

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – August 17, 2015  
Carl T. Secor Administration Center – Board Room  
7:00 p.m.**

**Minutes**

- I. **President**, William Searfoss called the meeting to order at 7:00 p.m. and led those present in the Pledge of Allegiance. **Board Secretary**, Patricia Rosado called the roll.

**Board Members present:** Ronald Bradley, Robert Cooke, Eileen Featherman, Robert Gress, Robert Huffman, William Searfoss and Gary Summers. Roy Horton and Marjorie James were absent.

- II. **School personnel present:** Michelle Arnold, Jeffrey Bader, David A. Baker, Paul M. Bakner, Ben Brenneman, Anthony Calderone, Marialena Casciotta, Katye Clogg, Carol Deane-Gardner, Robert Dilliplane, Larry Dymond, Dan Eppley, Dave Evans, Sharon Laverdure, Tom McIntyre, Fred Mill, Debby Padavano, Heather A. Piperato, Patricia Rosado, Paul H. Schmid, Michael Slesinski, Bob Sutjak, Amy Trotto, Nadia Worobij, and Steve Zall. Thomas Dirvonas, Solicitor.
- III. **Community members present:** Andre Askins, Debbie Kulick, Randy Litts, Charles Matthews, Wayne Rohner, Judy Summers and Lisa VanWhy

IV. **APPROVAL OF MINUTES**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the minutes for the meeting of July 20, 2015, (pages 1-35). Motion was seconded by Gary Summers and carried unanimously, 7-0.

V. **APPROVAL OF AGENDA**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve this agenda for August 17, 2015, (pages 1-51), as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Robert Gress and carried unanimously, 7-0.

- VI. **ANNOUNCEMENT OF EXECUTIVE SESSION** -- An executive session was held this evening before this meeting for the purpose of discussing personnel, litigation and negotiations.

VII. **ANNOUNCEMENTS BY THE BOARD**

Mr. Searfoss announced that the members of the East Stroudsburg Area School District family have been nominated to receive several Monroe County Image Awards. Ms. Kulick and Mrs. Laverdure were nominated for the Monroe County Educator of the Year. Mr. Riley Maye was nominated for Man of the Year and Coach of the Year. Miriam Bouchekouk, Michelle Mbuthia and Tia Cofer, recent graduates, were nominated for Outstanding High School Student. Melissa Cheong was nominated for Outstanding College Student. He congratulated them all on their nominations.

Mr. Cooke said the district sent out almost 500 senior rebate checks. Many people have thanked him. Although he signs the checks, he did not accomplish this on his own. This was approved by the entire Board and that is why he is publically thanking the Board on behalf of the Senior Citizens who have approached him. Mr. Summers said that with the change that was made, in approving the senior citizen rebate, the district is spending about \$400,000-\$500,000 a year more than a few years ago. This is to help the Senior Citizens in our Community especially those who are in a tough financial situation. Mr. Cooke said that those who have applied certainly appreciate it.

## VIII. SUPERINTENDENT'S REPORT

- A. Mr. Summers said that the Monroe Career & Technical Institute JOC meeting was held on August 3, 2015. They discussed the change in software program for agenda services where they now will be using Agenda Manager. They retained an engineering firm to take a look at the Capital Reserve situation to make sure that when they make a decision about the excess revenue of \$416,000 that they take into account if they need to replenish the Capital Reserve Account. As of late May early June, enrollment was 879. 196 of those students were from ESASD. Pre-enrollment for fall is 942 and 231 of those students are from ESASD. The MCTI, Director Adam Lazarchak resigned because he accepted a position as the Executive Director of Bethlehem Vocational Technical School. Mr. Lazarchak is requesting an October 30<sup>th</sup> release date. At the next JOC meeting, they will discuss an Interim Director and the position has been circulated and posted. All applications will be submitted to Dr. Robison, Superintendent of Pocono Mountain Area School District, who is the MCTI's Superintendent of Record. Mrs. Laverdure said that Mr. Lazarchak is going back to Bethlehem where he previously held a job.
- B. Ms. Featherman said that there was no Colonial IU 20 meeting in August. Work is being done on the Academy. They are dealing with issues to make it safer with the buses. There is also a major sewer problem that they are working on.
- C. Mr. Cooke said that the Property/Facilities Committee met in the Board room on August 6. Gail Kulick gave an update on the Resica playground situation. It was not yet completed in the first work session. They are looking for volunteers to help in the next work session, which is from September 11-13. On the agenda tonight, there are some applications for payments that were forwarded onto the Finance Committee and now for the Board's consideration and approval. One proposal from Superheat, is an addition to the H.S. North boiler that went directly to the Finance Committee and now appears on the agenda. At the meeting, they had a very comprehensive update on all jobs in the district. Some projects are ahead of schedule. He thanked Dan Eppley and his staff as well as Administrators and staff members at all buildings. One item that was completed was the air conditioning at J. T. Lambert. One J. T. Lambert Intermediate teacher thanked the Board because she is grateful to be able to work in a comfortable work environment.

Mr. Eppley said that one of the jobs that was completed over the summer was the J. T. Lambert Intermediate School air conditioning and electrical work. They are ahead of schedule with Wind Gap Electric, who are about 99% done. Clear Results, rebate company, will figure out the rebate on the lighting projects. Myco Mechanical is almost completed. They will have the majority done before school starts. Some things with Trane will need to be done in the mechanical rooms and boiler room. All halls will be opened. At Bushkill Elementary School, C & D Weatherproofing finished the ice guards, gutters and down spouts. We are pretty much cleaned up. The Turf field is completed and the district signed off on it on Thursday; therefore, it is now the ESASD's field. The field looks beautiful. Some paving by the visitors' bleachers and score board needs to be done. Next week the over spraying on the high jump area will be done. In the front, Multi Scape Concrete Contractors will be working on the steps and steps by the gym will need to be completed. The railing will need to be installed but the majority of the concrete work will be done. If handicap ramps will be needed, they will be done in sections. Seeding and top soil work will need to be done, too. Everything went well this summer. Mrs. Featherman thanked Mr. Eppley for all the hard work that was done.

Mr. Cooke said that the next Property/Facilities Committee meeting will be on Thursday, September 3<sup>rd</sup> at 5:30 p.m. in the Board room.

- D. Mr. Gress said that the Finance Committee met on August 10<sup>th</sup>. There are several items on the agenda that were forwarded by the Committee to the whole Board. If anyone has a question on any of the items, they can ask when they are being voted upon. Either the Finance Committee or the Property/Facilities Committee can answer the questions. There will be a Work Session with the Pocono Record on September 3<sup>rd</sup> directly after the Property/Facilities Committee meeting to discuss issues such as reassessments, cyber and charter schools, State budget issues, funding and hold harmless issues like the Board previously discussed with the Legislators. If any Board member has any other ideas or concerns, forward them to Mrs. Laverdure. Mr. Summers came up with a list of items to be reviewed. Some were short-term and others long-term. They cannot be done overnight but it will help contain cost over time, since the State will not give us more funding. Budgetary-wise we will start the process in September for the next school year. The next Finance Committee meeting is on September 8<sup>th</sup> at 5:30 in the Board room. The date had to be changed due to the Labor Day Holiday and MCTI's meeting conflict.

- E. Mrs. Laverdure said the Policy Review Committee meeting that was scheduled for today was canceled due to the absence of Mr. Horton and Mrs. James.
- F. Mrs. Laverdure said that several Administrators attended the IU 20 Summer Administrative Workshop. Those who attended submitted a written report of the conference, per Board members' request. She has them available in the office if any Board member would like to review them. Mrs. Heather Piperato and Mr. Steve Zall volunteered to give their report tonight. They each attended a different workshop. Mrs. Laverdure also reported in your Board Briefs about a workshop she attended that discussed healthcare issues across the United States.

Mrs. Heather Piperato said that Will Richardson was the Keynote speaker in the morning session. He is an educational blogger and a thought leader in the implications of technology. He did not come to give them answers. She tweeted him telling him that at the end of the workshop, he left her worse off than she was. He answered her that this is what he was going for and to keep up the struggle. This is the worst time in history to be a learner. Our learners learn with technology available to them 24/7. Her five-year old nephew creates U-Tube videos. The type of learners today are accustomed to these types of technology. If students are learning that way and engaging this way, is public education giving them that? Mrs. Piperato said they, as educators, are faced with concerns with time, money and amount of students in the classrooms. If kids are learning that way, what does that mean for us? She would like students to take charge of their own learning and be lifelong learners. She doesn't know what that means but this is the challenge he posed. In the afternoon session, she attended Technology Applications for Leaders to help make their job easier, efficient and cost effective. She learned the SAMR Model (Substitution, Augmentation, Modification and Redefinition), which is a way to evaluate the level of technology fluency. How do we use technology? If we buy LCD projectors and Smart Boards to replace chalkboards, it is substitution. Clearly using much more expensive technology is not what we want. These levels of technology define for us where we want to be as an end user, so that the actual task that we are giving students is redefined and not necessary how we are doing it or if we are doing it more efficiently. This is one of many Apps that they used in the presentation.

Mr. Zall said Mrs. Piperato pointed out about the aspects of technology and how valuable it is for our students in their learning process. One afternoon session he attended was about Bold schools. Looking at our school system and infrastructure because some of what we are preparing our students for infrastructurewise, we are not there yet. Whether it is through tablets, I-phones, I-pads, laptops etc., we don't have these infrastructures in our schools. They challenge you on how we are going to get it ready for where it is headed. He liked the word frustration but at the same time it is exhilarating, because these are outstanding times and opportunities for us. In the Bold session, the speaker had a take-away phrase that he took from, because teachers should be comfortable to step aside, relinquish some control and allow student to take some command of their learning. The take-away phrase was, "How do we allow kids to fail safely in the environment of support recognizing that we all learn the best when we don't succeed". We are used to the system as a factory model. We should be bold enough and comfortable enough to step aside and give up some control. What is the intent of our schools that we want our students to walk away with after the years in our system? This is constantly changing. We don't ever catch up; but strive to move forward. One keynote speaker spoke about mentoring and new teaching induction programs such as things we set in place for students like peer mentoring programs. What mentoring do we have for administration? We spoke as a team. This session was useful to him since Mr. Zall coordinates professional development for secondary level individuals. How do we expand our current teacher induction program? What do we do intentionally to set aside professional development for our administrative team? We are fortunate that the IU plans this yearly workshop. The IU covers 13 districts; therefore, Administrators get to collaborate side by side with other districts which opens up a lot of channels to have professional discussion. These are some items that the conference was able to afford to us. Although it may be frustrating, it does enlightened us and gives us challenges on where do we want to go from here?

- G. Mr. Ryan Moran said that he and Dr. Thomas Lesniewski are prepared this evening to provide their preliminary results from the State assessments from the last school year. He thanked Mr. Zall and Mrs. Piperato for providing them with a great recap from the conference of why we are looking at being better visionary leaders and schools. One barrier they did not mention are State assessments. This can be viewed as a barrier as we look to change the teaching and learning that occur. This past month, in your Board Briefs, we mentioned some Statewide and districtwide anticipated decline in test scores.

The Statewide proficient rates in 2015 dropped by 35% in math and 9% in English Language Arts over 2014.

What changed?  
Standards for learning

The Test has changed

The “cut scores” have changed, raising the bar on what counts as proficient.

Because of differences, we cannot compare this past year to previous years because of a different test; therefore, we are not comparing apples to apples.

PSSA Results – English Language Arts (ELA) and Math

State and District Results were presented for Reading in 2013/2014 to English Language Arts 2013/2014 in grades 3-8.

2015 is the first year that we are aligned to the new Core Standards. We also have new cut scores which have changed from the State, meaning now the standards have changed. Students need to score higher.

In ELA 15 out of 18 categories our district has surpassed the average.

Another concern is that scores have declined dramatically. When comparing 2014 to 2015, 54% remained the same. 268 students who took the tests went from proficient or advanced to basic or below basic. We will communicate why now they are basic or below basic. One positive is that in 2014, 270 students were below basic and in 2015, 121 students have improved.

There was a dramatic decline in State and district-wide scores in Math. As a district, we have our work cut out for us. 43.7% 8<sup>th</sup> grade students were not proficient or advanced in 2015 but were in 2014. A lot of that is due to the change in new standards. In 2014, 992 students scored advanced but now they are basic or below basic. Just under 50% who passed in 2014 have now failed in 2015. Again they will communicate why to all parents.

Dr. Lesniewski said that Keystone Exams are a different animal than the PSSA Tests. The high school students take Keystone Exams in Algebra I, Literature and Biology. They take the tests in the spring and end of school year. There is a lot of Keystone data in a year. The Class of 2017 students will be required to pass the Keystone Exams in order for them to receive a high school diploma. Algebra I scores are down from 2014. We implemented a new methodology with power teaching; therefore, staff and students needed to get used to this type of teaching. We went up in proficient and down in advanced but up in basic. Students do not seem to score high in the spring than in the winter. We probably have the same scores from past spring tests in Algebra I in the high school level. In Biology, we went up due to the hard work of our science teachers. 20 or more students received an advanced score and more than 40 students were proficient. Mr. Fuller, H.S. North Science teacher, was on the State Committee that put the Keystone Exams together. In literature, proficient scores and advanced scores pretty much stayed the same. The Literature Exams were pretty much the same from last year to this year. The Class of 2017 students are still required by State Regulations to pass the Keystone Exams in order to graduate. The House and Senate are on vacation but have discussed moving the requirement to the Class 2019. This change is in discussion, but not final since it passed the Senate and is awaiting to be passed by the House. We will see what happens but we are still planning as it stands. Right now the 11<sup>th</sup> graders are of concern. Currently in Algebra I, 62% students passed; therefore, we have approximately 38% of the students who need to take the PBA (Project-Based Assessment). This is an online assessment that the district is preparing. Teachers are assigned to guide them through this process. In Biology, 66% of students passed and 34% failed. In Literature, 73% passed and 27% failed. All of these students will be retested in the winter or spring, depending on where in their schedule they take the remediation class. If the State does not change this class requirement, this is where it stands.

Next steps.

Data Analysis

- Identify areas of strength and need in each content area
- Identify trends based on student groups/demographics

Goal Setting

- Establish building level goals aligned to the District Comprehensive Plan

Determine Instructional Implications

- Curriculum/course content revision and/or re-alignment
- Remediation programs for students
- Project-Based Assessments

They will help students achieve success by identifying the areas of weakness.

Mr. Bradley asked what is happening with teacher proficiency. Are they keeping up with new the learning methods? Dr. Lesniewski said it is all tied with data analysis and handled on a building basis. They are looking at this and is their major goal in order for students to be successful. Mr. Bradley asked where do we stand at this point. Dr. Lesniewski said we are at midpoint but getting there. The district has a long way to go. We know certain students need certain areas of help and we are refining areas. We are heading down the right road. We are using technology to help us, too. Mr. Bradley asked if the district is using TED Talk in the curriculum. Dr. Lesniewski and Mr. Moran said they are not familiar with it. Mr. Moran said he can speak with the staff to see if they utilize it. Mr. Bradley said it covers a huge genre of educational courses and ideas.

Mr. Summers said at some point and time these numbers will get finalized. They will identify themselves to an individual student. How will the district share the number with the students, who will share them, what is the timeframe and how are parents going to be involved? Will teachers be telling students that they were proficient and now they are not? What support will we provide to the teachers? How do we help them to deliver this message? Mr. Summers said he is concerned that kids who get this message will not be motivated to do better. Mr. Moran said they should receive the scores in the end of August into the beginning of September and parents will be provided State results. The district will also send a letter with an explanation. Mr. Summers said when parents get letters from the State they become concerned. Mr. Moran said the district can send both letters jointly explaining the results. We will share everything with the staff, students and parents. Teachers are working hard and students are too. It will be hard to articulate the results but this is Statewide and our communication will be for staff and parents. Mr. Summers said that he is sure that the letters will be well-written but wants to make sure that the support is provided to the teachers who are delivering this bad news. We all understand the reason why but he is not sure students will. Teachers will need help through this process. Mrs. Laverdure said there are avenues in place such as Back to School nights, Orientations, and PTA/PTO individuals who will set up meetings. Open Houses can be restructured so that the last half hour of the meeting can be for a message from the Principal to the parents explaining this issue to place their minds at ease.

Mr. Bradley said once this comes out, will our teachers be prepared to explain and be helped with the parental backlash. Mrs. Laverdure said the backlash is not to staff or students but with the change that occurred; therefore, it is important to articulate this correctly.

Mrs. Featherman asked are the students who were below basic the same that are having academic problems regardless of the scores. Mr. Moran said we will have to look at each school on a case by case basis. In some cases this may be the reason but in others they were proficient but now they are below basic.

