

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – June 15, 2015
Carl T. Secor Administration Center – Board Room
7:00 p.m.**

Minutes

- I. **President**, William Searfoss called the meeting to order at 7:02 p.m. and led those present in the Pledge of Allegiance. **Board Secretary**, Patricia Rosado called the roll.

Board Members present: Ronald Bradley, Eileen Featherman, Robert Gress, Roy Horton, Robert Huffman, Marjorie James (by speakerphone), William Searfoss and Gary Summers. Robert Cooke was absent

Student School Board Representative: Maya Henry (graduated) and Nadia Hussein excused during summer break.

- II. **School personnel present:** Michelle Arnold, Jeff Bader, David A. Baker, Anne Banks, Brian Borosh, Ben Brenneman, Holly Burns, Anthony Calderone, Mike Catrillo, Robert Dilliplane, Irene Duggins, Larry Dymond, Sue Eden, Dan Eppley, Lynda Hopkins, Jeremy Judd, Sharon Laverdure, Irene Livingston, Stephanie Marshall, Riley Maye, Tom McIntyre, Fred Mill, Deb Padavano, Heather A. Piperato, Kim Riley, Patricia Rosado, Paul Schmid, Michael Slesinski, Kim Stevens, Bob Sutjak, Patricia Tiernan, Bill Vitulli, Lisa Vitulli and Lisa Zabriskie. Thomas Dirvonas, Solicitor.

- III. **Community members present:** Eric Adams, Lynn Andrusek, Dave Banks, Gina Bertucci, Beverly Brown, Eugenia Eden, Robert Eden, Debbie Kulick, Chuck Leonard, Jessica Lladoc, Lettie Lladoc, Dave Morgan, Ian Morgan, Camille Patrick, Sonji Patrick, John Petrizzo, Wayne Rohner, Hannah Summers, Helaine Summers, Ian Summers, Jarred Summers, Judy Summers, Lisa Vanley, Coary Walck, Wayne Witkowski, Carl Wilgus, A.Worthington and Emile Zabriskie.

Other: Annette Atkinson, Middle Smithfield Township Supervisor
Mike Dwyer, Middle Smithfield Township Supervisor

IV. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the minutes for the meeting of May 18, 2015 (reconvened on 5/21/15 & 5/28/15), (pages 1-33). Motion was seconded by Robert Gress and carried unanimously, 8-0.

V. **APPROVAL OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve this agenda for June 15, 2015, (pages 1-35), as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

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

VII. **ANNOUNCEMENTS BY THE BOARD**

Mr. Searfoss said that the Board members are welcoming in summer and that is the reason why some of them, as well as some Administrators, are wearing Hawaiian shirts/colors.

VIII. SUPERINTENDENT'S REPORT

- A. Mr. Gary Summers said that the Monroe Career & Technical Institute had their JOC meeting on June 1st. May is sort of the end of the school year. Some students received awards such as: Robert Smith, High School North student, received special recognition for his buildings trade work. Luis Morales, High School North student, received a \$1,000 scholarship from PPL. On May 29th, they had an annual career fair where 29 colleges and industries were in attendance. Their projected enrollment for next year is about a 3% increase from this year. The students took their NOCTI test, which is a test of competency in their area, and 93.8% were competent or advanced, which is a little increase from last year. MCTI has been implementing restorative practices which seem to be working since they have a 30% reduction in incidents from the previous year. Some agenda items were tabled on June 1st. A special meeting will be held on June 22nd. One item they will discuss is what to do with the excess revenue which is about \$416,000. They will need to decide whether to split the amount and send each district a specific amount or put it all in a capital reserve account.
- B. Ms. Eileen Featherman said that at the Colonial IU 20 meeting, the IU Director said they are revamping the administrative staff to give more services to the Human Resources Department because of different incidents that have occurred.
- C. Mrs. Laverdure said that at the Property/Facilities Committee meeting recommendations were moved onto the Finance Committee meeting. Items are on tonight's agenda for Board approval. Mr. Bader said that they had preliminary discussions about the Capital Improvements Plan and the committee will reconvene in August to review this plan. Mr. Summers said that right now the plan identifies that the capital improvements are about 18 million dollars over several years. Mrs. Laverdure said the time span for the plan is for the next five to ten years.
- D. Mr. Robert Gress said that that Finance Committee met on June 8th. There are many items on the agenda tonight. The biggest item is the 2015-16 final budget. There is no tax increase with a little tax decrease. We are still waiting on the State to approve their budget. Hopefully, they will come up with the money that they promised and that the Governor is proposing. Advanced refunding opportunities are also on the agenda, which will save the district some money. There are ten or more items on the agenda that the Finance Committee recommended that they move forward for Board approval.
- E. Mr. Roy Horton said they had a quick Policy Committee meeting tonight. Some policies that they discussed were Board Membership, Use of Facilities, Booster Clubs, School Volunteers. All of these policies are still in the preliminary stages; therefore, still being worked on.
- F. There was no Student Board Representative report.
- G. Dr. Letitia Lladoc, of the Pennsylvania Association of School Retirees (PASR), said that she has the pleasure of being here tonight to present some awards. She brought her granddaughter to assist her. Dr. Lladoc said that Mr. Gray, President of PASR who was a teacher at ESASD, could not be here tonight. A 2015 Laretta Woodson Award was presented to Patricia Tiernan in recognition of her unselfish dedication and exemplary service at High School South and ESASD. A 2015 Laretta Woodson Award was also presented to a support personnel, Anne Banks, for her unselfish dedication and exemplary service at the Smithfield Elementary School and ESASD. Those who nominated them said wonderful things about them. Dr. Lladoc also brought an award to an individual who was nominated by Mrs. Arnold, Principal of J. M. Hill Elementary. Mrs. Arnold said that Jennifer Husson was an extraordinary educator. A true inspiration and an outstanding role model for J. M. Hill Elementary students. Ms. Husson always volunteered for activities that would enhance students' education. She worked for all students at J. M. Hill Elementary School around the clock because she loved teaching. The sadness is that she is not with us. Dr. Lladoc presented a certificate to Ms. Husson's mother in her memory.
- H. Ms. Kim Gear, Youth Marketing Director of the American Heart Association, thanked all Board members and Administrators for their support of the Jump Rope and Hoops for Heart which was amazing this past year. Ms. Gear also recognized the ESASD on their 2nd year in the row for being a Gold Level Fit-Friendly Worksite which is renewable every year. She hopes Mr. Schmid will continue to fight for heart disease and offer resources to staff. She thanked Mr. Schmid for applying and presented him with the gold award from the American Heart Association. Mr. Schmid thanked Ms. Kim Gear for all the work she's done and wished her and her husband the best of luck in their upcoming move out of the State.

- I. Mrs. Irene Duggins said that she is very proud of all of our schools who have implemented a School-wide Positive Behavior Support Program. Tonight she would like to give special tribute to East Stroudsburg Elementary School (ESE) because they were recently recognized at a State PBS Conference for implementation at the Universal Fidelity Level for five consecutive years. They are one out of two schools in the Northeast region to achieve this accomplishment.

Mrs. Riley said that ESE was recognized at the PA Positive Behavioral Support Implementers Forum in Hershey, PA on May 27 2015, for five years of School-Wide Positive Behavior Implementation at the Universal Level. This award is an honor since there were only two Category C schools in Northampton and Monroe County, ESE and Clear Run Elementary School (Pocono Mountain). There are approximately 15 schools Statewide to receive this honor. This forum is designed for educators interested in advancing supports for all students including students with disabilities. Mrs. Livingston showed a replica of the award that was received.

- J. Mrs. Duggins said that for the first year the IU 20 sponsored a Math 24 Regional Tournament. There was a winner from Resica Elementary. Ms. Sue Eden & Ms. Holly Burns showed the program that the students are using. Our students K-5 have solved over 6 million problems. It saved the district from copying all of these worksheets at a total of \$34,000. Since this program can be utilized at home, it also saved teachers hours as well. The program provides practice in Common Core and national math standards. It allows students deep practice in concepts which provide remediation activities as well as enrichment in math levels from K-8 grades. All elementary students have been enrolled in First in Math throughout the year and will continue through July 31st. Camille Patrick 5th grade Resica Elementary student and Hannah Summers, 4th grade Resica Elementary student showed how the Math 24 game is played. The goal of the game is to use four numbers within three steps to get 24. Camille said that First in Math 24 has a positive effect on students. It helps those students who struggle to practice. It also helps those that are not interested to get excited. These exercises teach students to apply math to their everyday lives. Camille and Hannah won first place in district competition among the six elementary schools. All ten district students made it to the semifinal level of the Math 24 competition. Hannah continued into finals and won first place winning over many private and public schools. Hannah said that First in Math is math in a fun way. She believes it will help students in pre-algebra and other areas. Ms. Eden and Ms. Burns suggested that they view www.firstinmath.com to explore this program.

- K. Mrs. Irene Duggins said that the Colonial IU 20 held an Excellence in Education Awards celebration and the IF Institute won first place regarding the gifted students in grades 2-5. Ms. Sue Eden said that our elementary gifted program students are often isolated from their intellectual peers. Through a collaborative initiative known as IF institute they have created a community of peers. A new partnership with East Stroudsburg University and their Special Education Department allows our students to benefit from professors and undergraduates who serve as mentors and teachers and provide hands-on interaction with gifted learners. They cover a wide variety of subjects at monthly meetings. In addition to this partnership, they broaden the program to include high school students and parents. We have seen a growth in our students. The new partnership with East Stroudsburg University provides an off campus educational site that have engaged our students as community learners. They presented a plaque and quilt to be hung in the Board room. They plan to provide a similar program for the intermediate level students. She thanked those involved. Mrs. Duggins exhibited the crystal award from the CIU 20.

Mrs. Duggins said they previously honored the Frist Day in Kindergarten Video which was also awarded an award from the CIU 20. The video has helped students know what to expect when they come to school. Mrs. Laverdure said that the video has helped to get more Kindergarten students registered. The transition nights that Mrs. Duggins previously held also helped to answer their concerns and questions.

Mrs. Laverdure thanked Mrs. Duggins for her many years of hard work and dedication to the East Stroudsburg Area School District. She wished her the best in her retirement. Mr. Searfoss said that she will be missed. Mrs. Duggins said thank you for the opportunity for serving this school district.

- L. Mr. Jeff Bader, Business Manager, said that on the agenda tonight, they will find the adoption of the final budget. In May the Board approved a proposed final budget. It was also posted for public review. The first draft in January had anticipated revenues of about 144 million dollars and expenditures of about 156 million dollars with a deficit of about 11.7 million dollars. After several months of work, the proposed final budget included revenues of about 144 million dollars and expenses of about 150.5 million dollars which is about 5.3 million less with a deficit of about 6.4 million dollars. Since the proposed final budget was approved, there have been some additional changes.

