

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

REGULAR MEETING – December 15, 2014

Carl T. Secor Administration Center – Board Room

7:00 p.m.

Minutes

- I. President, William Searfoss called the meeting to order at 7:07 p.m. and led those present in the Pledge of Allegiance. Board Secretary, Patricia Rosado called the roll.

Board Members present: Ronald Bradley, Robert Cooke, Eileen Featherman, Robert Gress, Roy Horton, Robert Huffman (was sworn in and took office at 7:37 P.M.), Marjorie James, William Searfoss and Gary Summers.

Student School Board Representatives present: Maya Henry and Nadia Hussein.

- II. **School personnel present:** Michelle Arnold, Jeff Bader, David A. Baker, Brian Borosh, Anthony Calderone, Maria Casciotta, Robert Dilliplane, Irene Duggins, Larry Dymond, Dan Eppley, David Evans, Eric Forsyth, Lynda Hopkins, Erin Hubert, Sharon Laverdure, Phil Lazowski, Thomas Lesniewski, Irene Livingston, Kristin Lord, Tom McIntyre, Frederick Mill, Kathy Parrish, Heather A. Piperato, Patricia Rosado, Kim Stevens, Bob Sutjak, Bill Vitulli, Lisa Vitulli and Steve Zall. Thomas Dirvonas, Solicitor.

- III. **Community members present:** Audrey Bailey-Hocker, Wayne Bolt, Abby Henry, Diane Hinson, Frank Johnson, Randy Litts, Andi McClanahan, Suzanne Porter, Diane Smith, John Smith and David Williams.

Other: Honorable Judge Jonathan Mark

IV. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the minutes for the meeting of November 17, 2014, (pages 1-23). Motion was seconded by Eileen Featherman and passed 7-0-1 abstention. Gary Summers abstained.

V. **APPROVAL OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve this agenda for December 15, 2014, (pages 1-16), 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 Marjorie James and carried unanimously, 8-0.

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

VII. **ANNOUNCEMENTS BY THE BOARD**

None

VIII. **PUBLIC PARTICIPATION -- FOR SCHOOL BOARD MEMBER CANDIDANCY APPOINTMENT ONLY**

- A. Mrs. Diane Hinson, who lives in the Bushkill area and has a daughter in the ESASD, was told about the School Board member position being available. Being the individual that she is, she has support from community members

and parents from the Lehman Township; therefore, she decided to become a candidate. She said the community wants some representation because a lot of them commute to New York City. She knows Mr. Horton is a Lehman Township Representative but does not know how active he is. She is willing to learn, train and find out what needs to be done especially with the budget. When you have a multi-cultural school district, she feels she can represent the Lehman area. If she is not chosen, she will continue to support the principal, teachers and do what she is supposed to do for the students and community. Mr. Bradley asked aside from having a student in the district and being active what else can she do for the district. Mrs. Hinson said there are many things she can do but right now she is on the Comprehensive Planning Committee where she brings a lot to the table. She will do everything she can to bring the ideas and opinions from the Bushkill and Lehman area. Many would like to come to the meetings but they cannot make it due to their work schedules. Students are the priority and we need to work with them now before it is too late. Like the saying goes "It takes a village to raise a child". She can step in for parents who are not around to assist their students. She has all background checks since she assists with afterschool tutoring. She has received a lot of feedback from parents because of the work she has done. She is willing to help the students in any way she can.

- B. Ms. Andi McClanahan explained why she would like to be on the Board. She said she is a Professor of Communications Study at East Stroudsburg University for the past 12 years, though she has taught over 17 years. Every summer she teaches high school students in a summer program. She has not attended a School Board meeting because she is a new resident for the past two years. She was serving as Department Chairperson but has stepped down; therefore, can now have more time to devote to her community. In this temporary appointment, she believes she can serve the school district through her understanding of budgets, curriculum and assessments. She recognizes that the district is facing quite a conundrum regarding funding and making tough decisions. As a taxpayer, she appreciates the need to stabilize taxes. Along with her ability to analyze budgets, as a teacher, she understands the curriculum and assessment; therefore, knows the district is in the process of implementing PA Core. In order to make this transition and implementation successful, we need to bridge the gap between what is mandated and the district's mission statement. You may be wondering why there is a gap. She knows that teachers do not enter education to test students but to foster and inspire them to make education and preparation for college even stronger. Her prospective will be valuable as they transition into PA Core. She asked for their consideration. Mr. Bradley asked what would be the first thing that will need to be taken care regarding core standards and what will she do to elevate them. Mrs. McClanahan said that the first step would be to offer professional development for teachers in order to help them with the implementation.
- C. Ms. Suzanne Porter, longtime taxpayer and health care advocate, believes she can help with healthcare funding and help bring down the costs without destroying what we have. We can step down a little and get a lot accomplished. Pharmaceutical coverage can also be explored by going down one level cheaper. She knows this is a very heavy budgeted item for the school district. She has worked with healthcare over 20 years from the medical and social end of it. She has also dealt with budgets and has needed clearances due to HIPPA regulations. She asked the Board to be considered.
- D. Mr. John Smith would like to be considered for the School Board. He said that he is a 1977 graduate from Rutgers University. He is a retired Middle School teacher from New Jersey, a team leader and a curriculum manager. He taught math and social studies. He is also a Vietnam Air Force Veteran. He worked in General Motors and had his own company, Smith Associates Auto Insurance and Accounting Services for over 15 years. He can bring knowledge of educational practices and for practical business. He cares about children and has two grandchildren in the district. He cares about the taxes and wants to keep them reasonable. He said we also should want to protect our children and make sure they get the best education that they can. He heard that for the past two years, the tax base has been constant and would like to be considered for the School Board position. Mr. Bradley asked what ideas can he bring about education and how can special needs children be helped. Mr. Smith said that for special needs children we need specific training and must know how to deal with them. They must be taught from the heart. All children are not always identified but you need to relate to the children. The right people need to be chosen who want the best for the children. Mr. Bradley asked what help can be given to the students who are below standards. Mr. Smith said parents need to get involved and additional help needs to be provided to them. First the child's need must be identified because all children are different and learn differently. It takes time but if you are not teaching from the heart, you are in the wrong business.
- E. Mr. Robert Huffman said he was born and raised in the Marshalls Creek area and attended high school in the ESASD. His four children also attended school in the ESASD. He was on the ESASD Board for 16 years and was the Board secretary for 10 or 11 years. He was also part of MCTI Board for 16 years as well as their treasurer for 16 years. He was appointed to the Board twice to fill vacant positions. He saw that there was a position on the School Board available and decided to run again. He hopes they appreciate his past performance and would consider him again. He was interviewed previously about two weeks ago.

- F. Mr. Searfoss said that at a Special Board Meeting, Mr. Smith and Mr. Huffman attended and were interviewed after they presented their qualifications to the Board.
- G. Mr. Horton said that it is important that all candidates know that this is a hard and unpaid job with long hours. If they are interested in still being part of the Board, they should run on future elections for School Board Member and not give up if they are not chosen tonight.