Mr. Gress thanked Dr. Lesniewski and Mr. Moran for the information. He said if there is anything that they need from the Board to let them know because the Board has not cut any programs. If they need technology or anything else let the Board know. March would be a good time to have a symposium with Administrators and not in July because the budget is already done in June. We need to have anything that will help improve the curriculum and help students succeed. It is important to get it sooner than later. Mrs. Laverdure said what we need does not cost anything. We all, Board members, Administrators, teachers and all staff need to articulate clearly what the correct message is about the test scores. Many times the public and parents speak to the Board; therefore, we need to get the correct message across. Mr. Gress said that the message is that the standards changed; therefore, we need to see data analysis to understand the changes, such as class sizes and classes they have taken, etc.

- H. Mrs. Laverdure said that as it states in Policy #004.1 - Student Representatives Election, principals will have to have their elections to pick a student from each high school to fill our Student Representative seat. We will look forward to the Student Representatives to attend the next Board meeting in September.
- I. Mrs. Laverdure said that the first day of sports has occurred. Mr. Brenneman said that he went around checking the majority of the sports which some were engaged in physical activities. Over the summer, coaches did recruiting. He was pleased with the first day and his goal is to get better each day.
- J. Mrs. Laverdure said that the Administrative Team will get together tomorrow at 7:30 a.m. for their workshop which will begin at 8:00 a.m. Administration Center Board Room. Since they will be training in First Aid and AED certification, she recommends that they dress comfortably.



## X. PERSONNEL ITEMS

### A. Support Staff

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

Motion was made by Eileen Featherman to approve the resignations, retirements, leaves of absence, reassignments, appointments and substitute reappointments 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 Gary Summers and carried unanimously, 7-0.

#### 1. Resignations

<b>Name</b>	<b>Position Held</b>
a. Bioh, Magdalene	Student Aide - Middle Smithfield Elementary Effective Date: August 24, 2015
b. Conforti, Susan	Student Aide – Resica Elementary Effective Date: August 24, 2015
c. Francis, Gail	Paraprofessional - Lehman Intermediate Effective Date: August 10, 2015
d. Williams, Wendy	Front Desk Receptionist - J. T. Lambert Intermediate Effective Date: August 15, 2015

(See pages 52-55)

#### 2. Retirements

<b>Name</b>	<b>Position Held</b>
a. Simerson, Carol	Secretary - High School North Effective Date: September 11, 2015
b. Thomas, Lori	Bus Driver - Transportation Effective Date: August 4, 2015

(See pages 56-57)

#### 3. Leave of Absence – In accordance with Board Policy #535

<b>Name</b>	<b>Position Held</b>
a. Romansky, Patricia	Secretary – East Stroudsburg Elementary Effective Date: July 17, 2015 Length of Leave through: August 14, 2015

(Request received)

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

<b>Name</b>	<b>Position Held</b>
a. Garrity, Terri	Paraprofessional – Bushkill Elementary Effective Date: May 26, 2015 Length of Leave through: October 30, 2015

(Request received)

**5. Reassignment - Involuntary**

<b>Name</b>	<b>Position Held</b>
a. Mertz, Susan	From: Front Desk Receptionist – High School South To: Front Desk Receptionist - High School North Effective Date: August 31, 2015 Susan replaces Darcie Ackerman who temporarily filled the vacant position of Susan Dunleavy who was reassigned.

**6. Reassignments - Voluntary**

<b>Name</b>	<b>Position Held</b>
a. DiCola, Michelle	From: Paraprofessional – Middle Smithfield Elementary To: Paraprofessional - J. T. Lambert Intermediate Effective Date: August 25, 2015 Michelle replaces the position filled temporarily last year by Darlene Picchianti.
b. Doyle, John	From: Custodian (2 <sup>nd</sup> shift) – North Campus To: Custodian (1 <sup>st</sup> shift) - J. M. Hill Elementary Hourly Rate: \$18.53 Effective Date: August 18, 2015 John replaces Kent Darlington who was reassigned.
c. Furst, Pamela	From: Study Hall Monitor (Step 2) – High School South To: Front Desk Receptionist (Step 2) - J. T. Lambert Intermediate Hourly Rate: \$12.69 Effective Date: August 31, 2015 Pamela replaces Wendy Williams who resigned.
d. Rose, Tracy	From: Study Hall Monitor (Step 1) – High School North To: Front Desk Receptionist (Step 1) - Middle Smithfield Elementary Hourly Rate: \$11.80 Effective Date: August 31, 2015 Tracy replaces Barbara Mahon who retired.

**7. Appointments – Regular**

<b>Name</b>	<b>Appointment</b>
a. Bioh, Magdalene	Paraprofessional (Step 1) - Middle Smithfield Elementary Hourly Rate: \$15.72 Effective Date: August 25, 2015 Magdalene replaces Michelle DiCola who was reassigned.



- b. Chitundu, Holly                      Paraprofessional (Step 1) - Middle Smithfield Elementary  
Hourly Rate: \$15.72  
Effective Date: August 25, 2015  
Holly replaces Amanda Sutliff who temporarily filled the vacant position of Samantha Varkanis.
  
- c. Conforti, Susan                      Paraprofessional (Step 1) - Middle Smithfield Elementary  
Hourly Rate: \$15.72  
Effective Date: August 25, 2015  
This new paraprofessional position replaces two student aide positions that are no longer needed.
  
- d. Tullo, Richard                      Bus Driver (6 hour) (Step 1) - Transportation  
Hourly Rate: \$15.49  
Effective Date: August 18, 2015  
Richard replaces the vacant position of Nancy Scarnecchia.

**8. Substitute Appointments**

Name	Position
a. Cawley, Nina	Secretary, Security Officer
b. Henriquez, Lauren	Custodian
c. Mallery, Michelle	Front Desk Receptionist
d. Medrano, Daniel	Front Desk Receptionist, Paraprofessional, Student Aide

**9. Substitute Reappointments – Bus Drivers**

	Last Name	First Name
1.	Asplint	George
2.	Bader	Jeffrey
3.	Darlington	Kent
4.	DeSanto	Roy
5.	Dickison	Wayne
6.	Johnston	James
7.	Rogers	Paul
8.	Rothwell	George
9.	Smith	Jacqueline
10.	Stofik	Kevin
11.	Vinti	Virginia

**10. Substitute Reappointments – Cafeteria Aides**

	Last Name	First Name
1.	Ace	Rebecca
2.	Ackerman	Darcie
3.	Adames	Yanira
4.	Arrington	Francine
5.	Barrett	Rosemaria
6.	Boothe	Carolyn
7.	Brown	Velma
8.	Carson	Mary Ann
9.	Conant	Janet
10.	Corey	Gail

	<b>Last Name</b>	<b>First Name</b>
11.	Cruz	Carolyn
12.	Culleny	Joanne
13.	Dailey	Cathy-Jo
14.	DeLaRosa	Ashley
15.	Donald	Dawn
16.	Frugieuele	Alberta
17.	Frulio	Mary
18.	Fuller	Jeanine
19.	Giles	Kimberly
20.	Glatt-Kitt	Jacquelynn
21.	Goodridge	Marcia
22.	Gould	Maria
23.	Grant	Cheryl
24.	Harris	Kangela
25.	Henry	Charlene
26.	Hierro	Ramona
27.	Hon	Terri
28.	Jimenez	Joanna
29.	Johnson	Andrea
30.	Jones	Sara
31.	Klein	Deann
32.	Kluz	Diana
33.	Komorowski	Ellen
34.	Kraeber	Jeanie
35.	Kruger	Jeannette
36.	Kuczma	Georgia
37.	Leung	Louise
38.	Lewis	Dawn
39.	Lindsay	Andrea
40.	Lopez	Myrna
41.	Lubischer	Carol
42.	Luckey	Claudia
43.	Madriz	Alejandra
44.	Martinez	Vivianna
45.	Melendez	Lynne
46.	Mitchell	Phashawn
47.	Modugno	Lynne
48.	Molloy	Nannette
49.	Morales	Venus
50.	Nowacki	Liliana
51.	Nunez	Emersy
52.	Olsen	Danielle
53.	Palacio	Doreen
54.	Parmer	Mary
55.	Perez	Lourdes
56.	Perry	Carolyn
57.	Picchianti	Darlene

	<b>Last Name</b>	<b>First Name</b>
58.	Porter	Janelle
59.	Porter	Jeanise
60.	Rivera-Rodriguez	Shirley
61.	Rizzi-Nagora	Serafina
62.	Rocheny	Patricia
63.	Rodriguez	Jacqueline
64.	Rodriguez	Carmen
65.	Rodriquez	Nancy
66.	Rohner	Nancy
67.	Safin	Sheri
68.	Schmid	Justin
69.	Scozzafava	Theresa
70.	Seliger	Roslinda
71.	Small	Jennifer
72.	Small	Colleen
73.	Smith	Sarah
74.	Stevens	Donna
75.	Strube	Regina
76.	Tayburn	Cynthia
77.	Temple	Lori
78.	Uszal	JoAnn
79.	Vega	Barbara
80.	Vilinsky	Maria
81.	Villano	Lisa
82.	Villanueva	Monique
83.	Walker-Footman	Rhonda
84.	Weis	Cindy
85.	Williams	Yvette
86.	Woodson	Aberdeen
87.	Woolard	Margaret
88.	Zayas	Santina

**11. Substitute Reappointments – Cafeteria Workers**

	<b>Last Name</b>	<b>First Name</b>
1.	Ace	Rebecca
2.	Ackerman	Darcie
3.	Adames	Yanira
4.	Arrington	Francine
5.	Boothe	Carolyn
6.	Brown	Velma
7.	Conant	Janet
8.	Corey	Gail
9.	Culleny	Joanne
10.	Dailey	Cathy-Jo
11.	Decker	Ashley
12.	DeLaRosa	Ashley

	<b>Last Name</b>	<b>First Name</b>
13.	Diaz	Denise
14.	Donald	Dawn
15.	Frulio	Mary
16.	Fuller	Jeanine
17.	Galindez	Lorenzo
18.	Glatt-Kitt	Jacquelynn
19.	Gould	Maria
20.	Harris	Kangela
21.	Henry	Charlene
22.	Hierro	Ramona
23.	Hon	Terri
24.	Jimenez	Joanna
25.	Jones	Sara
26.	Kluz	Diana
27.	Komorowski	Ellen
28.	Kruger	Jeannette
29.	Kuczma	Georgia
30.	Leung	Louise
31.	Lindsay	Andrea
32.	Lubischer	Carol
33.	Luckey	Claudia
34.	Madriz	Alejandra
35.	Martinez	Vivianna
36.	Melendez	Lynne
37.	Mitchell	Phashawn
38.	Morales	Venus
39.	Nowacki	Liliana
40.	Nunez	Emersy
41.	Olsen	Danielle
42.	Palacio	Doreen
43.	Parmer	Mary
44.	Perez	Lourdes
45.	Perry	Carolyn
46.	Porter	Jeanise
47.	Porter	Janelle
48.	Rivera-Rodriguez	Shirley
49.	Rizzi-Nagora	Serafina
50.	Rocheny	Patricia
51.	Rodriguez	Carmen
52.	Rodriquez	Nancy
53.	Safin	Sheri
54.	Schmid	Justin
55.	Sinclair	Ionie
56.	Small	Jennifer
57.	Small	Colleen
58.	Smith	Sarah
59.	Stevens	Donna

	<b>Last Name</b>	<b>First Name</b>
60.	Strube	Regina
61.	Tayburn	Cynthia
62.	Temple	Lori
63.	Uszal	JoAnn
64.	Vega	Barbara
65.	Vilinsky	Maria
66.	Villano	Lisa
67.	Villanueva	Monique
68.	Weis	Cindy
69.	Williams	Yvette
70.	Woodson	Aberdeen
71.	Woolard	Margaret
72.	Zayas	Santina

**12. Substitute Reappointments – Crossing Guards**

	<b>Last Name</b>	<b>First Name</b>
1.	Mallelieu	Diane
2.	Morales	Venus
3.	Reali	Susan
4.	Rodriquez	Nancy

**13. Substitute Reappointments – Custodians**

	<b>Last Name</b>	<b>First Name</b>
1.	Afolabi	Taiwo
2.	Bartron	Barry
3.	Benfield	Davin
4.	Beniamiano	Robin
5.	Bomar	Terrence
6.	Camara	Trindade
7.	Caputo-Cottone	Linda
8.	Careri	William
9.	Careri	Karen
10.	Carrasquillo	Candida
11.	Cassimore	Ronald
12.	Castro	Juan
13.	Cicccone	Anthony
14.	Clark	Thomas
15.	Clouse	Joseph
16.	Daye	Regine
17.	DeLaRosa	Ashley
18.	Dillard	Marquis
19.	Fetherman	John
20.	Fidilio	Joseph
21.	Fuehrer	John
22.	Galindez	Lorenzo
23.	Henriquez	Lauren

	<b>Last Name</b>	<b>First Name</b>
24.	Hirsch	Andrew
25.	Holmes	Deborah
26.	Huffman	Brooke
27.	Ivory	Georgina
28.	Jackson	Jacquelyn
29.	Justiniano	Edward
30.	Kindrew	Eric
31.	Kluz	Diana
32.	Konitsky	Carol
33.	Lapadula	Salvatore
34.	Lindsay	Andrea
35.	Long	Damon
36.	Lopez	Daniel
37.	Luckey	Claudia
38.	Martinez	Pedro
39.	Morales	Venus
40.	Moran Jr.	James
41.	Nestor	Susan
42.	Ng	Miriam
43.	Nietz	Allen
44.	Nunez	Emersy
45.	Orley	James
46.	Parham	Hasana
47.	Ramos	Eliu
48.	Rivera	Edwin
49.	Rivera-Rodriguez	Shirley
50.	Roberts	Elaine
51.	Robilotta	Richard
52.	Rocheny	Patricia
53.	Rodriguez	Jacqueline
54.	Rodriquez	Nancy
55.	Rosado	John
56.	Schmid	Justin
57.	Schnaitman	Joshua
58.	Sinclair	Ionie
59.	Sloane	Thomas
60.	Small	Jennifer
61.	Van Why	Rose
62.	VanBritsom	Mark
63.	Vitale	Thomas
64.	Weis	Cindy
65.	Whitmore	Thomas
66.	Wickham	Edgar
67.	Williams	Vivian

14. **Substitute Reappointments – Front Desk Receptionists**

	<b>Last Name</b>	<b>First Name</b>
1.	Ace	Rebecca
2.	Ackerman	Darcie
3.	Agosto	Adlelis
4.	Arrington	Francine
5.	Barrett	Rosemaria
6.	Bergoffen	Demetria
7.	Boothe	Carolyn
8.	Brown	Patricia
9.	Carson	Mary Ann
10.	Corey	Gail
11.	Crossan	Alice
12.	Cruz	Carolyn
13.	Culleney	Joanne
14.	DeLaRosa	Ashley
15.	Edwards	Terry
16.	Ferraro	Joann
17.	Frugieuele	Alberta
18.	Frulio	Mary
19.	Giles	Kimberly
20.	Glatt-Kitt	Jacquelynn
21.	Goldson	Marcia
22.	Gould	Maria
23.	Grant	Cheryl
24.	Harris	Kangela
25.	Henry	Charlene
26.	Hierro	Ramona
27.	Hon	Terri
28.	Jimenez	Joanna
29.	Jones	Sara
30.	Klein	Deann
31.	Kluz	Diana
32.	Komorowski	Ellen
33.	Konawalik	Leanne
34.	Kuczma	Georgia
35.	Leung	Louise
36.	Lewis	Dawn
37.	Lindsay	Andrea
38.	Lopez	Myrna
39.	Lubischer	Carol
40.	Luckey	Claudia
41.	Lukjanska	Anzelika
42.	Mabe	Tiffany
43.	Madriz	Alejandra
44.	Matos	Rafael
45.	Melendez	Lynne

	<b>Last Name</b>	<b>First Name</b>
46.	Modugno	Lynne
47.	Morales	Venus
48.	Newallo	Rachel
49.	Nowacki	Liliana
50.	Palacio	Doreen
51.	Parmer	Mary
52.	Perez	Yolanda
53.	Perry	Carolyn
54.	Porter	Janelle
55.	Porter	Jeanise
56.	Rafaniello	Christina
57.	Reali	Susan
58.	Rivera-Rodriguez	Shirley
59.	Rizzi-Nagora	Serafina
60.	Schmid	Justin
61.	Scozzafava	Theresa
62.	Seliger	Roslinda
63.	Small	Jennifer
64.	Small	Colleen
65.	Stevens	Donna
66.	Strube	Regina
67.	Stys	Patricia
68.	Tayburn	Cynthia
69.	Temple	Lori
70.	Vega	Barbara
71.	Vilinsky	Maria
72.	Villano	Lisa
73.	Walker-Footman	Rhonda
74.	Weis	Cindy
75.	Williams	Yvette
76.	Wolbert	Anna
77.	Woodson	Aberdeen
78.	Woolard	Margaret
79.	Zayas	Santina