On the revenue side the changes were:

Adjustments for tax revenues of \$470,197

Reduction in social security reimbursement of (\$13,557)

Reduction in retirement reimbursement of (\$48,261)

Update in Title 1 allocation of \$91,704

PDE received DOE Funding for KtO grant with the District's anticipated funding of \$204,014

Proceeds from extended term financing for the new computer leases of \$1,244,132

Total increase on revenue side of \$1,984,229.

Adjustments to expenses were as follows:

Insurance cost savings of (\$27,557)

Revised KtO & Title I grant expenses \$22,412

Computer Leases cost reduction of (\$283,447)

PV Computer Leases (\$1,244,132) (which is an offset from revenues)

Wages Savings of (\$322,214)

Benefit Savings of (\$286,697)

Workers' Comp. Insurance Savings of (\$145,000) (renewal was less than this year)

Total increases in expenses were \$201,599.

On salary side, there were several adjustments. We revised down the number of positions and money budgeted for sabbatical and leave replacements after reviewing the historical average. Some kindergarten positions are being held to see in the fall what the enrollment is at that time. There was a reduction of student aide and paraprofessional positions through resignations, retirements and/or LTS positions.

Enrollment continues to be monitored. Class sizes for next year are projected as follows:

Kindergarten - 16.41

Grade 1 - 20.59

Grade 2 - 21.14

Grade 3 - 21.5

Grade 4 - 23.4

Grade 5 - 23.6

The Final Budget includes revenues of about 146 million dollars and expenditures of about 150.7 million dollars with an anticipated deficit of 4.6 million dollars. The 2015-16 budget is less than the approved 2014-15 budget. The millage rates are as follows – Monroe County is 179.37 with a difference of 1.44 –(0.80%) and Pike County is 123.41 with a difference of 0.02 (0.02%)

The Homestead/Farmstead exclusion is funded by State gambling proceeds.

The 2015-16 allocation is \$4,342,453 which is \$2,598 less than this school year.

The 2015-16 eligible properties equal 10,368, a 242 property decrease from this school year.

Only owner occupied homes qualify. The 2015-16 Homestead/Farmstead exclusion is \$418.95 which is a \$9.43 increase over this school year. This item is on the agenda for consideration and approval.

Still to come:

We are still waiting for the State budget. The Basic Education Funding Commission is delayed. We don't know until when. The Governor and Legislative bodies are beginning to work on a budget. We are not sure when a final budget will be announced. We budgeted revenues for next year from the State equal to this school year. If we get a budget approval and it leads to additional funding, it will help to alleviate some of the 5 million dollar deficit.

Mr. Gress asked for Mr. Bader to explain the district's Senior Citizen Tax Rebate program. Mr. Bader said that senior citizens who make less than \$35,000 are eligible for a rebate of up to \$1,425, in addition to what they are eligible for from the State rebate program. Senior citizens must first apply for and receive a State rebate and may then apply for the District rebate beginning July 1 for their 2014 school property taxes. We encourage all seniors who qualify to make sure they apply for the rebate.

Mr. Bradley said he has been in touch with several major corporations regarding grants. One major corporation said they will be increasing grants for the districts. This is his primary concern and focus at this point.

Mr. Searfoss said that the Finance Committee and Mr. Bader did an awesome job with the budget.

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

- A. Mr. John Petrizzo said that he is the longest standing business owner on Route 209. He is here to speak against the LERTA Program in Middle Smithfield Township (MST). He is not against any other county or borough just MST. It is unconscionable for MST to ask you to abate taxes after their performance. They have raised taxes for their constituents three times. The first time was when they hired a lot of their friends and doubled their staff which they had to pay. The next increase came when town houses and time share units had their gallon rate lowered by 44%. When bond payments could not be paid, the homeowners received a rate increase of 32% on sewer user fees. The third increase came in the form of when they did away with fall clean up. MST built two dog parks, which hardly anyone uses. They built a vegetable garden. The biggest money maker was Fernwood. I complained about Fernwood's abandoned property that needs to be cleaned up. He suggested that they grant the LERTA Program to the Mountain Laurel Performing Arts Center.

X. PERSONNEL ITEMS

A. Support Staff - Uncompensated Leave of Absence

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the uncompensated leave of absence to the support staff designated, in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Gary Summers and carried unanimously, 7-0. (Marjorie James' call was disconnected).

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

Name	Position Held
a. Litts, Dorothy	Cafeteria Worker (part-time) – Resica Elementary Effective Date: May 19 , 2015 Length of Leave through: end of the 2014-2015 school year.

(Paperwork received)

B. Support Staff

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the retirement, changes of status, reassignments, leaves of absence, appointments and workday hour changes of the support staff designated, in accordance with the approved applicable policies, procedures [subject to proper completion of all necessary documents and obtaining all necessary positive clearances] and contractual agreement. Motion was seconded by Eileen Featherman and carried unanimously, 7-0. (Marjorie James' call was disconnected).

1. Retirement

Name	Position Held
a. Douse, Lillie	Student Aide - High School North Effective Date: the end of the workday on June 16, 2015.

(See page 36)

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

Name	Position Held
a. Flaherty, Stephanie	Paraprofessional - Resica Elementary Effective Date now: May 25, 2015 Length of Leave through: end of the 2014-2015 school year.
b. Litts, Lorrie	Cafeteria Cook - Smithfield Elementary Effective Date: April 14, 2015 Length of Leave now through: end of the 2014-2015 school year.
c. Prendergast, Francis	Paraprofessional (ISS) - Lehman Intermediate Effective Date: January 20, 2015 Length of Leave now through: February 20, 2015

(Requests received)

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

Name	Position Held
a. Darlington, Thomas	Cafeteria Custodian - High School North Effective Date: May 18, 2015 Length of Leave through: June 29, 2015
b. Leeds, Dorothylee	Health Room Nurse - Lehman Intermediate Effective Date: May 20, 2015 Length of Leave through: May 28, 2015
c. Parkes, Jo	Paraprofessional - Middle Smithfield Elementary Effective Date: June 2, 2015 Length of Leave through: end of the 2014-2015 school year. This is an intermittent leave.
d. Rodriguez, Bernadette	Bus Driver - Transportation Effective Date: April 28, 2015 Length of Leave through: May 31, 2015 This is an intermittent leave.
e. Smith, Yolanda	Custodian - High School North Effective Date: June 22, 2015 Length of Leave through: July 10, 2015

(Requests received)

4. Changes of Status - From Temporary to Regular

Name	Position Held
a. Croom, Jamie	From: Temporary Student Aide - Resica Elementary To: Regular Student Aide (Step 1) - Bushkill Elementary Hourly Rate: \$12.46 Effective Date: August 27, 2015

- b. Graziano, Amy From: Temporary Student Aide - Middle Smithfield Elementary
To: Regular Student Aide (Step 1) - Middle Smithfield Elementary
Hourly Rate: \$12.46
Effective Date: August 27, 2015

- c. Hackett, Carol From: Temporary Paraprofessional - Middle Smithfield Elementary
To: Regular Paraprofessional (Step 1) - Middle Smithfield Elementary
Hourly Rate: \$15.72
Effective Date: August 25, 2015

- d. Johnson, Mark From: Temporary Student Aide - Lehman Intermediate
To: Regular Student Aide (Step 1) - Lehman Intermediate
Hourly Rate: \$12.46
Effective Date: August 27, 2015

- e. Kuse, Rebecca From: Temporary Paraprofessional - Resica Elementary
To: Regular Paraprofessional (Step 1) - Middle Smithfield Elementary
Hourly Rate: \$15.72
Effective Date: August 25, 2015

- f. Lopez, Myrna From: Temporary Student Aide - Lehman Intermediate
To: Regular Student Aide (Step 1) - High School North
Hourly Rate: \$12.46
Effective Date: August 27, 2015

- g. McPherson, Autumn From: Temporary Paraprofessional - J. M. Hill Elementary
To: Regular Paraprofessional (Step 1) - J. M. Hill Elementary
Hourly Rate: \$15.72
Effective Date: August 25, 2015

- h. Perlaza, Teresita From: Temporary Student Aide – Resica Elementary
To: Regular Student Aide (Step 1) - Middle Smithfield Elementary
Hourly Rate: \$12.46
Effective Date: August 27, 2015

- i. Root, Elizabeth From: Temporary Student Aide - J. M. Hill Elementary
To: Regular Student Aide (Step 1) - J. M. Hill Elementary
Hourly Rate: \$12.46
Effective Date: August 27, 2015

5. Reassignment (Date Change) - Voluntary

- | Name | Position Held |
|--------------------|---|
| a. Schubert, Edwin | From: Custodian (3 rd shift) - J. T. Lambert Intermediate
To: Custodian (3 rd shift) - High School South
Effective Date now: May 21, 2015
Edwin replaces Daniel Willette who resigned. |

6. Reassignments - Temporary

- | Name | Position Held |
|----------------------|---|
| a. Darlington, Harry | From: Custodian (1 st shift) - J. M. Hill Elementary
To: Cafeteria Custodian (1 st shift) - High School South
Effective Date: June 14, 2013
Now through: June 30, 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: June 30, 2015
Matthew temporarily replaces Harry Darlington who is temporarily reassigned. |

7. Appointment - Regular

- | Name | Position Held |
|---------------------|---|
| a. Martinez, Hector | Custodian (3 rd shift) (Step 1) - North Campus
Hourly Rate: \$14.48 (plus \$.50/per hour shift differential)
Effective Date: June 16, 2015
Hector replaces Anthony Napodano who was reassigned. |

8. Workday Hour Changes

	Last Name	First Name	Position	From:	To:	Effective:
a.	Schantzen	Patrick	Bus Driver	6 hour	7 hour	9/2/14 to 2/27/15
b.	Schantzen	Patrick	Bus Driver	7 hour	8 hour	3/2/15 to 6/11/15

9. Temporary ITEC Interns for the Summer of the 2014-2015 School Year

- | Name | Appointment |
|----------------------|--|
| a. MacMahon, Michael | Temporary Summer Intern - ITEC
Hourly Rate: \$8.00
Effective Date: June 16, 2015
Through: August 21, 2015 |
| b. Molinaro, Jacob | Temporary Summer Intern - ITEC
Hourly Rate: \$8.00
Effective Date: June 16, 2015
Through: August 21, 2015 |

10. Substitute Appointments

- | Name | Position(s) |
|------------------------|--|
| a. Afolabi, Taiwo | Custodian |
| b. Ciccone, Anthony | Custodian |
| c. Daye, Regine | Custodian, Maintenance |
| d. Donahue, Shannon | Information Technologist |
| e. Fylstra, Stephen J. | Maintenance |
| f. Kareem, Monique | Student Aide |
| g. Kuczma, Georgia | Cafeteria Aide, Cafeteria Worker, Secretary |
| h. Long, Damon | Custodian |
| i. Lukjanski, Anzelika | Front Desk Receptionist, Paraprofessional, Secretary |

- j. Morales, Venus Cafeteria Aide, Cafeteria Worker, Paraprofessional, Secretary, Student Aide
- k. Parham, Hasana Custodian
- l. Sloane, Thomas Custodian
- m. Williams, Vivian Custodian

C. Support Staff - Summer Staff for Food Services

ACTION BY THE BOARD:
 Motion was made by Roy Horton to approve the support staff designated for temporary summer cafeteria work under the direction of Paul Schmid, Director of Food Services. These appointments will be at all elementary schools and the High School South effective June 15, 2015 through August 21, 2015. All rates are \$12.00 per hour. Motion was seconded by Gary Summers and carried unanimously, 8-0. (Marjorie James' call was reconnected).