IX. SCHOOL BOARD MEMBER APPOINTMENT

Nominations:

Eileen Featherman nominated Robert Huffman to fill the vacancy on the Board. Motion was seconded by Robert Gress. Ronald Bradley nominated John Smith to fill the vacancy on the Board. Motion was seconded by Roy Horton. Gary Summers nominated Diane Hinson to fill the vacancy on the Board. Motion was seconded by Ronald Bradley. Motion was made by Robert Cooke to close the nominations. Motion was seconded by Marjorie James.

ACTION BY THE BOARD:

Motion was made by Robert Gress to appoint Robert Huffman to fill the vacancy on the Board of Education resulting from the resignation of Ryan Stevens, for a term to expire on the date of the December 2015 Reorganization Meeting at which time a permanent replacement will be installed in office as a result of the November 2015 municipal election. Motion was seconded by Eileen Featherman. A roll call vote was taken and passed 5-3. Robert Cooke, Eileen Featherman, Robert Gress, Marjorie James and William Searfoss voted yes. Ronald Bradley, Roy Horton and Gary Summers voted no.

X. SCHOOL BOARD MEMBER TO BE SWORN INTO OFFICE: Honorable Judge Jonathan Mark Board Member sworn in – Robert Huffman.

XI. SUPERINTENDENT'S REPORT

- A. Mr. Gary Summers said that at the Monroe Career & Technical Institute (MCTI), they continue to negotiate with the professional staff and support staff. Discussions continue with the feasibility about converting MCTI into a full day comprehensive school. They have now formed a taskforce, which he is part of, to focus on the reality of this project and will discuss the cost and all other issues. The taskforce group will be going to Delaware Valley Vocational Technical Institute to see how they operate their facilities. Mr. Gress said that Gary Summers was elected MCTI JOC Vice Chairperson and Jacquelyn Leonard of the Pocono Mountain School District is Chairperson. The ESASD was recognized for sending a fifth grade class from East Stroudsburg Elementary School. The kids wrote a letter to the teachers at MCTI thanking them for the class trip. The only other concern is with the waterline issue. They are not sure about the funding. There is money budgeted but costs are coming in higher. Mr. Cooke asked if the final decision that was made was to connect into the current waterline. Mr. Summers said this was decided at an earlier time.
- B. Ms. Eileen Featherman said she was not able to attend the Colonial IU 20 meeting due to having to attend a negotiations meeting at the ESASD but IU 20 is having problems with finalizing their contract. They continue to work on it.
- C. Mr. Robert Cooke said that there was no Property/Facilities Committee meeting in December. On January 8th, at 5:30 p.m., the committee will be meeting to reorganize for the year. The meeting will be held at the training room/cafeateria at the Administration Center.
- D. Mr. Robert Gress said that there was no Finance Committee meeting in December. There will be a meeting in January. Mr. Bader will present a budget update tonight. We are looking, once again, for a zero percent tax increase. There may even be a slight decrease due to funding issues. We need to continue reaching out to our Legislators and Senators for fair funding. We are going to be short about 9 million dollars due to reassessments, open space, etc. The difference between revenues and expenditures are as a result of these issues. The next Finance Committee meeting will be on Monday, January 12th.
- E. Mr. Roy Horton said there was no Policy Review Committee meeting in December. The Board will need to vote on several policies that are going for final reading. One policy which did not have a first reading is #806 – Child/Student Abuse because due to the law update, we need to be in compliance. The meeting dates will be on the same date of the Regular School Board meeting. Mrs. Laverdure said they cannot meet in January due to the

Board Recognition month program. Mr. Forsyth said they can wait to meet until February. Mr. Horton suggested meeting at 4 p.m. Mr. Searfoss said that he cannot meet at that time. Mr. Horton suggested Tuesday but they will not be able to put any first reads on the agenda. Tuesday, January 20th was suggested but Mr. Horton cannot make it. Mr. Horton suggested 4 p.m. on January 26th and meet with two committee members, Mrs. James and himself. Mr. Horton said moving forward they can meet at 5 p.m. on the Regular School Board meeting dates.

F. Student Board Representatives

Miss Maya Henry, Senior at High School North, said that winter sports started and DECA completed their competition. Many students competed and did well. Some students will go to the State Competition. Students are preparing to take the Keystone Exams. There will be a 2015 Red Out Day on behalf of the Sad Club and Health and Wellness Committee. Mittens for Munchkins Drive will be to help the Bushkill Outreach Drive by collecting coats, hats and scarves.

Miss Nadia Hussein, Sophomore at H.S. South, said there have been a lot of events like the DECA Minithon which raised over \$12,000 towards childhood cancer research. The National Honor Society held a food, clothing and Toys for Tots drive for the holiday season. The first Dress Down Day successfully raised over \$400 for the Salvation Army. Another fundraiser will be held to help a family from High School South. Also coming up is the monthly Positive Behavior Support lesson held by the United Nations Aspire Club for mental health issues. It will be a busy week or so before the winter break.

- G. Mrs. Heather Piperato, J. T. Lambert Intermediate Principal, said that the Student Ambassador group, under the direction of Ms. Livingston, Assistant Principal, decided to participate in a recycling project. The students contacted Monroe County Waste Management who provided the students with recycling bins. Students painted and decorated the bins and wrote letters to community organizations to see if they would consider receiving a recycling bin to make the public aware of recycling. PBS Communities that Care reached out to them regarding a grant. Students wrote essays and only five schools were chosen and J. T. Lambert Intermediate School was one of them. The students received a \$500 prize. The students were going to present their project but were snowed out on that date. They did, however, present their project to the J. T. Lambert faculty. Mrs. Laverdure congratulated Ms. Livingston and the students on their work and accomplishments with this project.

H. School Performance Profile Reports

J.T. Lambert Intermediate School

Mrs. Piperato said she was asked to take her School Performance Profile scores and present positive indicators, indicators of concern and the action plan. Her Power Point included percentage of students scoring Advanced or Proficient on the reading, science and math. In all three areas, students PSSA scores increased. In science the score remained at 100%. In indicators of concern, there was more student growth within the year in math but not in the scores. Writing scores also decreased. The science achievement gap was not achieved. A year's worth of growth in writing and reading decreased. In the Action Plan the number one concern is to implement Power Teaching math techniques in grades 5-8. The action plan for other concerns is to better utilize Study Island, implement Achieve 3000 and CDTs in grades 6-8. They will also implement CDTs to realign the science curriculum to CCS. They now have the tools and technology to maximize personalized instruction for students. They have a period for personalized intervention. They have a 6th grade RTII reading program and 7th and 8th grade Edge program. She, along with Mr. Dilliplane, will have instruction for staff on PVAAS and eMetrics for personalized instructional plans. They will also devise an intervention strategy for 6th grade math students. They provide an enrichment program for gifted students in math, science and humanities. Mrs. James thanked Mrs. Piperato for her presentation and asked for a copy of it. Mr. Cooke asked for an explanation of the acronyms in the presentation. Mrs. Laverdure suggested that Mrs. Piperato send the presentation to the Board secretary in order for it to be forwarded to all Board members. Mr. Gress asked if there is anything that she as well as all principals may need in their budget to help students achieve in all areas. The Finance Committee has said that they will not cut anything. If there is something that the kids need to succeed, it should be brought to the Board. This applies to any level elementary, intermediate or high schools. As chairman of the Finance Committee, they have not agreed to any cuts. They do not want the budgets to increase from last year, but some items may be needed such as for the reading series and other curriculum areas (math science, communications, etc.).

