

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

REGULAR MEETING – January 29, 2015

Carl T. Secor Administration Center – Board Room

7:00 p.m.

Minutes

- I. President, William Searfoss called the meeting to order at 7:13p.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, Marjorie James, William Searfoss and Gary Summers.

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

- II. **School personnel present:** Michelle Arnold, Jeffrey Bader, David A. Baker, Meghan Baron, Brian Borosh, Anthony Calderone, Maria Casciotta, Ann Catrillo, Michael Catrillo, Robert Dilliplane, Irene Duggins, Larry Dymond, Eric Forsyth, Carol Geiges, Diana Govus, Lynda Hopkins, Kathy Kroll, Gail Kulick, Sharon Laverdure, Phil Lazowski, Tom Lesniewski, Diane Litts, Irene C. Livingston, Frederick Mill, Debbie Oliver, Debby Padavano, Jennifer Peruso, Heather A. Piperato, Steven Randall, Patricia Rosado, Paul Schmid, Bob Sutjak, Bill Vitulli and Linda Wisneiski. Christopher Brown, Solicitor.

- III. **Community members present:** Jenny Beard, Claudia Dilliplane, Frank Johnson, Mike Silvoy, Judy Summers, Gary Walck and Sarah Wisneiski.

Other: Edward J. Furman, Auditor – Maillie LLP

IV. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the minutes for the meeting of December 15, 2014, (pages 1-24). Motion was seconded by Roy Horton and carried unanimously, 9-0.

V. **APPROVAL OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve this agenda for January 29, 2015, (pages 1-19), as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

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

VII. **ANNOUNCEMENTS BY THE BOARD**

None

VIII. SUPERINTENDENT'S REPORT

- A. Mr. Summers said that the Monroe Career & Technical Institute JOC meeting was cancelled due to inclement weather.
- B. Ms. Eileen Featherman said she attended the rescheduled Colonial IU 20 meeting last night that was previously cancelled due to inclement weather. They are still negotiating the contract that they thought was originally settled.
- C. Mr. Robert Cooke said that the Property/Facilities Committee meeting was held on January 8th in the Board Room. Some items discussed were as follows:
1. Scheduling of all meetings for the year. They will basically be held on the first Thursday each month except for the two summer months when they don't meet.
 2. Capital Improvements were discussed on the concrete for Lehman Intermediate School and High School South.
 3. A proposal from Otis Elevator Company for the repair of the J. M. Hill Elementary aging elevator.
 4. Myco and Wind Gap electric payments were forwarded for Board approval.
 5. Mr. Borosh spoke about a mini cell site that Verizon would like to pursue at High School South.
 6. They discussed future HVAC work for High School North and Lehman Intermediate.
 7. At the next meeting, they requested an update from the Resica Playground Committee.
 8. Sign survey for High School South campus and as well as the rest of the district.
- D. Mr. Robert Gress said that the Finance Committee met on January 12th. There are several items on tonight's agenda for Board approval. If anyone has questions, they can be answered as they are voted upon. Mr. Bader will present a five year projection tonight which was discussed at the Finance Committee Meeting. They discussed inviting newly elected Senators and Representatives to a legislative meeting at the District. Mr. Bader will discuss the deficit due to inequity in the State Funding Formula, reassessments and other revenue issues that we are facing. One good thing is that Senators Scavello, Baker and Blake are on the Appropriations Committee, so we hope we can get some more funds. Mr. Gress asked the members of the public to call their Representatives and Senators. The district is not looking at raising taxes this year. Tonight the Board will consider for approval not raising taxes above the index. Mrs. Laverdure said that she reached out to see what date is best and can plan to have the Legislative meeting on Saturday morning on March 7th. Mr. Gress thanked the Board, public and staff for their letters, support and kind words on the passing of his mother.
- E. Mr. Roy Horton said that there was no Policy Review Committee Meeting on Monday due to the inclement weather. The Committee will have their next meeting on February 23rd at 4:00 p.m. Mrs. Laverdure said because of the inclement weather the Policy Committee will meet on February 23rd at 4:00 p.m. The Executive Session will be held at 5:00 p.m., Board Recognition at 6:00 p.m. and Regular Board Meeting at 7:00 p.m. Mr. Horton said beginning in March, they will have the Policy Committee Meetings at 5:00 p.m. on the same nights as the Regular School Board Meetings. The dates will be advertised by the Board secretary. Mrs. Laverdure said she would like to make an announcement regarding several policies. Due to a change, adaptation and combination of policies, there are new policies in place of our originally approved policies. Since we neglected to remove the old policies in place, three policies need to be repealed and will be on the website for review. The policies are #226.1 Audio & Video Surveillance, #908.1 Title I and #908.2 Parent Involvement. These policies will require the Board's action at the next Regular School Board meeting.
- F. Miss Nadia Hussein, H.S. South Student Board Representative, said they just started their 2nd semester with new classes. Many students took the Keystone testing and hopefully they did well. They had Casual for a Cause Days for the United Way and a local family in need. Four hundred dollars were raised for each. There is another Casual for a Cause Day scheduled for the American Heart Association. Also, two Seniors were honored as Scholar Athletes for our Region, Brittany Poje for Tennis and Zachary Cole for Football.
- G. Audit Presentation –Fiscal Year June 30, 2014

Mr. Edward J. Furman, Partner of Maillie, LLP, handed out three documents: Audit Presentation, Annual Financial Report and Summary of Financial Information from all of their school district clients.

Mr. Furman explained the audit presentation, which included the audit scope and timing, required communication, review of summarized finance report and prospective issues. Maillie issued an unmodified audit opinion for the Financial Statements and Single Audit. Mr. Furman noted that the new GASB requirement for

recognizing the State's pension liability on the books of the individual school districts will become effective with the June 2015 reporting. The impact will be to dramatically reduce school districts' net positions. Mr. Furman compared the review of the financial report from 2013 to 2014.

The next item he spoke about was the Annual Financial Report. He indicated that on pages 3-5, there is the audit opinion with an unmodified opinion.

On page 6 there is the Management Discussion and Analysis written by the school district sharing any initiatives that happen in the district during the year.

The main financial statement starts on page 13. The first set is government wide. Highlights are in the Asset Section which is about 270 million dollars of cost and accumulated depreciation of about 87 million dollars. Theoretically, we are recording depreciation over the estimate of the useful life of the assets. The district has 2/3 of the life of the assets left over for useful life, which is very positive. The total liabilities add up to about 240 million dollars and the net equity or net position is about 67.8 million dollars with all funds. The auditors had to restate the prior year's figures.

Page 14 includes revenues and expenses. We have depreciation expense of almost 10 million dollars on the expense side. At the far right column, it has accumulated change in that position or surplus of about 10 million dollars for the year.

Page 15 has the second set of financial statements, which includes the Governmental Funds. This is how the district does their budgeting. Under General Funds, the fund balance has 46.1 million dollars at the end of June 2014. This is a drop from 57.5 million dollars from the prior year. The Capital projects fund is showing almost 16.2 million dollars after the transfer from the General Funds.

Page 17 contains Revenue and Expenditures on the Fund Financial Statements. By focusing on the general fund, we see the deficit of revenues over expenditures was about \$900,000 and other financing activity. There is an operating transfer out from the general funds over to capital project fund. The general fund went down 11.4 million dollars after transferring 15 million dollars to the general fund for capital projects.

Page 19 is the Food Services report. It showed a deficit of \$330,000 but after that we still have a net position positive. The district has been able to absorb losses over the last couple of years while keeping a pretty strong balance sheet.

