary	\$612.06 (prorated)

### G. Act 93 Staff

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

Motion was made by Roy Horton to approve the resignation date of the designated Act 93 staff in accordance with applicable policies, procedures and current Act 93 Compensation Plan. Motion was seconded by Gary Summers and carried unanimously, 7-0.

**1. Resignation**

**Name**

**Position Held**

a. Krotowski, Carolyn

Assistant Principal - High School North

Effective Date now: at the end of the workday on September 26, 2014.

(See pages 29-30)

**XI. CONTRACTS**

1.

**ACTION BY THE BOARD:**

Motion was made by Roy Horton 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 Eileen Featherman and carried unanimously, 7-0.

	<b>NAME</b>	<b>SERVICE</b>	<b>RATE</b>	<b>PAYMENT FROM</b>	<b>EFFECTIVE DATE</b>
1.	Keiper, Alisa D.	ESL Parent Academics	45 hours at \$28.56 p/h for a total of \$1,285.20 (30 hours of instruction & 15 hours of planning)	Title III 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, 1/16/15, 1/13/15 & 1/27/15
2.	Schaf's Video Productions	Videography for South scrimmage and games	\$600.00	Athletics Dept.	8/15/14-11/30/14
3.	Searfoss, Jonathan	Composition and arrangement of wind and percussion music for the North High School Marching Band	\$2,700.00	Music Dept.	8/3/14-11/17/14
4.	Vitulli, Lisa	Google File Management	\$150.00	Professional Development	10/23/14

(See pages 31-35)

2.

**ACTION BY THE BOARD:**

Motion was made by Roy Horton 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 Robert Cooke and carried unanimously, 7-0.

	<b>NAME</b>	<b>SERVICE</b>	<b>RATE</b>	<b>PAYMENT FROM</b>	<b>EFFECTIVE DATE</b>
1.	Youth Advocate Programs Inc.	Social Worker	Not to Exceed \$72,293.60	Pupil Services/ District	8/23/14-6/23/15

(See pages 36-39)

## XII. STUDENT ITEMS

### A. Overnight Field Trip

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

Motion was made by Gary Summers 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.

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Zavertnik, Louise (#5103)	Lehman Intermediate students to Washington, DC	Washington, DC	5/16/15-5/18/15

(See page 40)

### 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 Eileen Featherman and carried unanimously, 7-0.

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Beal, Hillary (#5110)	Lehman Intermediate 7 <sup>th</sup> & 8 <sup>th</sup> Choir students to Sweet Soundsations-Central Dauphin High School (Sharing a bus with J.T. Lambert Students)	Harrisburg, PA	11/7/14
2.	Beal, Hillary (#5169)	Lehman Intermediate CREW students to Capitol Building.	Harrisburg, PA	3/4/15
3.	Dahl, Barb (#5209)	Middle Smithfield Elementary 4 <sup>th</sup> grade students to the Capitol Building and State Museum	Harrisburg, PA	5/19/15
4.	Healey, Michael (#5089)	H.S. South UN Aspire Students to United Nations Headquarters	New York, NY	11/18/14
5.	Horne, Kevin (#5084)	J. T. Lambert students to Independence National Park	Philadelphia, PA	3/20/15
6.	Husson, Jen (#5157)	J. M. Hill Elementary 5 <sup>th</sup> grade students to Bronx Zoo and Broadway	Bronx/New York, NY	4/29/15
7.	LaBar, Keith	H.S. North Chorale Students to PSBA Annual Conference	Hershey, PA	10/22/14
8.	Loughren, Deborah (#5110)	J. T. Lambert Intermediate 7 <sup>th</sup> & 8 <sup>th</sup> Choir students to Sweet Soundsations-Central Dauphin High School (Sharing a bus with Lehman Intermediate Students)	Harrisburg, PA	11/7/14
9.	Madas, John (#5092)	J. T. Lambert Intermediate chorus students to Mansfield University	Mansfield, PA	10/31/14
10.	Shumbris, Robyn (#5137)	H.S. South students to Bronx Zoo	Bronx, NY	5/6/15

(See pages 42-51)



### C. Release and Settlement Agreements

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to approve the Release and Settlement Agreement between the East Stroudsburg Area School District and the parents of a student with case #13021207 to have the student reflected as a graduate as of June 2014. Motion was seconded by Robert Gress and passed 6-1. Ronald Bradley voted no.

(See page 52-59)

#### XIII. OLD AND NEW BUSINESS

None

#### XIV. REQUEST TO ESTABLISH STUDENT ACTIVITIES

1.

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the request to establish a student activity fund for North Pride Pack. Motion was seconded by Roy Horton and carried unanimously, 7-0.

(See page 60)

2.

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to approve the request to establish a student activity fund for H.S. North Distant Lands Travel Club. Motion was seconded by Gary Summers and carried unanimously, 7-0.

(See page 61)

#### XV. REQUEST TO ESTABLISH SPECIAL ACTIVITIES

1.

**ACTION BY THE BOARD:**

Motion was seconded by Roy Horton to approve the request to establish a special activity fund for H.S. North Cross Country Team. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

(See page 62)

2.