Lehman Intermediate School

Mr. Robert Dilliplane, Principal of Lehman Intermediate School, brought a Power Point presentation which included 14 years of PSSA Performance History which included Annual Yearly Progress (AYP) which Lehman met for seven years in a row. Now they take the Keystone Exam and presented the Performance

History on Algebra I. A student can be advanced on the PSSA exams but fail the Keystone Exam. The topic of discussion is not AYP but the School Performance Profile with Race to the Top performance. He gave a breakdown for math, reading, science and writing, where all percentages increased except in science. They do not want to drop scores but can work on where they have decreased. Their action steps are:

Math – CDT, Compass learning, study island, Power Teaching math, principal’s competition via Study Island and Keystone Algebra I exam prep class

Science – CDT, Study Island

Reading – CDT, Compass Learning, Study Island, Achieve 3000, RTII, reading apprenticeship and answer key to open response

Writing – SLO’s focus on different writing genres.

He would also like to reach out to the community and have Parent Information Sessions to show them what is available in our educational programs. There will be two sessions one at 3:30 p.m. to 4:30 p.m. and 6:00 p.m. to 7:00 p.m. in the auditorium. He believes parents play an important role in education; therefore, he would like to work together with them to help the students achieve.

Mrs. James said that he mentioned that the Keystone Exams and the PSSA Exams are different. How are they different and is one more important than the other. Mr. Dilliplane said that the PSSA tests on multiple areas of mathematics where the Keystone Exams test on just Algebra I. Many students will not take the Keystone Exams just those enrolled in Algebra I classes. I have 13 sections in 8th grade and only 3 sections are taking Algebra. The way I see it is if students take it and fail they have a self-esteem problem; therefore, I would like to prepare them before they take the test. Mrs. James said she likes Mr. Dilliplane’s action steps, especially the principal’s competition. Mr. Dilliplane said he works with his staff and collectively, they come up with different ideas. They need to try different things to get new results. Mrs. Featherman thanked him for his presentation. Mr. Horton asked how long has the Power Teaching in math been in effect. Mr. Dilliplane said he is not sure how long the company has been doing the math program but reading has been around longer. The company spoke about their success rate in math that has been around for about 5 to 6 years. The key behind this is to resist the temptation to help the student when they raise their hands. Mr. Horton said it seems that math is very powerful where they are not just learning but teaching it. Mr. Dilliplane said, in general, the students like the program but they need to insure that all students are involved.

High School North

Mr. Stephen Zall, High School North Principal, presented a Power Point on his continued success plan. His presentation included percentages on students’ proficient and advanced test scores. It also included:

Accomplishments, which included increased proficiency in Biology, a year’s worth of growth in Literature I and improved graduation cohort rate.

Areas of growth, which includes, decreased Algebra I proficiency scores and decreased literature proficiency.

Systemic challenges which included consistent implementation of effective instructional practices, community involvement and implementation of standards.

Mr. Horton asked when Mr. Zall states that students are proficient, does it also mean Advanced. Mr. Zall said that is correct they are Proficient/Advanced.

Action Steps which means what they will do to improve. They will:

- Help teachers to identify strengths/weaknesses of students to help with their Keystone Courses.
- Implement all year long course for Biology I for CP and Basic level students.
- Continue to offer Keystone Preparation Courses/Boot Camps.
- Assess Teacher Effectiveness
- Implement year two of School Wide Positive Behavior Support Program
- Assess/analyze student school data towards making informed decisions
- Increase information and opportunities to support our partnership with student/families in the learning process.

Overall they are focused on learning.

Mr. Horton said that his son and his friends enjoy going to the North campus. The atmosphere of having a good time at school helps with the learning process. From his experience, they love the campus and thanked Mr. Zall for that. He also mentioned that the bi-weekly Connect Ed messages need looking into since it repeats the first half of the message.

Mr. Summers asked how are they communicating with parents whose sophomore students will need to take the exams in order to graduate. Do the parents really understand the difference in the testing/requirements? Mr. Zall asked if Mr. Summers is speaking about the Keystone Exams. He said Mr. Summers brings up a valid point and our work is never done. We have had conversations with the parents and if they have any concerns, they can be brought to him and/or his staff. If students have scheduling issues, they can speak to their guidance counselors. Mr. Zall said they get the messages across through their newsletter and Connect Ed messages.

Mr. Gress asked what do the Student Board Representatives think about the testing. Miss Henry said she took the Keystone Exams and passed all three subjects but it is stressful that it is a graduation requirement. The boot camp and teachers work with students which helps them on their tests. The PSSA Exams were pretty good but are not like the Keystone Exams. The PSSA tests on various areas where the Keystone Exam tests solely on Algebra I. These tests prepare the students for college

Miss Hussein said she took the PSSA exams but not the Keystone Exams yet. She feels that when they are reviewing the information in class the students understand that it has to be done. Teachers also know the importance of it and students know it is a graduation requirement. Students appreciate the extra help that they get.

Mrs. James asked if the boot camps are mandatory and are they well attended. Mr. Zall said that they offer boot camps for all Keystone Exam courses. The afterschool program is not mandatory; however, it is highly encouraged and promoted with those students that are not proficient. Also online resources and tools are accessible to students. Mrs. James asked what percentage of students are coming to the boot camps? Mr. Zall said that at High School North, it varies but Algebra I is highly attended, followed by Biology and lastly the lowest attended is Literature. More students are not meeting Algebra I Proficiency. Both high schools have remediation courses during the day but it depends on the grade level if they are mandatory. The MCTI students have other remediation tools available to them if it does not fit in their schedule.

Mrs. Laverdure thanked Dr. Lesniewski and the Principals for their presentations. More schools will follow in the near future.

- I. Mr. Jeff Bader brought Draft 1 of the 2015-16 Budget Presentation. He said every department has been working on next year's budget. There is always a lot of uncertainty with trying to forecast needs this far in advance. He spoke about the revenues which include funds from Local, State, Federal and other.

The district is heavily dependent on local revenue with real estate tax revenue being the largest component. The tax revenue is dependent on the property assessments in Monroe and Pike Counties. There is a slight increase in Monroe and slight decrease in Pike this year. Since reassessment has not occurred since 1989 in Monroe County and since 1994 in Pike County, homeowners bear a disproportionate share of the property tax burden. Our collection rate has slightly improved over recent years. Mr. Bader spoke about millage rates which are derived from the real estate tax needed. For the purposes of this budget, the assumption is that there is no tax increase and that the amount of tax revenue is similar to what was collected in past years. Because the district resides in two counties the relative millage rates must be balanced based on the relative market values of the property in the two counties. Using the most recent market values from the Tax Equalization Division of DCED there is a modest decrease in the millage rate in both counties.