Page 24 footnotes are about 10 pages which explain the different accounting processes that are in place in the school district.

Page 32 has footnotes on cash and investments which include the breakdown of balances that have FDIC coverage and funds that we have with banks which are insured by them. Uninsured are investments in PLIGT.

Page 35 includes the breakdown of capital assets with total gross assets of about 283 million dollars with accumulated depreciation of about 88 million dollars. The net underappreciated value is over 200 million dollars showing a fairly long useful life left.

Debt starts on page 36 for several pages. The key footnote on page 43 is on PSERS and different funding requirements. There was a significant jump on the PSERS contribution besides the wage increases.

Page 45 speaks about retirement benefits.

Page 48 has a summary of adjustments that were required to the opening government-wide assets. It initially started with a net position of 126 million dollars. The district had cumulative 70 million dollars of adjustments which restated the opening of 56 million dollars which is still up by 10 million dollars from the current year. We are about 67 million dollars going into the current fiscal year.

Page 50 is a budget to actual description. Revenues came in about 3.2 million dollars, which is a favorable budget to actual, and expenses came in about 3 million dollars budget-to-actual. Before the transfer, we had a deficit of about \$902,000 but that was budgeting 7 million dollars of the fund balance. The district had favorable budget-to-actual of operations of about 6.2 million dollars for the year. The end of the report relates to federal

funding that we received. They had no findings with that area. The only finding was that the district needs to restate prior government-wide balance sheet.

Mr. Summers asked Mr. Furman to send Mr. Bader an email about the unrestricted fund balance that was about 11.5 million dollars at the end of June 2014 but in the prior year it was 7 million dollars. It went up by 3 million dollars but where did the money come from? Mr. Furman said he brought last year's financials, too. The total fund balance was about 57 million dollars. Mr. Summers said he is more interested in the unrestricted portion. Mr. Furman said we actually committed 31 million dollars but the commitment of the fund balance went down this year but he will send Mr. Bader all the details. Mr. Summers said we did not use any of the money that we had planned to use to fund the budget. He asked Mr. Furman to send the information to Mr. Bader. Mr. Furman said that the third document is an overall summary. They audit about 25 school districts. At the end of the audits, they summarize different results. This report will give our school district some ideas and comparisons. They do not label who is who but ESASD is number 10.

Mr. Bader said that in the previous copy of the Annual Financial Statement that was distributed, there was a typo in one of the footnotes so the Board received a revised copy tonight.

- H. Mr. Bader presented five-year budget projections beginning 2015-2016 through 2020/2021. He began with outlining the district's revenue, which is comprised of Federal, State and Local income. The chart assumes that there is no increase in assessed value and that property taxes do not increase, resulting in no anticipated increases in local revenue. State subsidies for education are also assumed to be level funded over the five year period. Although Governor Wolfe campaigned on providing more funding for public education, the current State budget deficit and the opposition party control of the Legislature, may make it difficult to deliver on that promise. The increase in State funding is assumed to only be the State's required contributions for PSERS and Social Security. The projection for the 2015/16 school year Revenue is 144.1 million dollars and at the 2020/21 year Revenue is projected to be about 150 million dollars which is a 6 million dollar increase.

Mr. Bader also explained the five-year expenditure projections. The two largest components are wages and benefits. Together they represent 70% of expenditures. Mr. Bader included a 3% per year increase for wages. On the benefit side, he included an 8% per year increase in health insurance costs, which represents the District's experience in recent years and is below the national trend. He also included the projected increases in PSERS and Social Security to cover the wage increases. All other benefits are assumed to stay constant over the 5 years.

Mr. Bader also presented a line graph showing the anticipated revenues and expenditures from 2015/16 through 2020/21 on the same graph. The revenues remain relatively flat while expenses are projected to increase exponentially. The anticipated 2015/16 deficit of \$11M is projected to grow to \$34M in 2020/21. Mr. Bader then presented several scenarios for trying to eliminate these deficits by increasing revenues. The first looked at an increase in State funding. The District currently receives approximately \$1,700 per student in Basic Education Funding, which is about one-half of the State-wide average. To bring the District to the State-wide average would require a doubling of our Basic Ed Subsidy. The graph looked at what would happen if the District's Basic Ed subsidy increased from \$13M to \$26M. The result is that this would cover the deficit for the next 2-3 years, but without an increase in State funding, the deficit would return growing to \$21M in 2020/21.

A second scenario was to look at increasing taxes to fund the deficit. It assumed that the District raised taxes to the Index every year using the current 2.6% Index as the assumption. This would generate about 3 million dollars each year. The result would be that the gap between revenues and expenses would narrow, but it would not be eliminated. The deficit would grow from approximately \$9M in 2015/16 to \$16M in 2020/21. Even with an extreme assumption, we cannot tax our way out of this.

Mr. Bader said that the Board has already approved using the Fund Balance allocation for PSERS to help balance the budget. The third scenario presented a look at the impact of doing so on the projected deficits. The PSERS allocation from the Fund Balance represents about 2 million dollars a year. Using the PSERS allocation from the Fund Balance would narrow the deficit for a few years, but would not eliminate it,

The fourth scenario Mr. Bader presented was to look at using all of the District's Fund Balance, currently \$44M. If we use up every dollar of the Fund Balance it would cover the projected deficits for about 2 ½ years until the 2017/18 school year; therefore, the district would still need to fill the deficit with no Fund Balance available.

The District cannot fund its way out of the problem. The only way to tackle the deficit is to reduce the growth in expenditures.

Mr. Gress said that what the Board members want to do is to present this to our legislators. The issues have been that the county is not reassessing and there is an open space funding issue that is costing the district millions of dollars. This is a monumental task that everyone is faced with. The Finance Committee members can plug in other numbers to come up with different scenarios when they arise. He thanked Mr. Bader for his presentation and Mr. Summers who requested this five-year projection.

- I. Mr. Dan Eppley thanked the Board members, Mrs. Laverdure, Principals and their staff who are making an effort to help recycle in the school district. He distributed a printout showing that we are reaching amazing milestones in the district. We are saving as follows:

323,349 kw - hours of electricity which is enough to power 26 homes in a year.
7,125 gallons of oil which would heat 35 homes for a full year.
1,648 gallons of gasoline which is enough to drive 46,133 miles
1,030 mature trees which is enough to produce 12,758,572 sheets of newspaper
480,549 gallons of water which is enough to meet the fresh water needs of 2,845 people for a year
273 cubic yards of landfill airspace which is enough airspace to meet the disposal needs of a community of 466 people

The numbers mentioned above are from Waste Management. We did even better because this is from January 2014 – October 2014. The North Campus started their classroom can recycling in September. In 2 ½ months, they removed 2 waste containers and brought in two recyclable containers. That's how much trash they cut back up North. He thanked everyone for doing a fantastic job. Mrs. Laverdure thanked him for his presentation and asked him to keep them updated on this recycling initiative. Mr. Eppley said that he will get another report in May 2105 which will include the addition of the North Campus. Mr. Gress thanked him for chairing this initiative and training the staff on how to recycle. Mr. Eppley said that the staff went out on their own and is doing a fantastic job. Mr. Gress thanked Mr. Eppley for directing the staff on this task.