1. Appointments for the Summer of the 2014-2015 School Year

- a. Cawley, Nina
- b. Hicks, Donna
- c. Hirsch, Karen
- d. Kleiner, Bonnie
- e. Lapping, Sarah
- f. Marasco, Amy
- g. Mayo, Eileen
- h. Medina, Angela
- i. Schmidt, Diane
- j. Searfoss, Barbara
- k. Tumminello, Tracy
- l. Van Why, Rose
- m. Van Why, Susan

D. Support Staff – Extended School Year

ACTION BY THE BOARD:
 Motion was made by Roy Horton to approve the following support staff as student aides for the 2014-2015 Extended School Year (ESY) Program effective July 6, 2015 through July 30, 2015. The hourly rate will be their 2015-2016 fiscal year salary compensation. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

1. Appointments - Summer Programs

	Name	Position	2014-2015 Hourly Rate
a.	Conway, Karen	Student Aide/High School South	\$12.46
b.	Giove, Miriam	Student Aide/High School South	\$12.46
c.	Jackson, Jacquelyn	Student Aide/High School South	\$12.46
d.	Johnson, Beverly	Student Aide/High School South	\$12.46
e.	Locke, Gina	Student Aide/High School South	\$12.46
f.	Lopez, Judith	Student Aide/High School South	\$12.46
g.	Perry, Raymond	Student Aide/High School South	\$13.12
h.	Pettinato, Bernice	Student Aide/High School South	\$12.46
i.	Robilotta, Richard	Student Aide/High School South	\$12.46

E. Quick Start Summer Programs

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the appointments in accordance with approved applicable policies and procedures *(subject to proper completion of all necessary documents and obtaining all necessary positive clearances)*. These summer paraprofessional positions are fully funded through the Keystone to Opportunity (KTO) Grant. The hourly rate will be their 2015-2016 fiscal year salary compensation. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

1. Appointments for the Summer of the 2014-2015 School Year:

	Last Name	First Name	Position	Building	2014-2015 Hourly Rate
a.	Billips	Mayla	Quick Start Paraprofessional	East Stroudsburg Elementary	\$18.43/per hour (not to exceed 41 total hours)
b.	Hennings	Gina	Quick Start Paraprofessional	J. M. Hill Elementary	\$17.22/per hour (not to exceed 41 total hours)
c.	Munch	Laura	Quick Start Paraprofessional	Middle Smithfield Elementary	\$15.72/per hour (not to exceed 41 total hours)
d.	Noia	Donna	Quick Start Paraprofessional	Bushkill Elementary	\$18.43/per hour (not to exceed 41 total hours)
e.	Slama	Susan	Quick Start Paraprofessional	Resica Elementary	\$15.72/per hour (not to exceed 41 total hours)
f.	States-DelCane	Denise	Quick Start Paraprofessional	Smithfield Elementary	\$16.35/per hour (not to exceed 41 total hours)

F. Support Staff - Substitute Support Pay Rates for the 2015-2016 Fiscal Year

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the substitute support pay rates for the 2015-2016 fiscal year as follows. Motion was seconded by Gary Summers and carried unanimously, 8-0.

Position	Per Hour
Bus Driver	\$12.50
Bus Mechanic	\$13.00
Business Office	\$10.00
Cafeteria Aide	\$ 8.00
Cafeteria Worker	\$ 8.00
Crossing Guard	\$ 8.25
Custodian	\$ 9.75
Front Desk Receptionist	\$ 7.50

Position	Per Hour
Health Room Nurse	\$ 9.50
Information Technologist	\$11.00
Maintenance I Worker	\$10.50
Paraprofessional	\$ 9.00
School Police Officer	\$12.00
Secretary	\$ 9.50
Security Officer	\$10.00
Student Aide	\$ 8.00

G. School Police Officer – First Stipend (#1)

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve payment of the First Stipend (#1) for the designated School Police Officer payable the end of the 2014-2015 fiscal year in accordance with the current School Police Officer Compensation Plan. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

	Last Name	First Name	Position	2014-2015 First Stipend (#1)
a.	Iannazzo	Marc	School Police Officer (10 month)	\$2,083.33

H. School Police Officers – Second Stipend (#2.b.)

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve payments of the Second Stipend (#2.b.) for the designated School Police Officers, payable the last pay date in June, 2015 in accordance with the current School Police Officer Compensation Plan. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

	Last Name	First Name	Position	2014-2015 Second Stipend (#2.b.)
a.	Cullen	Thomas	School Police Officer (12 month)	\$2,500.00
b.	Fehrle	Richard	School Police Officer (12 month)	\$2,500.00
c.	Gangaware	Adam	School Police Officer (12 month)	\$2,500.00
d.	Piccirilli	Terre	School Police Officer (12 month)	\$2,500.00
e.	Sutter	Robert	School Police Officer (12 month)	\$2,500.00

I. Professional Staff - Non-Renewal

ACTION BY THE BOARD:

Motion was by Roy Horton to approve the non-renewal of the following temporary professional employee's employment contract due to educational programing needs, effective August 24, 2015. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

1. Non-Renewal

Name	Position Held
a. Meglio, Stephen	Social Studies teacher – J. T. Lambert Intermediate Effective Date: August 24, 2015

J. Professional Staff

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the resignation, retirement, leaves of absence, reassignments and appointments of the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Gary Summers and passed 6-2. Ronald Bradley and Robert Gress voted no.

1. Retirement (Date Change)

Name	Position Held
a. Barton, Sharon	Special Education teacher – High School North Effective Date: at the end of the workday on June 1, 2015.

(See page 37)

2. Retirement

Name	Position Held
a. Bove, Sheila	Gifted teacher – J. T. Lambert Intermediate Effective Date: at the end of the workday on June 16, 2015.

(See page 38)

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

Name	Position Held
a. Lesoine, Olivia	Math teacher - High School South Effective Date now: April 27, 2015 Length of Leave now through: June 5, 2015
b. Miller, Beth-Ann	Grade 2 teacher - East Stroudsburg Elementary Effective Date now: April 15, 2015 Length of Leave now through: end of the 2014-2015 school year.
c. Rogerson, Christine	Library Science teacher - Lehman Intermediate Effective Date now: March 23, 2015 Length of Leave now through: May 12, 2015
d. Rubino, Julie	Elementary Literacy Coach - District Effective Date now: March 16, 2015 Length of Leave now through: May 25, 2015 This leave is intermittent effective May 11, 2015 through May 22, 2015 only.

(Requests received)

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

Name	Position Held
a. Bibler, Elizabeth	Special Education teacher - Lehman Intermediate Effective Date: May 28, 2015 Length of Leave through: end of the 2014-2015 school year.
b. Florentino (Smith), Dawn	Grade 2 teacher - East Stroudsburg Elementary Effective Date: February 19, 2015 Length of Leave through: December 20, 2015 This is an intermittent leave.
c. Hepner, Loni	Biology teacher - High School South Effective Date: April 2, 2015 Length of Leave through: April 23, 2015
d. Ippolito, Cynthia	English teacher - High School South Effective Date now: May 11, 2015 Length of Leave through: June 11, 2015
e. Pattison, Gayle	Math teacher - Lehman Intermediate Effective Date: May 18, 2015 Length of Leave through: end of the 2014-2015 school year.

(Requests received)

5. Reassignments - Involuntary

Name	Position Held
a. Andrews, Andronikki	From: Grade 2 teacher - East Stroudsburg Elementary To: Grade 2 teacher - J. M. Hill Elementary Effective Date: August 25, 2015 This position was moved due to District needs.

- b. Ballard, Nicole From: Art teacher - J. T. Lambert Intermediate
To: Art teacher - East Stroudsburg Elementary
Effective Date: August 25 , 2015
Nicole replaces Brittany Warner-Maidman who temporarily replaced the vacant position of Clarissa Ward.
- c. Chamberlin, Carley From: Guidance Counselor - Bushkill and Resica Elementary
To: Guidance Counselor - J. M. Hill Elementary
Effective Date: August 25 , 2015
This position was moved due to District needs.
- d. Christopher, Michele From: Art teacher - High School South
To: Art teacher - J. T. Lambert Intermediate
Effective Date: August 25 , 2015
Michele replaces Nicole Ballard who was reassigned.
- e. Davidge, Samuel From: Health & Physical Education teacher - Lehman Intermediate
To: Health & Physical Education teacher - J. M. Hill and Smithfield Elementary
Effective Date: August 25 , 2015
This position was moved due to District needs.
- f. Falzone, Holly From: Health & Physical Education teacher - Bushkill Elementary
To: Health & Physical Education teacher - Bushkill and East Stroudsburg Elementary
Effective Date: August 25 , 2015
This position was moved due to District needs.
- g. Halas, Rebecca From: Special Education (Life Skills) teacher - Resica Elementary
To: Special Education (Life Skills) - Middle Smithfield Elementary
Effective Date: August 25 , 2015
This position was moved due to District needs.
- h. Hamilton, Gail From: Special Education (Learning Support) teacher - Resica Elementary
To: Special Education (Learning Support) - Middle Smithfield Elementary
Effective Date: August 25 , 2015
This position was moved due to District needs.
- i. Keglovits, Kate From: Guidance Counselor - Lehman Intermediate
To: Guidance Counselor - Lehman Intermediate and Bushkill Elementary
Effective Date: August 25 , 2015
This position was moved due to District needs.
- j. Krumanocker, James From: Art teacher - Bushkill Elementary
To: Art teacher - Bushkill Elementary and Lehman Intermediate
Effective Date: August 25 , 2015
This position was moved due to District needs.
- k. Murphy, Kenneth From: Technology Education teacher - J. T. Lambert Intermediate
To: Technology Education teacher - High School South
Effective Date: August 25 , 2015
Kenneth replaces John Werth who was reassigned.