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to approve the request to establish a special activity fund for H.S. North Parents Volleyball Club. Motion was seconded by Gary Summers and carried unanimously, 7-0.

(See page 63)

#### XVI. BOARD POLICIES

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the Board policy # 249 Bullying/Cyberbullying for use in the East Stroudsburg Area School District. Motion was seconded by Roy Horton and passed 5-2. Ronald Bradley and Robert Gress voted no.

(See pages 64-69)

**XVII. CONFERENCE ATTENDANCE**

**A. Superintendent**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to approve the attendance of Sharon Laverdure at the PASA Board of Governor's Meeting in Harrisburg, PA from November 20, 2014 (half day) to November 21, 2014 in the approximate amount of \$70 (mileage and half of the hotel expense will be paid by PASA). Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

**XVIII. FISCAL ITEMS**

**A. Application for RtII Grant Funds**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to authorize the Superintendent to execute a Subrecipient Letter of Agreement with Lancaster-Lebanon Intermediate Unit 13 in the form as submitted at this meeting, subject to approval by the solicitor, for the purpose of obtaining grant funds pursuant to the RtII Elementary Mathematics Team Series 2014-2015 program as authorized by the Pennsylvania Department of Education. Motion was seconded by Ronald Bradley and carried unanimously, 7-0.

(See pages 70-75)

**B. School Buses**

1.

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to accept the lowest responsible bid from Wolfington to provide twenty-one (21) 72 passenger Type C school buses for a four (4) year buy-back program at a purchase cost of \$79,500, a buy-back price of \$54,140, and a net cost to the District of \$25,360 per bus with a \$.35/mi excess mileage fee, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Gress and passed 6-1. Ronald Bradley voted no.

Mr. Bradley stated, for the record, that for the last eight years, Wolfington has overcharged us and did it surreptitiously. Mr. Gress said Rohrer came in last year with the lowest bid and now Wolfington did. We have never had any problems with Wolfington and now they came in with the lowest bid. Mr. Dirvonas said they were the lowest responsible bidder. Mr. Horton asked if there were follow-up questions with Wolfington about the engine. Mr. Bader said that he verified that the engines are correct. Mr. Bader said that we go out to bid every year and always pick the lowest responsible bidder. Over the years, they have picked whoever bids the lowest. Mr. Bradley said over the last eight years, they have not been the lowest and they should be watched. Mr. Searfoss said this is what the free market is about. They all get a chance to bid and now Wolfington realized that they need to be competitive.

(See page 76)

2.

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to accept the lowest responsible bid from Rohrer to provide two (2) 48 passenger Type C school buses equipped with wheel chair lifts for a four (4) year buy-back program at a purchase cost of \$86,991, a buy-back price of \$60,556, and a net cost to the District of \$26,435 per bus with a \$.35/mi excess mileage fee, in accordance with the recommendation of the Finance Committee. Motion was seconded by Roy Horton and carried unanimously, 7-0.

(See page 77)

**C. Homestead/Farmstead Act 1**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to approve the proposal from Berkheimer One Source for the printing and mailing of the Homestead/Farmstead Application notices as required by Act 1 of 2006 at a cost of \$.273 per application, in accordance with the recommendation of the Finance Committee. Motion was seconded by Gary Summers and passed 6-1. Ronald Bradley voted no.

(See pages 78-79)

**D. The Fibar Group, LLC**

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve the purchase of 185cy of mulch from the Fibar Group at a cost of \$4,086.20, in accordance with the recommendation of the Finance Committee. Motion was seconded by Gary Summers and carried unanimously, 7-0.

(See page 80)

**E. Myco Mechanical**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to approve Pay Application #4 from Myco Mechanical in the amount of \$198,991.66 for the JTL HVAC/lighting project, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

(See pages 81-85)

**F. Wind Gap Electric**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to approve Pay Application #1 from Wind Gap Electric in the amount of \$36,360.00 for the JTL HVAC/lighting project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

(See pages 86-88)

**G. Midlantic Engineering**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the proposal from Midlantic Engineering to conduct materials testing and construction inspections for the Bushkill concrete project at a cost not to exceed \$9,000, 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 89-91)

**H. RFP-Alarm Monitoring Services**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to seek requests for proposals for District-wide alarm monitoring services effective January 1, 2015, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Robert Gress and carried unanimously, 7-0.

**I. Tax Assessment Appeals**

**ACTION BY THE BOARD:**

Motion was made by Roy Horton to deny approval of a settlement on the tax assessment appeals filed by HRP Corp. and Ha Ra Corp. indexed to Monroe County Court of Common Pleas No. 10142 CV 2013 based upon the resulting assessed property values as presented below, in a form as approved by the Solicitor, and to authorize the Solicitor to contest the appeal on behalf of the School District. Motion was seconded by Robert Gress. A roll call vote was taken and carried unanimously, 7-0.