- J. Mrs. Debra Padavano, Bushkill Elementary School Principal, thanked the School Board, Superintendent and Assistant Superintendents for their continued support to the students in the East Stroudsburg Area School District. She said many teachers are here tonight who support Bushkill Elementary School students. She presented a PowerPoint on Bushkill Elementary's School Performance Profile which included:

1. Accomplishments in Reading and Mathematics.
2. Areas of focus in IEP students, Science and Writing.
3. Goals/Strategies to increase participation and communication between parents, guardians and community
4. Implementation steps with Question and Answer Parent/Community meeting with Principals and Teachers in addition to designing and planning workshops tailored for parents and students.
5. Student Focused goals include continued implementation of extended school-year instructional program and extended day, after-school tutoring program in Math and English.
6. Analyzing Student Data by assisting teachers in grades 3-5 to use data to analyze student performance and assist teachers in grades K-5 to use data results to analyze student performance data and plan instruction.
7. Data Analysis for economically disadvantaged, special education, cohort students, new students, individual student meetings.
8. New for 2014-2015: New Reading Series, Inclusion of IEP students in General Ed, additional 3rd grade class, increased instructional day by 10 minutes, increased math period, after school tutoring, etc.
9. Additional Supports: Continued support of the School-Wide Positive Behavior Support, after-school homework club, after school tutoring, etc.

Mr. Horton said that his son was in Bushkill Elementary School and his daughter will be approaching school age soon, and he does not want her to go to any other school but Bushkill Elementary. It's a fantastic school. There are a lot of factors with regards to test scores but there's a family feeling at the school.

Mrs. Padavano said today they had their 25th DARE graduation between Pike County and East Stroudsburg Area School District. Many parents attended as well as Representative Brown and Mrs. Duggins.

Mrs. Featherman thanked Mrs. Padavano for her enthusiasm.

Mrs. James asked if any Bushkill Elementary student will be going to a district science fair. Mrs. Padavano said they only held their science fair in-house, along with students from Lehman and High School North.

Mr. Bradley asked what is the screening process with new students. Mrs. Padavano said they asked teachers what kind of data they would need when new students come in. Some teachers said Dibels testing, writing samples, site words, placement tests, etc. It all depended on the grade level. They came up with a list for each grade level on what test they will use. They take all the data and let the teachers know what assistance the student will need.

Mrs. Laverdure thanked Mrs. Padavano and thanked all the Bushkill Elementary School teachers who came to the meeting to support this endeavor.

Mr. Mike Catrillo, High School South Principal, spoke about School Performance Profile for this school year. He said a lot of hours were spent by teachers and students looking over data for the school and making analysis. High School South's School Performance Profile was 87.7% which is the second highest high school score in a three-county area, Monroe, Pike and Wayne. This is an increase over 5 points from 2013. Mr. Catrillo's presentation included:

Strengths:

- 100% students showed a year's worth of growth in Algebra and Literature.
- 83% of students showed a year's worth of growth in Biology.
- 91.89% showed advanced or competent rate on NOCTI, tests that MCTI students take.
- 100% closed the achievement gap with historically underperforming students.
- Cohort graduation rate rose from 81.56% to 86.73%
- Extra credit for academic achievement

Analysis of Strengths:

- CAV CORE – Community, Ownership, Respect and Excellence
- Success for All
- Teacher Effectiveness Program
- Keystone Remediation Classes

Areas for Growth:

- SAT Scores
- Proficient/Advance in Algebra
- Proficient/Advance on Biology

Analysis of Growth Areas:

- Continued focus in Algebra 1
- Continued focus in Biology
- Refocus on SAT prep classes
- Evaluation of effectiveness of our Keystone Remediation classes
- Continued emphasis on building Teacher Effectiveness
- Implementation of PA's Principal Effectiveness Program

Mr. Catrillo said that they are extremely excited about how far they got this year with their School Performance Profile and hopefully next year, they will be the top school.

Mr. Bradley asked what are they doing with cyber studies. Mr. Catrillo said they are working with Mr. Vitulli to see what they can do to expand and combine the brick and mortar school and the East Stroudsburg Area School District Virtual Academy.

Mr. Gress thanked Mrs. Padavano and Mr. Catrillo for their presentation and for what all teachers and staff do. He said, as Chairperson of the Finance Committee, he would like to make sure that the district has programs that are needed to have kids succeed. Although budgets are tight, if there is anything that they need for their school, let the Board know.

- K. Mrs. Laverdure said that Board Recognition night is on February 23, 2015. Since she will not be present at that meeting, she would like to thank the Board members for what they do. As Superintendent, she truly appreciates it.

L. On February 6, 2015 they will hold the Hall of Fame Celebration followed by the North vs. South Girls' and Boys' Basketball game.

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

None

IX. PERSONNEL ITEMS

A. Support Staff

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve resignations, retirement, reassignment, leaves of absence, change of status, temporary reassignments and appointments to the support staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Eileen Featherman and passed 8-1. Ronald Bradley voted no.

1. Resignations

Name	Position
a. Johnson, Aleda	Cafeteria Worker - High School South Effective: at the end of the workday on January 6, 2015.
b. LeFemina-Adams, Anne Marie	Cafeteria Aide - High School North Effective: at the end of the workday on December 22, 2014.
c. Miller, Donald	Custodian (3 rd shift) - High School South Effective: December 2, 2014

(See pages 20-22)

2. Retirement

Name	Position
a. Schroeder, Cynthia	Accounts Payable Clerk – Business Office Effective Date: at the end of the workday on March 13, 2015.

(See page 23)

3. Reassignment - Involuntary

Name	Position
a. Heitz, Maria	From: Secretary - Technology Services To: Secretary – Smithfield Elementary, Cyber Academy and Technology Services Effective: January 29, 2015 Maria replaces Wanda Staples who retired.

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

Name	Position
a. Prothro, Cloteda	Custodian (1 st shift) – High School North Effective Date: December 9, 2014 Length of Leave now through: December 26, 2014
b. Rosado, Lorena	Student Aide – Middle Smithfield Elementary Effective Date: November 17, 2014 Length of Leave now through: January 19, 2015

(Requests received)

5. **Leaves of Absence – In Accordance with School Board Policy #535**

Name	Position
a. Glinska, Izabella	Student Aide – J. T. Lambert Intermediate Effective Date: January 9, 2015 Length of Leave: January 19, 2015 This is an intermittent leave.
b. Hutchinson, Diana	Student Aide – Middle Smithfield Elementary Effective Date: November 10, 2014 Length of Leave: July 1, 2015 This is an intermittent leave.
c. Lang, Marta	Student Aide – Resica Elementary Effective Date: January 12, 2015 Length of Leave: January 27, 2015
d. Martinez, Vivianna	Bus Driver – Transportation Effective Date: January 9, 2015 Length of Leave: February 24, 2015
e. Scarnecchia, Nancy	Bus Driver – Transportation Effective Date: December 30, 2014 Length of Leave: six weeks
f. Schroeder, Cynthia	Accounts Payable Clerk – Business Office Effective Date: November 10, 2014 Length of Leave: January 8, 2015
g. Tagliaferri, Dorothy	Student Aide – High School South Effective Date: December 22, 2014 Length of Leave: April 30, 2015 This is an intermittent leave.

(Requests received)

6. **Change of Status**

Name	Appointment
a. Mayo, Eileen	From: Cafeteria Worker (part-time, 4 hour) - North Campus To: Cafeteria Cook (full-time, 8 hour) - North Campus Hourly Rate: \$12.42 (plus \$1.75/per hour differential) Effective Date: January 8, 2015 Eileen replaces Deborah Rodriguez who resigned.

