

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – October 19, 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, Marjorie James, William Searfoss and Gary Summers.

**Student School Board Representative:** Kenny Casals and Nadia Hussein

- II. **School personnel present:** Michelle Arnold, Jeff Bader, David A. Baker, Ben Brenneman, Anthony Calderone, Maria Casciotta, Dawn Dailey, Robert Dilliplane, Larry Dymond, Eric Forsyth, Rich Houghtaling, Sharon Laverdure, Phil Lazowski, Thomas Lesniewski, Irene C. Livingston, Frederick P. Mill, Ryan Moran, Debra Padavano, Kathy Parrish, Patricia Rosado, Rick Sanker, Paul H. Schmid, Kim Stevens, Bob Sutjak, Amy Trotto, Bill Vitulli and Steve Zall. Thomas Dirvonas, Solicitor.
- III. **Community members present:** Afaf Alghamdi, Damary Bonilla-Rodriguez, Antoinette Marie Chiarello, Anders Holmberg, Stella Holmberg, Frank Johnson, Jackie Kessel, Betty Kiesling, Christy Kirkwood, Debbie Kulick, Randy Litts, Michal Peterson, Wayne Rohner, Judy Summers, Chris Toleno and Lisa Vanwhy.

Lynn Ondrusek – Pocono Record

- IV. **APPROVAL OF MINUTES**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the minutes for the meeting of September 21, 2015, (pages 1-32). Motion was seconded by Eileen Featherman and passed 7-1. Robert Gress voted no.

- V. **APPROVAL OF AGENDA**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve this agenda for October 19, 2015, (pages 1-18), as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

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

- VII. **ANNOUNCEMENTS BY THE BOARD**

Mr. Cooke said that 567 rebates were given to seniors for their senior rebates. He had many that thanked the Board.

## VIII. SUPERINTENDENT'S REPORT

- A. Mr. Robert Huffman said that at the Monroe Career & Technical Institute JOC meeting, they discussed the process of hiring a new director. They are also looking at a house to remodel by having students work on it.
- B. Mrs. Eileen Featherman said that at the Colonial IU 20 meeting they discussed that they are still pursuing land development. They also have reorganized their administrative staff.
- C. Mr. Robert Cooke said that they had their Property/Facilities Committee meeting on the first Thursday in October. The minutes from the previous meeting were approved and have been made available to the Board members and the public. Many items were discussed and moved on to the Finance Committee and are on the agenda tonight. Mr. Josh Grice of D'Huy Engineering came and presented a five-year plan. The committee asked Mr. Grice to return tonight to share with the entire Board. Since the plan is so extensive, the committee felt that the entire Board should hear it.

Mr. Josh Grice, D'Huy Engineering, said that they are located in Bethlehem. He said that D'Huy Engineering was tasked with helping the district to prepare their long range Capital Improvement Plan. Most of the information he presented to the Property/Facilities Committee (Committee) meeting but tonight he did not want to discuss them all but just give a summary of the preliminary five-year plan in a power point presentation. The Capital Improvement Plan process has many steps which include the district's involvement. The first step with the Committee was that they prepared a questionnaire to get their feedback. They went through each facility and made visual observations of the conditions. They then prepared a preliminary list of potential projects for within the next 3 to 5 years. They want to come up with a systematic approach to tackle all projects. After tonight, they can speak about items and get a better picture of what the district would like to tackle and then discuss the finance for it. They will then put together bid documents for public bidding. The bids are done during the winter time to get the most competitive prices. This document is meant to be a fluid document because it will change as priorities change. Nothing is set in stone. As the years go by, things may change. As part of the site assessments some observations were soup to nuts, inside and outside and sidewalks, masonry observations, etc. They bring a team of professionals. They also put together a budget and priority list. They run it through a priority matrix which checks for safety, community impact, etc. It takes subjectivity out of it and ranks it between 1 and 10, 1 being most critical. They appreciate feedback since districts have certain priorities. This helps to keep assessment objectives. The presentation included a one page example of how recommendations from the committee are presented ranging from a couple of hundred dollars to thousands of dollars. It is very difficult to come up with a final budget. If certain items need additional investigation, that might change the scope of the budget. For the most part, no building is scored for renovations. The building that scored the highest for renovations is J. M. Hill Elementary School at 40% but 60% and above is considered for repairs or renovations. Overall all buildings are in very good shape. The list of recommendations came from the Committee members and Mr. Bader. Some are the High School South library windows, J. T. Lambert masonry conditions, J. T. Lambert large corner wall by administration and the nurse areas, Lehman and High School North pneumatic ATC (Automatic Temperature Control) System (that works on compressed air) which developed leaks, High School North roof issues, and drop off circle in front of building.

Mr. Bradley asked if Mr. Grice is recommending that the J. T. Lambert Intermediate School's masonry conditions be a top priority. Mr. Grice said, yes as was discussed at the Committee meeting. Mr. Bradley asked if the masonry conditions are in danger of collapsing. Mr. Grice said not now but it may cause a problem in the future. Mr. Bradley asked if the original report included the H.S. North ATC System. Mr. Grice said that he did not include the photos but the item was included in the original plan.

Mr. Bradley asked about the expansion joints in the roof. Mr. Grice explained the area where the roof needs immediate attention. Mr. Bradley asked if these areas need to be replaced. Mr. Grice said they will need to replace conditions soon.

Mr. Bradley asked him to report on the infrared survey. Mr. Grice said that they performed an infrared survey of the roof. Since it heats up during the day and cools off at night, during the night, they can take the infrared camera and check for wet spots.

Mrs. James said that according to the pictures, it appears that many areas need to be fixed.

Mr. Bradley asked if these areas are also leaking. Mr. Grice said that the roof is a cold tar system but has some asphalt. Cold tar has runs but has self-healing as it heats up. In this case, the roof over the gym drips and causes

a mess. Mr. Bradley asked if it is causing structure problems. Mr. Grice said not in the gym area but it is just messing up the gym. Mr. Bradley asked if it is running but cannot be seen. Mr. Grice said that there are drips here and there. Mr. Bradley asked if they will have additional costs. Mr. Grice said he is correct and that is why they did an infrared study to see how much of the roof needs to be repaired. The results were very favorable which helped to bring budget numbers down.

Mr. Bradley asked if they are just patching up the roof. Mr. Grice said that the entire roof does not have to be completed. Mr. Bradley asked if it would make sense to patch it or replace it. Mr. Grice said that the condition does not warrant total replacement. Maybe down the road it will need to be replaced but it is just like any other roof it may need to be, too. Mr. Bader said we found with the infrared study that it is in better condition than we thought. We found the area over the gym that needs extra attention. It is not a structural leak just tar repairing that is needed. Mr. Grice said they scored the gym as an eight and other projects may have a score of four. They need to do further investigations to arrive at a better budget.

Mr. Bader said Mr. Eppley and he listed items to come up with a yearly cost. Some items were shuffled to keep prices similar and other items can be changed anytime.