- l. Newman, Shelley
From: Kindergarten teacher - East Stroudsburg Elementary
To: Kindergarten teacher - Resica Elementary
Effective Date: August 25 , 2015
This position was moved due to District needs.

- m. Souffrant, Fabiola
From: Grade 5 teacher - East Stroudsburg Elementary
To: Grade 5 teacher - Middle Smithfield Elementary
Effective Date: August 25 , 2015
This position was moved due to District needs.

- n. Stokes, Evan
From: Grade 3 teacher - Bushkill Elementary
To: Grade 3 teacher - Resica Elementary
Effective Date: August 25 , 2015
This position was moved due to District needs.

- o. Suarez, Matthew
From: Technology Education teacher - High School North
To: Technology Education teacher - Lehman and J. T. Lambert
Intermediate Schools
Effective Date: August 25 , 2015
This position was moved due to District needs.

- p. Villa, Priscilla
From: Special Education (Emotional Support) teacher - East
Stroudsburg Elementary
To: Special Education (Emotional Support) - Bushkill
Elementary
Effective Date: August 25 , 2015
This position was moved due to District needs.

- q. Watson, Mark
From: French teacher - Lehman Intermediate
To: French teacher - Lehman Intermediate and High School
North
Effective Date: August 25 , 2015
This position was moved due to District needs.

- r. Werth, John
From: Technology Education teacher - High School South
To: Technology Education teacher - High School North
Effective Date: August 25 , 2015
John replaces Matthew Suarez who was reassigned

- s. Zabriski, Lisa
From: Kindergarten teacher - Bushkill Elementary
To: Grade 1 teacher - J. M. Hill Elementary
Effective Date: August 25 , 2015
Lisa replaces Nicole Nietz who was reassigned.

6. Reassignments - Voluntary

- | Name | Position Held |
|-------------------------|---|
| a. Agosto, Caroline | From: Reading teacher - Lehman Intermediate
To: Elementary Literacy Coach - District
Effective Date: August 25 , 2015
Caroline replaces Julie Rubino who was reassigned. |
| b. Broderick, Christine | From: Grade 6 teacher - Lehman Intermediate
To: Grade 5 teacher - J. M. Hill Elementary
Effective Date: August 25 , 2015
Christine replaces Angela Pachuta who temporarily replaced the
vacant position of Jennifer Husson. |

- c. Caplette, Tara
From: Special Education (Learning Support) teacher - Middle Smithfield Elementary
To: Special Education (Learning Support) - J. M. Hill Elementary
Effective Date: August 25 , 2015
Tara replaces Mariann Capriolli who retired.
- d. Fodness, Pete
From: Health & Physical Education teacher - East Stroudsburg and Smithfield Elementary
To: Health & Physical Education teacher - East Stroudsburg Elementary
Effective Date: August 25 , 2015
This position was moved due to District needs.
- e. Leap, Jason
From: Social Studies teacher - Lehman Intermediate
To: Social Studies teacher - J. T. Lambert Intermediate
Effective Date: August 25 , 2015
Jason replaces Stephen Meglio who was a non-renewal.
- f. Majeski, David
From: Science teacher - Lehman Intermediate
To: Science teacher - J. T. Lambert Intermediate
Effective Date: August 25 , 2015
David replaces Ruthann Flad who retired.
- g. Nietz, Nicole
From: Grade 1 teacher - J. M. Hill Elementary
To: Kindergarten teacher - Middle Smithfield Elementary
Effective Date: August 25 , 2015
This position was moved due to District needs.
- h. Rubino, Julie
From: Elementary Literacy Coach - District
To: Grade 2 teacher - J. M. Hill Elementary
Effective Date: August 25 , 2015
Julie replaces Elizabeth Blundetto who retired.

7. Reassignment - Intra Building

- | Name | Position Held |
|--------------------|---|
| a. Askins, Kendal | From: Gifted teacher - J. T. Lambert Intermediate
To: Math Edge teacher - J. T. Lambert Intermediate
Effective Date: August 25 , 2015
Kendal replaces the vacant position temporarily filled by Cynthia Rheinheimer. |
| b. Bowen, Karleigh | From: English Grade 7/8 teacher - Lehman Intermediate
To: English Grade 7 teacher - Lehman Intermediate
Effective Date: August 25 , 2015
Karleigh replaces Margaret Heiss who retired. |
| c. Karpe, Michael | From: Grade 5 teacher - Middle Smithfield Elementary
To: Grade 3 teacher - Middle Smithfield Elementary
Effective Date: August 25 , 2015
This position was moved due to District needs. |
| d. Lowris, Joel | From: Technology Education teacher - Lehman Intermediate
To: Grade 6 teacher - Lehman Intermediate
Effective Date: August 25 , 2015
Joel replaces Christine Broderick who was reassigned. |

e. Smith, Susan

From: Grade 4 teacher - Middle Smithfield Elementary
To: Grade 3 teacher - Middle Smithfield Elementary
Effective Date: August 25 , 2015
Susan replaces Janice Karter who retired.

8. Appointment (Date Change) - Long Term Substitute

Name

Position

a. Moyer, Cassandra

RTII teacher - J. M. Hill Elementary (LTS)
Effective: October 14, 2014 through the end of the workday on
May 28, 2015.
Cassandra replaces Kathleen Carr who is on a Sabbatical leave.

9. Appointment - Regular

Name

Position

a. Cruz, Kristin

Special Education teacher (Learning Support) - Middle
Smithfield Elementary (TPE)
Salary: \$46,824.00 (Step 2 Column 7)
Effective Date: August 25 , 2015
Kristin replaces Hilary Peterson who resigned.

(See page 39)

10. Substitute Appointments

Name

Certification(s)

a. Greenfield, Dawn

Emergency Permit

K. Salary Compensations – Guidance Counselors for the 2015-2016 Fiscal Year

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the following guidance counselor salary compensations in accordance with the 2014-2015 to 2015-2016 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. These salaries are effective July 1, 2015 through June 30, 2016. Motion was seconded by Roy Horton and carried unanimously, 8-0.

1. Salary Compensations - Intermediate Guidance Counselors for the 2015-2016 Fiscal Year

	Last Name	First Name	Step	Column	2015-2016 Salary
a.	Christian	Cynthia	16	11	\$82,312
b.	Jones	Deborah	16	15	\$84,940
c.	Peeke	Lachlan	16	16	\$85,661

2. Salary Compensations - High School Guidance Counselors for the 2015-2016 Fiscal Year

	Last Name	First Name	Step	Column	2015-2016 Salary
a.	Formica	Joseph	16	8	\$80,612
b.	Kule	Jay	16	10	\$81,720

L. School Nurses/Dental Hygienists Additional Hours for the Summer of the 2014-2015 School Year

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the following school nurses and dental hygienists' additional days for the summer of the 2014-2015 school year. All rates are \$28.56 per hour, based on a 7.5 hour workday. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

	Name	Position	Building	Hours
a.	Branigan, Jeanne	School Nurse	High School South	7 day maximum
b.	Cannell, Marianne	School Nurse	Middle Smithfield Elementary	7 day maximum
c.	Cole, Susan	School Nurse	East Stroudsburg Elementary	20 day maximum
d.	Cox, Leslie	School Nurse	Lehman Intermediate	7 day maximum
e.	Bompane, Peggy	School Nurse	J T Lambert Intermediate	7 day maximum
f.	Early, Eileen	School Nurse	Resica Elementary	7 day maximum
g.	Neyhart, Mary Louise	School Nurse	High School North	7 day maximum
h.	Pappalardo, Lynn	School Nurse	Notre Dame/Bethesda	7 day maximum
i.	Reinhardt, Judith	School Nurse	Smithfield Elementary	7 day maximum
j.	Schuler, Judy	School Nurse	Bushkill Elementary	7 day maximum
k.	Corson, Deborah	School Nurse	J M Hill Elementary	7 day maximum
l.	Buis, Karen	Dental Hygienist	District	2 day maximum
m.	Turtzo, Gail	Dental Hygienist	District	1 day maximum

M. Supplemental Days for the 2015-2016 Fiscal Year

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the following guidance counselors and special education consultant's additional supplemental days for the 2015-2016 Fiscal Year, effective July 1, 2015 through June 30, 2016. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

1. Elementary Guidance Counselors

	Name	Supplemental Days
a.	Adams, Sarah	13 days
b.	Chamberlin, Carley	13 days
c.	Dollar, Beverly	13 days
d.	O'Connor, Sarah	13 days
e.	Matulevich, Loriann	13 days
f.	Osmun, Jonathan	13 days
g.	Rovi, Lauren	13 days
h.	Shultz, Cathleen	13 days

2. Intermediate Guidance Counselors

	Name	Supplemental Days
a.	Christian, Cynthia	16 days
b.	Jones, Deborah	16 days
c.	Keglovits, Kate	16 days
d.	Peeke, Lachlan	16 days
e.	Reichert, Eric	16 days

3. High School Guidance Counselors

	Name	Supplemental Days
a.	Dietz, Casandra	20 days
b.	Falbo, David	23 days
c.	Formica, Joseph	21.5 days
d.	Huffman, Carol	20 days
e.	Kerzner, Phillip	20 days
f.	Kule, Jay	21.5 days

g.	Sullivan, Elizabeth	20 days
h.	Nicosia, Faith	20 days
i.	North, Alison	20 days
j.	Reichl, Jeffrey	20 days
k.	Ziegler, Jillian	20 days

4. **Special Education Consultant**

	Name	Supplemental Days
a.	Burke, Mary	20 days

N. Professional Staff - Substitute Teacher/School Nurse Pay Rate for the 2015-2016 School Year

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the per diem substitute teacher/school nurse rate for the 2015-2016 school year as \$80.00 per day. After thirty (30) days of substituting in this capacity, the substitute teacher/school nurse will be eligible for a \$500.00 bonus. The thirty (30) days do not have to be consecutive and are calculated for time substituted within the 2015-2016 school year and will not carry over to subsequent school years. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

O. Extended School Year

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the following appointment for extended school year effective July 6, 2015 through July 30, 2015, in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

1. **Appointment for the Summer of the 2014-2015 School Year**

	Last Name	First Name	Position	Rate
a.	Govus	Diana	Teacher	\$28.56 per hour

P. Quick Start Summer Programs

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the appointments in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). These summer positions are fully funded through the Keystone to Opportunity (KTO) Grant. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

1. **Appointments for the Summer of the 2014-2015 School Year:**

	Last Name	First Name	Position	Building	Rate
a.	Reveron	Evelyn	Quick Start Program Teacher	Bushkill Elementary	\$28.56/per hour (not to exceed 55 total hours)
b.	Pierce	Mary	Quick Start Parent Presenter	Bushkill Elementary	\$28.56/per hour (not to exceed 25 total hours)
c.	Winkler	Mary	Quick Start Program Teacher	East Stroudsburg Elementary	\$28.56/per hour (not to exceed 55 total hours)
d.	Steakin	Susan	Quick Start Parent Presenter	East Stroudsburg Elementary	\$28.56/per hour (not to exceed 25 total hours)
e.	Leonard	Jacilyn	Quick Start Program Teacher	J M Hill Elementary	\$28.56/per hour (not to exceed 55 total hours)
f.	Rogers	Maria	Quick Start Parent Presenter	J M Hill Elementary	\$28.56/per hour (not to exceed 25 total hours)
g.	Hewitt	Erin	Quick Start Program Teacher	Middle Smithfield	\$28.56/per hour (not to exceed 55 total hours)

Dreibelbis, Susan	Science – Grade 7
Dreibelbis, Susan	Science – Grade 8
Vitulli, Lisa	Social Studies – Grade 6
Vitulli, Lisa	Social Studies – Grade 7
LaBar, Robert	Social Studies – Grade 8

S. Virtual Academy Facilitators: High School On-line Summer School for the 2014-2015 School Year

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the appointments in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*), pending enrollment. These teaching positions are for the summer of the 2014-2015 school year. All rates are \$28.56 per hour up to 32 hours, which includes 2 hours of orientation (total not to exceed 32 hours). Motion was seconded by Gary Summers and carried unanimously, 6-0.