**15. Substitute Reappointments – Health Room Nurses**

	<b>Last Name</b>	<b>First Name</b>
1.	Ciazzo	Nancy
2.	Mertz	Amanda
3.	Rodriguez	Lizette
4.	Taylor	Sharon

**16. Substitute Reappointments – Information Technologists**

	<b>Last Name</b>	<b>First Name</b>
1.	Dekmar	Ryan
2.	Donahue	Shannon



	<b>Last Name</b>	<b>First Name</b>
3.	Granda-Paez	Byron
4.	Page	Veronica

**17. Substitute Reappointments – Maintenance Workers**

	<b>Last Name</b>	<b>First Name</b>
1.	Carrasquillo	Candida
2.	Clark	Thomas
3.	Clouse	Joseph
4.	Daye	Regine
5.	Fetherman	John
6.	Fidilio	Joseph
7.	Fuehrer	John
8.	Fylstra	Stephen
9.	Hirsch	Andrew
10.	Lapadula	Salvatore
11.	Martinez	Pedro
12.	Nietz	Allen
13.	Rivera	Edwin
14.	Rothwell	George
15.	Schnaitman	Joshua
16.	VanBritsom	Mark
17.	Wickham	Edgar

**18. Substitute Reappointments – Paraprofessionals**

	<b>Last Name</b>	<b>First Name</b>
1.	Abel	Christina
2.	Ace	Rebecca
3.	Ackerman	Darcie
4.	Agosto	Adlelis
5.	Angelopoulos	Eleni
6.	Arrington	Francine
7.	Barrett	Rosemaria
8.	Bayer	Kyle
9.	Bergen	Lori
10.	Bergoffen	Demetria
11.	Bickel	Jessica
12.	Boothe	Carolyn
13.	Bosak	Rachel
14.	Brown	Patricia
15.	Ciccione-Felmly	Stephanie
16.	Conant	Janet
17.	Corey	Gail
18.	Crossan	Alice
19.	Cruz	Carolyn
20.	Cruz	Maryna
21.	Dailey	Cathy-Jo

	<b>Last Name</b>	<b>First Name</b>
22.	DeLaRosa	Ashley
23.	Donald	Dawn
24.	Doppler	Richard
25.	Edwards	Terry
26.	Ferraro	Joann
27.	Ford	Kristina
28.	Frugieuele	Alberta
29.	Frulio	Mary
30.	Fuller	Jeanine
31.	Gagnon	Diane
32.	Giles	Kimberly
33.	Glatt-Kitt	Jacquelynn
34.	Goldson	Marcia
35.	Gould	Maria
36.	Grant	Cheryl
37.	Grimaldi	Nicole
38.	Hampton	Cheryl
39.	Harris	Kangela
40.	Hawley	Lars
41.	Henry	Charlene
42.	Hierro	Ramona
43.	Jackson	Willie
44.	Jimenez	Joanna
45.	Johnson	Andrea
46.	Jones	Sara
47.	Karlik	Monika
48.	Klammer	Erika
49.	Klein	Deann
50.	Kluz	Diana
51.	Komorowski	Ellen
52.	Konawalik	Leanne
53.	Kuczma	Georgia
54.	Laverdure	Richard
55.	Leizens	Leticia
56.	Leung	Louise
57.	Lewis	Dawn
58.	Lindsay	Andrea
59.	Lopez	Myrna
60.	Lubischer	Carol
61.	Lukjanska	Anzelika
62.	Mabe	Tiffany
63.	Madriz	Alejandra
64.	Mallelieu	Diane
65.	Martone	Larysa
66.	Matos	Rafael
67.	Mauro	Samantha
68.	McDermott	Amy

	<b>Last Name</b>	<b>First Name</b>
69.	McDonnell	Julie
70.	Melendez	Lynne
71.	Mitchell	Phashawn
72.	Molesky	Pamela
73.	Morales	Venus
74.	Motts	Linda
75.	Moya	Lynn
76.	Nowacki	Liliana
77.	Nunez	Emersy
78.	Palacio	Doreen
79.	Parmer	Mary
80.	Perez	Yolanda
81.	Perry	Carolyn
82.	Picchianti	Darlene
83.	Porter	Jeanise
84.	Rafaniello	Christina
85.	Reali	Susan
86.	Rivera	Edwin
87.	Rivera-Rodriguez	Shirley
88.	Rizzi-Nagora	Serafina
89.	Roberts	Tammy
90.	Rodriguez	Carmen
91.	Ruschmeyer	Leif
92.	Saffer	Michele
93.	Schmid	Justin
94.	Schoenmakers	Gwendolyn
95.	Scozzafava	Theresa
96.	Seliger	Roslinda
97.	Semente	Denice
98.	Sinclair	Ionie
99.	Stevens	Donna
100.	Strube	Regina
101.	Stys	Patricia
102.	Summerville	Launie
103.	Tayburn	Cynthia
104.	Temple	Lori
105.	Vega	Barbara
106.	Vilinsky	Maria
107.	Villano	Lisa
108.	Viola	Joanne
109.	Walker-Footman	Rhonda
110.	Weis	Cindy
111.	Willey	Janice
112.	Williams	Yvette
113.	Wolbert	Anna
114.	Woodson	Aberdeen
115.	Woolard	Margaret

	<b>Last Name</b>	<b>First Name</b>
116.	Zayas	Santina

**19. Substitute Reappointments – School Police Officers**

	<b>Last Name</b>	<b>First Name</b>
1.	Brown	David
2.	Cook	William
3.	Gross	Joseph
4.	Lowris	Joel
5.	Martinez	Rafael
6.	Taylor	Jerome
7.	Varkanis	Emmanuel

**20. Substitute Reappointments – Secretaries**

	<b>Last Name</b>	<b>First Name</b>
1.	Ace	Rebecca
2.	Ackerman	Darcie
3.	Agosto	Adlelis
4.	Albornoz	Doris
5.	Arnold	Dora
6.	Arrington	Francine
7.	Barrett	Rosemaria
8.	Beniamiano	Robin
9.	Bergoffen	Demetria
10.	Billips	Mayla
11.	Boothe	Carolyn
12.	Brown	Patricia
13.	Carey	Ronnise
14.	Carrasquillo	Candida
15.	Ciccione-Felmly	Stephanie
16.	Ciucci	Margaret
17.	Cole	Marie
18.	Conant	Janet
19.	Corey	Gail
20.	Crossan	Alice
21.	Cruz	Carolyn
22.	Cruz	Lisa
23.	DeFranco	Tracy
24.	Edwards	Terry
25.	Ferraro	Joann
26.	Frulio	Mary
27.	Fuller	Jeanine
28.	Glatt-Kitt	Jacquelynn
29.	Gould	Maria
30.	Graziano	Amy
31.	Guzman	Carissa
32.	Hanson	Jennifer

	<b>Last Name</b>	<b>First Name</b>
33.	Harris	Kangela
34.	Hierro	Ramona
35.	Hossain	Denise
36.	Huffman	Brooke
37.	Jones	Sara
38.	Karlik	Monika
39.	Klein	Deann
40.	Kluz	Diana
41.	Komorowski	Ellen
42.	Konawalik	Leanne
43.	Kuczma	Georgia
44.	LaFemina-Adams	AnnMarie
45.	Leizens	Leticia
46.	Lindsay	Andrea
47.	Litts	Dorothy
48.	Lopez	Judith
49.	Lopez	Myrna
50.	Lubischer	Carol
51.	Luckey	Claudia
52.	Lukjanska	Anzelika
53.	Mabe	Tiffany
54.	Madriz	Alejandra
55.	Mallery	Michelle
56.	Maximenko	Brenda
57.	McDermott	Amy
58.	Melendez	Lynne
59.	Mertz	Susan
60.	Mitchell	Phashawn
61.	Modugno	Lynne
62.	Molloy	Nannette
63.	Morales	Venus
64.	Motts	Linda
65.	Moya	Lynn
66.	Newallo	Rachel
67.	Orley	James
68.	Palacio	Doreen
69.	Pappas	Elizabeth
70.	Perez	Yolanda
71.	Perry	Carolyn
72.	Picchianti	Darlene
73.	Rafaniello	Christina
74.	Reali	Susan
75.	Rivera-Rodriguez	Shirley
76.	Rizzi-Nagora	Serafina
77.	Roberts	Elaine
78.	Rocheny	Patricia
79.	Rodriguez	Carmen

	<b>Last Name</b>	<b>First Name</b>
80.	Root	Elizabeth
81.	Rosado	Ariana
82.	Schmid	Justin
83.	Schoenmakers	Gwendolyn
84.	Scozzafava	Theresa
85.	Semente	Denice
86.	Shevlin	Daisy
87.	Stevens	Donna
88.	Strube	Regina
89.	Stys	Patricia
90.	Tassinari	Lori
91.	Tayburn	Cynthia
92.	Temple	Lori
93.	Vilinsky	Maria
94.	Villano	Lisa
95.	Viola	Joanne
96.	Walker-Footman	Rhonda
97.	Weis	Cindy
98.	Willey	Janice
99.	Williams	Vivian
100.	Williams	Yvette
101.	Wolbert	Anna
102.	Zayas	Santina

**21. Substitute Reappointments – Security Officers**

	<b>Last Name</b>	<b>First Name</b>
1.	Arrington	Francine
2.	Brown	David
3.	Bryant	Lance
4.	Consavo	Richard
5.	Cruz	Lisa
6.	Famighetti	Anthony
7.	Fetherman	Christopher
8.	Justiniano	Edward
9.	Long	Damon
10.	Lubischer	Carol
11.	Mallelieu	Diane
12.	McKeithan	Nelson
13.	Monke	Marion
14.	Nigro	Christopher
15.	Orley	James
16.	Schnaitman	Joshua

22. **Substitute Reappointments – Student Aides**

	<b>Last Name</b>	<b>First Name</b>
1.	Ace	Rebecca
2.	Adames	Yanira
3.	Arrington	Francine
4.	Barrett	Rosemaria
5.	Bayer	Kyle
6.	Bergoffen	Demetria
7.	Boothe	Carolyn
8.	Bosak	Rachel
9.	Brown	Patricia
10.	Carson	Mary Ann
11.	Ciccione-Felmly	Stephanie
12.	Conant	Janet
13.	Corey	Gail
14.	Crossan	Alice
15.	Cruz	Maryna
16.	Cruz	Carolyn
17.	Culleny	Joanne
18.	Dailey	Cathy-Jo
19.	DeLaRosa	Ashley
20.	Donald	Dawn
21.	Doppler	Richard
22.	Edwards	Terry
23.	Ferraro	Joann
24.	Fister	Sarah
25.	Ford	Kristina
26.	Frulio	Mary
27.	Gagnon	Diane
28.	Glatt-Kitt	Jacquelynn
29.	Goldson	Marcia
30.	Gould	Maria
31.	Grant	Cheryl
32.	Grimaldi	Nicole
33.	Harris	Kangela
34.	Hawley	Lars
35.	Henry	Charlene
36.	Hierro	Ramona
37.	Hon	Terri
38.	Jackson	Willie
39.	Jimenez	Joanna
40.	Jones	Sara
41.	Kareem	Monique
42.	Karlik	Monika
43.	Klein	Deann
44.	Kluz	Diana
45.	Komorowski	Ellen

	<b>Last Name</b>	<b>First Name</b>
46.	Konawalik	Leanne
47.	Kruger	Jeannette
48.	Kuczma	Georgia
49.	Laverdure	Richard
50.	Leizens	Leticia
51.	Leung	Louise
52.	Lewis	Dawn
53.	Lindsay	Andrea
54.	Lopez	Myrna
55.	Lubischer	Carol
56.	Mabe	Tiffany
57.	Madriz	Alejandra
58.	Matos	Rafael
59.	McDermott	Amy
60.	McDonnell	Julie
61.	Mitchell	Phashawn
62.	Molesky	Pamela
63.	Morales	Venus
64.	Moya	Lynn
65.	Newallo	Rachel
66.	Nowacki	Liliana
67.	Nunez	Emersy
68.	Palacio	Doreen
69.	Parmer	Mary
70.	Perez	Yolanda
71.	Perry	Carolyn
72.	Picchianti	Darlene
73.	Porter	Jeanise
74.	Porter	Janelle
75.	Potocnik	Darlene
76.	Reali	Susan
77.	Rivera	Edwin
78.	Rivera-Rodriguez	Shirley
79.	Rizzi-Nagora	Serafina
80.	Roberts	Tammy
81.	Rodriguez	Carmen
82.	Rose	Tracy
83.	Ruscmeyer	Leif
84.	Saffer	Michele
85.	Scozzafava	Theresa
86.	Seliger	Roslinda
87.	Semente	Denice
88.	Sinclair	Ionie
89.	Small	Jennifer
90.	Strube	Regina
91.	Stys	Patricia
92.	Tassinari	Lori



	<b>Last Name</b>	<b>First Name</b>
93.	Tayburn	Cynthia
94.	Temple	Lori
95.	Vega	Barbara
96.	Vilinsky	Maria
97.	Villano	Lisa
98.	Villanueva	Monique
99.	Viola	Joanne
100.	Walker-Footman	Rhonda
101.	Weis	Cindy
102.	Willey	Janice
103.	Williams	Yvette
104.	Wolbert	Anna
105.	Woolard	Margaret
106.	Zayas	Santina

**B. Professional Staff**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the resignations, leaves of absence, reassignment, appointment, salary compensations, substitute teacher and homebound reappointments to the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Eileen Featherman and carried unanimously, 7-0. Mr. Gress said he is voting for this motion but wanted to mention, for the record, that his wife is part of this recommendation.

**1. Resignations**

	<b>Name</b>	<b>Position Held</b>
a.	Madas, John	Vocal Music teacher - J. T. Lambert Intermediate Effective Date: August 24, 2015
b.	Pellington, Lauren	Special Education teacher – High School North Effective Date: August 24, 2015

(See pages 58-59)

**2. Leave of Absence – In accordance with Board Policy #435 and Child Rearing Leave**

	<b>Name</b>	<b>Position Held</b>
a.	Gallagher, Cori	Special Education teacher – High School North Effective Date: September 24, 2015 Length of Leave through: December 23, 2015

(Request received)

### 3. Reassignments - Voluntary

Name	Appointment
a. Askins, Kendal	From: Math Edge teacher – J. T. Lambert Intermediate To: Gifted teacher – J. T. Lambert Intermediate Effective Date: August 25, 2015 Kendal replaces Sheila Bove who retired.
b. Schulte, Gloria	From: Special Education teacher – High School South To: Special Education teacher (Supplemental Learning Support) - High School North Effective Date: August 25, 2015 Gloria replaces Lauren Pellington who resigned.

### 4. Appointment - Regular

Name	Appointment
a. Moretto, Destiny	Family & Consumer Science teacher - Lehman Intermediate (TPE) Salary: \$46,824.00 (Step 2 Column 7) Effective Date: August 25, 2015 Destiny replaces Yvette Schelter who resigned.