Mrs. James said that Mr. Grice mentioned J. M. Hill Elementary School's score but she does not see it on the list. Mr. Grice said that J. M. Hill Elementary School has certain areas like the basement that needs some renovations but there is nothing at this point that jumps ahead of what was already identified. Mrs. James said that it is not being considered at all in the five-year plan. Mr. Grice said it is not. Mr. Bader said there may be more projects down the line that are not in the immediate five-year plan. Other projects will be considered along the way. Mrs. Laverdure said routine maintenance of all buildings does not stop. Some deterioration of the buildings take precedence. Mrs. James asked how long has the conditions of these projects existed. Mrs. Laverdure said that the J. T. Lambert Intermediate Schools' masonry issue has existed several years. Mr. Bader said that the conditions have accelerated over a couple of years. Mrs. James said that it seems this issue has existed for a long time. Mrs. Laverdure said that we are in very good shape. Mrs. James said that it seems like a lot. Mrs. Laverdure said that when you are in building mode, some items are not done and now they are being considered.

Mr. Gress said the district has not stopped working on repairs but what else is on the list that can be done to prevent further problems down the road. He was on the Committee previously and for years they spoke about the parking lots. He suggest the tar chips but we were looking to pave them. Up North, we spent 4 million dollars on parking lots and now we should be looking at all areas like J. T. Lambert Intermediate School and look to do the curbs, too. We need an exclusive list to be able to see all projects. We are putting 4.4 million dollars to take care of all needs. Some items may need to be looked at sooner. Is there something else that we are missing so we do not have to make emergency repairs? He is asking for the entire wish list to see what else is out there. We need to fix items that will not cause worse effects down the line. Mr. Bader said there are projects that we are doing right now. We talked about it at the Finance Committee meeting that we put money aside so we do not incur more debt.

Mr. Bradley said that we discussed the roof schematics. Do we know where they are? Mr. Grice said that he has documents for every facility except for J. M. Hill Elementary and Smithfield Elementary. Mr. Bradley asked if the district knows where they are. Mr. Bader said we will need to check with Mr. Eppley about this issue. Mr. Grice said that this is not a show stopper but it will help.

Mr. Summers said that these are the estimates for the projects within the next five years. He is concerned about a couple of things. Over this period, we are seeing 11 million dollars and 63% of the projects is for a building that is just 15 years old. Should we be concerned that we are spending money on Lehman Intermediate and H.S. North? Mr. Grice said the bulk of that money is to replace the ATC System and for the pavement work. The Pneumatic System is an older system and he is definitely not in favor. Mr. Eppley reported numerous leaks. With ATC it would be problematic. So it needs to be top on the list. I am surprised that this campus has a Pneumatic System. The pavement can be patched but we have to do more investigation. Mr. Summers said if we elect to proceed he would assume that we should complete a deep core sample to see if what was supposed to be installed was not. Mr. Grice said they would assess and report to the Board their recommendation. Mr. Bradley asked if Mr. Grice would say that the building's material at the North campus was substandard and created to lose money. Mr. Grice said he would never say that or comment on it. Mr. Bradley said this system was not built to sustain but to lose money. This is a consequence that we need to deal with because of substandard material that was used.

Mr. Grice said that his recommendation would be to go forward and in November and December to go out to bid for summer projects. This will allow contractors to secure materials so by May and June they can hit the ground running to work on projects over summer.

Mr. Summers asked if Mr. Grice is asking for the Board to take any action tonight. What do we need to do officially? Do we have to approve bids? Mr. Bader said we would like to get some indication on how to proceed. Do they see the list of projects reasonable for the Property/Facilities Committee to continue pursuing this list and come to the Board for a finished proposal. Mr. Summers said that he is not in any condition to recommend phase three items in phase one or vice versa. What does the Board need to approve because Mr. Grice spoke about bidding items. Under normal circumstances, the Board approves bid documents and the Board approves the bids. So are we still to do this? Mr. Bader said, "Yes". Mr. Summers asked when. Mr. Bader said depending on the direction of the Board such as for the ATC item. At the Property/Facilities Committee meeting they will make the recommendations to move this forward to the agenda and they will continue to investigate items and prepare them for the bids. Mr. Bader said if the Board does not agree on any item, then they can look at another item. He asked how is the Board's reaction to these items. Every item will require formal board action. Mr. Searfoss said this is a proposed list, then in November the Board can vote on bidding the items. He likes that professional look of everything and it says how long each item will take and which are a priority. He does not want to wait to do the ATC System. Mr. Gress said if you had your way is there items that we can group together. Mr. Gress said we should group items to save money. Not just one area but all items together. We may have the money to do them all at the same time. They did that when J. T. Lambert received their HVAC system, the lights were done, too. This will create a better bid process and prevent worse repairs down the road. Mr. Grice said they can absolutely recommend items in groups. Once the Board approves the list, they can start working and grouping items. Mr. Bradley said that he would like to see the North Campus' roof infrastructure and concrete done. They can then work on the J. T. Lambert Intermediate School as a second priority and give us definite figures by taking these items to the Property/Facilities Committee meeting. Mrs. Laverdure said that items are lumped together but the windows at High School South need to be done. If you don't, it can lead to further damage. Mr. Bradley said this can be the third priority. Mr. Gress said that if windows need to be done now, get them done. The Property/Facilities Committee and Finance Committee can prepare items for approval. You have these items in front of us and we have known these items all along. The Committees need to make the recommendations. Let's fix items that need to be done for the safety and welfare of students and faculty. Mr. Searfoss asked if the Board agrees that they like the list but some items need to be tweaked. We all have buildings that we are partial to but let's have the experts recommend. We can start working on the projects as long as we do it in the best manner. Mr. Gress asked if the timeframe is really realistic in order to get bid specs over holidays. If it will take extra months, the Board should be informed. Mr. Bader said that ideally we have the 11 million dollars to do all projects in one year but it is not feasible. Therefore, we came up with a five-year plan. We need to do investigative work, bids, etc. We can look at defining the list and see what is feasible.

D. Mr. Robert Gress said that the Finance Committee met on October 12<sup>th</sup>. There are numerous items on the agenda tonight for Board consideration. Some of the larger items discussed were :

1. Act 1 Index Resolution not to raise taxes above the index, which has been done in the last few years.
2. Resolution to oppose Senate Bill 877 which forbids tax entities from going after reverse tax assessment appeals.
3. The 2016-17 budget which might be finished before the State budget.
4. Recommendation to increase the Capital Reserve Budget by about four million dollars to take care of the five-year plan. The funds can be moved at any time but right now it will help with the setup for all of the capital projects. If anyone has a question as the agenda items come up they can be answered by the committee members or Mr. Bader.

E. Mr. Searfoss said that the Policy Review Committee met tonight and has the following Board Policies on the agenda for final approval

1. Policy #100 Comprehensive Planning
2. Policy #113.3 Screening & Evaluations for Students with Disabilities
3. Policy #116 Tutoring
4. Policy #127 Assessment System
5. Policy #137 Home Education Programs
6. Policy #138 English As A Second Language/Bilingual Education
7. Policy #209.1 Pediculosis
8. Policy #212 Reporting Student Progress

- |                 |                            |
|-----------------|----------------------------|
| 9. Policy #215  | Promotion & Retention      |
| 10. Policy #806 | Child Abuse                |
| 11. Policy #918 | Title I Parent Involvement |

And Policy #213 for Repeal.

They also forwarded the following policies for 30-day Public review of the entire 0 Section Policy Guide pertaining to Local Board Procedures: #'s 000-011 along with Policy 204.3 (Student) Credit Denial for Repeal. Mrs. Laverdure said that these policies will be posted on the district website tomorrow morning.