1. High School Appointments for the Summer of the 2014-2015 School Year

Name	Subject
Marmo, Jennifer	English – Grade 9
Susic, Stacy	English – Grade 10
Marmo, Jennifer	English – Grade 11
Langan, Brooke	English – Grade 12
DeLeon, Karla	Algebra I
DeLeon, Karla	Algebra II
Dobrowolski, Darrin	Geometry
Dobrowolski, Darrin	Trigonometry
Fisher, Marijo	Environmental Science
Fisher, Marijo	General Science
Fisher, Marijo	Biology I
Fisher, Marijo	Biology II
Zerfoss, Jon	Social Studies – American Studies I
Szepietowski, Waldemar	Social Studies – American Studies II
Szepietowski, Waldemar	Social Studies – World Studies I
Zerfoss, Jon	Social Studies – World Studies II

T. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the resignation and appointments in accordance with the terms of the District's existing collective bargaining agreements as amended and supplemented (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). Motion was seconded by Gary Summers and carried unanimously, 6-0.

1. Resignation

Name	Position Held
a. Fekula, Nathan	Intramural Homework Advisor (Grade 8) - Lehman Intermediate Effective: May 27, 2015

(See page 41)

2. Appointments for the 2014-2015 School Year

	Last Name	First Name	Position	Building	Rate
a.	Bakner	Paul	Summer Band Advisor	High School North	\$28.56/hour (not more than 39 hours)

	Last Name	First Name	Position	Building	Rate
b.	Clogg	Katye	Summer Band Advisor	High School South	\$28.56/hour (not more than 50 hours)
c.	Flicker	Matthew	Summer Band Advisor	Lehman Intermediate	\$28.56/hour (not more than 56 hours)
d.	Horne	Kevin	Summer Band Advisor	J. T. Lambert Intermediate	\$28.56/hour (not more than 48 hours)
e.	Perkins	Rose	Summer Band Advisor	Bushkill, J M Hill, Resica Elementary	\$28.56/hour (not more than 70 hours)
f.	Shamp	Melodie	Summer Band Advisor	East Stroudsburg, Middle Smithfield, Smithfield Elementary	\$28.56/hour (not more than 45 hours)
g.	Whitney	Matthew	Summer Band Advisor	J. T. Lambert Intermediate	\$28.56/hour (not more than 43 hours)
h.	Ziegler	Jillian	Mentor for Douglas Beckworth (eff 3/10/15)	High School North	\$612.06 (prorated)
i.	Aponte	Betty	Intramural Homework Advisor (Grade 8)	Lehman Intermediate	\$23.46/hour (34.5 hour maximum split with Diane Contino)
j.	Contino	Diane	Intramural Homework Advisor (Grade 8)	Lehman Intermediate	\$23.46/hour (34.5 hour maximum split with Betty Aponte)

3. Appointments for the 2015-2016 School Year

	Last Name	First Name	Position	Building	Rate
a.	Allbaugh	David Emery	Boys' Soccer Junior Varsity Coach	High School North	\$3,264.32
b.	Starkes	Steven	Boys' Soccer Varsity Assistant Coach	High School North	\$3,264.32
c.	Clouse	Denise	Field Hockey Head Coach	High School North	\$4,612.89
d.	Popovice	Kristin	Girls' Soccer Head Coach	High School North	\$4,612.89
e.	Perlaza	Yanneth	Girls' Soccer Junior Varsity Coach	High School North	\$3,264.32
f.	Brundage	Elizabeth	Girls' Soccer Varsity Assistant Coach	High School North	\$3,264.32
g.	Lukjanska	Anzelika	Girls' Volleyball Head Coach	High School North	\$4,612.89
h.	Suarez	Matthew	Intramural Baseball Advisor	High School North	\$23.46/hour (24 hour maximum)
i.	Patascher	Daniel	Intramural Golf Advisor	High School North	\$23.46/hour (24 hour maximum)
j.	Cloward	Daniel	Scholastic Scrimmage Coach	High School North	\$1,738.25
k.	Cloward	Daniel	Speech & Debate Team Advisor	High School North	\$1,496.49
l.	Meglio	Stephen	Cross Country Varsity Assistant Coach	High School South	\$2,390.09
m.	Boylan	Brian	Football Freshman Assistant Coach	High School South	\$3,839.66
n.	Pawlowski	Walter	Football Freshman Head Coach	High School South	\$4,679.20
o.	Bealer	Brett	Football Varsity Assistant Coach	High School South	\$5,137.22
p.	Loar	Kayla	Girls' Volleyball Varsity Assistant Coach	High School South	\$3,264.32
q.	McCormick	Cara	Intramural Field Hockey Advisor	High School South	\$23.46/hour (24 hour maximum)
r.	Armitage	Jay	Intramural Rifle Advisor	High School South	\$23.46/hour (24 hour maximum)
s.	McGee	Amanda	Intramural Volleyball Advisor	High School South	\$23.46/hour (24 hour maximum)
t.	Munch	Gregory	Intramural Weight Room Supervisor (summer)	High School South	\$23.46/hour (96 hour maximum)
u.	Kernan	Paul	Mock Trial Head Coach	High School South	\$2,483.94 (plus \$250.00 longevity stipend)
v.	Sagan	Mary	Speech & Debate Team Advisor	High School South	\$1,496.49
w.	Schouppe	Stephen	Associate Athletic Director	J. T. Lambert Intermediate	\$5,477.94 (plus \$250.00 longevity stipend)

	Last Name	First Name	Position	Building	Rate
x.	Flickinger	Bryan	Boys' Soccer Assistant Coach	J. T. Lambert Intermediate	\$1,479.15
y.	Iannazzo	Marc	Football Assistant Coach	J. T. Lambert Intermediate	\$1,479.15
z.	McCracken	Sean	Football Assistant Coach	J. T. Lambert Intermediate	\$1,479.15
aa.	Mitchell	Daniel	Football Assistant Coach	J. T. Lambert Intermediate	\$1,479.15
bb.	Allison	Richard	Intramural Boys' Soccer Advisor	J. T. Lambert Intermediate	\$23.46/hour (24 hour maximum)
cc.	Fetherman	Patrick	Boys' Soccer Head Coach	Lehman Intermediate	\$2,117.73
dd.	Johnson	Mark	Football Assistant Coach	Lehman Intermediate	\$1,479.15
ee.	McKeithan	Nelson	Football Assistant Coach	Lehman Intermediate	\$1,479.15

U. Act 93 Staff

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the leave of absence of the designated Act 93 staff designated, in accordance with the approved applicable policies and current Act 93 Compensation Plan. Motion was seconded by Robert Huffman and carried unanimously, 6-0.

1. Leave of Absence – In Accordance with School Board Policy #335

Name	Position Held
a. Bohrman, Joanne	Assistant Principal - Lehman Intermediate Effective: June 18, 2015 Length of Leave through: July 17, 2015

(Application received)

V. Act 93 Administrative Staff – 2015-2016 Fiscal Year Salary Compensations

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the salary compensations for the designated Act 93 Administrative staff for the 2015-2016 fiscal year as follows in accordance with the current Act 93 Compensation Plan. All salaries are effective July 1, 2015. Motion was seconded by Robert Huffman and passed 6-1. Robert Gress voted no. (Roy Horton returned to the meeting).

	Last Name	First Name	Position	2015-2016
1.	Maynard-Freed	Araina	Access Coordinator	\$60,000.00
2.	McIntyre	Thomas	Assistant Business Manager	\$75,000.00
3.	Hendel	Thomas	Assistant Director of Transportation	\$67,000.00
4.	Moran	Ryan	Assistant to the Superintendent for Curriculum & Instruction Grades K-6)	\$112,000.00
5.	Forsyth	Eric	Director of Administrative Services	\$86,000.00
6.	Brenneman	Benjamin	Director of Athletics & Activities	\$88,700.00
7.	Eppley	Daniel	Director of Facilities	\$82,400.00
8.	Schmid	Paul	Director of Food Services	\$84,200.00
9.	Borosh	Brian	Director of Instructional Technology	\$103,018.78
10.	Stevens	Kim	Director of Pupil Services 6-8	\$103,097.55
11.	Hopkins	Lynda	Director of Pupil Services 9-12	\$105,165.39
12.	Casciotta	Marialena	Director of Pupil Services K-5	\$103,097.55
13.	Sutjak	Robert	Director of Transportation	\$82,400.00
14.	Arnold	Michelle	Elementary Principal	\$100,054.87

15.	Baker	David	Elementary Principal	\$95,013.29
16.	Kulick	Gail	Elementary Principal	\$108,834.98
17.	Livingston	Irene	Elementary Principal	\$102,472.82
18.	Padavano	Debra	Elementary Principal	\$90,262.25
19.	Vitulli	William	Elementary Principal, Cyber Academy Principal & Coordinator of Staff Development K-5 and Administrator for Act 48/PILS/CPE Tracker	\$92,700.00
20.	Dailey	Dawn	High School Assistant Principal	\$87,389.64
21.	Evans	David	High School Assistant Principal	\$82,400.00
22.	Flickinger	Kimberly	High School Assistant Principal	\$82,400.00
23.	Lalli	Joseph	High School Assistant Principal	\$82,400.00
24.	Catrillo	Michael	High School Principal	\$124,132.60
25.	Zall	Stephen	High School Principal & Coordinator of Staff Development 6-12	\$111,080.06
26.	Bohrman	Joanne	Intermediate Assistant Principal	\$82,400.00
27.	Kerstetter	Eric	Intermediate Assistant Principal	\$82,957.47
28.	Livingston	Lauren	Intermediate Assistant Principal	\$82,400.00
29.	Dilliplane	Robert	Intermediate Principal	\$107,195.19
30.	Piperato	Heather	Intermediate Principal	\$107,195.19
31.	Deane-Gardner	Carol	Supervisor of Special Education (Grades 6 - 8)	\$74,945.81
32.	Trotto	Amy	Supervisor of Special Education (Grades 9 - 12)	\$74,945.81
33.	Hendershot	Colien	Supervisor of Special Education (Grades K- 5)	\$74,945.81
34.	Slesinski	Michael	Supervisor of Special Education (Grades K- 5)	\$74,945.81

XI. SETON HILL UNIVERSITY

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the Dual Enrollment Agreement between the East Stroudsburg Area School District and Seton Hill University from June 15, 2015 to July 1, 2016. Motion was seconded by Roy Horton and carried unanimously, 7-0.