7. Temporary Reassignments

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: February 28, 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: February 28, 2015 Matthew temporarily replaces Harry Darlington who is temporarily reassigned.

8. Appointment – Regular

Name	Appointment
a. Aseng, Wilfredo	Cafeteria Aide (part-time, 3.75 hour) (Step 1) - Lehman Intermediate Hourly Rate: \$12.28 Effective Date: January 5, 2015 Wilfredo replaces Sandra Deacon who resigned.
b. Cortes, Leslie	Bus Driver (6 hour) (Step 1) - Transportation Hourly Rate: \$15.49 Effective Date: February 3, 2015 Leslie replaces Brian Ogg who resigned.
c. Ludwig, Christopher	Bus Driver (6 hour) (Step 1) - Transportation Hourly Rate: \$15.49 Effective Date: February 3, 2015 Christopher replaces Virginia Vinti who retired.
d. Miller, Steven	Bus Driver (6 hour) (Step 1) - Transportation Hourly Rate: \$15.49 Effective Date: February 3, 2015 Steven replaces Michael Brenner who resigned.

9. Appointment – Non-Bargaining Unit

Name	Appointment
a. Rafaniello, Ronald	Security Officer (1 st shift, 8 hour, 10 month,) (Step 1) - Lehman Intermediate Hourly Rate: \$14.68 Effective Date: January 5, 2015 Ronald replaces Joseph Coddington who retired.

10. Appointment – Temporary

Name	Appointment
a. Lopez, Myrna	Temporary Student Aide (6.75 hour) (Step 1) - Lehman Intermediate Effective Date: November 11, 2014 through the last student day of the 2014-2015 school year only. This is a new position.

11. Substitute Appointments

Name	Position(s)
a. Benfield, Davin	Custodian
b. Brown, Velma	Cafeteria Aide, Cafeteria Worker, Study Hall Monitor
c. Cullen, Joanne	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist
d. De LaRosa, Ashley	Cafeteria Aide, Custodian, Front Desk Receptionist, Student Aide, Study Hall Monitor
e. Decker, Ashley	Cafeteria Worker
f. Henry, Charlene	Cafeteria Worker
g. Kluz, Diana	Cafeteria Aide, Cafeteria Worker, Custodian, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide, Study Hall Monitor
h. LaFemina-Adams, Anne Marie	Secretary
i. Madriz, Alejandra	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide, Study Hall Monitor
j. Maximenko, Brenda	Secretary
k. McKeithan, Nelson	Security Officer
l. Rivas-Deans, Maridela	Bus Driver
m. Small, Jennifer	Cafeteria Aide, Cafeteria Worker, Custodian, Front Desk Receptionist, Student Aide
n. Viola, Joanne	Student Aide

B. School Police Officer

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the leave of absence and appointment of the School Police Officers designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and current School Police Officer Compensation Plan. Motion was seconded by Roy Horton and carried unanimously, 9-0.

1. Leave of Absence – In Accordance with School Board Policy #535

Name	Position
a. Cullen, Thomas	School Police Officer – District Effective Date: November 18, 2014 Length of Leave through: January 25, 2015
(Request received)	

2. Appointment – Regular

Name	Appointment
a. Zito, John	School Police Officer (8 hour, 10 month, 1 st shift) (Step 1) - District Hourly Rate: \$15.13 Effective Date: February 3, 2015 John replaces Jerome Taylor who resigned.

C. Support Settlement Agreement - Retroactivity

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Settlement Agreement between the East Stroudsburg Area School District and the East Stroudsburg Area Education Support Professional Association with respect to Grievance #13-14-07 regarding retroactivity. Motion was seconded by Gary Summers and carried unanimously, 9-0.

(See page 24)

D. Professional Staff

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the resignation, change of status, leaves of absence, tenure and appointments 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 Robert Huffman and carried unanimously, 9-0.

1. Resignation

Name

Position

- a. Lynch, Chase

Building teacher substitute - High School South
Effective Date: at the end of the workday on December 16, 2014.

(See page 25)

2. Change of Status (Temporary)

Name

Appointment

- a. Varkanis, Samantha

From: Paraprofessional - Middle Smithfield Elementary
To: Special Education teacher (Learning Support) - J. M. Hill Elementary (LTS)
Salary: \$44,793.00, prorated (Step 1 Column 7)
Effective Date: January 28, 2015 through the last teacher workday of the 2014-2015 school year.
This new position is funded by a previously unfilled budgeted position. At the conclusion of this temporary teaching assignment, Samantha will return to her paraprofessional position.

(See page 26)

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

Name

Position

- a. Adams, Sarah

Guidance Counselor – J. M. Hill Elementary
Effective Date: October 13, 2014
Length of Leave now through: April 6, 2015

(Request received)

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

Name

Position

- a. Gittens, Linda

ESL teacher – Bushkill Elementary
Effective Date: January 20, 2015
Length of Leave: February 25, 2015

- b. Kerr, Kira

Chemistry teacher – High School North
Effective Date: April 7, 2015
Length of Leave: end of the 2014-2015 school year.

(Requests received)

5. **Sabbatical Leave of Absence (extension) – In Accordance with School Board Policy #438**

Name	Position
a. Nietz, Nicole	Grade 1 teacher – J. M. Hill Elementary Effective Date: October 17, 2014 Length of Leave now through: end of the 2014-2015 school year.

(Request received)

6. **Appointments (Date Changes) – Long Term Substitutes**

Name	Position
a. Gouger, William	English teacher – High School South (LTS) Effective Date: August 25, 2014 Now through: the last teacher workday of the 2014-2015 school year only. William replaces Kristin Lord who is on a temporary reassignment.
b. Longo, Ashley	Grade 1 teacher - J. M. Hill Elementary (LTS) Effective Date: October 17, 2014 Now through: the last teacher workday of the 2014-2015 school year only. Ashley replaces Nicole Nietz who is on a Sabbatical leave.
c. Pacifici, Sabrina	Guidance Counselor - J. M. Hill Elementary (LTS) Effective Date: October 13, 2014 Now through: the end of the workday on April 1, 2015 only. Sabrina replaces Sarah Adams who is on a leave.

7. **Appointments – Long Term Substitutes**

Name	Position
a. Flickinger, Bryan	Science teacher - J. T. Lambert Intermediate (LTS) Salary: \$47,008.00, prorated (Step 1 Column 11) Effective Date: January 23, 2015 through the last teacher workday of the 2014-2015 school year only. Bryan replaces Ruthann Flad who retired.
b. Kessel, Brielle	Health & Physical Education teacher - East Stroudsburg and J. M. Hill Elementary (LTS) Salary: \$41,599.00, prorated (Step 1 Column 1) Effective Date: January 5, 2015 through the last teacher workday of the 2014-2015 school year only. Brielle replaces Michael Luna who retired.
c. Moretto, Destiny	Family & Consumer Science teacher - J. T. Lambert and Lehman Intermediate (LTS) Salary: \$44,793.00, prorated (Step 1 Column 7) Effective Date: January 5, 2015 through the last teacher workday of the 2014-2015 school year only. Destiny replaces Yvette Shelter who resigned.
d. Popovice, Kristin	Biology & General Science teacher - High School North (LTS) Salary: \$41,599.00, prorated (Step 1 Column 1) Effective Date: January 23, 2015 through the last teacher workday of the 2014-2015 school year only. Kristin replaces Joshua Fuller who is on a temporary reassignment.