- F. Miss Nadia Hussein, H.S. South Student Board Representative, said that she has many exciting news to report that have been occurring at H.S. South.
1. Week of October 5<sup>th</sup>, they had Homecoming Spirit Week. The theme was The Wizard of Oz. The junior class raised \$500 by selling tie-dye shirts to wear during the game. The King, Justin Velez and Queen, Victoria Garcia were crowned.
  2. They held a Casual for a Cause to raise funds for Breast Cancer Awareness.
  3. They had their First Reality Fair funded by NEPA Credit Union. This was a unique event for high school seniors where they learned about real life responsibilities. Rep. Rosemary Brown was one of the speakers.
  4. Tomorrow, UN Aspire students will be hosting Senator Joe Sestak in a political discussion.
  5. UN Aspire students are also raising funds for the Malala Fund for girls who do not have access to education around the world.
  6. The National Honor Society Students are holding a Red Cross Blood Drive this Friday.

Mr. Chris Toleno, H.S. South student, said he was selected to attend the PSBA Conference in Hershey, PA. He met students from across the State and shared problems and issues they all face. He also spoke in front of a mock school Board meeting, which consisted of Board members, teachers, administrators and students. He was asked to create guidelines for alcohol and drug testing amongst students. They had to answer questions made up from students, teachers and Board members. He was able to meet and see what other students do and learn. He thanked the Board members for the great experience he had at the conference and for the education he is receiving at East Stroudsburg Area School District.

Mrs. Laverdure thanked Mrs. Flickinger for attending the conference as a chaperone.

Mr. Kenny Casal, H.S. North student, thanked the Board for allowing him to attend the conference. It was a great experience. He heard a speaker, Bill Milliken, Founder of Communities in Schools, who said he came from a hard background in Pittsburgh and then moved to Harlem. He was not a great student and had about three freshman years in college. Mr. Milliken said in order to make a better situation for students, it is not about the programs but about relationships, hope and love which can change people. A strict program did not get him out of a poverty-stricken world that he lived in. Kenny thanked the Board again for this once in the lifetime experience.

Mr. Kenny Casal, H.S. North Student Board Representative, reported as follows:

1. H.S. North had Homecoming last week. The King, Kenny Casal and Queen, Kya Shipman, were crowned.
2. On October 14, 2015, about 210 students took the PSAT test in preparation for the SATs.
3. On October 23, the school will be hosting a Military Service Football game. All who served in any military branch will be allowed to attend for free.
4. This coming Wednesday, October 21, they will have Unity Day. They will encourage students to wear orange to promote anti-bullying and raise awareness of this situation that occurs across the country.
5. The Kutztown University Band played at the school for North Star VIP members.
6. On November 16<sup>th</sup>, winter sports will begin.
7. Oct 20<sup>th</sup>, they will hold a Blood Drive where anyone can participate.
8. H.S. North Senior Class President, Donald LeCompte, made it to the Golf District Championships.

Mrs. Laverdure said Christopher Toleno also made it to the Golf District Championships.

- G. Mrs. Laverdure said that she and Mr. Robert Huffman also attended the PASA-PSBA School Leadership Conference in Hershey, PA. Mrs. Featherman was not able to go due a family emergency. She knew that the students would be making presentations tonight; therefore, she and Mr. Huffman will make their presentation at the November Board meeting. Mr. Huffman said that Mrs. Laverdure received a prestigious award at the conference for her leadership in the district. She received the 2015 PSPA Instructional Leadership award from the Pennsylvania Association of School Administrators and Lincoln Investment Planning, Inc. This award

recognizes an administrator who has demonstrated commitment to excellence in teaching and learning by developing, nurturing and supporting exemplary programs that support the academic achievement of particular student populations, enrich student learning in a particular content area or implementation strategies to enhance student learning across the curriculum. Mrs. Laverdure was awarded for her exceptional commitment to raising student achievement, providing students with opportunities for personal and academic growth and ensuring that the district's staff and programs were supported with adequate resources.

- H. Mrs. Laverdure said she, along with Dr. Lesniewski and Mr. Moran will present a Power Point about the District Comprehensive Plan. The plan is online on our District website, which is over 100 pages. The Power Point that they will be presenting tonight is also online.

Mrs. Laverdure said it is difficult to do an overview of the whole plan. They started this process in January 2015 through November 2015. They had representation from all walks which included about 40 individuals such as herself, Assistant Superintendents, educators, Board member, Mr. Summers, parents, local business owners and community representatives.

She presented some highlights on what a Comprehensive Plan is, which was known previously as the Strategic Plan. They occur every six years. This document is not final even when signed and sealed and submitted to the State but it is a fluid document as time and regulations change. This is part of the regulations of Chapter 4. We have the charge of implementing a plan. We need to make sure we provide the necessary things in place to enhance student performance.

Mrs. Laverdure spoke about the characteristics of high performing educational systems, Chapter 4 planning requirements. Each building develops their own individual goals that are part of the Comprehensive Plan. The final plan needs to be approved by the Comprehensive Plan Committee, which it was. There has to be a 28 day public review which starts tonight and then goes for Board approval in November. The Plan includes a Mission/Vision Statement as well as Shared Values. If anyone does not have access to a computer, they can contact the Superintendent's office for a copy of the PowerPoint presentation.

Mr. Ryan Moran, Assistant to the Superintendent for Curriculum and Instruction, K-5, shared the District Accomplishments which contains the District's comprehensive review data. It is to identify student needs as well as accomplishments that we are proud of. Part of those accomplishments span across student achievements, district culture, programs and services as well as the community. The first three focus on student achievements. These accomplishments have been shared with the Board at previous Board meetings. Some highlights of the District's accomplishments are PSSA achievement results from last school year and the Keystone Exams which show an increase in student performance. Students continue to improve their scores. It also focuses on the district efforts to increase the amount of time that students who receive special education services participate in general education classrooms. Some other accomplishments deal with programs and services that currently exist in the school district and in the community. We know there are many accomplishments across the district but these are some that are mentioned on the Comprehensive Plan.

Dr. Lesniewski, Assistant Superintendent for Curriculum and Instruction, 6-12, said that the committee came up with three major goals on the Comprehensive Plan to work on basically over the next six years of the plan. They came from many different sources such as the school buildings. They also surveyed students from grades 6-12 in the springtime to gather specific information for the committee. The first goal is to continue with and ensure teachers and administrators receive timely, effective support and intervention as needed. Goal #2 deals with student achievement and getting them to achieve at a higher level. They also strive to improve graduation rates. Goal #3 deals with making sure that our curriculum enables us to reach our first two goals, Pre K-12. We will continue to work to meet State standards with whatever system or programs they want us to implement.

Mr. Moran said that part of this planning process is to take goals and see what action steps need to occur to meet all goals. Some implementation steps include that our curriculum services and programs are aligned appropriately and that staff has the resources to assist the students. The math program will be a focus to insure that K-12 are aligned with the curriculum. Some other steps of implementation is to focus on trainings within the district. We would like to ensure that students are being prepared for college and career readiness. We also would like to have community outreach for all students to be successful.