(See pages 42-47)

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 Ronald Bradley and carried unanimously, 7-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	4ever Young Photo booths (Rebecca Young)	One hour extra Photo Booth Rental for H.S. South Prom	\$150.00	H.S. South Class of 2015 Student Account	5/9/15
2.	Allem, Heather	Interpretive Services at H.S. South graduation.	Not to Exceed \$180.00	H.S. South	6/12/15
3.	Baker, Kyle	Musician	\$100.00	Smithfield Elementary –Special Activity Fund	

4.	Doucek, Angelika	Slovakian Translation Services for the Psychological Testing of a student	\$57.12	Resica Elementary	6/1/15
5.	East Stroudsburg University	Athletic Trainer Graduate Assistant Program for High School North	Not to Exceed \$8,755	Athletics Dept.	8/10/15-Spring Athletic Season 2016
6.	East Stroudsburg University	Athletic Trainer Graduate Assistant Program for High School South	Not to Exceed \$8,755	Athletics Dept.	8/10/15-Spring Athletic Season 2016
7.	East Stroudsburg University	Strength & Conditioning Graduate Assistant Program for High School North	Not to Exceed \$8,755	Athletics Dept.	8/10/15-Spring Athletic Season 2016
8.	East Stroudsburg University	Strength & Conditioning Graduate Assistant Program for High School South	Not to Exceed \$8,755	Athletics Dept.	8/10/15-Spring Athletic Season 2016
9.	IU 20	One to One Associate Teacher/ESY Services	Not to Exceed \$1,898.19	Special Ed/District Funds	6/30/15-7/16/15
10.	IU 20	One to One Associate Teacher	Not to Exceed \$7,002.64	Special Ed/District Funds	5/4/15-6/30/15
11.	Michalowski, Ted	Artist in Residency – Resica Elementary School	\$200.00	Resica Elementary	5/22/15
12.	Murphy, Kevin	Student Behavior – Why Kids Do What They Do	\$350.00	Professional Development	6/15/15
13.	Prismatic Magic LLC (Raleigh Ames)	Laser Assembly as part of School-wide Positive Behavior Program	\$818.00	Middle Smithfield Elementary	5/28/15
14.	Sign Language Interpreting Services (Julie Corbett)	Interpretive Services at H.S. South graduation.	Not to Exceed \$300.00	H.S. South	6/12/15
15.	Sweet, Stevens, Katz & Williams (Mark Walz)	Social Media for Educators Presentation for the Administrators	\$1,500.00	Ready to Learn Grant	6/1/15

(See pages 48-85)

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 Eileen Featherman and carried unanimously, 7-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	East Stroudsburg University	Athletic Trainer Graduate Assistant Program for J. T. Lambert Intermediate Athletics	Not to Exceed \$20,825.00	Athletics Department	8/10/15-Spring Athletic Season 2016
2.	East Stroudsburg University	Athletic Trainer Graduate Assistant Program for Lehman Intermediate Athletics	Not to Exceed \$20,825.00	Athletics Department	8/10/15-Spring Athletic Season 2016
3.	IU 20	Two One to One Associate Teachers	Not to Exceed \$75,928.00	Special Ed/District Funds	8/25/15 -6/30/16

(See pages 86-100)

XIII. STUDENT ITEMS

A. Field Trips – 75 Miles or More

ACTION BY THE BOARD:

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

	Name	Activity	Location	Dates
1.	Guida, Emile	Middle Smithfield Elementary 2 nd Grade Students to the Liberty Science Center	Jersey City, NJ	5/14/15
2.	Jones, Sally	Smithfield Elementary First Grade Students to Space Farms Zoo & Museum.	Sussex, NJ	6/2/15
3.	Polmounter, Amy	H.S. South FBLA students to Newark Airport for FBLA Nationals	Newark, NJ	6/27/15

(See pages 101-103)

B. Release and Settlement Agreements

1.

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Release and Settlement Agreement between the East Stroudsburg Area School District and the parents of student with case #14021207 to have the student reflected as a graduate of June 2015. Motion was seconded by Gary Summers and passed 6-1. Ronald Bradley voted no.

(See pages 104-111)

2.

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Release and Settlement Agreement between the East Stroudsburg Area School District and the parent of student with case #14021208 to have the student reflected as a graduate of June 2015. Motion was seconded by Robert Huffman and passed 6-1. Ronald Bradley voted no.

(See pages 112-119)

XIV. OLD AND NEW BUSINESS

None

XV. BOARD POLICIES

ACTION BY THE BOARD:

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

- #106 Guides for Planned Instruction
- #107 Adoption of Planned Instruction
- #109 Resource Materials
- #118.1 Online Courses – The East Stroudsburg Area Cyber Academy
- #127 Assessment of Educational Program

- #302 Employment of Superintendent/ Assistant Superintendent
- #303 Employment of Administrators
- # 317 Conduct/Disciplinary Procedures of Administrative Employees
- # 317.1 Educator Misconduct of Administrative Employees
- #404 Employment of Professional Employees
- #405 Employment of Substitute Professional Employees
- #417 Conduct/Disciplinary Procedures of Professional Employees
- #417.1 Educator Misconduct of Professional Employees
- #504 Employment of Classified Support Employees
- #505 Employment of Substitute and Short-Term Employees for Classified/Support Employees
- #517 Conduct/Disciplinary Procedures of Support Employees
- #810 Transportation
- #818 Contracted Services

(See pages 120-173)

XVI. CONFERENCE ATTENDANCE

A. Superintendent

1.

ACTION BY THE BOARD:
 Motion was made by Roy Horton to approve the attendance of Sharon Laverdure at the PSBA Legislative Hearing on Truancy in Harrisburg, PA from June 8, 2015-June 9, 2015 in the approximate amount of \$362.60. Motion was seconded by Robert Huffman and carried unanimously, 7-0.

2.

ACTION BY THE BOARD:
 Motion was made by Roy Horton to approve the attendance of Sharon Laverdure at the Colonial IU 20 Superintendents' Retreat and Summer Administrative Workshop in Bethlehem, PA on July 29, 2015 and July 30, 2015 in the approximate amount of \$199.26. Motion was seconded by Robert Huffman and carried unanimously, 7-0.

XVII. FISCAL ITEMS

A. ESU P.E.T. Program MOU

ACTION BY THE BOARD:
 Motion was made by Roy Horton to approve the Memorandum of Understanding with East Stroudsburg University for participation in their PreK-12 Educator Tuition Program for a period of two (2) years ending June 30, 2017, in accordance with the recommendation of the Finance Committee. Motion was seconded by Gary Summers and carried unanimously, 7-0.

(See pages 174-179)

B. Disabled Veterans' Property Tax Exemption

ACTION BY THE BOARD:
 Motion was made by Roy Horton to approve a disabled veteran's property tax exemption for Christian Torres for parcel # 05-6/3/5/7-40 as certified by the PA Department of Military and Veterans Affairs for school district real estate taxes effective July 1, 2015 for a period of five years and in accordance with the recommendation of the Finance Committee. Motion was seconded by Ronald Bradley and carried unanimously, 7-0.

(See pages 180-181)

C. Public Financial Management

1.

ACTION BY THE BOARD:

Motion was made by Roy Horton to direct the Administration and the Solicitor to work with Public Financial Management, Financial Advisor, and Rhoads & Sinon, Bond Counsel on the issuance of General Obligation Bonds or Notes to be issued via competitive bond sale or bank loan RFP process, the proceeds of which shall be used towards the current refunding of the District's General Obligation Bonds, Series A of 2010 Bonds at a minimum net savings target of \$50,000, in accordance with the recommendation of the Finance Committee. Motion was seconded by Ronald Bradley and carried unanimously, 7-0.

2.

ACTION BY THE BOARD:

Motion was made by Roy Horton to direct the Administration and the Solicitor to work with Public Financial Management, Financial Advisor, and Rhoads & Sinon, Bond Counsel on the issuance of General Obligation Bonds or Notes to be issued via competitive bond sale or bank loan RFP process, the proceeds of which shall be used towards the advance refunding of portion of the District's General Obligation Bonds, Series A of 2007 Bonds at a minimum net savings target of \$246,000, in accordance with the recommendation of the Finance Committee. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

(See pages 182-200)

D. Apple Equipment

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the District's participation in the Chester County School District's Joint Purchasing Board for the purchase of Apple computer hardware, software, supplies, and related items for the 2015-16 fiscal year. Motion was seconded by Roy Horton and carried unanimously, 7-0.

(See page 201)

E. Apple Lease Agreement

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve Lease Schedule #021 to the existing Master Lease Purchase Agreement #7387311 with Apple, Inc. in the amount of \$97,414.79 for desktop computers, laptops, and related equipment for a four (4) year term with annual payments of \$24,834.82, subject to final review by the Solicitor and Bond Counsel, in accordance with the recommendation of the Finance Committee. Pricing is per the Chester County School Districts' Joint Purchasing Board's Apple Bid. Motion was seconded by Robert Huffman and carried unanimously, 7-0.

(See pages 202-206)

F. First Niagara Leasing, Inc.

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Master Lease Purchase Agreement with First Niagara Leasing, Inc. in the amount of \$612,936 for desktop computers, chromebooks, and related equipment for a four (4) year term with annual payments of \$156,499.15, subject to final review by the Solicitor and Bond Counsel, in accordance with the recommendation of the Finance Committee. Pricing is per COSTARS Contract #003-085. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

(See pages 207-214)

G. Verizon Wireless Lease Agreement

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve a Lease Agreement with Verizon Wireless for the purpose of constructing a cellular service antenna on District property located at 50 Vine St, East Stroudsburg, PA for an initial period of five (5) years, with four (4) additional five (5) year renewal options, in accordance with the recommendation of the Finance Committee at a minimum rental fee of \$4,800 per year. The form of Lease Agreement shall be substantially in the form as presented by Verizon, subject to such revisions as shall be recommended by the Solicitor. Motion was seconded by Eileen Featherman. Motion was made by Robert Gress to table this motion. Motion to table was seconded by Gary Summers and carried unanimously, 7-0.