(See page 60)

### 5. Homebound Appointments

Name	Certification
a. Angelopoulos, Eleni	Elementary
b. Carbone, John	Social Studies
c. DeConzo, Nick	Special Education
d. Dunlap, Courtney	Elementary, Reading Specialist
e. Fister, Sarah	Elementary
f. Gregory, Clare	Special Education, Elementary
g. Hardy, Carolyn	Early Childhood (K-3)
h. Hauth, Lynn	Elementary
i. Lesniewski, Patricia	Elementary
j. Martone-Bunn, Larysa	Social Studies
k. Fazekas, Autumn	PreK – 4
l. Molinaro, Heidi	Art
m. Paradis, Lindsay	Special Education, Elementary
n. Simonds, Kevin	Elementary, Social Studies
o. Sliker, Kimberly	Elementary
p. Smith, Stephanie	Special Education, PK-4
q. Standiford, Rosemarie	General Science, Earth & Space Science, Environmental Science
r. White, Allison	Biology
s. Young, Susan	Elementary

### 6. Salary Compensations for Professional Staff for the 2015-2016 School Year

	Last Name	First Name	2015-16 Step	2015-16 Column	2015-16 Salary
1.	Adams	Sarah	3	7	\$ 46,824

2.	Agolino	Jennifer	14	15	\$ 76,088
3.	Agosto	Caroline	11	9	\$ 67,161
4.	Aiello	Katrina	8	7	\$ 57,107
5.	Alfano	Bronwyn	16	7	\$ 80,097
6.	Allison	Diana	10	7	\$ 66,105
7.	Allison	Richard	9	5	\$ 55,665
8.	Altorfer	Priscilla	3	7	\$ 46,824
9.	Ammerman	Stacie	14	5	\$ 69,803
10.	Andrews	Andronikki	6	7	\$ 50,681
11.	Andrews	Susan	14	6	\$ 70,241
12.	Angell	Trisha	16	6	\$ 79,093
13.	Annunziata	Stephanie	15	7	\$ 71,246
14.	Antolick	Lynn	16	15	\$ 84,940
15.	Arthur	Thomas	15	6	\$ 70,241
16.	Askins	Kendal	4	7	\$ 50,681
17.	Atticks	Amie	16	15	\$ 84,940
18.	Bakner	Paul	13	8	\$ 71,761
19.	Ballard	Nicole	6	7	\$ 50,681
20.	Baron	Meghan	10	7	\$ 66,105
21.	Barry	Lori	13	5	\$ 69,803
22.	Barth	Allison	3	1	\$ 43,630
23.	Baylor	Charles	16	5	\$ 78,655
24.	Beal	Hillary	7	8	\$ 57,622
25.	Bealer	Brett	13	9	\$ 72,302
26.	Bealer	Heather	12	7	\$ 66,105
27.	Bedell	Elaine	16	15	\$ 84,940
28.	Benfante	Jean	16	9	\$ 81,153
29.	Benson	James	16	7	\$ 80,097
30.	Berryman	John	12	8	\$ 66,620
31.	Betancourt	Tina	8	5	\$ 55,665
32.	Bibler	Elizabeth	8	7	\$ 57,107
33.	Bird	Shelli	16	9	\$ 81,153
34.	Bixler	Patricia	15	9	\$ 72,302
35.	Blannard	Jenny	16	8	\$ 80,612
36.	Bomar	Terrence	3	9	\$ 47,880
37.	Bompane	Peggy	2	4	\$ 44,943
38.	Bowen	Karleigh	7	7	\$ 57,107
39.	Boylan	Brian	6	5	\$ 49,239
40.	Bozena	John	16	10	\$ 81,720
41.	Branigan	Jeanne	15	7	\$ 71,246
42.	Breiner	Robert	11	10	\$ 67,727
43.	Brescancine	Stacey	5	9	\$ 51,737
44.	Britton	Angela	4	7	\$ 50,681
45.	Broderick	Christine	16	7	\$ 80,097
46.	Brotherton	Regina	14	6	\$ 70,241
47.	Bueki	Kristen	16	15	\$ 84,940
48.	Buis	Karen	15	8	\$ 71,761
49.	Bukoski	Gary	16	6	\$ 79,093
50.	Buksa	Erik	11	5	\$ 64,662
51.	Burke	Mary	16	15	\$ 84,940
52.	Burlein-Pitz	Carrie	15	14	\$ 75,393
53.	Burns	Holly	14	7	\$ 71,246

54.	Butler	Rebecca	16	7	\$ 80,097
55.	Bybee	Steven	16	9	\$ 81,153
56.	Byrne	Angela	9	9	\$ 58,163
57.	Caamano	Debra	13	11	\$ 73,461
58.	Caamano	Lawrence	12	7	\$ 66,105
59.	Calandra	June	16	5	\$ 78,655
60.	Camilleri-Yip	Marlene	12	12	\$ 68,938
61.	Cannell	Marianne	9	5	\$ 55,665
62.	Caplette	Tara	5	3	\$ 48,363
63.	Capulish	Mary	13	7	\$ 71,246
64.	Carr	Kathleen	12	15	\$ 70,947
65.	Carson	Jessica	13	7	\$ 71,246
66.	Carson	Wayne	16	6	\$ 79,093
67.	Casella	Lois	7	5	\$ 55,665
68.	Cassidy	Kelly	13	5	\$ 69,803
69.	Catrillo	Ann	16	7	\$ 80,097
70.	Chamberlin	Carley	4	10	\$ 52,304
71.	Chester	Christine	6	9	\$ 51,737
72.	Chestnut	Patricia	11	10	\$ 67,727
73.	Christian	Cynthia	16	11	\$ 82,312
74.	Christian III	Edward	16	6	\$ 79,093
75.	Christiansen	Marie	16	8	\$ 80,612
76.	Christopher	Michelle	12	7	\$ 66,105
77.	Clark	Stephanie	14	5	\$ 69,803
78.	Clarke-Kang	Arline	16	5	\$ 78,655
79.	Clogg	Katye	9	7	\$ 57,107
80.	Cloward	Daniel	14	7	\$ 71,246
81.	Coffman	Adam	16	16	\$ 85,661
82.	Coke	Lucianna	8	10	\$ 58,730
83.	Cole	Adam	16	5	\$ 78,655
84.	Cole	Susan	16	6	\$ 79,093
85.	Conklin	Mary	16	5	\$ 78,655
86.	Connor	Jyl	16	12	\$ 82,930
87.	Contino	Diane	7	6	\$ 56,102
88.	Coppola	Michael	9	13	\$ 60,584
89.	Corso	Christopher	9	7	\$ 57,107
90.	Corson	Deborah	3	6	\$ 45,819
91.	Covart	Maureen	16	6	\$ 79,093
92.	Cox	Leslie	11	7	\$ 66,105
93.	Cramer	Bryan	8	5	\$ 55,665
94.	Cramer	Tara	16	8	\$ 80,612
95.	Crosswell	Hadiyah	6	7	\$ 50,681
96.	Cruz	Iveliz	13	7	\$ 71,246
97.	Cunningham	Rebecca	13	10	\$ 72,869
98.	Curry	Jessica	5	4	\$ 48,801
99.	Dahl	Barbara	16	15	\$ 84,940
100.	Dailey	Charles	16	7	\$ 80,097
101.	Dalling-Francis	Lynn	16	7	\$ 80,097
102.	Daning	Robin	12	7	\$ 66,105
103.	Davidge	Samuel	9	6	\$ 56,102
104.	DeFazio	Mary	9	5	\$ 55,665
105.	DeHart	Theresa	16	5	\$ 78,655

106.	Deibler	Sharon	16	7	\$ 80,097
107.	DeLeon	Karla	14	7	\$ 71,246
108.	Della-Calce	Eleanor	16	7	\$ 80,097
109.	DeLong	Jennifer	8	7	\$ 57,107
110.	DeLong	Ryan	12	7	\$ 66,105
111.	DeLucca	Daniel	16	5	\$ 78,655
112.	DeRenzis	Sandra	13	12	\$ 74,079
113.	Descavish-Bloom	Barbara	16	7	\$ 80,097
114.	Dickerson	Stacy	15	6	\$ 70,241
115.	Dietz	Casandra	11	12	\$ 68,938
116.	Dobrowolski	Darrin	16	6	\$ 79,093
117.	Dollar	Beverly	14	15	\$ 76,088
118.	Dolph	Patti-Jo	16	5	\$ 78,655
119.	Dolph	Tyler	4	3	\$ 48,363
120.	Donahue	Kimberly	16	7	\$ 80,097
121.	Doran	Amanda	11	7	\$ 66,105
122.	Dougherty	Kenneth	16	11	\$ 82,312
123.	Doyle	Dina	16	7	\$ 80,097
124.	Doyle	Jacqueline	16	7	\$ 80,097
125.	Dreibelbis	Susan	16	15	\$ 84,940
126.	Dreisbach	Ashley	4	7	\$ 50,681
127.	Dunn	Heather	15	15	\$ 76,088
128.	Dunstan	Dolores	16	15	\$ 84,940
129.	Early	Eileen	14	7	\$ 71,246
130.	Edelbaum	Jacqueline	9	7	\$ 57,107
131.	Eden	Susan	16	7	\$ 80,097
132.	Edwards	Sean	15	7	\$ 71,246
133.	Ellison	Aimee	16	6	\$ 79,093
134.	Endres	James	16	13	\$ 83,574
135.	Englert	Lorraine	16	8	\$ 80,612
136.	English	Elizabeth	9	5	\$ 55,665
137.	Ennico	Melissa	4	2	\$ 47,925
138.	Espinoza	Marilyn	13	6	\$ 70,241
139.	Falbo	David	8	15	\$ 61,949
140.	Falbo	Tina	13	15	\$ 76,088
141.	Falzone	Hollie	15	5	\$ 69,803
142.	Falzone	Robert	15	5	\$ 69,803
143.	Farley-Picciano	Erin	4	6	\$ 49,676
144.	Fattorusso	Karen	5	7	\$ 50,681
145.	Fekula	Nathan	8	6	\$ 56,102
146.	Finley-Welsh	Susan	16	10	\$ 81,720
147.	Fisher	Marijo	16	9	\$ 81,153
148.	Fleck	Taryn	3	5	\$ 45,381
149.	Flicker	Matthew	16	5	\$ 78,655
150.	Flintosh	Gabriel	16	6	\$ 79,093
151.	Florentino	Dawn	6	6	\$ 49,676
152.	Fluhr	Joseph	10	6	\$ 65,100
153.	Fodness	Peter	16	5	\$ 78,655
154.	Follis	Laura	7	8	\$ 57,622
155.	Formica	Joseph	16	8	\$ 80,612
156.	Frable	Ryan	16	7	\$ 80,097
157.	Francios	Maria	5	5	\$ 49,239

158.	Franks	Suzanne	14	6	\$ 70,241
159.	Frick	Samantha	6	12	\$ 53,514
160.	Fuehrer	Kellie	11	10	\$ 67,727
161.	Fuller	Jennifer	8	7	\$ 57,107
162.	Fuller	Joshua	12	7	\$ 66,105
163.	Furst	Kane	6	8	\$ 51,196
164.	Gallagher	Cori	3	1	\$ 43,630
165.	Gambill	Geofrey	16	7	\$ 80,097
166.	Garlette	Claudia	12	15	\$ 70,947
167.	Gavitt	Kym	15	4	\$ 69,366
168.	Geiges	Carol	16	14	\$ 84,244
169.	Giaquinto	Lori	3	3	\$ 44,505
170.	Gibboney	Daniel	16	6	\$ 79,093
171.	Gilmartin	Joy	16	6	\$ 79,093
172.	Gittens	Linda	10	6	\$ 65,100
173.	Goida	Christine	5	7	\$ 50,681
174.	Gollinge	Lisa	16	9	\$ 81,153
175.	Gonda	Claudia	16	8	\$ 80,612
176.	Gonda	George	10	6	\$ 65,100
177.	Govus	Diana	16	8	\$ 80,612
178.	Green	Karen	14	7	\$ 71,246
179.	Greenwood	Jill	10	3	\$ 63,786
180.	Gress	Heather	16	9	\$ 81,153
181.	Grindle	Aliya	4	12	\$ 53,514
182.	Griseto	Vincent	4	4	\$ 48,801
183.	Groff-Yarnall	Lois	16	15	\$ 84,940
184.	Gubernot, Jr.	Joseph	14	6	\$ 70,241
185.	Guerin	Leanne	5	5	\$ 49,239
186.	Guida	Emile	16	8	\$ 80,612
187.	Gullstrand	Marjory	16	7	\$ 80,097
188.	Gurry	Erin	8	5	\$ 55,665
189.	Halas	Rebecca	14	7	\$ 71,246
190.	Hamilton	Gail	12	6	\$ 65,100
191.	Hargrave	Betsy	3	7	\$ 46,824
192.	Harris	Susan	11	6	\$ 65,100
193.	Hatcher	Kevin	16	14	\$ 84,244
194.	Hay	James	16	6	\$ 79,093
195.	Hazen	Rachel	15	14	\$ 75,393
196.	Healey	Michael	11	6	\$ 65,100
197.	Heard	Jeffrey	16	5	\$ 78,655
198.	Heath	Harriet	16	7	\$ 80,097
199.	Heeter	Patricia	16	15	\$ 84,940
200.	Hegarty	Susan	9	6	\$ 56,102
201.	Heitzman	Vicki	15	7	\$ 71,246
202.	Hendricks	Sara	13	6	\$ 70,241
203.	Hennings	Catherine	14	6	\$ 70,241
204.	Henritzy	Anthony	16	10	\$ 81,720
205.	Henritzy	Heather	10	6	\$ 65,100
206.	Henry	Jeffrey	16	8	\$ 80,612
207.	Hepner	Loni	3	6	\$ 45,819
208.	Hewitt	Erin	9	15	\$ 61,949
209.	Hnasko	Scott	16	15	\$ 84,940

210.	Hogan	Karin	16	15	\$ 84,940
211.	Hojnowski	Kelly	12	10	\$ 67,727
212.	Hollingsworth	Donna	9	5	\$ 55,665
213.	Homulka	Gary	16	10	\$ 81,720
214.	Honadel	Janis	16	7	\$ 80,097
215.	Hopstetter	Jessica	16	6	\$ 79,093
216.	Horn	Maria	12	8	\$ 66,620
217.	Horne	Kevin	2	1	\$ 43,630
218.	Householder	Laura	11	8	\$ 66,620
219.	Hower	Andrea	15	5	\$ 69,803
220.	Hubert	Erin	13	5	\$ 69,803
221.	Huffman	Carol	16	8	\$ 80,612
222.	Hughes	Melissa	15	8	\$ 71,761
223.	Iannazzo	Julia	3	1	\$ 43,630
224.	Iannia	Tania	15	5	\$ 69,803
225.	Ippolito	Cynthia	16	6	\$ 79,093
226.	Jacobs	Joseph	16	10	\$ 81,720
227.	Jennings	Jill	8	8	\$ 57,622
228.	Johnson	Lisa	11	9	\$ 67,161
229.	Johnson	Sarah	16	6	\$ 79,093
230.	Jones	Gwendolyn	12	7	\$ 66,105
231.	Jones	Sally	16	13	\$ 83,574
232.	Jones	Deborah	16	15	\$ 84,940
233.	Judd	Jeremy	15	7	\$ 71,246
234.	Kaelin	Barbara	14	11	\$ 73,461
235.	Karpe	Michael	6	7	\$ 50,681
236.	Kean	Ashley	4	11	\$ 52,896
237.	Keaney	James	16	9	\$ 81,153
238.	Keglovits	Kate	3	7	\$ 46,824
239.	Keiper	Alisa	8	5	\$ 55,665
240.	Keller	Elhannan	14	7	\$ 71,246
241.	Kelly	Linda	16	8	\$ 80,612
242.	Kerdzaliev	Amanda	11	5	\$ 64,662
243.	Kern	Sara	9	6	\$ 56,102
244.	Kern	Linda	16	6	\$ 79,093
245.	Kernan	Paul	16	7	\$ 80,097
246.	Kerr	Kira	5	7	\$ 50,681
247.	Kerzner	Phillip	8	8	\$ 57,622
248.	Kesselring	William	10	6	\$ 65,100
249.	Keyes	Lisa	14	6	\$ 70,241
250.	Kimler	Brian	16	9	\$ 81,153
251.	Kintz	Jana	9	5	\$ 55,665
252.	Kirkpatrick	Jason	10	5	\$ 64,662
253.	Kishel	Danielle	9	9	\$ 58,163
254.	Koberlein	Wayne	12	6	\$ 65,100
255.	Koch	Deborah	14	10	\$ 72,869
256.	Koch-Rutkowsky	Francesca	16	15	\$ 84,940
257.	Koeller	Colleen	15	6	\$ 70,241
258.	Kolcun	Brian	16	10	\$ 81,720
259.	Korb	Michael	8	5	\$ 55,665
260.	Koretski	John	4	10	\$ 52,304
261.	Krajewski	Michelle	16	7	\$ 80,097

262.	Krammes	Barry	9	5	\$ 55,665
263.	Kresge	Nicole	16	6	\$ 79,093
264.	Kruger	Nancy	9	11	\$ 59,322
265.	Krumanocker	James	16	6	\$ 79,093
266.	Krupski	David	7	6	\$ 56,102
267.	Kuchinski	Kevin	16	15	\$ 84,940
268.	Kule	Jay	16	10	\$ 81,720
269.	Kutteroff	Catherine	16	7	\$ 80,097
270.	LaBar	Keith	8	5	\$ 55,665
271.	LaBar	Sherwood	16	6	\$ 79,093
272.	LaBar	Robert	16	9	\$ 81,153
273.	Lagace	Suzanne	15	15	\$ 76,088
274.	Lakatos	Vincent	4	4	\$ 48,801
275.	Langan	Brooke	16	10	\$ 81,720
276.	Lantz	David	16	12	\$ 82,930
277.	Lapadula	Sal	5	5	\$ 49,239
278.	Lauer	Danny	16	6	\$ 79,093
279.	Lazowski	Maria	12	11	\$ 68,320
280.	Lazowski	Philip	16	12	\$ 82,930
281.	Leap	Jason	15	7	\$ 71,246
282.	LeDuc	Wendy	16	12	\$ 82,930
283.	Lee	Mary Kate	16	7	\$ 80,097
284.	Lehman	Lauren	9	6	\$ 56,102
285.	Lehr	John	4	7	\$ 50,681
286.	Leight	Donna	16	5	\$ 78,655
287.	Leitch	Ryan	4	6	\$ 49,676
288.	Leonard	Jacilyn	16	7	\$ 80,097
289.	Leonard	Joyce	16	9	\$ 81,153
290.	Lesoine	Olivia	9	9	\$ 58,163
291.	Lewis	Tara	7	7	\$ 57,107
292.	Leyrer	Brian	16	14	\$ 84,244
293.	Libby	Tina	10	6	\$ 65,100
294.	Libecap	Charles	11	7	\$ 66,105
295.	Litts	Diane	16	6	\$ 79,093
296.	Lloyd	Amy	8	6	\$ 56,102
297.	Lokuta	Holly	16	7	\$ 80,097
298.	Long	Craig	16	5	\$ 78,655
299.	Lopez	Kaitlin	7	5	\$ 55,665
300.	Lord	Kristen	16	13	\$ 83,574
301.	Loughren	Deborah	4	7	\$ 50,681
302.	Loughren	Ryan	4	7	\$ 50,681
303.	Lowe	Angelica	10	5	\$ 64,662
304.	Lowe	Deatrice	10	7	\$ 66,105
305.	Lowris	Joel	8	5	\$ 55,665
306.	Lucchetti	Mary Jo	16	5	\$ 78,655
307.	Luchowski	Kara	7	7	\$ 57,107
308.	Ludka	Shannon	14	5	\$ 69,803
309.	Ludwig	Suzanne	16	7	\$ 80,097
310.	Luhrs	Melinda	6	5	\$ 49,239
311.	Lupinacci	Tina	16	9	\$ 81,153
312.	Lupu	Edit	5	7	\$ 50,681
313.	Lurry	Trene	2	1	\$ 43,630