(See pages 27-30)

8. Tenure

Name Certification/Building

- a. Villa, Priscilla Special Education – East Stroudsburg Elementary

9. Building Teacher Substitute Appointment

Name Building

- a. Holzwarth, Brian High School South
Effective: January 20, 2015 through the last student day of the 2014-2015 school year only.

10. Homebound

Name Certification(s)

- a. Martinelli, Sarah Emergency Permit
- b. Nichols, Monica Elementary

11. Substitute Appointments

Name Certification(s)

- a. Bayer, Connor Social Studies
- b. Branch, Juno Elementary
- c. Flickinger, Bryan Gen Sci, Earth & Space, Environmental Ed
- d. Geisel, Jessica PreK-4
- e. Kessel, Brielle Health & Physical Education
- f. McAvoy, Allison Social Studies
- g. Smith, Stephanie Special Education, PreK-4
- h. Zall, Denise Emergency Permit

E. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Roy Horton 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 Robert Cooke and carried unanimously, 9-0.

1. Appointments for the 2014-2015 School Year

	Last Name	First Name	Position	Building	Rate
a.	Fodness	Peter	Mentor for Brielle Kessel (effective 1/5/15)	East Stroudsburg & J. M. Hill Elementary	\$612.06 (prorated)
b.	Krajewski	Michelle	Mentor for Ashley Longo (10/17/14 through the end of the 14-15SY)	J. M. Hill Elementary	\$612.06 (prorated)
c.	Chestnut	Patricia	Mentor for Kristin Cruz (effective 11/4/14)	Middle Smithfield Elementary	\$612.06 (prorated)
d.	Mignosi	Lisa	Intramural Academic Enhancement Advisor	Resica Elementary	\$23.46/hour (48 hour maximum)
e.	Heitzman	Vicki	Intramural Ski Group Co-Advisor	Smithfield Elementary	\$23.46/hour (48 hour maximum split between advisors)
f.	Falzone	Robert	Baseball Varsity Assistant Coach	High School North	\$3,560.15

	Last Name	First Name	Position	Building	Rate
g.	Bomar	Terrence	Boys' Track and Field Varsity Assistant Coach	High School North	\$3,587.69
h.	Reith	Daryl	Boys' Track and Field Varsity Assistant Coach	High School North	\$3,587.69
i.	Corso	Christopher	Girls' Track & Field Varsity Assistant Coach	High School North	\$3,587.69
j.	Aseng	Wilfredo	Intramural Girls' Soccer Advisor	High School North	\$23.46/hour (24 hour maximum)
k.	VanWinkle	Catherine	Intramural Keystone Bootcamp Algebra Advisor	High School North	\$23.46/hour (1.75 hour maximum)
l.	Zajac	Mary	Intramural Keystone Bootcamp Algebra Advisor	High School North	\$23.46/hour (1.75 hour maximum)
m.	Turner	Patricia	Intramural Keystone Bootcamp Literature Advisor	High School North	\$23.46/hour (3 hour maximum)
n.	Kean	Ashley	Softball Varsity Assistant Coach	High School North	\$3,560.15 (plus \$250.00 longevity stipend)
o.	Stevens	Jared	Volunteer Wrestling Coach	High School North	not applicable
p.	Pawlowski	Walter	Baseball Junior Varsity Coach	High School South	\$3,100.08
q.	Boylan	Brian	Baseball Varsity Assistant Coach	High School South	\$3,560.15
r.	Molin	Maury	Boys' Track and Field Varsity Assistant Coach	High School South	\$3,587.69 (plus \$250.00 longevity stipend)
s.	Woolsey	Lawrence	Girls' Track and Field Varsity Assistant Coach	High School South	\$3,587.69 (plus \$250.00 longevity stipend)
t.	Bedell	Elaine	Intramural Softball Co-Advisor	High School South	\$23.46/hour (12 hour maximum)
u.	Ruhl	Steven	Intramural Softball Co-Advisor	High School South	\$23.46/hour (12 hour maximum)
v.	Boylan	Brian	Intramural Weight Room Tri-Advisor (winter season)	High School South	\$23.46/hour (16 hour maximum)
w.	Furst	Kane	Intramural Weight Room Tri-Advisor (winter season)	High School South	\$23.46/hour (16 hour maximum)
x.	Walters	Matthew	Intramural Weight Room Tri-Advisor (winter season)	High School South	\$23.46/hour (16 hour maximum)
y.	Signorello	Amanda	Mentor for William Gouger (2 nd semester)	High School South	\$612.06 (prorated)
z.	Schembeck	Angela	Softball Junior Varsity Coach	High School South	\$3,100.08
aa.	Ruhl	Steven	Softball Varsity Assistant Coach	High School South	\$3,560.15 (plus \$250.00 longevity stipend)
bb.	Grigsby	Melissa	Volunteer Boys' Basketball Coach	High School South	not applicable
cc.	Barry	Ryan	Volunteer Wrestling Coach	High School South	not applicable
dd.	Booth	Luke	Assistant Co-Director of School Productions	J. T. Lambert Intermediate	\$1,418.96 (prorated)
ee.	Mitchell	Daniel	Baseball Head Coach	J. T. Lambert Intermediate	\$2,117.73
ff.	Murphy	Kenneth	Boys' Track and Field Head Coach	J. T. Lambert Intermediate	\$2,117.73 (plus \$250.00 longevity stipend)
gg.	Kessel	Brielle	Girls' Soccer Assistant Coach	J. T. Lambert Intermediate	\$1,479.15
hh.	Flickinger	Bryan	Girls' Soccer Head Coach	J. T. Lambert Intermediate	\$2,117.73
ii.	Henritzy	Anthony	Girls' Track & Field Head Coach	J. T. Lambert Intermediate	\$2,117.73 (plus \$250.00 longevity stipend)
jj.	Bedell	Elaine	Intramural Softball Co-Advisor	J. T. Lambert Intermediate	\$23.46/hour (12 hour maximum)
kk.	Schembeck	Angela	Intramural Softball Co-Advisor	J. T. Lambert Intermediate	\$23.46/hour (12 hour maximum)

	Last Name	First Name	Position	Building	Rate
ll.	Fisher	Marijo	Mentor for Bryan Flickinger (effective 1/23/15)	J. T. Lambert Intermediate	\$612.06 (prorated)
mm	Nicoletta	Anna	Mentor for Destiny Moretto (effective 1/5/15)	J. T. Lambert Intermediate	\$612.06 (prorated)
nn.	Schneider	Christian	Softball Head Coach	J. T. Lambert Intermediate	\$2,117.73
oo.	Berryman	John	Baseball Head Coach	Lehman Intermediate	\$2,117.73
pp.	Rodriguez	Laura	Boys' Track and Field Head Coach	Lehman Intermediate	\$2,117.73
qq.	Brundage	Elizabeth	Girls' Soccer Assistant Coach	Lehman Intermediate	\$1,479.15
rr.	Popovice	Kristin	Girls' Soccer Head Coach	Lehman Intermediate	\$2,117.73
ss.	Suarez	Emil	Volunteer Baseball Coach	Lehman Intermediate	Not applicable

X. PETITION

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve that the Solicitor and Superintendent of the District be authorized and directed to prepare and file a Petition with the Local Court of Common Pleas for both Monroe and Pike Counties for the purpose of having John Zito appointed as school police (attendance) officer for the District. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

XI. ORGANIZATIONAL CHART

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the East Stroudsburg Area School District Organizational Chart (Policy 008-Attachment) as presented, to reflect changes in Technology Department and Cyber Academy terminology. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See page 31)