State revenue makes up 26% of the budget compared to 71% of local revenue. With the changes in the Governor's Office and the opposite party controlling both houses of the Legislature, there is uncertainty over State funding. The big change is from the retirement reimbursement. The PSERS rate will go from 21.40% to 25.84%, which will increase the States retirement reimbursement. He anticipates State Revenues to have a small overall increase.

Federal and other sources of funding are about 2% and include Title I, II, & III grants. Another grant is the KtO Grant which the State must apply to the Federal Government to obtain funds. If the State gets funding, then school districts may apply for funding. Because of this uncertainty, we have not included any anticipated revenue from the KtO grant; however, the expenses from these programs are still included. The biggest reduction in

revenue is the ACCESS funding. A decrease in Federal revenue is expected of about \$151,000. The other fund would be from the sale of fixed assets which is from the school buses. There will be no return or sale next school year. Overall estimated revenues are \$144,101,411.

Expenses include Wages and Benefits, Debt Service and Costs (supplies, books, contracts, special ed, alternative ed services, charter school, etc.) Wage increases are estimated at 1.5 million dollars, benefits increase are estimated at 3.7 million dollars (PSERS rate increase at 25.84% and Health insurance increase of \$300,000). The expenses total \$155,816,352.

Mr. Bader explained how the district spends its money. The money goes for student instruction, direct or indirect instructional support. It also goes to transportation, administrative activities, debt service and maintenance and operations. \$.72 of every dollar go toward direct or indirect instruction of students. Debt service is another \$.13 and Maintenance and operations represents \$.08. Administrative expenses are only about \$.05 of every dollar spent. The revenues minus expenses equal a 9.7 million dollar deficit after including the Board approved allocation of the fund balance for PSERS. In the absence of State funding and tax increase, we have to reduce in expenses. There had been an increase of about 11 million dollars in expenses due to salaries and benefits within the last two years. Non-salary and benefit cost have decreased about \$800,000. That 7 million dollar deficit is driven by structural cost. We can use the fund balance for two more years but this expense does not go away. We may be in a position to raise taxes over index. These numbers are all preliminary and there is a lot of uncertainty to them. We need to know how to meet the 9 million dollar deficit. We will continue to update. According to the Act 1 timeline, the Board will need to pass a preliminary budget or say that they will not exceed the index which they have done for the past two years.

Mr. Horton said that Mr. Bader has stated that the increase in revenue has not been enough. In the past few years, we have come in under budget by a large sum of money. Where are we looking at for the 2014/15 budget? Can we apply this year's surplus to next year's budget? Mr. Bader said it is early to project. Last year we had a 3.3 million dollar surplus and the year before was 15 million dollars. Over the last few years, we have been trying to tighten the budget as much as possible. Some of the surpluses in recent years have been due to unanticipated increases in delinquent taxes because of tax appeal settlements and proceeds from bond refinancing. Mr. Bader anticipates that the 2014/15 budget will end up much closer to anticipated. We should always aim for a small surplus, because if we end up in a hole it means more cuts or a tax increase. We have placed extra money in capital reserve without having to borrow money. Mr. Horton asked if Mr. Bader still foresees a surplus. Mr. Bader said that he hopes to see a surplus.

Mr. Summers thanked Mr. Bader for a thorough budget presentation. We have six months to continue working on all the figures in the budget. Right now we project an 11 million dollar gap between the revenue and expenses. On the budget that the Board approved that we are currently working with, there was a gap of about 8 million dollars and before this budget there was a gap of about 5 million dollars. We were able to end up with a surplus. We should look at how we are trending probably in January. The gap between the revenue and expenses is getting bigger every year. This year the gap is over 11 million dollars. We are fortunate that we have a reserve, but we will need to spend it or dip into it. As the gaps get bigger, the money will go away; therefore, we will probably need to raise taxes. If we were to look at a budget that was 10 million dollars in deficit, and we raise taxes at the index, it would only give us about 4 million dollars. This means that we still need about 6 million dollars. We will need to do things that we don't want to do. We cannot count on Harrisburg; therefore, it will become increasingly difficult. We are fortunate that we have a reserve but when we start spending it, it will be spent quickly. Mr. Bader said that our colleagues have lived this scenario for the past couple of years and spent down their reserve; therefore, they now face significant tax increase or cuts.

Mr. Gress said that the assessment issue is a problem. We are losing about 10 million dollars a year in real estate taxes. If we had reassessment, we would not have the deficit. Middle Smithfield and Smithfield are giving land to the State through Open Space so we don't know how much this will cost us in property taxes. The Representatives promised us tax relief. If they don't get us money, they should resign. Pleasant Valley gets 9 million dollars more than us. The Representatives had their State funding meeting and it was a waste of time. They think because we have a fund balance we are fine. The community needs to reach out to their Representatives in order for them to do what they said they were going to do about the funding and taxes. It is wrong that they are not reassessing properties. Tax appeals are also coming in. There has been some increase with businesses but we are never going to get back the money that we lost. Some say that we are getting more money but it is for the PSERS expense. If we deduct the money for PSERS, we are actually getting less. We should say we are increasing taxes even though we are going to spend the fund balance down. He thanked Mr. Bader for his presentation and knows we will continue to work on the budget and bring expenses down.

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

A. Mr. Horton asked if there is any conflict with having an employee serve as a treasurer. Mr. Dirvonas said there is no conflict and often an employee is the treasurer.

XIII. PERSONNEL ITEMS

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

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the uncompensated leave of absence in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Roy Horton and carried unanimously, 9-0.

Name	Position Held
a. Wood, Dorothy	Bus Driver - Transportation Effective Date: April 11, 2014 Length of Leave now through: January 5, 2015

(Request received)

B. Support Staff

ACTION BY THE BOARD:

Motion was made by Marjorie James to approve the resignations, reassignments, leaves of absence, appointments, salary change and workday hour change 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, 9-0.

1. Resignations

Name	Position Held
a. Deacon, Sandra	Cafeteria Aide – Lehman Intermediate Effective Date: November 25, 2014
b. Graceffa, Tammy	Bus Driver - Transportation Effective Date: November 13, 2014

(See pages 17-18)

2. Reassignments – Temporary

Name	Appointment
a. Darlington, Harry	From: Custodian (1 st shift) – J. M. Hill Elementary To: Cafeteria Custodian (1 st shift) – High School South Effective Date: June 14, 2013 Now through: January 31, 2015
b. Parton, Matthew	From: Custodian (2 nd shift) – J. M. Hill Elementary To: Custodian (1 st shift) – J. M. Hill Elementary Effective Date: June 14, 2013 Now through: January 31, 2015 Matthew replaces Harry Darlington who was reassigned.