314.	Madonna	Matthew	4	6	\$ 49,676
315.	Majeski	David	10	12	\$ 68,938
316.	Malsch	Jennifer	16	5	\$ 78,655
317.	Mark	Kelly	16	6	\$ 79,093
318.	Marmo	Jennifer	12	6	\$ 65,100
319.	Marshall	Stephanie	16	12	\$ 82,930
320.	Marston-Roses	Dawn	7	6	\$ 56,102
321.	Martin	Zachary	14	6	\$ 70,241
322.	Martin	Joseph	15	11	\$ 73,461
323.	Martinelli	Armand	16	10	\$ 81,720
324.	Martonik	Ashley	4	4	\$ 48,801
325.	Masker	Leisa	15	6	\$ 70,241
326.	Massa	Anthony	7	6	\$ 56,102
327.	Matheis	Martina	16	13	\$ 83,574
328.	Mathiesen	Carla	16	5	\$ 78,655
329.	Matulevich	Loriann	7	11	\$ 59,322
330.	McCombs	Tamara	4	1	\$ 47,487
331.	McCormick	Cara	7	7	\$ 57,107
332.	McCracken	Sean	4	5	\$ 49,239
333.	McGee	Amanda	9	5	\$ 55,665
334.	McGovern	Theresa	13	7	\$ 71,246
335.	McHugh	Bonnie	8	7	\$ 57,107
336.	McIlvaine	Stephanie	16	5	\$ 78,655
337.	McKelvin	Wanda	16	8	\$ 80,612
338.	Medina	Sandra	7	6	\$ 56,102
339.	Mercuri	Paula	16	8	\$ 80,612
340.	Metzgar	Shannon	11	7	\$ 66,105
341.	Metzgar	Richard	14	7	\$ 71,246
342.	Meyer	Virginia	2	1	\$ 43,630
343.	Milenkovic	Patricia	16	15	\$ 84,940
344.	Millard	John	10	6	\$ 65,100
345.	Miller	Lynda	2	1	\$ 43,630
346.	Miller	Robbi Jean	8	9	\$ 58,163
347.	Miller	Beth Ann	12	5	\$ 64,662
348.	Miller	Barbara	16	15	\$ 84,940
349.	Minnichbach	Joseph	9	11	\$ 59,322
350.	Minnichbach	Lisa	13	11	\$ 73,461
351.	Mitchell	Brian	15	5	\$ 69,803
352.	Mitchell	Daniel J.	16	6	\$ 79,093
353.	Mitchell	Brandi	16	13	\$ 83,574
354.	Mochan	Karen	16	12	\$ 82,930
355.	Montes	Mary Lou	16	8	\$ 80,612
356.	Mooney	Edward	14	6	\$ 70,241
357.	Moraski	Donna	2	1	\$ 43,630
358.	Morro	Sherry	16	7	\$ 80,097
359.	Moskovitz	Scott	7	8	\$ 57,622
360.	Mross	Kenneth	16	7	\$ 80,097
361.	Mullaney	Matthew	10	5	\$ 64,662
362.	Muniz	Kathleen	7	9	\$ 58,163
363.	Murphy	Kenneth	16	6	\$ 79,093
364.	Murphy	Cheryl	16	13	\$ 83,574
365.	Myers	John	16	6	\$ 79,093

366.	Nace	Kevin	16	5	\$ 78,655
367.	Naser	Paul	7	5	\$ 55,665
368.	Newman	Shelley	7	5	\$ 55,665
369.	Newman	Julianne	13	7	\$ 71,246
370.	Neyhart	Mary Louise	9	11	\$ 59,322
371.	Nichols	Monica	8	8	\$ 57,622
372.	Nicoletta	Anna	9	6	\$ 56,102
373.	Nicoletti	Ann	16	6	\$ 79,093
374.	Nicosia	Faith	5	8	\$ 51,196
375.	Nietz	Nicole	9	5	\$ 55,665
376.	Niznik	Tosha	13	7	\$ 71,246
377.	Nordmark	Barbara	16	13	\$ 83,574
378.	North	Alison	12	7	\$ 66,105
379.	O'Connor	Sarah	6	7	\$ 50,681
380.	O'Donnell	Rebecca	6	5	\$ 49,239
381.	O'Donnell	Paul	13	7	\$ 71,246
382.	Oh	Judy	12	8	\$ 66,620
383.	Oiler (.8)	Kathy	15	8	\$ 71,761
384.	Oliver	Deborah	16	5	\$ 78,655
385.	Olver	Ginger	7	9	\$ 58,163
386.	O'Malley	Letitia	13	13	\$ 74,723
387.	O'Malley	Annette	16	15	\$ 84,940
388.	Oplinger	Jane	16	10	\$ 81,720
389.	Orak	Linda	3	7	\$ 46,824
390.	Osborn-Hallet	Michelle	16	15	\$ 84,940
391.	Osmun	Jonathan	6	9	\$ 51,737
392.	Ostroski	Deana	16	11	\$ 82,312
393.	Paiewonsky	Patricia	16	8	\$ 80,612
394.	Panepinto	Carrie	13	7	\$ 71,246
395.	Pappalardo	Lynn	13	5	\$ 69,803
396.	Parrish	Jill	8	15	\$ 61,949
397.	Parton	James	16	6	\$ 79,093
398.	Pasciak	Linda	16	7	\$ 80,097
399.	Patascher	Daniel	13	9	\$ 72,302
400.	Pattison	Gayle	10	15	\$ 70,947
401.	Pawlowski	Walter	9	8	\$ 57,622
402.	Pecha	Kaitlin	2	1	\$ 43,630
403.	Peeke	Lachlan	16	16	\$ 85,661
404.	Pellington	Cynthia	10	9	\$ 67,161
405.	Perini	Brenda	14	5	\$ 69,803
406.	Perkins	Rose	7	7	\$ 57,107
407.	Peruso	Jennifer	10	5	\$ 64,662
408.	Peters	Joanne	12	10	\$ 67,727
409.	Phillips	Daniel	15	5	\$ 69,803
410.	Piccotti	Stacy	15	5	\$ 69,803
411.	Piedra	Gisela	13	9	\$ 72,302
412.	Pierce	Mary	16	9	\$ 81,153
413.	Plytage	Michael	10	7	\$ 66,105
414.	Polmounter	Amy	8	12	\$ 59,940
415.	Preston	Christine	14	12	\$ 74,079
416.	Price	Mark	11	5	\$ 64,662
417.	Prince	Samantha	8	7	\$ 57,107

418.	Prusik	Julia	8	7	\$ 57,107
419.	Przybylski	Anna	3	3	\$ 44,505
420.	Rade	Ronald	13	10	\$ 72,869
421.	Randall	Steven	14	6	\$ 70,241
422.	Rasely-Philipps	Susanne	11	15	\$ 70,947
423.	Reese	Stephanie	4	7	\$ 50,681
424.	Reese	Michele	16	6	\$ 79,093
425.	Reiche	Amanda	15	9	\$ 72,302
426.	Reichert	Eric	13	12	\$ 74,079
427.	Reichl	Jeffrey	11	15	\$ 70,947
428.	Reinhardt	Judith	16	5	\$ 78,655
429.	Reith	Daryl	14	8	\$ 71,761
430.	Remsnyder	Devon	12	6	\$ 65,100
431.	Rescigno	Barbara	16	15	\$ 84,940
432.	Reyes	Claudia	7	5	\$ 55,665
433.	Ricciardi	William	16	9	\$ 81,153
434.	Ridner	Cara	10	5	\$ 64,662
435.	Ridner, Jr.	Fred	11	5	\$ 64,662
436.	Riley	Kimberly	16	12	\$ 82,930
437.	Rispoli	Yvonne	16	12	\$ 82,930
438.	Rodriquez	Janice	16	7	\$ 80,097
439.	Rogers	Thomas	13	6	\$ 70,241
440.	Rogers	Maria T.	16	5	\$ 78,655
441.	Rogers	Denise	16	9	\$ 81,153
442.	Rogerson	Christine	16	12	\$ 82,930
443.	Rossi	Christopher	14	8	\$ 71,761
444.	Rothwell	Donna	12	12	\$ 68,938
445.	Rovi	Lauren	10	7	\$ 66,105
446.	Rowe	Pamela	16	9	\$ 81,153
447.	Ruberto	Robin	16	7	\$ 80,097
448.	Rubino	Julie	16	9	\$ 81,153
449.	Ruhl	Jessica	16	6	\$ 79,093
450.	Ruhl	Steven	16	6	\$ 79,093
451.	Ryno	Jamie	16	5	\$ 78,655
452.	Saeger	Blaec	11	5	\$ 64,662
453.	Sagan	Mary	16	5	\$ 78,655
454.	Sandri	Trudi	15	9	\$ 72,302
455.	Sands	Deborah	16	15	\$ 84,940
456.	Sandy	Jasmine	13	7	\$ 71,246
457.	Sanker	Donald	8	6	\$ 56,102
458.	Sayer	Vicki	16	15	\$ 84,940
459.	Scagliotti	Patrice	15	6	\$ 70,241
460.	Schellhamer	Chris	16	8	\$ 80,612
461.	Schembeck	Angela	2	1	\$ 43,630
462.	Schnatter	Dawn	9	7	\$ 57,107
463.	Schneider	Christian	16	7	\$ 80,097
464.	Schouppe	Stephen	16	6	\$ 79,093
465.	Schuler	Judith	15	7	\$ 71,246
466.	Schulte	Gloria	6	8	\$ 51,196
467.	Schultz	Cathleen	14	9	\$ 72,302
468.	Scott	David	5	5	\$ 49,239
469.	Scott	Jennifer	16	7	\$ 80,097

470.	Secor	Desina	16	15	\$ 84,940
471.	Seeman	Deziree	6	11	\$ 52,896
472.	Segond	Angelica	9	5	\$ 55,665
473.	Seidel	Maureen	16	11	\$ 82,312
474.	Senese	Suzanne	16	5	\$ 78,655
475.	Senior	Caren	2	6	\$ 45,819
476.	Shamp	Melody	16	11	\$ 82,312
477.	Shemansky	Mercy	16	9	\$ 81,153
478.	Shumbris	Robyn	13	7	\$ 71,246
479.	Signorello	Amanda	10	7	\$ 66,105
480.	Sinkaus	Stefanie	5	6	\$ 49,676
481.	Siptroth	Michelle	13	13	\$ 74,723
482.	Skeldon	Heather	16	15	\$ 84,940
483.	Slack	Julie	16	14	\$ 84,244
484.	Smith	Jennifer L.	8	5	\$ 55,665
485.	Smith	Kelly Jo	9	5	\$ 55,665
486.	Smith	Matthew	10	6	\$ 65,100
487.	Smith	Susan	16	6	\$ 79,093
488.	Soskil	Lori	16	11	\$ 82,312
489.	Souffrant	Fabiola	5	7	\$ 50,681
490.	Sowers	Ann	16	6	\$ 79,093
491.	Spece	Jennifer	16	15	\$ 84,940
492.	Spering	Laureen	11	5	\$ 64,662
493.	Stalker	Michael	11	8	\$ 66,620
494.	Steakin	Susan	10	10	\$ 67,727
495.	Stein	Sarah	11	5	\$ 64,662
496.	Stein	Linda	12	15	\$ 70,947
497.	Stevens	Miriam	2	1	\$ 43,630
498.	Stine	Richard	15	8	\$ 71,761
499.	Stokes	Evan	2	6	\$ 45,819
500.	Stout	Melissa	15	6	\$ 70,241
501.	Strazzeri	Catherine	2	3	\$ 44,505
502.	Stricker	Stefanie	10	9	\$ 67,161
503.	Striscko	Marie	8	8	\$ 57,622
504.	Suarez	Matthew	6	7	\$ 50,681
505.	Sullivan	Elizabeth	8	15	\$ 61,949
506.	Suprys	Thomas	16	15	\$ 84,940
507.	Susic	Stacy	14	12	\$ 74,079
508.	Swineford	John	11	5	\$ 64,662
509.	Symonies	Kerrie	16	8	\$ 80,612
510.	Sywensky	John	16	6	\$ 79,093
511.	Szepietowski	Waldemar	7	5	\$ 55,665
512.	Szulborski	Jason	16	6	\$ 79,093
513.	Tasick	Denise	16	9	\$ 81,153
514.	Tchoursine	Katherine	7	7	\$ 57,107
515.	Thurber	Peggy	16	8	\$ 80,612
516.	Tiernan	Patricia	14	7	\$ 71,246
517.	Timpson	Daniel	10	6	\$ 65,100
518.	Tinney	Bridget	6	7	\$ 50,681
519.	Tirado	Brenda	16	9	\$ 81,153
520.	Tirjan	Lisa	16	15	\$ 84,940
521.	Tischler	Julia	15	5	\$ 69,803

522.	Tobin	Snoann	7	8	\$ 57,622
523.	Tosh	Christopher	9	7	\$ 57,107
524.	Tosh	Jacqueline	9	7	\$ 57,107
525.	Toth	Donald	16	9	\$ 81,153
526.	Trauschke	Thomas	16	6	\$ 79,093
527.	Trauschke	Billie K.	16	7	\$ 80,097
528.	Tscheschlog	Helene	8	7	\$ 57,107
529.	Turner	Gillian	6	8	\$ 51,196
530.	Turner	Patricia	15	12	\$ 74,079
531.	Turtzo (.6)	Gayle	15	6	\$ 70,241
532.	Tynemouth	Catherine	16	5	\$ 78,655
533.	Ullo	Christina	12	5	\$ 64,662
534.	Vaccaro	Mark	8	12	\$ 59,940
535.	Vagni	Alexis	5	7	\$ 50,681
536.	VanWinkle	Catherine	8	6	\$ 56,102
537.	Varner	Amanda	13	7	\$ 71,246
538.	Visser	Jacqueline	16	11	\$ 82,312
539.	Vitchers	Elyse	16	6	\$ 79,093
540.	Vitulli	Lisa	9	5	\$ 55,665
541.	Wagner	Margaret	16	7	\$ 80,097
542.	Wagner	Timothy	15	6	\$ 70,241
543.	Walker	Robin	16	11	\$ 82,312
544.	Wallen	Annamaria	16	15	\$ 84,940
545.	Walters	Jessica	5	1	\$ 47,487
546.	Ware	James	13	6	\$ 70,241
547.	Warner	Amberly	2	1	\$ 43,630
548.	Watson	Mark	16	5	\$ 78,655
549.	Webb	Lindsay	3	7	\$ 46,824
550.	Weeks	Laura	12	7	\$ 66,105
551.	Werth	John	16	12	\$ 82,930
552.	Wescott	Shawn	15	11	\$ 73,461
553.	Weseloh	Corinne	16	6	\$ 79,093
554.	West	Melissa	13	8	\$ 71,761
555.	Wetherhold	Barbara	16	8	\$ 80,612
556.	Whitney	Matthew	7	7	\$ 57,107
557.	Widger	Stephanie	7	7	\$ 57,107
558.	Wiesenberg	Vala	16	6	\$ 79,093
559.	Wisneiski	Linda	13	6	\$ 70,241
560.	Witcraft	Laura	14	6	\$ 70,241
561.	Wolff	Susan	15	15	\$ 76,088
562.	Worobij	Nadia	16	16	\$ 85,661
563.	Yohe	Zahra	7	7	\$ 57,107
564.	Yorke-Viney	Sally	16	16	\$ 85,661
565.	Young	Kevin	16	5	\$ 78,655
566.	Youngkin	Kelly	16	15	\$ 84,940
567.	Zabriskie	Lisa	9	7	\$ 57,107
568.	Zajac	Mary	8	6	\$ 56,102
569.	Zanella	Ann	6	7	\$ 50,681
570.	Zasada	Edward	16	7	\$ 80,097
571.	Zaso	Anita	14	8	\$ 71,761
572.	Zavertnik	Louise	10	7	\$ 66,105
573.	Zelinski	Jan	11	7	\$ 66,105