(See pages 215-224)

H. Zonar Proposal

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the proposal from Zonar for a three (3) year agreement to provide a GPS/swipe card system for the District's Special Ed vans at a first year cost of \$29,597.20 and a cost of \$12,672.00 for each of the following two years, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Huffman and passed 6-1. Robert Gress voted no.

I. Law Enforcement Legal Liability Insurance

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the purchase of Law Enforcement Legal Liability insurance for the 2015-16 fiscal year through PSBA/Munich Re in the amount of \$3,934, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Huffman and carried unanimously, 7-0.

J. District Solicitor

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the contract with Thomas F. Dirvonas, Esquire to serve as District Solicitor for the period July 1, 2015 through June 30, 2017 at an annual retainer of \$42,000 and an hourly rate of \$150.00 for non-retainer work as presented and in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Huffman and carried unanimously, 7-0.

(See pages 225-229)

K. 2015-16 Depositories

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the appointment of the following depositories for the accounts as listed for the 2015-16 fiscal year: Motion was seconded by Roy Horton and carried unanimously, 7-0.

PNC Bank, East Stroudsburg, PA for General Fund, Payroll, Tax Collections, Construction Fund, Cafeteria Fund, Special Activities Funds (North and South), Student Activity and Scholarship Funds, Tax Escrow Fund.

ESSA Bank and Trust, East Stroudsburg, PA for Scholarship Accounts.

Pennsylvania Local Government Investment Trust, Harrisburg, PA for the General, Capital Reserve, Construction Fund Accounts, and Cafeteria Account.

Pennsylvania School District Liquid Asset Fund, Lancaster, PA for General Fund, Capital Reserve and Construction Fund Accounts.

L. Authorized Signer

ACTION BY THE BOARD:

Motion was made by Roy Horton to remove Irene Duggins and to approve Thomas Lesniewski as an authorized signer on the following District bank accounts effective July 1, 2015, in accordance with the recommendation of the Finance Committee: General Fund, Payroll Fund, Special Activity Fund, Concession Stand, Student Activity, Scholarship Funds, Tax Escrow Fund, and Capital Reserve Fund. Motion was seconded by Robert Huffman and carried unanimously, 7-0.

M. RFP-Extra Bus Runs

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve advertising a Request for Proposal (RFP) for extra bus runs that cannot be covered by the District's Transportation Department, in accordance with the recommendation of the Finance Committee. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

N. Pay Application #8-Wind Gap Electric

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve Pay Application #8 from Wind Gap Electric in the amount of \$80,550 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, 7-0.

(See pages 230-232)

O. Pay Application #12-Myco Mechanical

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve Pay Application #12 from Myco Mechanical in the amount of \$81,149.84 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 Huffman and carried unanimously, 7-0.

(See pages 233-237)

P. Pay Application #1-C & D Waterproofing

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve Pay Application #1 from C&D Waterproofing in the amount of \$4,500.00 for work on the Bushkill Elementary snow guard/gutter project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

(See pages 238-239)

Q. Change Order #6-Myco Mechanical

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the Change Order Request #6 from Myco Mechanical for the JTL HVAC/Lighting Project in the amount of \$1,665.00 for painting the HVAC unit curbs, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

(See page 240)

R. Jersey Infrared Consultants

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the proposal from Jersey Infrared Consultants to conduct an infrared flat roof moisture survey at the High School North and Lehman Intermediate schools in the amount of \$5,395.00 and in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Ronald Bradley and carried unanimously, 7-0.

(See pages 241-243)

S. Resica Playground Project

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the allocation of \$30,000 from the District's Capital Reserve for the design and project management service of Leathers for the Resica playground project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Ronald Bradley and carried unanimously, 7-0.

Mr. Gress said that we need to do this approval formally for the record, but he does not know this company (Leathers) or what they are doing. Do they have the right insurance? We need to make sure that everything is correctly in place.

T. 2015-16 General Fund Budget

ACTION BY THE BOARD:

Motion was made by Roy Horton that the East Stroudsburg Area School District does hereby adopt its General Fund Budget for the 2015-16 fiscal year in the amount of \$150,713,401 in the amounts and categories as set forth below and as posted and advertised in the accordance with the law, the full budget being filed with the school records and the Department of Education as required by law. The General Fund Budget includes funds from state and federal governments in addition to the taxes hereafter levied, after proper additions and amendments. Motion was seconded by Robert Gress. A roll call vote was taken and passed 6-1. Eileen Featherman, Robert Gress, Roy Horton, Robert Huffman, William Searfoss and Gary Summers voted yes. Ronald Bradley voted no.

	FINAL BUDGET 2015-16
1100 REGULAR INSTRUCTION	
100 PAYROLL	\$ 31,473,559
200 BENEFITS	\$ 18,121,839
300 PROFESSIONAL SERVICES	\$ 38,100
400 CONTRACTED SERVICES	\$ 243,692
500 OTHER PURCHASED SERVICES	\$ 2,381,070
600 SUPPLIES	\$ 1,278,032
700 PROPERTY	\$ 56,910
800 OTHER OBJECTS	\$ 11,065
REGULAR INSTRUCTION	\$ 53,604,267
1200 SPECIAL EDUCATION	
100 PAYROLL	\$ 9,869,985
200 BENEFITS	\$ 7,209,405
300 PROFESSIONAL SERVICES	\$ 3,565,349
400 CONTRACTED SERVICES	\$ -

500	OTHER PURCHASED SERVICES	\$	2,089,000
600	SUPPLIES	\$	197,900
700	PROPERTY	\$	155
800	OTHER OBJECTS	\$	230
	SPECIAL EDUCATION	\$	22,932,024
1300	VOCATIONAL EDUCATION		
100	PAYROLL	\$	528,265
200	BENEFITS	\$	310,731
300	PROFESSIONAL SERVICES	\$	1,450
400	CONTRACTED SERVICES	\$	-
500	OTHER PURCHASED SERVICES	\$	1,884,848
600	SUPPLIES	\$	17,932
700	PROPERTY	\$	-
800	OTHER OBJECTS	\$	-
900	OTHER USES OF FUNDS	\$	-
	VOCATIONAL EDUCATION	\$	2,743,226
1400	OTHER INSTR PROGRAMS		
100	PAYROLL	\$	947,350
200	BENEFITS	\$	521,079
300	PROFESSIONAL SERVICES	\$	735,000
400	CONTRACTED SERVICES	\$	500
500	OTHER PURCHASED SERVICES	\$	405,150
600	SUPPLIES	\$	8,001
700	PROPERTY	\$	-
800	OTHER OBJECTS	\$	-
	OTHER INSTR PROGRAMS	\$	2,617,080
1500	NONPUBLIC SCHOOLS		
300	PROFESSIONAL SERVICES	\$	10,000
500	OTHER PURCHASED SERVICES	\$	-
	NONPUBLIC SCHOOLS	\$	10,000
1800	PRE-KINDERGARTEN		
100	PAYROLL	\$	29,560
200	BENEFITS	\$	6,318
300	PROFESSIONAL SERVICES	\$	-
500	OTHER PURCHASED SERVICES	\$	-
600	SUPPLIES	\$	1,100

	PRE-KINDERGARTEN	\$	36,978
2100	PUPIL SERVICES		
100	PAYROLL	\$	2,301,679
200	BENEFITS	\$	1,316,442
300	PROFESSIONAL SERVICES	\$	830,846
400	CONTRACTED SERVICES	\$	2,116
500	OTHER PURCHASED SERVICES	\$	58,558
600	SUPPLIES	\$	22,340
700	PROPERTY	\$	285
800	OTHER OBJECTS	\$	1,760
	PUPIL SERVICES	\$	4,534,026
2200	INSTRUCTIONAL SUPPORT		
100	PAYROLL	\$	1,657,019
200	BENEFITS	\$	893,746
300	PROFESSIONAL SERVICES	\$	22,383
400	CONTRACTED SERVICES	\$	5,128
500	OTHER PURCHASED SERVICES	\$	56,754
600	SUPPLIES	\$	404,650
700	PROPERTY	\$	7,500
800	OTHER OBJECTS	\$	6,700
	INSTRUCTIONAL SUPPORT	\$	3,053,880
2300	ADMINISTRATION		
100	PAYROLL	\$	3,286,647
200	BENEFITS	\$	1,855,953
300	PROFESSIONAL SERVICES	\$	320,000
400	CONTRACTED SERVICES	\$	77,848
500	OTHER PURCHASED SERVICES	\$	220,896
600	SUPPLIES	\$	77,160
700	PROPERTY	\$	5,000
800	OTHER OBJECTS	\$	55,690
	ADMINISTRATION	\$	5,899,194
2400	PUPIL HEALTH		
100	PAYROLL	\$	1,204,913
200	BENEFITS	\$	786,102
300	PROFESSIONAL SERVICES	\$	25,250
400	CONTRACTED SERVICES	\$	1,490
500	OTHER PURCHASED SERVICES	\$	1,365

600	SUPPLIES	\$	19,968
700	PROPERTY	\$	200
800	OTHER OBJECTS	\$	1,949
	PUPIL HEALTH	\$	2,041,237
2500	BUSINESS AFFAIRS		
100	PAYROLL	\$	649,817
200	BENEFITS	\$	414,542
300	PROFESSIONAL SERVICES	\$	15,000
400	CONTRACTED SERVICES	\$	6,500
500	OTHER PURCHASED SERVICES	\$	16,800
600	SUPPLIES	\$	15,100
700	PROPERTY	\$	50,000
800	OTHER OBJECTS	\$	1,000
	BUSINESS AFAIRS	\$	1,168,759
2600	PLANT OPS & MAINTENANCE		
100	PAYROLL	\$	5,017,166
200	BENEFITS	\$	3,686,517
300	PROFESSIONAL SERVICES	\$	48,000
400	CONTRACTED SERVICES	\$	2,127,818
500	OTHER PURCHASED SERVICES	\$	361,094
600	SUPPLIES	\$	1,635,158
700	PROPERTY	\$	153,945
800	OTHER OBJECTS	\$	2,500
	PLANT OPS & MAINTENANCE	\$	13,032,198
2700	TRANSPORTATION		
100	PAYROLL	\$	3,422,011
200	BENEFITS	\$	2,975,210
300	PROFESSIONAL SERVICES	\$	16,650
400	CONTRACTED SERVICES	\$	5,850
500	OTHER PURCHASED SERVICES	\$	1,411,823
600	SUPPLIES	\$	854,550
700	PROPERTY	\$	1,843,482
800	OTHER OBJECTS	\$	5,000
	TRANSPORTATION	\$	10,534,576
2800	CENTRAL SUPPORT		
100	PAYROLL	\$	1,215,007