3. **Reassignment**

Name	Position Held
a. Beckworth, Douglas	From: Temporary Student Aide (Step 1) (6.5 hour) - Bushkill Elementary To: Temporary Student Aide (Step 1) (6.5 hour) - Bushkill Elementary Effective Date: December 10, 2014 through the end of the last student day of the 2014-2015 school year only. This new position is funded by an unfilled previously budgeted position.

4. **Leave of Absence (Date Change) - In accordance with School Board Policy #535**

Name	Position Held
a. Connors, Patricia	Paraprofessional - High School South Effective Date: September 24, 2014 Length of Leave now through: December 1, 2014

(Request received)

5. **Leave of Absence (Date Change) - In accordance with School Board Policy #535 and Childrearing**

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

(Request received)

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

Name	Position Held
a. Barnes, Joyce	Secretary – High School South Effective Date: December 9, 2014 Length of Leave: January 26, 2015
b. Kofel, John	Custodian (1 st shift) – J. T. Lambert Intermediate Effective Date: December 16, 2014 Length of Leave: January 23, 2015
c. Prothro, Clotelda	Custodian (1 st shift) – High School North Effective Date: December 9, 2014 Length of Leave: January 20, 2015
d. Rosado, Lorena	Student Aide - Middle Smithfield Elementary Effective Date: November 17, 2014 Length of Leave: February 2, 2015
e. Transue, Scott	Custodian (1 st shift) – High School North Effective Date: November 10, 2014 Length of Leave: December 5, 2014

- f. Wade, Jessica Secretary (BOP) - Administrative Services
 Effective Date: December 31, 2014
 Length of Leave: June 30, 2015
 This is an intermittent leave.

(Applications for Leaves of Absence received)

7. Appointment (Date Change) - Long Term Substitute

- | Name | Appointment |
|----------------------|--|
| a. Konawalik, Leanne | Secretary - J. M. Hill Elementary (LTS)
Effective Date: June 5, 2014
Now Through: the end of the workday on June 5, 2015
Leanne replaces Jessie Lohman who is on a leave. |

8. Appointment - Long Term Substitute

- | Name | Appointment |
|-------------------|--|
| a. Zayas, Santana | Cafeteria Worker (part-time, 4 hour) (Step 1) - East Stroudsburg Elementary (LTS)
Hourly Rate: \$12.42
Effective Date: November 17, 2014
Through: the end of the last student day of the 2014-2015 school year only.
Santana replaces Nina Cawley who is on workers' compensation. |

9. Appointments - Temporary

- | Name | Appointment |
|--------------------|---|
| a. Baker, Monae | Temporary Student Aide (Step 1) (7 hour) - Lehman Intermediate
Hourly Rate: \$12.46
Effective Date: December 8, 2014 through the last student day of the 2014-2015 school year only.
This new position is funded by an unfilled previously budgeted position. |
| b. Clarke, Lisa | Temporary Paraprofessional (Special Education) (Step 1) - J. M. Hill Elementary
Hourly Rate: \$15.72
Effective Date: December 8, 2014 through the last teacher day of the 2014-2015 school year only.
This new position is funded by an unfilled previously budgeted position. |
| c. Kareem, Monique | Temporary Student Aide (Step 1) (6.5 hour) - Bushkill Elementary
Hourly Rate: \$12.46
Effective Date: December 10, 2014 through the last student day of the 2014-2015 school year only.
Monique replaces Douglas Beckworth who was reassigned. |

10. Salary Change

	Last Name	First Name	Position	Location	From:	To:	Effective:
a.	Durco	Jay	Bus Driver	Transportation	\$15.14	\$15.49	7/1/14

11. Temporary Workday Hour Change

	Last Name	First Name	Position	Location	From:	To:	Effective:
a.	Spiotta	Anthony	Bus Driver	Transportation	6 hour	7 hour	10/15/14 through the last 2014-2015 student day. At the conclusion of this temporary 7 hour change, Anthony will return to a 6 hour bus driver.

12. Substitute Appointments

	Name	Position(s)
a.	Albornoz, Doris	Cafeteria Aide
b.	Clarke, Thomas	Custodian, Maintenance
c.	Gardner, Jessica	Cafeteria Aide, Cafeteria Worker, Paraprofessional, Secretary, Student Aide
d.	Garrity, Terri	Student Aide
e.	Grimaldi, Nicole	Paraprofessional, Student Aide
f.	Hon, Terri	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Student Aide
g.	Klein, Deann	Cafeteria Aide, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide
h.	Kluz, Diana	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Secretary, Paraprofessional, Student Aide, Study Hall Monitor
i.	Mack, Victoria	Bus Driver
j.	Mertz, Amanda	Health Room Assistant Nurse
k.	Ng, Miriam	Custodian
l.	Pollack, Victor	Bus Driver
m.	VanEtten, Kim	Bus Driver

C. School Police Officers – Second Stipends

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve payment of Second (a) Stipends for the designated School Police Officers payable the last pay date in December 2014 in accordance with the current School Police Officer Compensation Plan. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

	Last Name	First Name	Position	2014-2015 Second (a) Stipend
1.	Cullen	Thomas	School Police Officer (12 month)	\$2,500.00
2.	Fehrle	Richard	School Police Officer (12 month)	\$2,500.00
3.	Gangaware	Adam	School Police Officer (12 month)	\$2,500.00
4.	Piccirilli	Terre	School Police Officer (12 month)	\$2,500.00
5.	Sutter	Robert	School Police Officer (12 month)	\$2,500.00

D. Professional Staff

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the leaves of absence, appointment and salary change to the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

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

- | Name | Position Held |
|---------------------|--|
| a. Oh, Judy | Special Education teacher - Middle Smithfield Elementary
Effective Date: September 22, 2014
Length of Leave now through: January 4, 2015 |
| b. Peterson, Hilary | Special Education teacher - Middle Smithfield Elementary
Effective Date: September 30, 2014
Length of Leave now through: January 8, 2015 |

(Requests received)

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

- | Name | Position Held |
|------------------------|---|
| a. Betancourt, Tina | Special Education teacher - High School South
Effective date: January 5, 2015
Length of Leave: thirty work days |
| b. Matulevich, Loriann | Guidance Counselor - Bushkill Elementary
Effective date: March 30, 2015
Length of Leave: last teacher workday of the 2014-2015 school year. |
| c. Montes, Mary Lou | Special Education teacher - High School South
Effective date: December 19, 2014
Length of Leave: January 23, 2015 |

(Requests received)

3. **Appointment - Long Term Substitute**

- | Name | Appointment |
|--------------------|--|
| a. Pachuta, Angela | Grade 5 teacher - J. M. Hill Elementary (LTS)
Salary: \$41,599.00, prorated (Step 1 Column 1)
Effective Date: December 8, 2014
Through: the last teacher workday of the 2014-2015 school year only.
Angela replaces Jennifer Husson. |

(See page 19)

4. **Salary Change**

	Last Name	First Name	From:	To:	Effective
a.	Seeman	Deziree	\$50,196 (Step 5 Column 8)	\$50,737 (Step 5 Column 9)	8/25/14

5. **Substitutes**

- | Name | Certification |
|----------------------|---------------------------------|
| a. Favini, Johnathan | Emergency Permit |
| b. Grimaldi, Nicole | Emergency Permit |
| c. Klatt, Carol | Emergency Permit |
| d. Mertz, Amanda | School Nurse (Emergency Permit) |
| e. Schaller, Linda | Music |

E. Salary Changes

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the following salary changes according to the 2014-2016 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. All salaries are *prorated* and effective December 31, 2014. Motion was seconded by Roy Horton and carried unanimously, 9-0.