574.	Zerfoss	Jon	12	7	\$ 66,105
575.	Ziegler	Jillian	4	9	\$ 51,737
576.	Zimmerman	Lindsey	9	7	\$ 57,107
577.	Zipp	Christine	16	6	\$ 79,093
578.	Zisa	Jessica	12	9	\$ 67,161

7. **Substitute Teacher Reappointments**

	<b>Last Name</b>	<b>First Name</b>	<b>Certification</b>
1.	Abel	Christina	Elementary
2.	Altemose	Amanda	English 7-12
3.	Andrews	Jessica	Grades 4- 8 MATH
4.	Angelopoulos	Eleni	Elementary
5.	Bayer	Kyle	Social Studies
6.	Bayer	Conner	Social Studies
7.	Beckworth	Douglas	Guidance/Emergency Permit
8.	Bergen	Lori	H&PE
9.	Bergoffen	Demetria	Emergency Permit
10.	Bianco	Ellen	Early Childhood/Reading Spec
11.	Bickel	Jessica	Elementary
12.	Branch	Juno	Elementary
13.	Brathwaite	Mearcy	Emergency Permit
14.	Brundage	Elizabeth	Elementary
15.	Burak	Joshua	Elementary
16.	Carbone	John	Social Studies, Business Ed
17.	Carey	Sara	Emergency Permit
18.	Castillo	Victoria	Emergency Permit
19.	Chitundu	Holly	Emergency Permit
20.	Ciasullo	Mia	French
21.	Clarke	Lisa	Emergency Permit
22.	Conboy	Paul	H&PE
23.	Connolly	April	Special Ed Pk-8 Early Childhood Pk-4
24.	Cozier	Lynn	Special Ed
25.	Cramer	Anne	Special Education
26.	Cruz (Starkes)	Carolyn	Emergency Permit
27.	Daniels-Chang	Rena	Emergency Permit
28.	DeConza	Nicolas	Special Ed
29.	Dobroski	Lisa	Biology/Gen Science
30.	Doppler	Richard	Emergency Permit
31.	Downey	Susan	Elementary
32.	Dunlap	Courtney	Elementary/Reading Spec
33.	Duviella-Jiggetts	Khayola	Emergency Permit
34.	Famoso	Thomas	H&PE
35.	Favini	Jonathan	Emergency Permit
36.	Fazekas	Autumn	Grades PK - 4
37.	Febbraro, Jr.	Peter	Emergency Permit
38.	Ferrara	Kiersten	Early Childhood
39.	Fetherman	Patrick	H&PE
40.	Fister	Sarah	Elementary

	<b>Last Name</b>	<b>First Name</b>	<b>Certification</b>
41.	Flickinger	Bryan	Gen Sci, Earth & Space, Environmental
42.	Fox	Lynda	Elementary (NY)
43.	Foy	Dawn	Emergency Permit
44.	Gagnon	Diane	H&PE
45.	Gardina	Aimee	Elementary
46.	Gaw	Dana	Elem K-4 & Spec. Ed. K-8
47.	Geisel	Jessica	Elementary PreK-4
48.	Godtfring	Dustin	Social Studies
49.	Gouger	William	English
50.	Greaves	Micanel	Emergency Permit
51.	Greenfield	Dawn	Emergency Permit
52.	Gregory	Clare	Special Ed/Elem
53.	Griffin	Christine	Art
54.	Grimaldi	Nicole	Emergency Permit
55.	Hampton	Cheryl	HPE
56.	Hardy	Carolyn	Elementary K-3
57.	Hauth	Lynn	Elementary
58.	Hines-Wurz	Mary Eileen	Emergency Permit
59.	Hoback	John	Emergency Permit
60.	Holder	Jennifer	Social Studies, Math
61.	Hutchinson	Diana	Emergency Permit
62.	Jackson	Willie	Elementary
63.	Jackson	Elizabeth	Elementary
64.	Johnson	Patsy	Emergency Permit
65.	Jones	Traci	Elementary
66.	Karas	Jillian	Elementary
67.	Kessel	Brielle	Health & PE
68.	Klatt	Carol	Emergency Permit
69.	Klein	Deann	Emergency Permit
70.	LaBar	Jacqueline	Elementary
71.	Lannon	Sean	Emergency Permit
72.	Laverdure	Richard S.	Science
73.	Leizens	Leticia	Emergency Permit
74.	Lesniewski	Patricia	Elementary
75.	Ligh	Jessyca	English
76.	Loedel	Denise	Emergency Permit
77.	Longo	Ashley	Elem/SpecEd
78.	Lynch	Chase	Social Studies
79.	Martinelli	Sara	Emergency Permit
80.	Martone	Larysa	Social Studies
81.	Matthy	Stephanie	Special Education N-12
82.	Mauro	Samantha	Elementary
83.	McAvoy	Allison	Social Studies
84.	McClure	Katie	SpecEd7-12/English 7-12
85.	McGee	Joseph	Social Studies
86.	Metaxas	Carolyn	Elementary, Special Ed
87.	Metzger	Jillian	Guidance K-12

	<b>Last Name</b>	<b>First Name</b>	<b>Certification</b>
88.	Miles	Teri	Elementary, Mid Lev Sci/Math/ SS, Bus Comp & Tech K-12
89.	Miller	Lorin	Elementary
90.	Molesky	Pamela	Elem/Special Ed.
91.	Molinaro	Heide	Art
92.	Moloughney	Brittany	Grades PK-4
93.	Moretto	Destiny	Elementary
94.	Morse	Kenneth	Emergency Permit
95.	Moustafa	Mona	Elementary
96.	Moyer	Cassandra	Elem/E.C. N-3
97.	Nevil	Jeffrey	Social Studies Instructional
98.	O'Brien	John	English
99.	Pachuta	Angela	Elementary K-6
100.	Pacifici	Sabrina	Guidance Counselor
101.	Pafnitzko	Joi	H&PE (NY)
102.	Paradis	Lindsay	Elementary
103.	Pentz	Constance	Music
104.	Popovice	Kristin	Bio, Gen Sci, Mid L-Math
105.	Prince-Cuffe	Marcia	English, Instructional Tech Specialist
106.	Rheinheimer	Cynthia	Math, Physics
107.	Rideout	Nicole	Emergency Permit
108.	Roberts	Susan	Special Ed (NY)
109.	Robilotta	Richard	Emergency Permit
110.	Rodriguez	John	Emergency Permit
111.	Rodriguez	Laura	Reading Spec
112.	Romero-Tomba	Maria	Emergency Permit
113.	Ruschmeyer	Leif	Emergency Permit
114.	Salerno	Martene	Emergency Permit
115.	Salomone	Catherine	Emergency Permit
116.	Schaller	Linda	Music
117.	Sharaf	Eman	Emergency Permit
118.	Simonds	Kevin	Elementary/Social Studies
119.	Sliker	Kimberly	Elementary
120.	Smith	Stephanie	Elem K-4, Special Ed
121.	Standiford	Rosemarie	Special Ed
122.	Summerville	Launie	Elementary
123.	Sutliff	Amanda	Elementary
124.	Tants	Ashleigh	Elementary
125.	Taylor	Olivette	Emergency Permit
126.	Thomas	Trishana	Emergency Permit
127.	Todd	Carlin	Elem/Special Ed
128.	Villanueva	Stephanie	Pre-K - 4
129.	Wajda	Patrycja	Emergency Permit
130.	Walker-Footman	Rhonda	Elementary
131.	Wangdak	Michelle	Pre K-4
132.	Warner-Maidman	Brittany	Art
133.	Wasileski	Susan	Elem/SpEd
134.	White	Allison	Biology



	<b>Last Name</b>	<b>First Name</b>	<b>Certification</b>
135.	Wichman	Maryann	Emergency Permit
136.	Willey	Janice	Emergency Permit
137.	Young	Susan	Elementary
138.	Zall	Denise	Emergency Permit

8. **Substitute School Nurse Reappointments**

	<b>Last Name</b>	<b>First Name</b>	<b>Certification</b>
1.	Caiazzo	Nancy	Emergency Permit
2.	Dougherty	Cynthia	School Nurse
3.	Mertz	Amanda	Emergency Permit
4.	Rodriguez	Lizzette	Emergency Permit
5.	Taylor	Sharon	Emergency Permit

9. **Homebound Reappointments**

	<b>Last Name</b>	<b>First Name</b>	<b>Certification</b>
1.	Agosto	Caroline	Elem, Reading Spec, Library
2.	Allison	Diana	English
3.	Andrews	Jessica	Grades 4- 8 MATH
4.	Andrews	Susan	Family/Consumer Science
5.	Angelopoulos	Eleni	Elementary
6.	Bakner	Paul	Music
7.	Barton	Sharon	Business, English, Special Ed
8.	Bibler	Elizabeth	Guidance
9.	Bird	Shelli	Math
10.	Bomar	Terrence	Elementary
11.	Brescancine	Stacey	Special Education
12.	Broderick	Christine	Elementary
13.	Bukoski	Gary	Social Studies
14.	Caamano	Debra	Special Ed
15.	Carbone	John	Social Studies, Business Ed
16.	Coke	Luciana	English
17.	Connolly	April	Special Ed Pk-8 Early Childhood Pk-4
18.	Contino	Diane	Special Education
19.	Curry	Jessica	FCS
20.	DeConza	Nicolas	Special Ed
21.	DeLong	Ryan	Biology
22.	DeRenzis	Sandra	Elem, Spec Ed
23.	Dobrowolski	Darren	Math
24.	Dollar	Beverly	Elementary Guidance
25.	Dreisbach	Ashley	Elementary
26.	Dunlap	Courtney	Elementary/Reading Spec
27.	Edelbaum	Jaqueline	Tech Ed
28.	Fazekas	Autumn	Grades PK - 4
29.	Fattorusso	Karen	Art
30.	Fister	Sarah	Elementary
31.	Flad	Ruthann	Biology, General Science, Earth & Space

	<b>Last Name</b>	<b>First Name</b>	<b>Certification</b>
32.	Follis	Laura	Elementary
33.	Gambill	Geofrey	Special Ed/Elem
34.	Gittens	Linda	ESL
35.	Gollinge	Lisa	English
36.	Gregory	Clare	Special Ed/Elem
37.	Hardy	Carolyn	Elementary K-3
38.	Hegarty	Susan	Elementary
39.	Hudson	Claudette	Elementary
40.	Jacobsen	Eric	Math
41.	Karpen	Jeffrey	HPE, SpecEd
42.	Kean	Ashley	Special Ed
43.	Kern	Sara	Elementary/Special Ed
44.	Kernan	Paul	Special Ed, Social Studies
45.	Koretski	John	Business, Computer/Info Tech K-12
46.	Lagace	Suzanne	French
47.	Lapadula	Salvatore	Elem/Special Ed
48.	Lazowski	Maria	Elem/Mid-Level Math
49.	Leitch	Ryan	Soc.Studies, Math
50.	Lesniewski	Patricia	Elementary
51.	Lewis	Tara	ElementarySpecial Ed
52.	Lowris	Joel	Elem, Tech Ed
53.	Malvagno	Catherine	Mid-Level Math
54.	Marmo	Jennifer	English
55.	Martinelli	Armand	H&PE
56.	Martone	Larysa	Social Studies
57.	Miles	Teri	Elem K-6, Mid Lev Sci, Ma, SS, Bus Comp & Tech K-12
58.	Millard	John	Spec Ed
59.	Mitchell	Sarah	Social Studies
60.	Molinaro	Heide	Art
61.	Mooney	Ed	Special Ed
62.	Moretto	Destiny	Elementary
63.	Naser	Paul	Elementary
64.	Nichols	Monica	Elementary
65.	Nicoletta	Anna	Art/Home Ec.
66.	Ostroski	Deana	Elementary, English, Special Ed
67.	Panepinto	Carrie	Math
68.	Paradis	Lindsay	Elementary
69.	Piedra	Gisela	Spanish
70.	Polmounter	Amy	Business Ed
71.	Preston	Christine	SpEd, Elem., GenSci, Rdg., BusEd, Health, Mid Level Sci
72.	Prusik	Julia	Elementary
73.	Reiche	Amanda	Family/Consumer Science
74.	Reith	Daryl	Spec Ed, Elem, Prin K-12, English 7-12
75.	Ridner	Cara	Elementary
76.	Rogers	Thomas	Math
77.	Sandy	Jasmine	Special Ed
78.	Schneider	Christian	Elementary

	Last Name	First Name	Certification
79.	Schulte	Gloria	Spec Ed., English
80.	Simonds	Kevin	Elementary/Social Studies
81.	Sliker	Kimberly	Elementary
82.	Smith	Stephanie	Elem K-4, Special Ed
83.	Smith	Sara	Special Education
84.	Smith	Kelly-Jo	Special Education
85.	Spering	Laureen	Elementary, Mid-Level Math
86.	Standiford	Rosemarie	Special Ed
87.	Steakin	Susan	
88.	Stine	Richard	General Science/Physics
89.	Stinger	Gloria	Spec Ed, Elem, Reading
90.	Summerville	Launie	Elementary
91.	Susic	Stacy	English
92.	Tchoursine	Katherine	Special Ed/History
93.	Timpson	Daniel	Elem, Mid-Level English
94.	Tobin	Snoann	Elementary
95.	Turner	Gillian	English
96.	Turner	Patricia	English
97.	VanWinkle	Catherine	Mid-Level Math, Sci; Elem
98.	Vitulli	Lisa	Elementary
99.	Walker-Footman	Rhonda	Elementary
100.	Ware	James	English
101.	Werth	John	Tech Ed
102.	West	Melissa	Special Ed
103.	Wetherhold	Barbara	Special Ed
104.	White	Allison	Biology
105.	Witcraft	Laura	Elem/Special Ed
106.	Young	Susan	Elementary
107.	Zannella	Ann	Special Ed
108.	Zisa	Jessica	Elementary

**C. Cyber Academy Facilitators for the 2015-2016 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*). These teaching positions are for the 2015-2016 school year. All rates are \$28.56 per hour up to 135 hours (not to exceed 135 hours) for each full credit course or its equivalent and 67.5 hours (not to exceed 67.5 hours) for each half credit course or its equivalent. Motion was seconded by Gary Summers and carried unanimously, 7-0.

**1. Appointments**

	Name	Subject
a.	Buksa, Erik	Physical Education – Grade 11
b.	Carson, Wayne	Web Design
c.	DeLeon, Karla	Math – Keystone Algebra Remediation
d.	Dobrowolski, Darrin	Math - Statistics
e.	Edwards, Sean	Sociology
f.	Ellison, Aimee	Physical Education – Grade 9
g.	Ellison, Aimee	Physical Education – Grade 12

h.	Ennico, Melissa	Spanish II
i.	Fisher, Marajo	Biology
j.	Fisher, Marijo	Environmental Science
k.	Francios, Maria	General Science
l.	Francios, Maria	Keystone BIO Remediation
m.	Hopstetter, Jessica	Everyday Law
n.	Kernan, Paul	Psychology
o.	Leitch, Ryan	Math - Pre-Algebra
p.	Leitch, Ryan	Math - Algebra I
q.	Loughren, Ryan	Spanish I
r.	Marmo, Jennifer	English 9
s.	Martin, Joseph	Introduction to Business
t.	Moskovitz, Scott	Health – Grade 12
u.	Moskovitz, Scott	Food and Nutrition
v.	Patascher, Dan	Health – Grade 9
w.	Patascher, Dan	Health – Grade 11
x.	Rasely-Phillips, Susanne	Creating Writing I
y.	Rasely-Phillips, Susanne	Creating Writing II
z.	Rasely-Phillips, Susanne	Reading/Writing/Listening/Speaking
aa.	Reith, Daryl	Keystone Lit/English Remediation
bb.	Saeger, Blaec	Health – Grade 10
cc.	Saeger, Blaec	Physical Education – Grade 10
dd.	Susic, Stacy	English 11
ee.	Szepietowski, Waldemar	Civics – Grade 10
ff.	Szepietowski, Waldemar	Global Citizenship – Grade 12

**D. Extra Responsibility Positions**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the following rescissions and appointments in accordance with the terms of the District’s existing collective bargaining agreements as amended and supplemented. Motion was seconded by Gary Summers and carried unanimously, 7-0.