<u>Property</u>	<u>New Assessment</u>
9/3/G/2/1-1	26,360
9/110968	97,500
9/3G/2/1	0
9/3/1/9	0
9/3/1/7	0
9/119905	0
9/4/1/101	125,000
9/4/1/102-1	520,840

**J. CGI Communications**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve a video production by CGI Communication showcasing the district at a cost of \$4,995.00 for a three-year term contingent upon funding being secured through the East Stroudsburg Education Foundation or other outside source, subject to approval of an appropriate contract by the solicitor. Motion was seconded by Roy Horton and carried unanimously, 7-0.

(See pages 92-93)

**K. Use of Facilities**

1.

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley 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 Roy Horton and carried unanimously, 7-0.

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

<b>Board Agenda</b>	<b>BUILDING</b>	<b>DATE from</b>	<b>DATE to</b>	<b>ORGANIZATION</b>	<b>EVENT</b>	<b>Facility Fees Waived</b>
10/20/14	ESE	1/10/15	2/28/15	Pocono Family YMCA *	Saturday Indoor Basketball Practices	Yes
10/20/14	ESE	10/22/14	4/29/15	Corinthians	Indoor Soccer Practice/Games	Yes
10/20/14	HS South	10/27/14	3/27/15	Pocono Family YMCA	Morning Swim Team Practices	Yes
10/20/14	HS South	05/7/15	05/08/15	Northampton County Special Olympics	Special Olympics Event	Yes
10/20/14	JMH	10/21/14	5/28/15	Girl Scouts of America	Meetings	Yes
10/20/14	JMH	11/17/14	1/31/15	ESYA	Basketball Practice & Games	Yes
10/20/14	JTL	11/17/14	1/31/15	ESYA	Basketball Practice & Games	Yes
10/20/14	Lehman	2/18/15	2/18/15	Pocono Family YMCA *	Sunday League Champs Swim Meet	Yes

10/20/14	Lehman	11/22/14 12/20/14 1/17/15	11/22/14 12/20/14 1/17/15	<b>Pocono Family YMCA *</b>	Saturday Swim Meets	Yes
10/20/14	M. Smithfield	1/7/15	3/25/15	ES North Little League	Softball Practices	Yes
10/20/14	Resica	10/21/14	12/31/14	ES North Little League	Indoor Softball Practices	Yes
10/20/14	Resica	1/3/15	04/30/15	ES North Little League	Softball Practices	Yes

(See pages 94-108)

**\*Personnel fees will be assessed for weekend practices.**

2.

**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. The Nurse-Family Partnership/Pocono Medical Center (NFP) is requesting a WAIVER OF FACILITY AS WELL AS PERSONNEL FEES for the use of the HS South Cafeteria for a Monday evening holiday parent education event. NFP is a program of prenatal, infancy, and toddler home visitation for low-income, first-time mothers and is designed to improve the outcome of pregnancy, children's health and development, and parents' self-sufficiency. Motion was seconded by Ronald Bradley and carried unanimously, 7-0.

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

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility/ Personnel Fees Waived
10/20/14	HS South	12/8/14	12/8/14	Nurse Family Partnership/ PMC	Holiday Parent Education Event	Yes

(See pages 109-110)

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

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the Budget Transfers, Payment of Bills and Treasurer's Report listed in this agenda for the 2014-2015 fiscal year, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the Auditor General. Motion was seconded by Roy Horton and carried unanimously, 7-0.

1. Budget Transfers - (See pages 111-119)
2. Payment of Bills - (See pages 120-147)
3. Treasurer's Report - (See pages 148-167)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – October 20, 2014**

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

**7:00 P.M.**

**ADDENDUM A**

**XVI. BOARD POLICIES**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to suspend Board procedure under Policy 003 relating only to the requirement of a first reading prior to the amendment of Board Policy, and only to permit the Board to amend Policy 221 – Pupils - Dress and Grooming at this meeting. Motion was seconded by Gary Summers and passed 5-2. Robert Gress and Roy Horton voted no.

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the Board Policy # 221 Pupils - Dress and Grooming, as amended, for use in the East Stroudsburg Area School District. Motion was seconded by Gary Summers and failed 3-3-1 Abstention. Robert Cooke, Robert Gress and Roy Horton voted no. Ronald Bradley abstained.

(See page 2-5)

**XIX. ANNOUNCEMENTS/INFORMATION**

- A. Ms. Maya Henry asked for clarification on the Release and Settlement Agreement and asked what does it mean. Mrs. Laverdure said that some items Maya will not be privy to because of student confidential issues. The Board members have information and can get their questions answered before they vote on them. The Directors of Pupils Services and parents work together to come to an agreement. Mr. Bradley said he votes “no” because he does not get all information that he needs to know like, the settlement amount and wonders if there could have been another alternative agreement made. Mr. Searfoss said we do not get the cost or student’s name but get the settlement information. Mr. Summers said that he had some questions and spoke to Mrs. Hopkins, Director of Pupil Services, and clearly understands what happened and is comfortable with the decision that was made.

**XX. ADJOURNMENT – 8:37 P.M.**

Respectfully submitted,

Patricia L. Rosado,  
Board Secretary