	Name	From:	To:
a.	Bakner, Paul	(\$65,105) Step 12, Column 7	(\$65,620) Step 12, Column 8
b.	Bowen, Karleigh	(\$48,676) Step 6, Column 6	(\$49,681) Step 6, Column 7
c.	Burns, Holly	(\$69,241) Step 13, Column 6	(\$70,246) Step 13, Column 7
d.	Dickerson, Stacy	(\$68,803) Step 14, Column 5	(\$69,241) Step 14, Column 6
e.	Dolph, Tyler	(\$42,630) Step 3, Column 1	(\$43,505) Step 3, Column 3
f.	Frick, Samantha	(\$50,737) Step 5, Column 9	(\$51,304) Step 5, Column 10
g.	Goida, Christine	(\$47,801) Step 4, Column 4	(\$49,681) Step 4, Column 7
h.	Hazen, Rachel	(\$73,079) Step 14, Column 12	(\$73,723) Step 14, Column 13
i.	Kean, Ashley	(\$46,339) Step 3, Column 8	(\$46,880) Step 3, Column 9
j.	Mochan, Karen	(\$72,461) Step 15, Column 11	(\$73,079) Step 15, Column 12
k.	Neyhart, Mary Louise	(\$57,163) Step 8, Column 9	(\$57,730) Step 8, Column 10
l.	Pawlowski, Walter	(\$56,107) Step 8, Column 7	(\$56,622) Step 8, Column 8
m.	Polmounter, Amy	(\$57,730) Step 7, Column 10	(\$58,322) Step 7, Column 11
n.	Reichl, Jeffrey	(\$68,582) Step 10, Column 13	(\$69,947) Step 10, Column 15
o.	Siptroth, Michelle	(\$67,938) Step 12, Column 12	(\$68,582) Step 12, Column 13
p.	Stein, Linda	(\$68,582) Step 11, Column 13	(\$69,252) Step 11, Column 14
q.	Strazzeri, Catherine	(\$41,599) Step 1, Column 1	(\$42,037) Step 1, Column 2
r.	Suarez, Matthew	(\$48,239) Step 5, Column 5	(\$49,681) Step 5, Column 7
s.	Wescott, Nicole	(\$42,037) Step 1, Column 2	(\$42,475) Step 1, Column 3
t.	Ziegler, Jillian	(\$45,824) Step 3, Column 7	(\$46,339) Step 3, Column 8
u.	Zisa, Jessica	(\$65,105) Step 11, Column 7	(\$65,620) Step 11, Column 8

F. Keystone Tutor for the 2014-2015 School Year

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the appointment in accordance with approved applicable policies and procedures. This after-school tutorial teaching position at the High School North is fully funded through the Ready to Learn Grant. The maximum combined hours for all Keystone tutors at the High School North is 25 hours. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

1. Keystone Tutor for the 2014-2015 School Year

	Last Name	First Name	Position	Building	Rate
a.	McCombs	Tamara	Keystone Biology	High School North	\$23.46/per hour (not to exceed 25 total hours for all tutors)

G. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the 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, 9-0.

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

	Last Name	First Name	Position	Building	Rate
a.	English	Elizabeth	Mentor for Sarah Fister (effective 11/10/14 for 45 workdays)	Bushkill Elementary	\$612.06 (prorated)
b.	Roberts	Tammy	Volunteer Student Newsletter Advisor	East Stroudsburg Elementary	not applicable
c.	Marshall	Stephanie	Drama Club Co-Advisor (effective 10/28/14)	J. M. Hill Elementary	\$1,090.49 (prorated)
d.	Ammerman	Stacie	Mentor for Cassandra Moyer (effective 10/14/14)	J. M. Hill Elementary	\$612.06 (prorated)
e.	Gurry	Erin	Mentor for Angela Pachuta (effective 12/8/14)	J. M. Hill Elementary	\$612.06 (prorated)
f.	Milenkovic	Patricia	Mentor for Lindsay Webb (effective 9/2/14)	J. M. Hill Elementary	\$612.06 (prorated)
g.	Hogan	Karin	Tech and Design Club Co-Advisor (effective 10/28/14)	J. M. Hill Elementary	\$1,090.49 (prorated)
h.	Madas	John	Assistant Co-Director of School Productions	J. T. Lambert Intermediate	\$1,418.96 (prorated)
i.	Bickel	Jessica	Director of School Productions	J. T. Lambert Intermediate	\$2,021.84
j.	McKeithan	Nelson	Girls' Basketball Assistant Coach	Lehman Intermediate	\$2,069.78
k.	Fekula	Nathan	Intramural Science Olympiad Advisor	Lehman Intermediate	\$23.46/hour (48 hour maximum)
l.	Watson	Mark	Intramural Volleyball Advisor	Lehman Intermediate	\$23.46/hour (24 hour maximum)
m.	Krupski	David	Intramural Boys Track & Field Advisor	High School North	\$23.46/hour (24 hour maximum)
n.	Leap	Jason	Intramural Girls' Track & Field Advisor	High School North	\$23.46/hour (24 hour maximum)
o.	Hogan	Mathew	Volunteer Wrestling Coach	High School North	not applicable
p.	Stalker	Michael	Volunteer Wrestling Coach	High School North	not applicable
q.	Ruhl	Jessica	Cheerleading Head Coach (fall) (effective 9/23/14)	High School South	\$2,324.81 (prorated) (plus \$250.00, prorated, longevity stipend)
	Trump	Brianne	Cheerleading Varsity Assistant Coach (winter)	High School South	\$1,259.82
r.	Krammes	Barry	Intramural Boys Track & Field Advisor	High School South	\$23.46/hour (24 hour maximum)
s.	Finelli, Jr.	John	Intramural Girls Track & Field Co-Advisor	High School South	\$23.46/hour (12 hour maximum)
t.	Mason-Caiazzo	Laura	Intramural Girls Track & Field Co-Advisor	High School South	\$23.46/hour (12 hour maximum)
u.	Musa	Nicholas	Volunteer Wrestling Coach	High School South	not applicable
v.	Hubbard	Jeremy	Wrestling Varsity Assistant Coach	High School South	\$4,102.84

H. Professional Staff – Dean of Students

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve Joshua Fuller, Science teacher assigned to the High School North, as Dean of Students under the direction of Mr. Stephen Zall, Principal of the High School North. This temporary assignment will be effective the second semester of the 2014-2015 school year only. Mr. Fuller will return to his Science teaching position at the conclusion of this temporary assignment. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

I. Professional Staff – Dean of Students (Extend)

ACTION BY THE BOARD:

Motion was made by Marjorie James to approve Kristin Lord, English teacher assigned to the High School South, as Dean of Students under the direction of Mr. Michael Catrillo, Principal of the High School South. This temporary assignment was effective August 25, 2014 and will now continue through the end of the second semester of the 2014-2015 school year only. Ms. Lord will return to her English teaching position at the conclusion of this temporary assignment. Motion was seconded by Roy Horton and carried unanimously, 9-0.