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

- A. Ms. Judy Summers asked why was check #2147744 issued. It says for new equipment; therefore, was it for computer or telephone. Mr. Bader said it was for Integra One; therefore, it is for computer equipment.
- B. Mr. Randy Litts, President of East Stroudsburg Youth Association said he has a use of facilities on the agenda for the use of the gym for wrestling matches on a Sunday. He is requesting that personnel fees be waived. The Board has been generous and done so in the past. He hopes this generosity continues. He will stay at the meeting in case they have any questions.
- C. Ms. Martha Kiesling (also known as Betty to her friends), President of PPODS (Pocono Parents of Down Syndrome) is here to request use of the facility to hold a Care Binders Workshop. Her first workshop was only intended for parents who have children that have Down Syndrome but now they are opening it up for all parents with students of all disabilities. This workshop helps families to organize their documents in a binder divided by five sections. They are medical, education, legal, finances and daily living (social community groups and resources). This will make it easier to find everything that is needed. This helps both parents for meetings and personnel use. They are requesting the use of facilities for the cafeteria and they are a non-profit organization. If there are any questions, she will be happy to answer them.
- D. Mr. Larry Dymond asked the Board to consider the possibility for a legal or a consulting group or lobbying group or combination of both to come up with our fair share of funding. There has to be somebody out there to put a plan in place to get our fair share of funding. Everything goes up but funding goes down. If we are spending money, we should spend to gain.
- E. Ms. Antoinette Marie Chiarello said she has grandchildren in the district and her children graduated from the school district. She has concerns about the curriculum. She heard other States mandate students to participate in Islamic religion induction. Is this happening at this school district? Her second concern is about what she heard that a new system is in place where students have to get in different lines to get their lunch. One line is for those who pay and the other line is for reduced and free lunches. This promotes bullying and segregates the students. Mr. Schmid, Director of Food Services, said this is not true. All students get on the same line.

Mr. Gress said with reference to her first question, she may need to contact each building to see what they are studying. Some students learn about prayer and it gets blown out of proportion.

Mrs. Laverdure said that we do not mandate any religion. We make concessions for students to practice their own religion. We are all inclusive but we do not mandate or teach them to practice any religion.

X. **PERSONNEL ITEMS**

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

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the uncompensated leave of absence in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

<b>Name</b>	<b>Position Held</b>
a. Paolucci, Lucy	Cafeteria Aide - Middle Smithfield Elementary Effective Date: August 31, 2015 Length of Leave through: September 11, 2015

(Request received)

## B. Support Staff

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

Motion was made by Gary Summers to approve the resignations, retirement, reassignments, leaves of absence, workday hour changes and appointments for the support staff designated, in accordance with the approved applicable policies, procedures [subject to proper completion of all necessary documents and obtaining all necessary positive clearances] and contractual agreement. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

#### 1. Resignations

<b>Name</b>	<b>Position Held</b>
a. Decker, Ashley	Cafeteria Worker (part-time) - High School South Effective Date: at the end of the workday on September 30, 2015.
b. Frei, Cheryl	Health Room Nurse - High School North Effective Date: at the end of the workday on October 15, 2015.

(See pages 19-20)

#### 2. Retirement

<b>Name</b>	<b>Position Held</b>
a. Pettinato, Bernice	Student Aide – High School South Effective Date: at the end of the workday on December 23, 2015.

(See page 21)

#### 3. Reassignments

<b>Name</b>	<b>Appointment</b>
a. Butz, Connie	From: Student Aide (6.5 hour) – Resica Elementary To: Student Aide (6.5 hour) – Bushkill Elementary Effective Date: August 27, 2015 This position was moved due to District needs.
b. Butz, Connie	From: Student Aide (6.5 hour) – Bushkill Elementary To: Student Aide (6.5 hour) – Resica Elementary Effective Date: October 13, 2015 Connie replaces Karen Conway who was reassigned to a different student.
c. Conway, Karen	From: Student Aide (6.5 hour) – Resica Elementary To: Student Aide (6.5 hour) – Resica Elementary Effective Date: October 13, 2015 This is a new position.

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

<b>Name</b>	<b>Position Held</b>
a. Lapping, Thomas	Custodian - High School South Effective Date: August 31, 2015 Length of Leave: September 22, 2015



- b. McDermott, Amy                      Student Aide – High School South  
 Effective Date: October 13, 2015  
 Length of Leave: December 13, 2015  
 This is an intermittent leave.

(Requests received)

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

- | <b>Name</b>    | <b>Position Held</b>  |
|----------------|---|
| a. Banks, Anne | Paraprofessional – Smithfield Elementary<br>Effective Date: August 25, 2015<br>Length of Leave now through: October 2, 2015 |

(Request received)

**6. Appointments – Regular**

- | <b>Name</b>         | <b>Appointment</b>   |
|---------------------|--|
| a. Corey, Gail      | Cafeteria Aide (Step 1) (3.0 hour) - J. M. Hill Elementary<br>Hourly Rate: \$12.28<br>Effective Date: September 30, 2015<br>Gail replaces Rebeca Lorenzo-McCartney who resigned.                                       |
| b. Patrick, Kathryn | Cafeteria Aide (Step 1) (3.25 hour) - East Stroudsburg Elementary<br>Hourly Rate: \$12.28<br>Effective Date: September 23, 2015<br>Kathryn replaces Tiffany Mabe who accepted a student aide position.                 |
| c. Sympson, Pagette | Custodian (2 <sup>nd</sup> shift) (Step 1) - High School North<br>Hourly Rate: \$14.48 (plus \$.40/per hour shift differential)<br>Effective Date: October 12, 2015<br>Pagette replaces John Doyle who was reassigned. |

**7. Appointment – Long Term Substitute**

- | <b>Name</b>     | <b>Appointment</b>  |
|-----------------|---|
| a. Donald, Dawn | Paraprofessional (Step 1) - Lehman Intermediate (LTS)<br>Hourly Rate: \$15.72<br>Effective Date: September 17, 2015 through the end of the first semester of the 2015-2016 school year only.<br>Dawn will replace Catherine Malvagno who was temporarily reassigned to a teaching position. |

**8. Appointment – Temporary**

- | <b>Name</b>          | <b>Appointment</b>  |
|----------------------|---|
| a. Flickinger, Bryan | Temporary (Special Education) Paraprofessional (Step 1) - Smithfield Elementary<br>Hourly Rate: \$15.72<br>Effective Date: September 28, 2015 through the last teacher workday of the 2015-2016 school year only.<br>This is a new position funded by the District. |

**9. Workday Hour Changes**

	<b>Last Name</b>	<b>First Name</b>	<b>Position/Location</b>	<b>From:</b>	<b>To:</b>	<b>Effective:</b>
a.	Parmer	Mary	Student Aide/High School North	7 hour	7.25 hour	10/1/15
b.	Watts	Carlotta	Student Aide/High School North	7 hour	7.25 hour	10/1/15

**10. Substitute Appointments**

	<b>Name</b>	<b>Certification</b>
a.	Decker, Ashley	Cafeteria Worker
b.	DeRosa, Susan	Cafeteria Aide, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide
c.	Murphy, Linda	Cafeteria Worker
d.	Parobczyk, Carmen	Cafeteria Aide, Cafeteria Worker, Custodian, Front Desk Receptionist
e.	Sileikis, Danine	Cafeteria Aide, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide
f.	Tharp, Michelle	Cafeteria Aide, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide

**C. Professional Staff**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the resignations, change of status, leaves of absence, reassignment and appointments for the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Gary Summers and carried unanimously, 8-0.