**1. Rescissions**

<b>Name</b>	<b>Position Held</b>
a. Flickinger, Bryan	Boys' Soccer Assistant Coach – J. T. Lambert Intermediate
b. Madas, John	Cavalier Voices Club Advisor – J. T. Lambert Intermediate
c. Madas, John	Choral Director (Grade 6) – J. T. Lambert Intermediate
d. Madas, John	Choral Director (Grades 7 & 8) – J. T. Lambert Intermediate
e. Madas, John	Assistant Director of School Productions (spring) – High School South
f. Popovice, Kristin	Intramural Girls’ Soccer Advisor - High School North

(See pages 62-64)

**2. Appointments for the 2015-2016 School Year**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Building</b>	<b>Rate</b>	<b>Longevity Stipend</b>
1.	Bakner	Paul	Band Director	High School North	\$6,543.94	(plus \$250.00 longevity stipend)

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
2.	DeJesus	Jonathan	Boys' Basketball Head Coach	High School North	\$5,842.11	
3.	Bomar	Terrence	Girls' Basketball Head Coach	High School North	\$5,842.11	
4.	DeJesus	Jonathan	Intramural Boys' Basketball Advisor	High School North	\$23.46/hour (24 hour maximum)	
5.	Prothro	Aileen	Intramural Cheerleading Advisor	High School North	\$23.46/hour (24 hour maximum)	
6.	Clouse	Denise	Intramural Field Hockey Advisor	High School North	\$23.46/hour (24 hour maximum)	
7.	Brundage	Elizabeth	Intramural Girls' Soccer Co-Advisor	High School North	\$23.46/hour (12 hour maximum)	
8.	Popovice	Kristin	Intramural Girls' Soccer Co-Advisor	High School North	\$23.46/hour (12 hour maximum)	
9.	Mochan	Karen	Intramural Keystone Algebra Boot Camp Tutor	High School North	\$23.46/hour (12 hour maximum)	
10.	Strazzeri	Catherine	Intramural Reading Olympics Co-Advisor	High School North	\$23.46/hour (24 hour maximum)	
11.	Strazzeri	Catherine	Intramural S.A.D.D. Co-Advisor	High School North	\$23.46/hour (24 hour maximum)	
12.	DeJesus	Jonathan	Intramural Weightroom Advisor (fall)	High School North	\$23.46/hour (48 hour maximum)	
13.	Bakner	Paul	Jazz Band Director	High School North	\$1,492.41	(plus \$250.00 longevity stipend)
14.	Ware	James	National Honor Society Advisor	High School North	\$946.65	
15.	Lowris	Joel	Rifle Team Head Coach	High School North	\$3,110.28	
16.	Dolph	Tyler	Swim Team Head Coach	High School North	\$4,612.89	
17.	Avery	George	Volunteer Football Coach	High School North	not applicable	
18.	Fuller	Joshua	Wrestling Head Coach	High School North	\$5,842.11	
19.	Van Winkle	Catherine	Yearbook Assistant Editor Advisor	High School North	\$1,496.49	
20.	Munford	Shawn	Boys' Basketball Head Coach	High School South	\$5,842.11	
21.	Moyer	Cassandra	Cheerleading Varsity Assistant Coach (fall)	High School South	\$1,259.82	
22.	Cole	Adam	Girls' Basketball Head Coach	High School South	\$5,842.11	(plus \$250.00 longevity stipend)
23.	Christian	Edward	Intramural Football Advisor	High School South	\$23.46/hour (24 hour maximum)	
24.	Carbajal	Louis	Intramural Girls' Soccer Tri-Advisor	High School South	\$23.46/hour (8 hour maximum)	
25.	DeLucca	Daniel	Intramural Girls' Soccer Tri-Advisor	High School South	\$23.46/hour (8 hour maximum)	
26.	Segond	Angelic	Intramural Girls' Soccer Tri-Advisor	High School South	\$23.46/hour (8 hour maximum)	
27.	Lantz	David	Mentor for Rachel Meola	High School South	\$612.06	
28.	Armitage	Jay	Rifle Team Head Coach	High School South	\$3,110.28	(plus \$250.00 longevity stipend)
29.	Anger	Kyle	Swim Team Head Coach	High School South	\$4,612.89	
30.	Tiernan	Patricia	Volunteer Green Team Advisor	High School South	not applicable	
31.	Litts	Randall	Wrestling Head Coach	High School South	\$5,842.11	(plus \$250.00 longevity stipend)
32.	Tiernan	Patricia	Yearbook Editor Advisor	High School South	\$2,601.26	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
33.	Tiernan	Patricia	Youth Voice Club Advisor	High School South	\$1,090.49	
34.	Van Winkle	Catherine	Student Council Advisor	High School North	\$1,608.70	
35.	Timpson	Daniel	Boys' Soccer Assistant Coach	J. T. Lambert Intermediate	\$1,479.15	
36.	Schneider	Christian	Football Assistant Coach	J. T. Lambert Intermediate	\$1,479.15	
37.	Toth	Donald	Good Morning JTL Club Advisor	J. T. Lambert Intermediate	\$1,090.49	
38.	Toth	Donald	Intramural Ski Advisor (Grade 7)	J. T. Lambert Intermediate	\$23.46/hour (38 hour maximum)	
39.	Toth	Donald	Stage Manager	J. T. Lambert Intermediate	\$2,862.40	(plus \$250.00 longevity stipend)
40.	Long	Damon	Volunteer Football Coach	J. T. Lambert Intermediate	not applicable	
41.	Van Winkle	Zachary	Boys' Soccer Assistant Coach	Lehman Intermediate	\$1,479.15	
42.	Scott	Jennifer	Choral Co-Director (Grades 7 & 8)	Lehman Intermediate	\$2,411.52 (prorated)	
43.	Scott	Jennifer	Choral Director (Grade 6)	Lehman Intermediate	\$1,721.93	(plus \$250.00 longevity stipend)
44.	Seraut	Lauren	Field Hockey Assistant Coach	Lehman Intermediate	\$1,479.15	
45.	Bastidas	Kaitlyn	Field Hockey Head Coach	Lehman Intermediate	\$2,117.73	
46.	Careri	Karen	Intramural Homework Advisor (Grade 7)	Lehman Intermediate	\$23.46/hour (100 hour maximum)	
47.	Rohner	Jordan	Volunteer Football Coach	Lehman Intermediate	not applicable	
48.	Luhrs	Melinda	Student Council Club Advisor	Middle Smithfield Elementary	\$1,090.49	

**E. Athletic Event Worker's Pay Scale for the 2015-2016 School Year**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the Fall, Winter and Spring Sports Athletic Event Worker's Pay Scale for the 2015-2016 school year. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

**1. FALL SPORTS ATHLETIC EVENT WORKERS' PAY SCALE: (no increase)**

a. Game Managers	JV/Freshman Football (night)	\$90
	JV/Varsity Soccer Doubleheader	\$85
	JV/Varsity Field Hockey Doubleheader	\$75
	JV/Varsity Soccer (night)	\$90
	JV/Varsity Field Hockey (night)	\$90
	Field Hockey/Soccer Doubleheaders (night)	\$90
	After-school events—Field Hockey	\$53
	After-school events—Soccer	\$53
	After-school events—Football	\$53
	Girls' Volleyball	\$53
	Speech & Debate Judges (2 per event)	\$20
	"Fill-in" at Intermediate School Event	\$53
	Varsity Football	\$75

b. Scoreboard Operators	After School	\$42
	Night—Per Game	\$42
	Varsity/JV Soccer	\$35 + \$42 (\$77)
	Varsity/JV Field Hockey	\$25 + \$42 (\$67)
c. Statisticians	Varsity Football (home & away)	\$42
d. Ticket Sellers/Ticket Takers		
	Varsity Football	\$42
	Freshman & JV Football	\$42 per game
	Other Night Events	\$42 per game
e. Faculty Security	Varsity Football	\$42
	Other Night Events	\$42
f. Public Address Announcers		
	Varsity Football	\$42
	Other Night Events	\$42 per game
g. Physical Exams	\$53 per shift	\$106
h. Chain Crew	JV/Freshman Football	\$84
	Single Game Football	\$42
i. Statistician	Girls' Volleyball	\$42

**2. WINTER SPORTS ATHLETIC EVENT WORKERS' PAY SCALE: (no increase)**

a. Game Managers	Freshman/JV/Varsity Basketball	\$90
	Junior High/JV/Varsity Wrestling	\$85
	JV/Varsity Wrestling	\$53
	JV/Varsity Basketball	\$53
	Freshman Basketball	\$42
	Swimming	\$53
	“Fill-in” at Intermediate School Event	\$53
b. Scoreboard Operators	Freshman Basketball-Only	\$30
	Freshman/JV/Varsity Basketball	\$35 + \$42 (\$77)
	Junior High/JV/Varsity Wrestling	\$65
	JV/Varsity Basketball	\$42
	JV/Varsity Wrestling	\$42
	Swimming (Announcer/Computer Op.)	\$42
	7 <sup>th</sup> & 8 <sup>th</sup> Grade Basketball	\$42
	7 <sup>th</sup> & 8 <sup>th</sup> Grade Wrestling	\$42
c. Statisticians (Scorebook)		
	JV and Varsity Basketball	\$42
	JV and Varsity Wrestling	\$42
	JV and Varsity Rifle	\$42
d. Ticket Sellers		
	JV/Varsity Basketball	\$50
	JV and Varsity Wrestling	\$50
	Junior High/JV/Varsity Wrestling (seller)	\$75
e. Faculty Security/Ticket Takers		
	JV/Varsity Basketball	\$42
	JV and Varsity Wrestling	\$42
	Junior High/JV/Varsity Wrestling	\$65

f. Public Address Announcers		
	Varsity Basketball	\$42
	Varsity Wrestling	\$42
g. Physical Exams	\$53 per shift	\$106

**3. SPRING SPORTS ATHLETIC EVENT WORKERS' PAY SCALE: (no increase)**

a. Game Manager	JV/Varsity Baseball/Softball	\$53
	Track and Field	\$53
	JV/Varsity Girls' Soccer	\$53
b. Scoreboard Operators/Timers etc.		
	JV/Varsity Baseball	\$42
	JV/Varsity Softball	\$42
	Girls' Soccer	\$42
c. Statisticians (Scorebook)		
	Varsity Baseball	\$42
	Varsity Softball	\$42
d. Public Address Announcers		
	Track & Field	\$42
	Night Girls' Soccer	\$42
e. Physical Exams	\$53 per shift	\$106
f. Track & Field Event Officials		\$42

**XI. CONTRACTS**

1.

**ACTION BY THE BOARD:**

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Bureau of Lectures (John Tacha)	Cultural Assemblies	Total \$1,680.00	H.S. South	11/18/15 & 1/21/16
2.	Carbon-Monroe-Pike Mental Health & Developmental Services	Early Childhood Education Services	Not to Exceed \$4,770.00	KtO Grant Year 3	9/1/15 – 8/31/16
3.	Commonwealth of PA	Alternative Education for Disruptive Youth (AEDY) Application Fee	\$800.00	District	8/31/15-6/30/17
4.	Future Signs	Striping/Lettering of Unit 6156 (2015 White Ford Utility Police Interceptor Vehicle)	\$900.00	Security	8/18/15
5.	Hnasko, Scott	New Teacher Induction Training	\$137.50	Professional Development	8/19/15
6.	Keiper, Alisa D.	ESL Parent Academics	30 hrs. of instruction @28.56	Title III Parent Grant	9/15/15, 9/22/15, 9/29/15, 10/6/15, 10/13/15, 10/20/15,



			15 hrs. of planning/prep @28.56 Total of \$1,285.20		10/27/15, 11/3/15, 11/10/15, 11/24/15, 12/1/15, 12/8/15, 12/15/15, 1/5/16, & 1/12/16
7.	Pocono Medical Center, Inc.	Early Childhood Education Services	Not to Exceed \$5,200.00	KtO Grant	7/20/15-8/31/16
8.	Rodriguez, Janice	ESL Parent Academics	30 hrs. of instruction @28.56 15 hrs. of planning/prep @28.56 Total of \$1,285.20	Title III Parent Grant	9/15/15, 9/22/15, 9/29/15, 10/6/15, 10/13/15, 10/20/15, 10/27/15, 11/3/15, 11/10/15, 11/24/15, 12/1/15, 12/8/15, 12/15/15, 1/5/16, & 1/12/16
9.	Scranton-Lackawanna Human Development Agency, Inc.	Early Childhood Education Services	Not to Exceed \$1,050.00	KtO Grant	9/1/15-8/31/16
10.	Wright, Jim	Student Motivation	\$1,800.00, plus travel expenses (mileage and lodging one night)	Professional Development	8/27/15

(See pages 65-95)

2.

**ACTION BY THE BOARD:**

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial IU 20	Title I Services for non-public schools within ESASD boundaries.	Not to Exceed \$10,488.59	Title I Grant	7/1/15-6/30/16
2.	Pocono Alliance	Facilitate Bridges to Prosperity Program workshops at Resica Elementary School/Provide S.M.I.L.E. Program	Not to Exceed \$19,000.00	Title I Grant	9/1/15 – 8/31/16
3.	Pocono Alliance	Early Childhood Education Services	Not to Exceed \$75,785.00	KtO Grant	9/1/15 – 8/31/16

(See pages 96-105)

**XII. STUDENT ITEMS**

**A. Field Trip – 75 Miles or More**

**ACTION BY THE BOARD:**

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

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Bakner, Paul (#6091)	N.S. North Band students to Away Band Competition.	Pottstown, PA	10/3/15
2.	Bakner, Paul (#6093)	N.S. North Band students to Away Band Competitions.	Pequannock, NJ and Nazareth, PA	10/10/15
3.	Bakner, Paul (#6097)	N.S. North Band students to Away Band Competition.	Abington, PA	10/31/15
4.	Bakner, Paul (#6098)	N.S. North Band students to Away Band Competition.	East Rutherford, NJ	11/7/15
5.	Bakner, Paul (#6099)	N.S. North Band students to Away Band Competition.	Downington, PA	11/14/15
6.	Ecenbarger, Debbie	H.S. South Class of 2016 to Prom	Reading, PA	
7.	Healey, Michael (#6082)	H.S. South Aspire students to A World at School International Conference	New York, NY	9/28/15

(See page 106-113)

### B. Child Nutrition Programs

1.

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve the Agreement between the East Stroudsburg Area School District and Colonial Intermediate Unit 20 for Participation in Child Nutrition Programs between July 1, 2015 and June 30, 2016 in order to provide eligible students with services authorized by the National School Meals Programs specified. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

(See pages 114-115)

2.

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve the Agreement between the East Stroudsburg Area School District and Monroe Career and Technical Institute for Participation in Child Nutrition Programs between July 1, 2015 and June 30, 2016 in order to provide eligible students with services authorized by the National School Meals Programs specified. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

(See pages 116-117)

3.

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve the Agreement between the East Stroudsburg Area School District and PA Treatment & Healing for Participation in Child Nutrition Programs between July 1, 2015 and June 30, 2016 in order to provide eligible students with services authorized by the National School Meals Programs specified. Motion was seconded by Gary Summers and carried unanimously, 7-0.

(See pages 118-119)

### XIII. OLD AND NEW BUSINESS

None

**XIV. REQUEST TO ESTABLISH A SPECIAL ACTIVITY**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the request to establish a special activity fund for East Stroudsburg North Cheerleading. Motion was seconded by Robert Huffman and carried unanimously, 7-0.

(See page 120)

**XV. BOARD POLICIES**

**ACTION BY THE BOARD:**

Motion was made by Robert Gress to approve the board policies listed for use in the East Stroudsburg Area School District. Motion was seconded by Robert Huffman. On direction of the President, and absent any objections, the Board voted for each Policy separately as follows:

1. #004 Membership, carried unanimously, 7-0.
2. #221 Dress and Grooming – subject to amendment that all changes be effective August 17, 2015- carried unanimously, 7-0
3. #819 Suicide Awareness, Prevention & Response – passed 6 -1, Ronald Bradley voted no.

(See pages 121-137)

**XVI. CURRICULA**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve following Curricula in the East Stroudsburg Area School District: Motion was seconded by Robert Gress and carried unanimously, 7-0.

<b>SUBJECT</b>
English Language Arts Grade 6
English Language Arts Grade 7
English Language Arts Grade 8
Math Edge Grade 6
Math Edge Grade 7
Math Edge Grade 8
Reading Edge Grade 6
Reading Edge Grade 7
Reading Edge Grade 8
English 11 AP
English 12 AP
Literature Keystone Remediation
Creative Writing I Grades 9-12
Creative Writing I Honors Grades 9-12
Creative Writing II Honors Grades 10-12
Drama I
Drama II Honors
Film Study
Film Study Honors
Gender Studies
Gender Studies Honors
Journalism
Journalism Honors
Newspaper Production I
Newspaper Production II Honors
Public Speaking

Yearbook I

Yearbook II Honors

## XVII. CONFERENCE ATTENDANCE

### A. Board Members

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

Motion was made by Ronald Bradley to approve the attendance of Eileen Featherman and Robert Huffman at the 2015 PASA-PSBA School Leadership Conference in Hershey, PA from October 13, 2015 to October 16, 2015 in the approximate amount of \$1,380 each. Motion was seconded by Robert Gress and carried unanimously, 7-0.