XIV. 2014-2015 Performance Expectations

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the respective 2014-2015 Performance Expectations as addendums to the employment contracts of Sharon Laverdure and Thomas Lesniewski, in accordance with the requirements of the Public School Code of 1949. Motion was seconded by Marjorie James and carried unanimously, 9-0.

(See pages 20-24)

XV. 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, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Camfel Productions	3-Screen multi-media presentation of Quest for Respect.	\$970.00	H.S. South	3/23/15
2.	D J Productions	Disc Jockey and Photo Booth Services for H.S. North prom	\$1,450.00	Class of 2015 – H.S. North Student Activity Account	5/2/15
3.	IU 20	Emotional Support	Not to Exceed \$6,178.80	Special Ed/District Funds	9/2/14-10/15/14
4.	Keuka College and Southern Tier Counseling (Kevin Murphy)	Professional Development on Psycho-biology of chronic stress, trauma, and the implication these have on cognitive, social and emotional safety.	\$350.00	Professional Development	1/20/15
5.	Reed, Nancy & Spencer	Celebration of the Arts	\$300.00	Resica Elementary	5/15/15
6.	Sizzling Sounds Entertainment Company, LLC (Frank Polito)	Disc Jockey Services for H.S. South prom.	\$1,100.00	Class of 2015 – H.S. South Student Activity Account	5/9/15

(See pages 25-34)

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 Marjorie James and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	EduLink, Inc. (Reed Harkinson)	Electronic teacher evaluation portal to be used by ESASD to manage the teacher evaluation process for its teachers and supervisors.	\$19,868.00 (revised) Total includes \$9,934 which was Board approved on July 21, 2014.	Race to the Top Grant & Curriculum Dept.	7/1/14-6/30/16
2.	Stokesay Castle	Catering Services for H.S. South prom	\$16,800 (estimate)	Class of 2016 – H.S. South Student Activity Account	5/28/16

(See pages 35-37)

XVI. STUDENT ITEMS

A. Overnight Field Trip

ACTION BY THE BOARD:

Motion was made by Eileen Featherman 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 Marjorie James and carried unanimously, 9-0.

	Name	Activity	Location	Dates
1.	Peters, Karen (# 5564)	H.S. South DECA Students to a competition.	Hershey, PA	2/23/15-2/26/15

(See page 38)

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, 9-0.

	Name	Activity	Location	Dates
1.	Bakner, Paul	H.S. North and H.S. South students to the Annual PMEA District Band Festival	Exeter, PA	1/7/15
2.	Follis, Laura (# 5560)	Middle Smithfield Elementary Students to Adventure Aquarium	Camden, NJ	5/19/15
3.	Schnatter, Dawn	H.S. North students to Jingle Bell Run	Metuchen, NJ	12/7/14

(See pages 39-41)

C. 2014-2015 School Calendar – Revised

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the revised 2014-2015 school calendar as presented with changes highlighted, and to authorize the administration to request a waiver under Section 2523 of the Pennsylvania School Code and the Policy of the Department of Education for Friday, September 19, 2014, due to the State Police manhunt affecting the district's closure. Motion was seconded by Roy Horton and passed 8-1. Robert Gress voted no.

(See page 42)

XVII. OLD AND NEW BUSINESS

None

XVIII. REQUEST TO ESTABLISH A SPECIAL ACTIVITY

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the request to establish a special activity fund for the East Stroudsburg South Chess Team. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

(See page 43)

XIX. BOARD POLICIES

1.

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 Gary Summers and passed 8-1. Robert Gress voted no.

- | | | |
|-----------------------------------|---|--|
| Policy #815.1 & 8.15.1 Attachment | – | Website Development Policy |
| Policy #816.1 | – | Cloud Computing |
| Policy # 816.2 | – | Privacy & Security of Student Electronic & Web Authoring |
| Consent Form Policy #826 | – | Audio & Video Recording |
| Digital Information Policy #908 | – | Relations with Parents/Guardians |
| Policy #913 | – | Relations with Special Interest Groups |
| Policy #917 | – | Parent /Family Involvement |
| Policy #918 | – | Title I Parent Involvement, Title I Parent Involvement Plan & Home /School Involvement Compact |

(See pages 44-88)

2.

ACTION BY THE BOARD:

Motion was made by Roy Horton 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 #806 – Child Abuse at this meeting. Motion was seconded by Gary Summers and passed 8-1. Robert Gress voted no.

3.

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Board Policy #806 – Child Abuse, as amended, for use in the East Stroudsburg Area School District. Motion was seconded by Gary Summers and carried unanimously, 9-0.

(See pages 89-97)

XX. SUPPLEMENTAL MATERIAL

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the following supplemental material for use in the East Stroudsburg Area School District intermediate schools. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

Title	Author/Publisher	Copyright Date	Grade Level
Common Core Performance Coach	Triumph Learning	2015	Secondary

XXI. PROGRAM OF STUDIES

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Program of Studies for the 2015-2016 school year. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 98-110)

XXII. 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 January 29, 2015 (half day) – January 30, 2015 in the approximate amount of \$70 (mileage and half of the hotel expense will be paid by PASA). Motion was seconded by Robert Cooke and carried unanimously, 9-0.

XXIII. SHELTER AGREEMENT

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the American Red Cross shelter agreement in substantially the same format as presented in accordance with the provisions of Policy 805 and subject to final review and modification by our Solicitor. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 111-114)

XXIV. FISCAL ITEMS

A. Bids

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve seeking bids for Athletic, Custodial, Family and Consumer Science, Medical/Dental, Science, and Tech Ed supplies and for catalog discounts for the 2015-16 fiscal year. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

B. Fieldturf

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve Pay Application #3 in the amount of \$7,933.97 and Pay Application #4 in the amount of \$73,615.63 from Fieldturf for the HSN Track project. Motion was seconded by Robert Gress and carried unanimously, 9-0.

(See pages 115-118)

Mr. Gress said, for the record, he would like to clarify that he as well as all Board members are here for all students whether North or South. He is tired about what people say that just because some Board members do not live in the North that they are not here for those students. He as well as other Board members have always wanted to get the new track for the North Campus. Past Board members as well as current Board members initiated this stadium /track and field project years ago but the legislators said they would get us gaming funds. We obtained money for the bleachers and now are working on the track and field. It is not true that certain Board members favor one school over the next because all Board members are here for all students.

C. Kobalt Construction

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve Pay Application #2 in the amount of \$203,955.75 From Kobalt Construction for the Bushkill concrete project. Motion was seconded Eileen Featherman and carried unanimously, 9-0.