**1. Resignations**

	<b>Name</b>	<b>Position Held</b>
a.	Bowen, Karleigh	English teacher - Lehman Intermediate Effective Date: at the end of the workday on October 9, 2015.
b.	Fetherman, Patrick	Building Substitute Teacher - High School North Effective Date: at the end of the workday on October 20, 2015.
c.	Rodriguez, Laura	Building Substitute Teacher - Lehman Intermediate Effective Date: at the end of the workday on October 9, 2015.

(See pages 22-24)

**2. Change of Status**

	<b>Name</b>	<b>Position Held</b>
a.	Oiler, Kathy	From: Speech & Language teacher (.8) - Lehman Intermediate To: Speech & Language teacher (.73) - Lehman Intermediate Effective Date: August 25, 2015 This decrease is due to District needs.

3. **Leave of Absence - In Accordance with School Board Policy #435 and Childrearing**

<b>Name</b>	<b>Position Held</b>
a. McIlvanie, Stephanie	Art teacher - High School South Effective Date now: June 9, 2015 Length of Leave through: January 18, 2016

(Requests received)

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

<b>Name</b>	<b>Position Held</b>
a. Fuller, Jennifer	Special Education teacher – Middle Smithfield Elementary Effective Date: November 10, 2015 Length of Leave: twelve weeks
b. Lewis, Tara	Special Education teacher – J. T. Lambert Intermediate Effective Date now: October 19, 2015 Length of Leave: December 23, 2015

(Requests received)

5. **Reassignment - Voluntary**

<b>Name</b>	<b>Appointment</b>
a. Harris, Susan	From: Reading Specialist (Grade 7) – Lehman Intermediate To: English teacher (Grade 7) – Lehman Intermediate Effective Date: October 12, 2015 Susan replaces Karleigh Bowen who resigned.

6. **Appointments - Long Term Substitutes**

<b>Name</b>	<b>Appointment</b>
a. Albertson, Amy	ESL teacher – Middle Smithfield Elementary (LTS) Salary: \$61,949.00, prorated (Step 9 Column 15) Effective Date: September 28, 2015 through the end of the workday on November 23, 2015 only. Amy replaces Lindsey Zimmerman who is on a leave.
b. Popovice, Kristin	Biology teacher – High School North (LTS) Salary: \$42,599.00, prorated (Step 1 Column 1) Effective Date: November 23, 2015 through the end of the third marking period of the 2015-2016 school year only. Kristin replaces Maria Francois who is on a leave.
c. Rodriguez, Laura	Reading Specialist – Lehman Intermediate (LTS) Salary: \$45,793.00, prorated (Step 1 Column 7) Effective Date: October 12, 2015 through the last teacher workday of the 2015-2016 school year only. Laura replaces Susan Harris who was reassigned.

(See pages 25-27)

**7. Building Substitute Teacher Appointments**

<b>Name</b>	<b>Building</b>
a. Villanueva, Stephanie	J. M. Hill and Smithfield Elementary Effective: October 8, 2015 through the last student day of the 2015-2016 school year only. Stephanie replaces Ashley Longo who accepted a teaching position.

**8. Homebound Appointments**

<b>Name</b>	<b>Certification</b>
a. Hochrine, Christy	English, Social Studies

**9. Substitute Appointments**

<b>Name</b>	<b>Certification</b>
a. Albertson, Amy	ESL
b. Hayes, Kristyn	PreK-4
c. Hochrine, Christy	English, Social Studies
d. Jones, Juliet	Emergency Permit

**D. Teach Me to Read at Home – Fall 2015**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the appointment in accordance with approved applicable policies, procedures appointments [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. This position is fully funded by the Keystone to Opportunity (KTO) Grant. Sessions run weekly from September 24, 2015 through October 22, 2015. All rates are \$28.56 per hour. Motion was seconded by Gary Summers and carried unanimously, 8-0.

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Rate</b>
a.	Heeter	Patricia	Parent Workshop Facilitator	\$28.56/per hour (not to exceed 10 total hours)

**E. Extra Responsibility Positions**

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve the rescissions, resignations and appointments in accordance with the terms of the District's existing collective bargaining agreements as amended and supplemented. Motion was seconded by Eileen Featherman and passed 7-1. Ronald Bradley voted no.

**1. Rescissions**

<b>Name</b>	<b>Position</b>
a. Bybee, Steven	Girls' Basketball Assistant Coach - J. T. Lambert Intermediate
b. Fetherman, Patrick	Wrestling Varsity Assistant Coach – High School North
c. Moyer, Cassandra	Cheerleading Varsity Assistant Coach (winter) – High School South
d. Scott, Jennifer	Choral Director (Grade 6) - Lehman Intermediate

(See pages 28-31)

## 2. Resignations

- | Name                | Position   |
|---------------------|--|
| a. Hower, Andrea    | Intramural Book Club Advisor (1st semester) - East Stroudsburg Elementary<br>Effective: September 15, 2015 |
| b. Moyer, Cassandra | Cheerleading Varsity Assistant Coach (fall) – High School South<br>Effective: October 12, 2015             |

(See pages 32-33)

## 3. Appointments for the 2015-2016 School Year

	Last Name	First Name	Position	Building	Rate
a.	Dan	Deven	Band Front Advisor (25%)	High School North	\$3,042.96, prorated
b.	Koretski	John	FBLA Club Advisor	High School North	\$1,090.49
c.	McKeithan	Nelson	Freshman Class Advisor	High School North	\$1,183.32
d.	Massaro	Ellen	Intramural (Tuesday) Academic/Activity Advisor (1st semester)	High School North	\$23.46/hour (48 hour maximum)
e.	Massaro	Ellen	Intramural (Tuesday) Academic/Activity Advisor (2nd semester)	High School North	\$23.46/hour (48 hour maximum)
f.	Careri	William	Intramural First Responder Advisor	High School North	\$23.46/hour (48 hour maximum)
g.	Chester	Christine	Intramural Keystone Bootcamp Algebra Advisor (shared position)	High School North	\$23.46/hour (16 hour maximum split between all Algebra advisors)
h.	Mochan	Karen	Intramural Keystone Bootcamp Algebra Advisor (shared position)	High School North	\$23.46/hour (16 hour maximum split between all Algebra advisors)
i.	Vagni	Alexis	Intramural Keystone Bootcamp Algebra Advisor (shared position)	High School North	\$23.46/hour (16 hour maximum split between all Algebra advisors)
j.	Warner	Amberly	Intramural Keystone Bootcamp Algebra Advisor (shared position)	High School North	\$23.46/hour (16 hour maximum split between all Algebra advisors)
k.	Zajac	Mary	Intramural Keystone Bootcamp Algebra Advisor (shared position)	High School North	\$23.46/hour (16 hour maximum split between all Algebra advisors)
l.	Zajac	Mary	Intramural Keystone Bootcamp Algebra Advisor (shared position)	High School North	\$23.46/hour (16 hour maximum split between all Algebra advisors)
m.	Marmo	Jennifer	Intramural Keystone Bootcamp Literature Advisor (shared position)	High School North	\$23.46/hour (16 hour maximum split between all Literature advisors)
n.	Turner	Patricia	Intramural Keystone Bootcamp Literature Advisor (shared position)	High School North	\$23.46/hour (16 hour maximum split between all Literature advisors)
o.	Dolph	Tyler	Intramural Swim Advisor	High School North	\$23.46/hour (24 hour maximum)
p.	Aguiles	Amalia	Junior Class Advisor	High School North	\$1,275.13
q.	Koretski	John	Junior Class Advisor	High School North	\$1,275.13
r.	Reichl	Jeffrey	Senior Class Co-Advisor	High School North	\$1,393.46 (prorated)
s.	Falzone	Robert	Wrestling Varsity Assistant Coach	High School North	\$4,102.84
t.	Leight	Donna	Sophomore Class Advisor	High School North	\$1,183.32
u.	VanWinkle	Catherine	Yearbook Assistant Editor Advisor	High School North	\$1,496.49
v.	Famoso	Stacy	Yearbook Editor Advisor	High School North	\$2,601.26
w.	Longo	Ashley	Cheerleading Varsity Assistant Coach (fall) effective 10/13/15	High School South	\$1,259.82 (prorated)
x.	Longo	Ashley	Cheerleading Varsity Assistant Coach (winter)	High School South	\$1,259.82