### B. Superintendent

1.

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

Motion was made by Ronald Bradley to approve the attendance of Sharon Laverdure at the 2015 PASA-PSBA School Leadership Conference in Hershey, PA from October 13, 2015 to October 16, 2015 in the approximate amount of \$1,380. Motion was seconded by Robert Huffman and carried unanimously, 7-0.

2.

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

Motion was made by Ronald Bradley to approve the attendance of Sharon Laverdure at the PASA Board of Governor's Meeting in Harrisburg, PA from September 17, 2015 (half day) to September 18, 2015 in the approximate amount of \$70 (mileage and half of the hotel expense will be paid by PASA). Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

3.

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

Motion was made by Robert Huffman to approve the attendance of Sharon Laverdure at the District Administration Leadership Institute Superintendents' Summit in New Orleans, LA from October 21, 2015 to October 24, 2015 at no cost to the district. Motion was seconded by Robert Gress and carried unanimously.

## XVIII. FISCAL ITEMS

### A. Band Uniforms

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

Motion was made by Robert Huffman to advertise for bids for new band uniforms for both the High School North and High School South Marching Bands, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Gress and carried unanimously, 7-0.

### B. Veteran's Property Tax Exemption

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

Motion was made by Ronald Bradley to approve a disabled veteran's property tax exemption for Thomas McBride for parcel #060040460 as certified by the PA Department of 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 Robert Huffman and carried unanimously, 7-0.

(See pages 138-140)

**C. ESSA Bank and Trust**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to appoint ESSA Bank and Trust, Stroudsburg, PA as depository for General Fund, Payroll, Tax Collections, Construction Fund, Cafeteria Fund, Special Activities Funds (North and South), Student Activity and Scholarship Funds, Tax Escrow Fund accounts in accordance with its proposal submitted May 1, 2015 and the recommendation of the Finance Committee. Motion was seconded by Ronald Bradley and carried unanimously, 7-0.

(See pages 141-143)

**D. Wind Gap Electric**

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve Pay Application #10 from Wind Gap Electric in the amount of \$209,950.00 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 Cooke and carried unanimously, 7-0.

(See pages 144-146)

**E. Myco Mechanical**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve Pay Application #14 from Myco Mechanical in the amount of \$157,562.93 for work on the JTL HVAC/Lighting project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Gary Summers and carried unanimously, 7-0.

(See pages 147-151)

**F. C&D Waterproofing**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve Pay Application #3 from C&D Waterproofing in the amount of \$100,670.00 for work on the Bushkill Elementary snow guard and gutter project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Gary Summers and carried unanimously, 7-0.

(See pages 152-153)

**G. Field Turf USA, Inc.**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve Pay Application #2 from FieldTurf USA, Inc. in the amount of \$355,611.64 for work on the High School North Turf field 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 154-156)

**H. Stadium Solutions**

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve Pay Application #2 from Stadium Solutions in the amount of \$127,716.30 for work on the Visitor's bleachers at the High School North stadium, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Gary Summers and carried unanimously, 7-0.

(See pages 157-158)

**I. Multiscape, Inc.**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve Pay Application #2 from Multiscape, Inc. in the amount of \$97,610.99 for work on the concrete repair and replacement project at the North Site, 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 159-160)

**J. Super Heat**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the installation of an air compressor on the IC burner at High School North by Super Heat in the amount of \$3,900.00, in accordance with its proposal dated April 30, 2015 and the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Robert Gress and carried unanimously, 7-0.

(See page 161)

**K. Glen Brook Country Club**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the agreement as presented at this meeting between the East Stroudsburg Area School District and the Glen Brook Country Club for the use of its golf course for practices and matches by the High School North Golf Team for the 2015-16 season. Motion was seconded by Robert Gress and carried unanimously, 7-0.

(See page 162)

**L. Water Gap Country Club**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the agreement as presented at this meeting between the East Stroudsburg Area School District and the Water Gap Country Club for the use of its golf course for practices and matches by the High School South Golf Team for the 2015-16 season. Motion was seconded by Eileen Featherman and carried unanimously, 7-0.

(See page 163)

**M. Contracted Services – Extra Bus Runs**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to authorize the Administration to contract with Pocono Transportation (Option 1), G. Davis and/or Rohrer for the provision of extra bus run transportation services on an “as-needed” basis through the 2017-18 school year at the rates as are set forth in the Cost Comparison presented at this meeting which is based upon responses to the District’s RFP. Preference shall be given to the vendors in the order in which they are listed above subject to their availability for individual runs. Motion was seconded by Ronald Bradley and carried unanimously, 7-0.

(See pages 164-168)

**N. Event Admission Pricing**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the event admission pricing at North and South High Schools for the listed events as presented as per Board Policy #904. Motion was seconded by Eileen Featherman and carried unanimously, 6-1. Ronald Bradley voted no.

(See page 169)

O. Use of Facilities

1.

**ACTION BY THE BOARD:**

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

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

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
HS North	Wolfpack Wrestling Club	Wrestling Tournament	11/14/15 & 11/15/15 (Saturday & Sunday)	No	No
HS South-Stadium	ESYA	Football Games	8/30/15, 9/13/15, 9/20/15, 10/25/15, 11/7/15 (Sundays)	No	No
HS South	Pocono Family YMCA	Swim Team Practice/ Lessons	8/31/15-6/15/16 (Mondays-Fridays)	No	No
Lehman	Pocono Family YMCA	Swim Team Practice/ Lessons	8/31/15-6/15/16 (Mondays-Fridays)	No	No
M. Smithfield	Cub Scouts Pack #82	Den Meetings/ Pack Night	9/7/15-5/25/15 (mid-week)	No	No

(See pages 170-175)

2.

**ACTION BY THE BOARD:**

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

**CLASS 2 – GOVERNMENTAL AGENCY USE OF FACILITIES**

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
HS South	Monroe County District Attorney's Office	Testing Center	8/29/15	No	No

(See page 176)

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Notara Dance Theatre, Inc. is NOT requesting a waiver of facility/personnel fees for the use of the auditorium at HS South for their annual Nutcracker Ballet. Motion was seconded by Robert Gress and carried unanimously, 7-0.

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

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
HS South	Notara Dance Theatre, Inc.	Nutcracker Ballet 2015	11/22/15-11/29/15	Yes	Yes

(See page 177)

**P. Budget Transfers, Payment of Bills and Treasurer’s Report**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the Budget Transfers, Payment of Bills and Treasurer’s Report listed in this agenda for the 2014-2015 and 2015-2016 fiscal years, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the Auditor General. Motion was seconded by Robert Cooke and passed 6-1. Ronald Bradley voted no.

1. Budget Transfers - (See pages 178-180)
2. Payment of Bills - (See pages 181-206)
3. Treasurer’s Report - (See pages 207-225)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – August 17, 2015**

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

**7:00 P.M.**

**ADDENDUM A**

**X. PERSONNEL ITEMS**

**A. Support Staff**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the resignations, retirement, reassignments and appointments 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 Robert Huffman and carried unanimously, 7-0.



## 1. Resignations

<b>Name</b>	<b>Position Held</b>
e. Jenkins, Sandra	Student Aide – High School South Effective Date: August 14, 2015
f. Keller, Mary	Student Aide – Lehman Intermediate Effective Date: August 24, 2015
g. Mabe, Tiffany	Cafeteria Aide - East Stroudsburg Elementary Effective Date: August 26, 2015
h. Varkanis, Samantha	Paraprofessional – Middle Smithfield Elementary Effective Date: August 24, 2015

(See pages 7-10)

## 2. Retirement

<b>Name</b>	<b>Position Held</b>
c. Kroll, Kathy	Tax Bookkeeper/Receptionist – Business Office Effective Date: at the end of the workday on November 10, 2015.

(See page 11)

## 6. Reassignments

<b>Name</b>	<b>Position</b>
e. Stitch, Melody	From: Student Aide - High School South To: Student Aide (7 hour) - High School North Effective Date: August 27, 2015 Due to student's reassignment.
f. Weiss, Donna	From: Student Aide - Lehman Intermediate To: Student Aide (6.75 hour) - Middle Smithfield Elementary Effective Date: August 27, 2015 Donna replaces Susan Conforti who accepted a paraprofessional position.
g. Wilson, Robin	From: Student Aide - Middle Smithfield Elementary To: Student Aide (6.5 hour) - Middle Smithfield Elementary Effective Date: August 27, 2015 Robin replaces Magdalene Bioh who accepted a paraprofessional position.

## 7. Appointments - Regular

<b>Name</b>	<b>Appointment</b>
e. Cramer, Anne	Paraprofessional (Step 1) - Middle Smithfield Elementary Hourly Rate: \$15.72 Effective Date: August 25, 2015 This position was added due to student needs.

- f. Gregory, Clare  
Paraprofessional (Step 1) - Lehman Intermediate  
Hourly Rate: \$15.72  
Effective Date: August 25, 2015  
Clare replaces Gail Francis who resigned.
- g. Keller, Mary  
Paraprofessional (Step 1) - Lehman Intermediate  
Hourly Rate: \$15.72  
Effective Date: August 25, 2015  
Mary replaces Theresa Cavanaugh who resigned.
- h. Mabe, Tiffany  
Student Aide (6.75 hour) (Step 1) - Bushkill Elementary  
Hourly Rate: \$12.46  
Effective Date: August 27, 2015  
Tiffany replaces the position filled temporarily last year by Cynthia Tayburn.
- i. McKeithan, Nelson  
Paraprofessional (Step 1) - High School North  
Hourly Rate: \$15.72  
Effective Date: August 25, 2015  
Nelson replaces Marilyn Rozsay who retired.
- j. Palmer, Mary  
Student Aide (7 hour) (Step 1) - High School North  
Hourly Rate: \$12.46  
Effective Date: August 27, 2015  
Mary replaces Mary Keller who accepted a paraprofessional position.
- k. Salerno, Martene  
Student Aide (7 hour) (Step 1) - High School North  
Hourly Rate: \$12.46  
Effective Date: August 27, 2015  
Martene replaces the position filled temporarily last year by Monae Baker.
- l. Summerville, Launie  
Paraprofessional (Step 1) - Bushkill Elementary  
Hourly Rate: \$15.72  
Effective Date: August 25, 2015  
Launie replaces Mary Jane Costeria who retired.

**23. Reassignment - Temporary**

- | <b>Name</b>        | <b>Position</b>  |
|--------------------|--|
| a. Parton, Matthew | From: Custodian (2 <sup>nd</sup> shift) - J. M. Hill Elementary<br>To: Custodian (1 <sup>st</sup> shift) - J. M. Hill Elementary<br>Effective: June 14, 2013 now through August 17, 2015 only.<br>Matthew will return to his 2 <sup>nd</sup> shift position (\$.40/per hour shift differential) effective August 18, 2015. |

**24. Appointment - Long Term Substitute**

- | <b>Name</b>      | <b>Appointment</b>   |
|------------------|--|
| a. Snyder, Kelly | Paraprofessional (Step 1) - Bushkill Elementary (LTS)<br>Hourly Rate: \$15.72<br>Effective Date: August 25, 2015 through the end of the workday on October 30, 2015 only.<br>Kelly replaces Terri Garrity who is on a leave. |

## B. Professional Staff

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

Motion was made by Eileen Featherman to approve the resignations 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 Robert Cooke and carried unanimously, 7-0.

#### 1. Resignations

<b>Name</b>	<b>Position Held</b>
c. Milasch-McIntyre, Jennifer	Special Education teacher – Lehman Intermediate Effective Date: August 15, 2015
d. Nicosia, Faith	Guidance Counselor – High School South Effective Date: to be determined
e. Ziegler, Jillian	Guidance Counselor – High School North Effective Date: to be determined

(See pages 12-14)

#### 4. Appointments - Regular

<b>Name</b>	<b>Appointment</b>
b. Ferraro, Paul	Special Education teacher (Supplemental Learning Support) - High School North (PE) Salary: \$49,039.00 (Step 3 Column 11) Effective Date: August 25, 2015 Paul replaces Sharon Barton who retired.
c. Iaconetti, Jill	Special Education teacher (Supplemental Learning Support) - High School South (TPE) Salary: \$46,824.00 (Step 3 Column 7) Effective Date: August 25, 2015 Jill replaces Gloria Schulte who was reassigned.
d. Meglio, Stephen	Math Edge teacher - J. T. Lambert Intermediate (TPE) Salary: \$49,657.00 (Step 2 Column 12) Effective Date: August 25, 2015 Stephen replaces Kendal Askins who was reassigned.
e. Rhoadhouse, Andrea	Vocal Music teacher - J. T. Lambert Intermediate (TPE) Salary: \$42,599.00 (Step 1 Column 1) Effective Date: August 25, 2015 Andrea replaces John Madas who resigned.
f. Varkanis, Samantha	Special Education (Learning Support) teacher - East Stroudsburg Elementary (TPE) Salary: \$45,793.00 (Step 1 Column 7) Effective Date: August 25, 2015 Samantha replaces Katrina Aiello who was reassigned.

(See pages 15-19)

5. **Appointments - Long Term Substitutes**

- | Name                | Appointment   |
|---------------------|---|
| a. Francois, Daphne | Special Education teacher – High School North (LTS)<br>Salary: \$45,793.00, prorated (Step 1 Column 7)<br>Effective Date: September 24, 2015 through the end of the workday on December 23, 2015 only.<br>Daphne replaces Cori Gallagher who is on a leave. |
| b. Paradis, Lindsay | Special Education teacher – Bushkill Elementary (LTS)<br>Salary: \$44,351.00, prorated (Step 1 Column 5)<br>Effective Date: August 25, 2015 through the end of the workday on October 30, 2015 only.<br>Lindsay replaces Meghan Baron who is on a leave.    |

(See pages 20-21)

D. **Extra Responsibility Positions**

**ACTION BY THE BOARD:**

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

2. **Appointments for the 2015-2016 School Year**

	Last Name	First Name	Position	Building	Rate
49.	Connors	Shannon	Field Hockey Head Coach	J. T. Lambert Intermediate	\$2,117.73
50.	Lambert	Emma	Field Hockey Assistant Coach	J. T. Lambert Intermediate	\$1,479.15
51.	Lukjanska	Anzelika	Intramural Volleyball Advisor	High School North	\$23.46 (24 hour maximum)

F. **Administrative Assistant Staff**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the appointment of the Administrative Assistant 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 current Administrative Compensation Plan. Motion was seconded by Robert Cooke and carried unanimously, 7-0.

1. **Appointment**

- | Name                     | Appointment  |
|--------------------------|--|
| a. Mayrhauser, Christine | Administrative Assistant – Human Resources<br>Hourly Rate: \$17.50<br>Effective Date: September 2, 2015<br>Christine replaces Deborah Burns who retired. |

**G. Memorandum of Understanding - Implementation of Virtual Classrooms**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the Memorandum of Understanding with the East Stroudsburg Area School District and the East Stroudsburg Education Association regarding the Implementation of Virtual Classrooms. Motion was seconded Eileen Featherman and carried unanimously, 7-0.

(See pages 22-24)

**XVIII. FISCAL ITEMS**

**O. Use of Facilities**

1.

**ACTION BY THE BOARD:**

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

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

<b>BUILDING</b>	<b>ORGANIZATION</b>	<b>EVENT</b>	<b>DATE TO/FROM</b>	<b>FACILITY FEES</b>	<b>PERSONNEL FEES</b>
J.M. Hill	Brownie Troop 51006	Meetings	10/1/15-5/31/16	No	No
Smithfield	Boy Scouts Pack 92	Pack Meetings & Ceremonies	9/18/15-5/13/16	No	No

(See pages 25-26)

**Q. Indian Valley Appraisal Company**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve an agreement with Indian Valley Appraisal Company for appraisal services in connection with the assessment appeal indexed to Monroe County Court of Common Pleas No. 9207 CV 2014 at a cost not to exceed \$9,500.00, with additional work outside the production of the appraisal to be billed at not more than \$250.00 per hour, upon terms and in a form as approved by the administration and solicitor. Motion was seconded by Robert Gress and carried unanimously, 7-0.

**R. Pocono Services for Families & Children**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the Letter of Agreement with Pocono Services for Families & Children/Monroe County Head Start for provision of the Head Start Program and Pre K Counts at Middle Smithfield Elementary School and Resica Elementary School effective July 1, 2015 to June 30, 2016. Motion was seconded by Robert Gress and carried unanimously, 7-0.

(See pages 27-28)

**XIX. ANNOUNCEMENTS/INFORMATION**

None

**XX. ADJOURNMENT 8:47 P.M.**

Respectfully submitted,

Patricia L. Rosado  
Board Secretary