200	BENEFITS	\$	800,102
300	PROFESSIONAL SERVICES	\$	200,228
400	CONTRACTED SERVICES	\$	143,989
500	OTHER PURCHASED SERVICES	\$	179,050
600	SUPPLIES	\$	483,998
700	PROPERTY	\$	2,579,077
800	OTHER OBJECTS	\$	7,680
	CENTRAL SUPPORT	\$	5,609,131
2900	OTHER SUPPORT		
100	PAYROLL		
200	BENEFITS		
300	PROFESSIONAL SERVICES		
400	CONTRACTED SERVICES		
500	OTHER PURCHASED SERVICES	\$	51,000
600	SUPPLIES	\$	-
700	PROPERTY	\$	-
800	OTHER OBJECTS	\$	-
	OTHER SUPPORT	\$	51,000
3200	STUDENT ACTIVITIES		
100	PAYROLL	\$	1,296,545
200	BENEFITS	\$	519,415
300	PROFESSIONAL SERVICES	\$	147,682
400	CONTRACTED SERVICES	\$	113,584
500	OTHER PURCHASED SERVICES	\$	254,687
600	SUPPLIES	\$	210,363
700	PROPERTY	\$	16,200
800	OTHER OBJECTS	\$	31,386
	STUDENT ACTIVITIES	\$	2,589,862
3300	COMMUNITY SERVICES		
100	PAYROLL	\$	65,913
200	BENEFITS	\$	42,107
300	PROFESSIONAL SERVICES	\$	30,950
400	CONTRACTED SERVICES	\$	-
500	OTHER PURCHASED SERVICES	\$	800
600	SUPPLIES	\$	41,200
700	PROPERTY	\$	-
800	OTHER OBJECTS	\$	-
	COMMUNITY SERVICES	\$	180,970

5100	DEBT SERVICE		
100	PAYROLL		
200	BENEFITS		
300	PROFESSIONAL SERVICES	\$	-
400	CONTRACTED SERVICES		
500	OTHER PURCHASED SERVICES		
600	SUPPLIES		
700	PROPERTY		
800	OTHER OBJECTS	\$	8,701,469
900	OTHER USES OF FUNDS	\$	11,023,524
	DEBT SERVICE	\$	19,724,993
5200	FUND TRANSFER		
800	OTHER OBJECTS	\$	-
900	OTHER USES OF FUNDS	\$	-
	FUND TRANSFER	\$	-
5900	BUDGETARY RESERVE		
800	OTHER OBJECTS	\$	350,000
	BUDGETARY RESERVE	\$	350,000
	 TOTAL	 \$	 150,713,401

U. **2015-16 Tax Rates**

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the tax rates listed below for the 2015-16 fiscal year. These rates represent a 1.44 mill decrease for Monroe County and a 0.02 mill decrease for Pike County. Motion was seconded by Eileen Featherman. A roll call vote was taken and carried unanimously, 7-0. Ronald Bradley, Eileen Featherman, Robert Gress, Roy Horton, Robert Huffman, William Searfoss and Gary Summers voted yes.

- a. Be it resolved that a tax of 179.37 mills be proposed on real estate in the Monroe County portion of the East Stroudsburg Area School District for the 2015-16 fiscal year; and
- b. Be it resolved that a tax of 123.42 mills be proposed on real estate in the Pike County portion of the East Stroudsburg Area School District for the 2015-16 fiscal year; and
- c. Be it resolved the 1% Earned Income Tax be proposed to remain in effect be placed on all residents of the District for the 2015-16 fiscal year, of which 0.5% is shared with local municipalities; and
- d. Be it resolved that the \$10.00 Occupational Privilege Tax be proposed to remain in effect to be placed on all workers in the District for the 2015-16 fiscal year; and
- e. Be it resolved that the 1% Real Estate Transfer Tax be proposed to remain in effect for the 2015-16 fiscal year, of which 0.5% is shared with the municipalities.

(See pages 244-266)

V. 2015-16 Homestead and Farmstead Exclusion

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve the formal resolution as presented to the Board for the 2015-16 Homestead and Farmstead Exclusion. This will result in a maximum real estate tax reduction of \$418.95 for each approved Homestead and Farmstead within the School District for the 2015-16 fiscal year. Motion was seconded by Ronald Bradley and carried unanimously, 7-0.

(See pages 267-268)

W. Wind Gap Electric Invoice

ACTION BY THE BOARD:

Motion was made by Roy Horton to approve payment of the invoice from Wind Gap Electric in the amount of \$196,530 for labor, materials and bonding costs to replace the damaged transformer at the East Stroudsburg Area School District North Campus. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

(See pages 269-270)

X. LERTA – Middle Smithfield Township

ACTION BY THE BOARD:

Motion was made by Gary Summers to adopt the Resolution, as presented at this meeting, to exempt from taxation improvements and new construction upon deteriorated properties in Middle Smithfield Township per the terms of the Resolution, pursuant to the Local Economic Revitalization Tax Assistance Act. Motion was seconded by Robert Gress. Motion was made by Gary Summers to table this motion. Motion to table was seconded by Eileen Featherman and carried unanimously, 7-0.

(See pages 271-284)

Y. LERTA – Lehman Township

ACTION BY THE BOARD:

Motion was made by Roy Horton to adopt the Resolution, as presented at this meeting, to exempt from taxation improvements and new construction upon deteriorated properties in Lehman Township per the terms of the Resolution, pursuant to the Local Economic Revitalization Tax Assistance Act. Motion was seconded by Robert Gress and carried unanimously, 7-0.

(See pages 285-289)

Z. Use of Facilities

1.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman 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 Robert Huffman and carried unanimously, 7-0.

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

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES ASSESSED	PERSONNEL FEES ASSESSED
HS South	Hawthorne Caballeros Drum & Bugle Corps	Rehearsal/ Community Performance	5/30/15-5/31/15 (Saturday & Sunday)	No	Yes
Lehman	Pocono Family YMCA	Swim Team Practice	6/22/15-8/27/15 (Mondays, Wednesdays & Thursdays)	No	No
ESE	Monroe County Special Olympics	Soccer Practice	8/17/15-11/2/15 (Mondays & Wednesdays)	No	No

(See pages 290-292)

2.

ACTION BY THE BOARD:

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

CLASS 2 – GOVERNMENTAL AGENCY USE OF FACILITIES

CHOOSE FROM MOTION A or B:

A. Personnel Fees Waived

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES ASSESSED	PERSONNEL FEES ASSESSED
Middle Smithfield	State Representative Rosemary Brown	Veterans Expo	11/7/15	No	No

(See page 293)

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. Inner City Vision is requesting a waiver of facility and personnel fees for the use of HS South gym for their Friday-Sunday Community All-Star Basketball Tournament. Motion was seconded by Eileen Featherman. A roll call vote was taken and passed 5-2. Eileen Featherman, Robert Gress, Roy Horton, Robert Huffman and William Searfoss voted yes. Ronald Bradley and Gary Summers voted no.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

CHOOSE FROM MOTION A, B or C:

B. Facility Fees Assessed/Personnel Fees Assessed

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES ASSESSED	PERSONNEL FEES ASSESSED
HS South	Inner City Vision	All-Star Basketball Games/Presentation	8/14/15, 8/15/15, 8/16/15 (Friday, Saturday & Sunday)	Yes	Yes

(See pages 294-295)

AA. 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 passed 6-1. Ronald Bradley voted no.

1. Budget Transfers - (See pages 296-309)
2. Payment of Bills - (See pages 310-332)
3. Treasurer’s Report - (See pages 333-351)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
June 15, 2015**

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

ADDENDUM A

X. PERSONNEL ITEMS

D. Support Staff – Extended School Year

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the following support staff as bus drivers for the 2014-2015 Extended School Year (ESY) Program effective July 1, 2015. Their hourly rate will be their 2015-16 fiscal year salary compensation. Motion was seconded by Roy Horton and passed 6-1. Ronald Bradley voted no.

1. Appointments – Summer Programs

	Name	Position	2014-2015 Hourly Rate
j.	Bader, Vicky	Bus Driver	\$19.41
k.	Bisbing, Charlene	Bus Driver	\$21.34
l.	Camara, Trindade	Bus Driver	\$17.85
m.	Cavanaugh, Lorainne	Bus Driver	\$17.85
n.	Counterman, Boyd Sr.	Bus Driver	\$29.45
o.	Curras, Odette	Bus Driver	\$17.05
p.	Galunic, Victor	Bus Driver	\$19.41
q.	Giannolla, Janice	Bus Driver	\$17.85
r.	Hamilton, Crystal	Bus Driver	\$19.41
s.	Johnson, Annie	Bus Driver	\$17.85
t.	Kresge, Judy	Bus Driver	\$26.05
u.	LeBar, Edward	Bus Driver	\$26.05
v.	Lynch, Linda	Bus Driver	\$19.41
w.	Madison, Dale	Bus Driver	\$27.67
x.	Presco, Debra	Bus Driver	\$20.24
y.	Roberts, Elaine	Bus Driver	\$19.41
z.	Spiotta, Anthony	Bus Driver	\$20.24
aa.	Steimer, Cheryl	Bus Driver	\$17.85
bb.	Strunk, Geraldine	Bus Driver	\$17.85
cc.	Wells, Barbara	Bus Driver	\$17.85

J. Professional Staff

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the reassignments and change of status of the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Gary Summers and carried unanimously, 7-0.

5. Reassignments - Involuntary

Name	Position Held
t. Adams, Sarah	From: Guidance Counselor - J. M. Hill Elementary To: Guidance Counselor - Middle Smithfield Elementary Effective Date: August 25, 2015 This position was moved due to District needs.
u. Falbo, David	From: Guidance Counselor - High School North To: Guidance Counselor - High School North and Lehman Intermediate Effective Date: August 25, 2015 This position was moved due to District needs.

11. Change of Status

Name	Position Held
a. Oiler, Kathy	From: Speech & Language teacher (.5) - Lehman Intermediate To: Speech & Language teacher (.8) - Lehman Intermediate Effective Date: August 25, 2015 This budgeted increase is due to District needs.

XVIII. ANNOUNCEMENTS/INFORMATION

XIX. ADJOURNMENT 8:44 P.M.

Respectfully submitted,

Patricia L. Rosado,
Board Secretary