XII. 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.	Allison, Diana	Google Writer's Workshop	\$200.00	RTL Grant	3/28/15
2.	Beal, Hillary	Creating Project-based Webquests	\$200.00	RTL Grant	3/28/15
3.	Bowen, Karleigh	Understanding Google Classroom – 1A	\$137.50	RTL Grant	3/28/15
4.	Bowen, Karleigh	Understanding Google Classroom – 1B	\$137.50	RTL Grant	3/28/15
5.	Fleck, Taryn	Gaming with ActivInspire	\$200.00	RTL Grant	3/28/15
6.	Greenwood, Jill	Constructing a Google Classroom	\$200.00	RTL Grant	3/28/15
7.	Greenwood, Jill	Teachers Top Classroom Apps – 1A	\$137.50	RTL Grant	3/28/15

8.	Greenwood, Jill	Teachers Top Classroom Apps – 1B	\$137.50	RTL Grant	3/28/15
9.	Grindle, Aliya	Stop, Collaborate & Listen – 1B	\$137.50	RTL Grant	3/28/15
10.	Hnasko, Scott	Using Excel to Excel in Math – 1A	\$137.50	RTL Grant	3/28/15
11.	Hnasko, Scott	Teach Your Students Basic Computer Programming	\$200.00	RTL Grant	3/28/15
12.	Keiper, Alisa D.	ESL Parent Academics	26 hours of instruction \$735.28 13 hours of Planning \$367.64 Total of \$1,102.92	Title III Grant	Feb. 3, 10, 17, 24 March 3, 10, 17, 24, 31 April 14, 21, 28 May 5, 12, 19 2015
13.	Keller, Elhannan	Technology in the Music Classroom	\$100.00 (co-presenter)	RTL Grant	3/28/15
14.	Kirkpatrick, Jason	Health/PE Curriculum Writing Presentation	\$175.00 (co-presenter)	Professional Development	1/23/15
15.	Kuchinski, Caroline	Physical Education Curriculum Development	\$500 per 3 days Total Cost \$1,500.00	Title II Grant	1/21/15 2/25/15 3/11/15
16.	Langan, Brooke	Spring into Technology	\$350.00	RTL Grant	3/28/15
17.	Loughren, Deborah	Technology in the Music Classroom	\$100.00 (co-presenter)	RTL Grant	3/28/15
18.	MacMahon, Gary	Creating Digital Portfolios	\$100.00 (co-presenter)	RTL Grant	3/28/15
19.	MacMahon, Gary	Class Full of Apps – 1A	\$68.75 (co-presenter)	RTL Grant	3/28/15
20.	MacMahon, Gary	Class Full of Apps – 1B	\$68.75 (co-presenter)	RTL Grant	3/28/15
21.	Malvo, Vic Magical Occasions	H.S. North 2015 Prom Decorations	\$700.00	Class of 2015 Student Account	5/2/15
22.	Martin, Joseph	Spring into Technology	\$350.00	RTL Grant	3/28/15
23.	Milenkovic, Patricia	eBooks in the Elementary Classroom – 1A	\$68.75 (co-presenter)	RTL Grant	3/28/15
24.	Moskovitz, Scott	Health/PE Curriculum Writing Presentation	\$175 (co-presenter)	Professional Development	1/23/15
25.	Osborn-Hallet, Michelle	Study Apps for All – 1A	\$137.50	RTL Grant	3/28/15
26.	Pellington, Cindy	iMovie: Giving Your Students a Voice	\$100.00 (co-presenter)	RTL Grant	3/28/15
27.	Pellington, Lauren	iMovie: Giving Your Students a Voice	\$100.00 (co-presenter)	RTL Grant	3/28/15
28.	Pocono Family YMCA	Employee Wellness Discount for Membership	No Cost	N/A	1/1/15-12/31/15
29.	Rodriguez, Janice	ESL Parent Academics	26 hours of instruction \$735.28 13 hours of Planning \$367.64 Total of \$1,102.92	Title III Grant	Feb. 3, 10, 17, 24 March 3, 10, 17, 24, 31 April 14, 21, 28 May 5, 12, 19 2015
30.	Rogers, Maria	Lights, Camera, iPad!	\$200.00	RTL Grant	3/28/15
31.	Seidel, Maureen	Spring into Technology	\$350.00	RTL Grant	3/28/15
32.	Stricker, Stefanie	Online Teacher Marketplaces – 1B	\$137.50	RTL Grant	3/28/15

33.	Toth, Donald	Creating Teacher Webpages Using Schoolwires – 1B	\$137.50	RTL Grant	3/28/15
34.	Toth, Donald	iMovie for Mavericks	\$200.00	RTL Grant	3/28/15
35.	Vitulli, Lisa	Nearpod: An Interactive Way to Teach	\$200.00	RTL Grant	3/28/15
36.	Vitulli, Will, Jr.	Creating Digital Portfolios	\$100.00 (co-presenter)	RTL Grant	3/28/15
37.	Vitulli, Will, Jr.	Class Full of Apps – 1A	\$68.75 (co-presenter)	RTL Grant	3/28/15
38.	Vitulli, Will, Jr.	Class Full of Apps – 1B	\$68.75 (co-presenter)	RTL Grant	3/28/15
39.	Wescott, Shawn	Spring into Technology	\$350.00	RTL Grant	3/28/15
40.	Zelinski, Jan	Google or Moodle?	\$200.00	RTL Grant	3/28/15

(See pages 32-72)

2.

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the contract listed for its specific service, rate 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 Huffman and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	IU20	One to One Associate Teacher	Not to Exceed \$28,628.44	Special Ed/District Funds	11/3/14-6/30/15

(See page73)

XIII. STUDENT ITEMS

A. Overnight Field Trips

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the overnight 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.	Korb, Michael	High School North TSA students to attend a competition.	Champion, PA	4/15/15-4/18/15 Traveling with Lehman Intermediate students.
2.	Lazowski, Phil	Lehman Intermediate School TSA students to attend a competition.	Champion, PA	4/15/15-4/18/15 Traveling with H.S. North students.
3.	Sanker, Rick (#5608)	H.S. South Key Club students to a convention.	Hershey, PA	3/6/15-3/8/15

(See pages 74-76)

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.	Healey, Michael (#5576)	H.S. South students to Metropolitan Museum and Columbia University	New York, NY	4/17/15
2.	Keyes, Lisa (#5620)	East Stroudsburg Elementary Third Grade Students to Franklin Institute	Philadelphia, PA	5/21/15
3.	Lazowski, Phil	Lehman Intermediate TSA students to a competition at Drexel University	Philadelphia, PA	4/24/15
4.	Madas, John (#5603)	J. T. Lambert 6 th grade Choir students to 6 Flags Great Adventure	Jackson, NJ	5/23/15
5.	O'Donnell, Paul	H.S. North TSA students to a competition at Drexel University.	Philadelphia, PA	4/25/15
6.	Ridner, Cara (#5629)	East Stroudsburg Elementary Second Grade Students to Adventure Aquarium	Camden, NJ	5/21/15

(See pages 77-82)

C. Settlement Agreement

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Settlement Agreement between the East Stroudsburg Area School District and the parents of a student with case #14120602. Motion was seconded by Eileen Featherman and passed 7-2. Ronald Bradley and Gary Summers voted no.