	Last Name	First Name	Position	Building	Rate
y.	Horne	Kevin	Drama Musical Director	High School South	\$1,496.49
z.	Ruhl	Steven	Intramural Softball Co-Advisor	High School South	\$23.46/hour (12 hour maximum)
aa.	Schembeck	Angela	Intramural Softball Co-Advisor	High School South	\$23.46/hour (12 hour maximum)
bb.	Grant	Disya	Volunteer Step Team Advisor	High School South	not applicable
cc.	Grant	Deborah	Volunteer Step Team Advisor	High School South	not applicable
dd.	Horne	Kevin	Band Co-Director	J. T. Lambert Intermediate	\$2,235.04 (prorated)
ee.	Timpson	Daniel	Intramural Boys' Basketball Advisor	J. T. Lambert Intermediate	\$23.46/hour (24 hour maximum)
ff.	Bybee	Steven	Intramural Environmental Advisor	J. T. Lambert Intermediate	\$23.46/hour (48 hour maximum)
gg.	Bedell	Elaine	Intramural Softball Advisor	J. T. Lambert Intermediate	\$23.46/hour (24 hour maximum)
hh.	Bedell	Elaine	Intramural Tennis Advisor	J. T. Lambert Intermediate	\$23.46/hour (24 hour maximum)
ii.	Horne	Kevin	Jazz Band Director	J. T. Lambert Intermediate	\$1,492.41
jj.	McKeithen	Nelson	Intramural Girls' Basketball Advisor	Lehman Intermediate	\$23.46/hour (24 hour maximum)
kk.	Moretto	Destiny	Intramural Cooking Group Advisor	Lehman Intermediate	\$23.46/hour (48 hour maximum)
ll.	Libecap	Charles	Intramural Math Lab (Grade 8) Advisor	Lehman Intermediate	\$23.46/hour (75 hour maximum)
mm.	Malvagno	Catherine	Intramural Math Lab (Grades 6 & 7) Advisor	Lehman Intermediate	\$23.46/hour (75 hour maximum)
nn.	Spering	Laureen	Intramural Softball Advisor	Lehman Intermediate	\$23.46/hour (24 hour maximum)

#### 4. Mentor Appointments for the 2015-2016 School Year

	Last Name	First Name	Position	Location	Rate
a.	Miller	Robbi	Mentor for Lindsay Paradis (effective 9/21/15-end of 1 <sup>st</sup> marking period)	J. M. Hill Elementary	\$612.06 (prorated)
b.	Minnichbach	Lisa	Mentor for Daphne Francois (effective 9/24/15-12/23/15)	High School North	\$612.06 (prorated)
c.	Mooney	Edward	Mentor for Jill Iaconetti	High School South	\$612.06
d.	Reichert	Eric	Mentor for Jillian Metzgar (effective 9/18/15)	Lehman Intermediate	\$612.06 (prorated)
e.	Sullivan	Elizabeth	Mentor for Douglas Beckworth (effective 9/25/15-3/23/16)	High School North	\$612.06 (prorated)

#### F. Act 93 Staff

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

Motion was made by Eileen Featherman to approve the retirement of the Act 93 staff designated, in accordance with the approved applicable policies, procedures and Act 93 Compensation Plan. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

#### 1. Retirement

Name	Position Held
a. Eppley, Daniel	Director of Facilities - District Effective Date: at the end of the workday on November 30, 2015.

(See page 34)

**XI. CONTRACTS**

1.

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman 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 Robert Huffman and carried unanimously, 8-0.

	<b>NAME</b>	<b>SERVICE</b>	<b>RATE</b>	<b>PAYMENT FROM</b>	<b>EFFECTIVE DATE</b>
1.	Allison, Diana	Google Classroom	\$225.00	Professional Development	10/12/15
2.	Barry, Lori	ESL Teacher Induction	\$125.00	Professional Development	08/20/15
3.	Flint, Ian	Drill writing for the H.S. South Marching Band.	\$1,500.00	Instrumental Music Department	8/1/15-8/31/15
4.	Greenwood, Jill	Google Questions and Answers	\$225.00	Professional Development	10/12/15
5.	Ludwig, Sue	Plan Book	\$125.00	Professional Development	10/12/15
6.	Martin, Zachary	Plan Book (JTL-3 hours)	\$225.00	Professional Development	10/12/15
7.	Martin, Zachary	Plan Book (ESE-1 hour)	\$125.00	Professional Development	10/12/15
8.	Minding Your Mind	Assembly	\$500.00	H.S. North	10/2/15
9.	Rescigno, Barbara	Plan Book	\$125.00	Professional Development	10/12/15
10.	Rogers, Maria	Kahoot	\$225.00	Professional Development	10/12/15
11.	Toth, Terry	Schoolwires	\$225.00	Professional Development	10/12/15
12.	Trauschke, Billie	Google Classroom	\$225.00	Professional Development	10/12/15
13.	Vitulli, Lisa	Voicethread/Google Apps.	\$225.00	Professional Development	10/12/15
14.	Vitulli, Lisa	Creating a Nearpod Presentation	\$150.00	Professional Development	11/5/15 & 11/10/15

(See pages 35-50)

2.

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the contract listed for its 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 passed 7-1. Ronald Bradley voted no.

	<b>NAME</b>	<b>SERVICE</b>	<b>RATE</b>	<b>PAYMENT FROM</b>	<b>EFFECTIVE DATE</b>
1.	IU 20	Two One to One Associate Teachers	Not to Exceed \$75,928.00	Special Ed/District Funds	8/31/15-6/30/16

(See page 51)

3.

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the contracts listed for their specific services, rates and effective dates prorated on the basis of the per diem rates as presented to the District by the individual providers for the period of services rendered, not to exceed the total yearly amount as set forth below. Motion was seconded by Robert Cooke and passed 7-1. Ronald Bradley voted no.