(See pages 119-120)

D. Stadium Solutions

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the revised proposal from Stadium Solutions dated November 25, 2014 for the construction of Visitors' bleachers at the HSN stadium in an amount not to exceed \$186,138. This proposal is being made through the Keystone Purchasing Network (KPN-201401-01) and is a reduction from the previous estimate. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See pages 121-122)

E. IU 20 Joint Purchasing

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve participating in the IU20 Joint purchasing Board's Catalogue Fixed Discount Program for the 2015-16 fiscal year. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

(See pages 123-126)

F. Tire Changing Machine

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the sale of the Transportation Department's Coats HIT-5000 tire changing machine. The tire changing machine has not been used in several years and has been replaced by a newer smaller model. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

G. Modernfold

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the proposal from Modernfold to remove and replace Hydraulic Dock Lifter at J. T. Lambert in the amount of \$17,500, as recommended by the Property and Facilities Committee (November 6, 2014). Motion was seconded by Roy Horton and carried unanimously, 9-0.

(See page 127)

H. Event Admission Pricing

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the event admission pricing at North and South High Schools for the listed events as presented as per Board Policy #904. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See page 128)

I. Deputy Tax Collector

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the appointment of Pamela S. Lavelle as the Deputy Tax Collector serving under elected tax collector Roseann Van Why for the collection of school district real estate taxes for Lehman Township as required by Act 164 of 2014. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

(See page 129)

J. 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 Robert Gress and carried unanimously, 9-0.

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

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility Fees Waived
12/15/14	JMH	1/2/15	4/13/15	FC Pocono	Indoor Soccer Practice	Yes
12/15/14	JTL	1/9/15	3/27/15	FC Pocono	Indoor Soccer Practice	Yes
12/15/14	JTL/HSS (Depending on availability)	1/18/15	7 1/25/15	ESYA*	Wrestling Competitions	Yes
12/15/14	Lehman	2/28/14	2/28/14	Pocono Family YMCA*	Swim Team Meet	Yes

(See page 130-133)

***Personnel fees will be assessed for weekend events.**

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. Camp Invention is requesting a WAIVER OF FACILITY AS WELL AS PERSONNEL FEES for the use of Resica Elementary for their annual summer Science Camp. Camp Invention provides scholarship money to students who are in need. Motion was seconded by Ronald Bradley. A roll call vote was taken and passed 5-4. Ronald Bradley, Eileen Featherman, Roy Horton, William Searfoss and Robert Huffman voted yes. Robert Cooke, Robert Gress, Marjorie James and Gary Summers voted no.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility/ Personnel Fees Waived
12/15/14	Resica	7/6/15	7/10/15	Camp Invention	Science Camp	Yes

(See pages 134-135)

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. Gigi & Company Dance Studio is requesting the use of HS South for their Dance Recital. Gigi & Co. is NOT requesting a waiver; therefore, they will be assessed facility and personnel fees in accordance with Policy #707. Motion was seconded by Robert Cooke and passed 8-1. Robert Gress voted no.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility/ Personnel Fees
12/15/14	H.S. South	6/25/15	6/27/15	Gigi & Co.	Dance Rehearsal/Recital	Yes

(See page 136)

J. 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 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 Eileen Featherman and carried unanimously, 9-0.

1. Budget Transfers - (See pages 137-142)
2. Payment of Bills - (See pages 143-164)
3. Treasurer’s Report - (See pages 165-186)

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

Carl T. Secor Administration Center – Board Room

7:00 P.M.

ADDENDUM A

XIII. PERSONNEL ITEMS

B. Support Staff

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the retirement and termination of the support staff designated, in accordance with the approved applicable policies and contractual agreement. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

13. Retirement

Name	Position Held
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- | | |
|-------------------|---|
| a. Staples, Wanda | Secretary - Smithfield Elementary
Effective Date: at the end of the workday on January 30, 2015. |
|-------------------|---|

(See page 3)

14. Termination

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

- | | |
|-------------------|--|
| a. Taybron, Jerry | Custodian (2 nd shift) - Middle Smithfield Elementary
Effective Date: November 3, 2014
Job Abandonment. |
|-------------------|--|

D. Professional Staff

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the resignation and sabbatical leaves of the professional staff designated, in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Roy Horton and carried unanimously, 9-0.

6. Resignation

Name	Position Held
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- | | |
|--------------------|---|
| a. Shelter, Yvette | Family & Consumer Science teacher - J. T. Lambert and Lehman
Intermediate Schools
Effective Date: at the end of the workday on December 23, 2014. |
|--------------------|---|

(See page 4)

7. Sabbatical Professional Leaves – In accordance with Board Policy #438

Name	Position Held
a. Agolino, Jennifer	Reading Specialist – Bushkill Elementary Effective Date: January 16, 2015 Length of Leave through: end of the second semester of the 2014-2015 school year.
b. Bove, Sheila	Gifted teacher – J. T. Lambert Intermediate Effective Date: August 25, 2014 Length of Leave now through: end of the second semester of the 2014-2015 school year.

(Requests received)

XXV. ELECTION -- MONROE CAREER AND TECHNICAL INSTITUTE JOINT OPERATING COMMITTEE

1.

ACTION BY THE BOARD:

Motion was made by Robert Gress to appoint Robert Huffman to complete the remainder of the term of Roy Horton as a member of the Monroe Career and Technical Institute Joint Operating Committee ending December 2015. Motion was seconded by Roy Horton and carried unanimously, 9-0.

2.

ACTION BY THE BOARD:

Motion was made by Roy Horton to appoint William Searfoss to membership on the Monroe Career and Technical Institute Joint Operating Committee for the term of December 2014 through December 2017. Motion was seconded by Gary Summers and carried unanimously, 9-0.

Present Members: Ryan Stevens.....Current Term Expires December 2014
VacantCurrent Term Expires December 2015
Gary Summers.....Current Term Expires December 2016

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

Carl T. Secor Administration Center – Board Room

7:00 P.M.

ADDENDUM B

XXVI. RESIGNATION OF TREASURER

ACTION BY THE BOARD:

Motion was made by Robert Cooke to accept the resignation of Robert C. Huffman as Treasurer for the District for the balance of the 2014 – 2015 school year. This resignation is required in that Mr. Huffman has been appointed to fill a vacancy on the Board until the December 2015 Reorganization Meeting and is prohibited from serving both as a Board Member and as Treasurer. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

XXVII. APPOINTMENT OF TREASURER

ACTION BY THE BOARD:

Motion was made by Roy Horton to appoint Thomas McIntyre as Treasurer of the District for the balance of the 2014 – 2015 school year, effective immediately, to replace Robert C. Huffman who has resigned. The District shall pay the cost of the required bond. The Treasurer shall serve without compensation, other than mileage and actual expenses. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

XXVIII. ANNOUNCEMENTS/INFORMATION

XXIX. ADJOURNMENT 10:08 P.M.

Respectfully submitted,

Patricia L. Rosado
Board Secretary