(See pages 83-89)

XIV. OLD AND NEW BUSINESS

None

XV. COMPREHENSIVE PLANNING

A. Comprehensive Planning Parent Representatives

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the following Parent Representatives to serve on the Comprehensive Planning Committee: Diane Hinson and Maria Melchiorre. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

B. Comprehensive Planning Community Representatives

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the following Community Representatives to serve on the Comprehensive Planning Committee: Terry Barry (ESU Interim Dean-College of Education) and Tom Kalinoski (Colonial IU 20 Coordinator of Administrative Technology). Motion was seconded by Robert Gress and carried unanimously, 9-0.

C. Comprehensive Planning Business Representatives

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the following Business Representatives to serve on the Comprehensive Planning Committee: Thomas Grayuski (ESSA Bank-Vice President Human Resources Division) and Sharon Ortiz (NEPA Federal Credit Union-Student Branch Coordinator). Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

XVI. REQUEST TO ESTABLISH A SPECIAL ACTIVITY

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the request to establish a special activity for Eric Jacobsen Memorial Fund-ESASD. Motion was seconded by Roy Horton and carried unanimously, 9-0.

(See page 90)

XVII. TEXTBOOKS

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the textbooks listed for use in the East Stroudsburg Area School District. Motion was seconded by Robert Gress and carried unanimously, 9-0.

Title of Book	Author/Publisher	Copyright Date	Grade Level	# of Books to Order	Cost Per Book	Teacher Edition	Shipping/ Handling	Cost of Books
The Creative Writing Handbook	Jay Amber and Mark Larson	1992	9-12	HSN – 40	\$17		\$93	\$771
				HSS – 40	\$17		\$93	\$771
Speak Up! An Illustrated Guide to Public Speaking	Douglas M. Fraleigh	2014	9-12	HSN – 30	\$63		\$44	\$1,934
				HSS – 35	\$63		\$44	\$2,249
Basic Drama Projects – 9 th Edition	Fran Averett Tanner, Ph.D.	2015	10-12	HSS – 35 No Drama HSN	\$60	\$135	\$225	\$2,458

All costs for the above mentioned books have been included in the District budget.

XVIII. CONFERENCE ATTENDANCE

A. Board Member

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the attendance of Ronald Bradley at the National School Boards Association Conference in Nashville, Tennessee from March 19, 2015 – March 24, 2015 in the approximate amount of \$3,000. Motion was seconded by Marjorie James. A roll call was taken and passed 6-3. Ronald Bradley, Eileen Featherman, Roy Horton, Robert Huffman, Marjorie James and Gary Summers voted. Yes. Robert Cooke, Robert Gress and William Searfoss voted no.

XIX. FISCAL ITEMS

A. Act 1 Index

ACTION BY THE BOARD:

Motion was made by Roy Horton to adopt the Resolution as presented at this meeting certifying that the District will not seek exceptions to the Act 1 Index and will not raise taxes in an amount that exceeds the Act 1 Index (2.6%) for the 2015-16 tax year, in accordance with the recommendation of the Finance Committee. Adoption of this Resolution will permit the District to forgo the preliminary budget requirements of Act 1 of Special Session 2006. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 91-92)

B. IU Joint Purchasing Board Bids

ACTION BY THE BOARD:

Motion was made by Roy Horton to confirm the award of bids by the IU Joint Purchasing Board for #2 Fuel Oil, 5% Bio-diesel and additives, and Off-road diesel effective July 1, 2015 for a one year period per the fixed and fluctuating price bids received for the East Stroudsburg Area School District's requirements, in accordance with the recommendation of the Finance Committee and as presented. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

(See page 93)

C. Deputy Tax Collector

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the appointment of Roseann VanWhy as the Deputy Tax Collector serving under elected Tax Collector Joan Horger for the collection of school real estate taxes for Porter Township as required by Act 164 of 2014, subject to the approval of the appointment by the Surety Company and in accordance with the recommendation of the Finance Committee. Motion was seconded by Gary Summers and carried unanimously, 9-0.

(See page 94)

D. Berkheimer Onesource

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the proposal from Berkheimer Onesource as presented at this meeting for Act 80 verification services at a cost of \$745.00, in accordance with the recommendation of the Finance Committee. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 95-99)

E. Wind Gap Electric

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve Pay Application #2 in the amount of \$20,700.00 and Pay Application #3 in the amount of \$35,730.00 from Wind Gap Electric for work on the JTL HVAC/Lighting project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Robert Gress and carried unanimously, 9-0.

(See pages 100-105)

F. Myco Mechanical

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve Pay Application #6 in the amount of \$11,367.00 and Pay Application #7 in the amount of \$380,943.90 from Myco Mechanical for work on the JTL HVAC/Lighting project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

(See pages 106-115)

G. Technology Bids

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Business Manager to solicit bids for technology related networking infrastructure equipment to remain in compliance with USAC’s SLD bidding requirements for Federal e-Rate Funding. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

H. Senior Citizen Tax Rebate Revised Resolution

ACTION BY THE BOARD:

Motion was made by Robert Gress to adopt the Revised Resolution of the Board of Education concerning the Senior Citizen Tax Rebate. Motion was seconded by Roy Horton and carried unanimously, 9-0.

(See pages 116-124)

I. 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 Huffman 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
1/26/15	HS South	1/18/15 & 1/25/15 (Sundays)	1/18/15 & 1/25/15 (Sundays)	ESYA Wrestling*	Youth Wrestling Competition	Yes
1/26/15	HS South	1/31/15 (Saturdays)	3/14/15 (Saturdays)	E.S. Softball Little League	Practice/Clinics	Yes
1/26/15	HS South	2/28/15 (Saturday)	2/28/15 (Saturday)	E.S. Little League	Baseball Tryouts	Yes
1/26/15	JM Hill	3/3/15 (Tuesdays/Thursdays)	5/21/15 (Tuesdays/Thursdays)	Girls on the Run	Walk/Run Practice	Yes
1/26/15	JTL	2/9/15 (Mondays)	5/11/15 (Mondays)	Joe Carmella PIAA Softball Chapter of Umpires	Interpretation of Rules Meeting	Yes

***Personnel fees will be assessed for weekend events outside the scope of personnel’s normal workday.**

(See pages 125-131)

2.

ACTION BY THE BOARD:

Motion was made by Robert Gress to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. District XI Wrestling is NOT requesting a waiver; therefore, District XI will be assessed facility as well as personnel fees in accordance with Policy #707. The Director of Athletics will be responsible for invoicing District XI. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility/ Personnel Fees Assessed
1/26/15	HS South	2/13/15 (Friday)	2/14/15 (Saturday)	District XI	Wrestling Tournament	Yes

(See page 132)

3.

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. 2 Out Rally Baseball Club is requesting a **WAIVER OF FACILITY AS WELL AS PERSONNEL FEES** for the use of the Smithfield Elementary gymnasium for their winter practice and training for students of ESASD and other local districts. Motion was seconded by Robert Cooke and failed 1-8. Ronald Bradley, Robert Cooke, Eileen Featherman, Robert Gress, Roy Horton, Robert Huffman, Marjorie James and William Searfoss voted no.

Option:

A. Facility & Personnel Fees Assessed

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. 2 Out Rally Baseball Club is requesting a **WAIVER OF FACILITY AS WELL AS PERSONNEL FEES** for the use of the Smithfield Elementary gymnasium for their winter practice and training for students of ESASD and other local districts. Motion was seconded by Roy Horton and carried unanimously, 9-0.