	NAME	SERVICE	NOT TO EXCEED YEARLY AMOUNT	PAYMENT FROM	EFFECTIVE DATE
1.	Francis, Kathy Ann	Contract Transportation	\$25,000.00	Transportation Dept.	2015/2016 School Year
2.	Fuchs, Joe	Contract Transportation	\$25,000.00	Transportation Dept.	2015/2016 School Year

**XII. STUDENT ITEMS**

**A. Overnight Field Trips**

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve the overnight field trips listed. The proposal and itineraries for the field trips meet the required Board Policy #121. Motion was seconded by Robert Gress and carried unanimously, 8-0.

	Name	Activity	Location	Dates
1.	Bakner, Paul (#6271)	H.S. North Band Tour 2016	Chicago, IL	4/20/16-4/25/16
2.	Korb, Michael (#6262)	H.S. North students to TSA State Competition	Champion, PA	4/13/16-4/16/16

(See pages 52-53)

**B. Field Trips – 75 Miles or More**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the 75 miles or more field trips listed. The proposal and itineraries for the field trips meet the required Board Policy #121. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

	Name	Activity	Location	Dates
1.	Bakner, Paul (#6268)	H.S. South/North Band students to Tuba Christmas at Rockefeller Center	New York, NY	12/13/15
2.	Beal, Hillary (#6230)	Lehman Intermediate 7/8 Grade Choirs students to Mansfield University	Mansfield, PA	11/6/15
3.	Beal, Hillary (#6273)	Lehman Intermediate Crew & Small Ensembles students to the Capitol Building	Harrisburg, PA	3/23/16
4.	Gavitt, Kym (#6274)	H.S. South students to Mutter Museum	Philadelphia, PA	12/16/15
5.	Healey, Michael (6257)	H.S. South students to 9-11 Memorial and Museum	New York, NY	12/10/15
6.	Toth, Donald (#6229)	J.T. Lambert Intermediate students to Washington DC	Washington, DC	11/13/15

(See pages 54-59)



### C. ESASD Cyber Academy and VLN Partners Student Handbook

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve the East Stroudsburg Area Cyber Academy and VLN Partners Student Handbook for the 2015-2016 school year. Motion was seconded by Marjorie James and carried unanimously, 8-0.

(Backup Available on ESASD Website and for review in the Superintendent's office)

### D. Release and Settlement Agreement

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the Release and Settlement Agreement between the East Stroudsburg Area School District and the parents of student with case #15021001 for an educational fund in the amount of \$27,500 for the student to be used for educational purposes and to be expended no later than June 24, 2021. Motion was seconded by Robert Huffman and passed 6-2. Ronald Bradley and Gary Summers voted no.

(See pages 60-68)

### XIII. BUS TRANSPORTATION ROUTES

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman that, in accordance with 22 Pa. Code 23.4, the Board approve the establishment of the bus transportation routes, schedules and loading zones as prepared by the Administration, which shall remain in effect until revised or amended by the Board. Motion was seconded by Robert Huffman and passed 7-1. Ronald Bradley voted no.

(Available for review in the Transportation Office).

### XIV. OLD AND NEW BUSINESS

None

### XV. REQUESTS TO ESTABLISH STUDENT & SPECIAL ACTIVITIES

1.

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the requests to establish student activity funds as listed: Motion was seconded by Robert Cooke and carried unanimously, 8-0.

1. J. T. Lambert Builder's Club
2. H.S. South Class of 2019
3. H.S. North Class of 2019

(See pages 69-71)

2.

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the request to establish a special activity fund for J. M. Hill K-Kids Club. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See page 72)

**XVI. BOARD POLICIES**

1.

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve the Board policies listed for use in the East Stroudsburg Area School District. Motion was seconded by Robert Cooke and passed 7-1. Ronald Bradley voted no.

Policy #100	Comprehensive Planning
Policy #113.3	Screening & Evaluations for Students with Disabilities
Policy #116	Tutoring
Policy #127	Assessment System
Policy #137	Home Education Programs
Policy #138	English As A Second Language/Bilingual Education
Policy #209.1	Pediculosis
Policy #212	Reporting Student Progress
Policy #215	Promotion & Retention
Policy #806	Child Abuse
Policy #918	Title I Parent Involvement

(See pages 73-113)

2.

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to repeal the Board policy listed. Motion was seconded by Robert Huffman and passed, 7-1. Ronald Bradley voted no.

REPEAL #213 Assessment of Student Progress & References to #213 in Policies #102, 105, 216, 217

(See pages 114-115)

**XVII. CONFERENCE ATTENDANCE**

**A. Superintendent**

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve the attendance of Sharon Laverdure at the PASA Board of Governor's Meeting in Harrisburg, PA from November 19, 2015 (half day) to November 20, 2015 in the approximate amount of \$75 (mileage and half of the hotel expense will be paid by PASA). Motion was seconded by Robert Cooke and carried unanimously, 8-0.

**XVIII. FISCAL ITEMS**

**A. 2015 A Bond Issue Sinking Fund Deposit Resolution**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to adopt and approve the formal Municipal Deposit Resolution as recommended by Bond Counsel and presented at this meeting regarding the sinking fund which is being established with First Niagara for the 2015 A Bond Issue, which formal Resolution is incorporated herein by reference thereto. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See pages 116-117)

## B. Application for RtII Grant Funds

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

Motion was made by Robert Cooke to authorize the Superintendent to execute a Subrecipient Letter of Agreement with Lancaster-Lebanon Intermediate Unit 13 in the form as submitted at this meeting, subject to approval by the solicitor, for the purpose of obtaining grant funds pursuant to the 2015-16 Elementary Math Cohort Series program as authorized by the Pennsylvania Department of Education. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

(See pages 118-124)

## C. Maintenance Service Agreement

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

Motion was made by Gary Summers to approve the execution of a Maintenance Service Agreement with S & W Technologies, Inc. with respect to S & W Technologies Site-Wise System Software in the form as presented at this meeting for the period January 1, 2016 through December 31, 2016 at a fee of \$492.00, pending solicitor's review. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See pages 125-128)

## D. Unassigned Fund Balance

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

Motion was made by Ronald Bradley to transfer \$4.4M of the Unassigned Fund Balance to the Assigned Fund Balance as of June 30, 2015 to be transferred to the Capital Reserve Fund for future capital projects in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Gress and carried unanimously, 8-0.

## E. Berkheimer One Source, Inc.

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

Motion was made by Robert Huffman to accept option B of the proposal from Berkheimer OneSource, Inc. to provide the printing and mailing services of the Homestead/Farmstead applications for Monroe County for the 2016-2017 tax year as required by Act 1 of 2006 at a cost of \$.28 per application, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Cooke and carried unanimously, 8-0.

(See pages 129-130)

## F. Government Software Solutions, Inc.

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

Motion was made by Eileen Featherman to accept the proposal from Government Software Solutions, Inc. to provide the printing and mailing services of the Homestead/Farmstead applications for Pike County for the 2016-2017 tax year as required by Act 1 of 2006 at a cost of \$.35 per application, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Cooke and carried unanimously, 8-0.

(See pages 131-132)

## G. Kubota Tractor

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

Motion was made by Robert Gress to approve the purchase of a new Kubota B2650HSDC Tractor in the amount of \$26,810.70 from Marshall Machinery, Inc. per National Joint Powers Alliance Contract #NJPA 070313-KBA, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See pages 133-136)

**H. Copier RFP**

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve advertising for proposals for copiers, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

**I. Trash Hauling and Recycling RFP**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve advertising for proposals for trash hauling and recycling services, in accordance with the recommendation of the Finance Committee. Motion was seconded by Ronald Bradley and carried unanimously, 8-0.