Option:

B. Facility & Personnel Fees Waived

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT
1/26/15	Smithfield	2/4/15 (Wednesdays)	2/25/15 (Wednesdays)	2 Out Rally Baseball Club	Practice & Training

(See pages 133-134)

4.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. National Scholastic Athletic Foundation is requesting a WAIVER OF FACILITY AS WELL AS PERSONNEL FEES for the use of the HS South auditorium, gymnasium and throwing fields for their American JavFest javelin competition and javelin school. Motion was seconded by Roy Horton and failed 1-8. Robert Cooke, Eileen Featherman, Robert Gress, Roy Horton, Robert Huffman, Marjorie James, William Searfoss and Gary summers voted no.

Option:

C. Facility Fees Waived/Personnel Fees Assessed

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. National Scholastic Athletic Foundation is requesting a WAIVER OF FACILITY AS WELL AS PERSONNEL FEES for the use of the HS South auditorium, gymnasium and throwing fields for their American JavFest javelin competition and javelin school. Motion was seconded by Robert Gress and passed 7-2. Ronald Bradley and Robert Gress voted no.

Option:

A. Facility & Personnel Fees Assessed

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT
1/26/15	HS South	7/24/15 (Friday-Sunday)	7/26/15 (Friday-Sunday)	National Scholastic Athletic Foundation	Javelin Competition and Javelin School/Camp

(See pages 135-136)

5.

ACTION BY THE BOARD:

Motion was made by Robert Gress to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Klub Keihas/The Javelin Factory is requesting a WAIVER OF FACILITY AS WELL AS PERSONNEL FEES for the use of the HS South gymnasium, throwing fields and concession stand for their javelin camp. Motion was seconded by Gary Summers and carried unanimously, 9-0.

Option:

C. Facility Fees Waived/Personnel Fees Assessed

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT
1/26/15	HS South	3/14/15 (Saturday)	3/14/15 (Saturday)	Klub Keihas/The Javelin Factory	Javelin Camp

(See pages 137-138)

6.

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. Blue Valley Mountain Lions is requesting a WAIVER OF FACILITY AS WELL AS PERSONNEL FEES for the use of the HS South gymnasium for their softball practices for students of ESASD and other local districts. Motion was seconded by Gary Summers and carried unanimously, 9-0.

Option:

A. Facility & Personnel Fees Assessed

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT
1/26/15	HS South	1/31/15 (Sundays)	4/5/15 (Sundays)	Blue Valley Mountain Lions	Softball Practices

(See page 139)

7.

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. "Q" ESU is requesting a WAIVER OF FACILITY AS WELL AS PERSONNEL FEES for the use of the HS South gymnasium for their indoor color guard rehearsal. Motion was seconded by Gary Summers and passed 8-1. Robert Huffman voted no.

Option:

B. Facility & Personnel Fees Waived

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT
1/26/15	HS South	2/7/15 (Saturday)	2/7/15 (Saturday)	"Q" ESU	Color guard Rehearsal

(See pages 140-142)

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

ACTION BY THE BOARD:

Motion was made by Robert Cooke 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 passed 8-1. Ronald Bradley voted no.

1. Budget Transfers - (See pages 143-156)
2. Payment of Bills - (See pages 157-178)
3. Treasurer's Report - (See pages 179-197)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – January 29, 2015**

Carl T. Secor Administration Center – Board Room

7:00 P.M.

ADDENDUM A

IX. PERSONNEL ITEMS

A. Support Staff

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve resignation of the support staff designated, in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Robert Gress and carried unanimously, 9-0.

1. Resignations

Name

Position

d. Houser, Douglas

Paraprofessional - J. M. Hill Elementary
Effective: at the end of the workday on February 12, 2015.

(See page 4)

D. Professional Staff

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the change of status and reassignment of the professional staff designated, in accordance with the approved applicable policies and contractual agreement. Motion was seconded by Gary Summers and carried unanimously, 9-0.

2. Change of Status (Temporary)

Name

Appointment

b. Reveron, Evelyn

From: Paraprofessional (Reading) - Bushkill Elementary
To: Reading Specialist - Bushkill Elementary (LTS)
Salary: \$41,599.00, prorated (Step 1 Column 1)
Effective Date: February 3, 2015 through the last teacher workday of the 2014-2015 school year.
Evelyn replaces Jennifer Agolino who is on a Sabbatical Leave. At the conclusion of this temporary teaching assignment, Evelyn will return to her paraprofessional position.

(See page 5)

12. **Reassignment - Voluntary**

Name	Appointment
a. Askins, Kendal	From: Math Edge teacher - J. T. Lambert Intermediate To: Gifted teacher - J. T. Lambert Intermediate Effective Date: February 3, 2015 through the last teacher workday of the 2014-2015 school year. Kendal replaces Sheila Bove who is on a Sabbatical Leave.

F. **Central Administration Staff**

1.

ACTION BY THE BOARD:
 Motion was made by Eileen Featherman to approve the retirement of Irene Duggins as Assistant Superintendent for Curriculum and Instruction, K-5 effective at the end of the workday on June 30, 2015 in accordance with the approved applicable policies, procedures and Mrs. Duggins' current contract. Motion was seconded by Roy Horton and carried unanimously, 9-0.

(See page 6)

Mrs. Laverdure said, for the record, she would like to thank Mrs. Duggins for her 20 years of service at the East Stroudsburg Area School District (ESASD). Also, she would like to congratulate Mrs. Duggins for being nominated and chosen to receive the 2015 Educator of the Year Award by the Monroe County Historical Association. Mr. Gress and Mr. Searfoss also thanked Mrs. Duggins for all she has done for the ESASD.

2.

ACTION BY THE BOARD:
 Motion was made by Roy Horton to direct the Superintendent to advertise for interested candidates for the position of Assistant Superintendent for Curriculum, K-5. Notice of this action shall be provided to Irene Duggins pursuant to Section 10-1077 of the Pennsylvania School Code of 1949, as amended. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

XII. **CONTRACTS**

2.

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
2.	Devereux	One to One Student Aide	\$34 per hour (Not to exceed \$25,296.00)	Special Ed/District Funds	12/8/14-6/30/15

(See page 7-11)

3.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the contract listed for its specific service, rate and effective dates prorated on the basis of the per diem rates as presented to the District by the individual provider for the period of services rendered, not to exceed the total yearly amount as set forth below. Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	DeJesus, Miguel	Contract Transportation	\$5,000.00	Transportation Dept.	2014/2015 School Year

XIX. FISCAL ITEMS

I. Use of Facilities

1.

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the request for use of facilities as listed for Class 1 school-related activities (no facility fees will be incurred as per Policy #707). Motion was seconded by Eileen Featherman and carried unanimously, 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
1/29/15	JM Hill	1/29/15	6/4/15	Girl Scouts Brownie Troop #51006	Troop Meetings	Yes

(See page 12)

8.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Peripheral Design Solutions, LLC is NOT requesting a waiver; therefore, facility as well as personnel fees will be assessed in accordance with Policy #707 (Pending receipt of insurance). Motion was seconded by Eileen Featherman and carried unanimously, 9-0.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

Board Agenda	BUILDING	DATE from	DATE to	ORGANIZATION	EVENT	Facility/ Personnel Fees Assessed
1/29/15	HS South	2/14/15 or 2/21/15	2/15/15 or 2/22/15	Peripheral Design Solutions, LLC	Photographing PD Solutions products	Yes

(See page 13)

XX. ANNOUNCEMENTS/INFORMATION

XXI. ADJOURNMENT - 9:37 p.m.

Respectfully submitted,

Patricia L. Rosado
Board Secretary