**J. Myco Mechanical-Pay App #16**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve Pay Application #16 from Myco Mechanical in the amount of \$172,173.53 for work on the JTL HVAC/Lighting project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See pages 137-141)

**K. Fieldturf USA, Inc.-Pay App #4**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve Pay Application #4 from FieldTurf USA, Inc. in the amount of \$45,660.89 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, 8-0.

(See pages 142-144)

**L. C&D Waterproofing Corp.-Pay App #4**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve Pay Application #4 from C&D Waterproofing Corp. in the amount of \$22,630 for work on the Bushkill snow guard/gutter replacement project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Gary Summers and carried unanimously, 8-0.

(See pages 145-146)

**M. Wind Gap Electric, Inc.-Pay App #12**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve Pay Application #12 from Wind Gap Electric, Inc. in the amount of \$7,885.00 for work on the JTL HVAC/Lighting project, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See pages 147-149)

**N. Multiscape Inc.-Pay App #3**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve Pay Application #3 from Multiscape, Inc. in the amount of \$200,818.84 for work on the Northsite Concrete project, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Gress and carried unanimously, 8-0.

(See pages 150-151)

**O. Northeast Site Contractors-Change Order #1**

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve Change Order #1 from Northeast Site Contractors for a deduction of \$3,450.00 for unit price allowances not used, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See pages 152-153)

**P. Northeast Site Contractors-Pay App #6 -FINAL**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve Pay Application #6 – FINAL from Northeast Site Contractors in the amount of \$7,611.00, in accordance with the recommendation of the Finance Committee. Motion was seconded by Ronald Bradley and carried unanimously, 8-0.

(See pages 154-155)

**Q. C & D Waterproofing Corp.-Change Order #1**

**ACTION BY THE BOARD:**

Motion was made by Gary Summers to approve Change Order #1 from C&D Waterproofing for a deduction of \$24,050.00 for unit price allowances not used, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See page 156)

**R. Resolution Opposing Senate Bill 877**

**ACTION BY THE BOARD:**

Motion was made by Robert Gress to approve the Resolution opposing the passage of Senate Bill 877 as presented at this meeting and in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See pages 157-158)

**S. IDEA Part B**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to approve the IDEA Part B sub-grantee agreement for the project year, July 1, 2015 through September 30, 2016 with the Colonial IU #20 in substantially the form as presented at this meeting. Motion was seconded by Gary Summers and carried unanimously, 8-0.

(See pages 159-160)

**T. GMC 6500 Dump Truck**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to transfer ownership of four sections of unused portable bleachers from the North Campus Stadium to Lehman Township in exchange for Lehman Township transferring a 1998 GMC 6500 Dump Truck with a snow plow to the district and permitting the district to use its tar wagon for sealing cracks in the district's parking lots. Motion was seconded by Ronald Bradley and passed 7-1. Robert Gress voted no.

**U. 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 Marjorie James and passed 7-1. Robert Gress voted no.

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

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
ESE	Pocono YMCA	Winter Basketball	1/16/16-2/27/16 (Saturdays)	No	No
JMH	FC Pocono	Indoor Soccer Practice	1/6/16-4/18/16 (Wednesdays, Thursdays, Fridays)	No	No
Lehman	Pocono YMCA	Swim Meet	1/2/16 (Saturday) & 1/10/16 (Sunday)	No	No
HS South	Pocono YMCA	Swim Practices	11/2/15-4/2/16 (weekdays & Saturdays)	No	No
HS South	ESYA	Wrestling Practice	11/1/15-3/31/16 (Tuesdays & Thursdays)	No	No
HS South	ESYA	Wrestling Matches	12/13/15 & 1/24/16 (Sundays)	No	No

(See page 161-166)

2.

**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. American Cancer Society & ESU are sponsoring a 5K run and requested to place port-o-potties in the parking lot for runners. Following Policy # 707, there are no fees for district parking lots. This use is being presented after-the-fact, as it was a last minute request that the Superintendent honored. Motion was seconded by Ronald Bradley and carried unanimously, 8-0.

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

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
JMH	American Cancer Society	Cancer Walk (parking lot for port-o-potties for 5K walk)	10/9/15-10/12/15 (Friday-Monday)	No	No

(See page 167)

3.

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. ESU Men’s Basketball requested a waiver of facility/personnel fees in return for use of ESU facilities for a similar event in the future. This use is being presented after-the-fact, as it was a last minute request that the Superintendent honored which did not displace any ESASD event and/or teams. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

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

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
HS South	ESU Men’s Basketball	Practice	10/16/15 & 10/17/15 (Friday & Saturday)	No	No

(See page 168)

4.

**ACTION BY THE BOARD:**

Motion was made by William Searfoss to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Pocono Parents of Down Syndrome is requesting a waiver of facility/personnel fees for the use of the HS South Cafeteria for their family workshop. Motion was seconded by Ronald Bradley and carried unanimously, 8-0.

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

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
HS South	Pocono Parents of Down Syndrome	Care Binder Workshop	12/11/15 & 12/12/15 (Friday & Saturday)	No	No

(See pages 169-170)

5.

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Nurse-Family Partnership is requesting a waiver of facility/personnel fees for the use of the HS South Cafeteria for their parent education workshop. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

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

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
HS South	Nurse-Family Partnership	Parent Education Meeting	12/7/15 (Monday) 12/8/15 (Tuesday-snow date)	No	No

(See pages 171-172)

**V. Payment of Bills and Treasurer's Report**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the Payment of Bills and Treasurer's Report listed in this agenda for the 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 Eileen Featherman and passed 7-1. Ronald Bradley voted no.

1. Payment of Bills - (See pages 173-201)
2. Treasurer's Report - (See pages 202-222)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING –October 19, 2015**

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

**7:00 P.M.**

**ADDENDUM A**

**XVIII. FISCAL ITEMS**

**W. First Niagara Leasing, Inc. – Resolution and Declaration of Official Intent**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the formal Resolution and Declaration of Official Intent as presented to the Board at this meeting approving the Master Lease-Purchase Agreement dated as of October 9, 2015 with First Niagara Leasing, Inc. for the technology equipment set forth therein and to authorize the Board President or District Chief Financial Officer to execute all documents required to conclude this transaction. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

(See page 2-4)



**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING –October 19, 2015**

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

**7:00 P.M.**

**ADDENDUM B**

**XVIII. FISCAL ITEMS**

**X. School Operation Services, Inc.**

**ACTION BY THE BOARD:**

Motion was made by Eileen Featherman to contract with School Operation Services, Inc. to provide a qualified individual or individuals to perform the services of the District Director of Facilities on an interim/as-needed basis pending the hiring of a full-time Director of Facilities at a cost to the district not to exceed \$375 per day, subject to review, revision and approval of the proposed Agreement by the Solicitor, Superintendent and Chief Financial Officer. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

**XIX. ANNOUNCEMENTS/INFORMATION**

A. Mr. Searfoss wished all those who are running for school board members in the upcoming election good luck.

**XX. ADJOURNMENT 9:04 P.M.**

Respectfully submitted,

Patricia L. Rosado  
Board Secretary