

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – December 21, 2015
Carl T. Secor Administration Center – Board Room
7:00 p.m.**

Minutes

- I. **President**, Gary Summers called the meeting to order at 7:11 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, Robert Gress, Robert Huffman, Debbie Kulick, Wayne Rohner, Gary Summers, Judy Summers and Lisa VanWhy.

Student School Board Representatives: Kenny Casals and Nadia Hussein

- II. **School personnel present:** Michelle Arnold, Jeff Bader, Brian Borosh, Ben Brenneman, Anthony Calderone, Ann Catrillo, Mike Catrillo, Robert Dilliplane, Larry Dymond, Chris Fisher, Joe Formica, Eric Forsyth, Heather Gress, Marjory Gullstrand, Erin Gurry, Donald Halker, Ann Marie Kizer, Sharon Laverdure, Kristin Lord, Tom McIntyre, Fred Mill, Joe Minichbach, Gregory Munch, Bobbi Nordmark, Debra Padavano, Kathy Parrish, Rose Perkins, Heather A. Piperato, John Rosado, Patricia Rosado, Paul H. Schmid, Jennifer Spece, Kim Stevens, Bob Sutjak and Steve Zall. Thomas Dirvonas and Christopher Brown, Solicitors.
- III. **Community members present:** Thomas Jones, Christy Kirkwood, Michal Peterson, Keyarah Phelps, Monique Phelps, Duler Ramadan and Ed Shanlon.

Other: Lynn Ondrusek – Pocono Record
Dale Umbenhauer – Maillie LP

IV. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the minutes for the meeting of November 16, 2015, (pages 1-20). Motion was seconded by Judy Summers and carried unanimously, 9-0.

V. **APPROVAL OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve this agenda for December 21, 2015, (pages 1-19), as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

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

VII. **ANNOUNCEMENTS BY THE BOARD**

Mr. Summers urged the new Board members to try to attend the PSBA new Directors training in Schnecksville, PA on January 16th. It is a full-day conference with topics like how we as individuals do not have legal authority outside the Board meetings and how Board members define the in's and what's in the district and the Superintendent figures out how to get it done. Please see Patricia if you would like to register.

VIII. SUPERINTENDENT'S REPORT

- A. Mr. Jeff Bader said that Mr. Dale Umbenhauer, Senior Auditor of Maillie LP, was present at the Finance Committee to discuss the June 30, 2015 audit. Mr. Umbenhauer is here tonight to present a brief overview of the audit. Mr. Umbenhauer said that there were significant changes to the financial statements this year as compared to last year due to the implementation of GASB 68. GASB 68 was the new guidance that pushed the unfunded pension liabilities onto the balance sheet. When you see the opinion, you will see a modification to the auditor's report that says that they adopted the new guidance for 2015 and their opinion is not modified with that matter. This is in no way a qualification of the opinion they still have an unmodified opinion for the financial statements as a whole.

The actual liability was determined by PSERS and apportioned to each school district based on their covered liability. East Stroudsburg Area School District's share came to 187 million dollars, with 3.7 million dollars allocated to the Food Services Department. The General Fund (district main operating fund) at the end of June 30, 2015, had a total fund balance of 48.7 million dollars and around 10 million dollars are unassigned. This is more than half of the balance sheet. This is significantly in excess of the GFOA safe harbor of 20%. Things may have deteriorated since the State budget has not passed but where we are standing, it is a healthy fund balance. In 2015, we added another 2.5 million dollars from the general fund. The total long term liability for the district including the net pension liability of 187 million dollars is \$400,289,000 (includes OPEB, net liability, capital leases, bonds, etc.). The last footnote, prior period adjustment, speaks about the implementation of GASB 68. The budget to actual results were as follows: revenues came in 3.9 million dollars higher than budgeted and expenses came in 6.5 million dollars under budget. The total budget variance was 10.5 million dollars as a favorable budget. The results from the single audit test this year was that there was no findings and no instances of noncompliance.

Mr. Robert Gress said that there is only a minor mention of the District's concerns with the lack of reassessment. It does not show up on the report strong enough right now. It is a serious concern. We have major issues with lack of reassessment. Mr. Gress feels that the audit was sugar coated in this area. This is an ongoing problem where we are losing millions and millions of dollars. It should show how much we are down \$800,000 in taxes due to reassessment loss. I know there are certain criteria that must be followed. Mr. Bader said that this is part of the MDNA and he wrote this section. This is the document that outside and credit agencies look at and he did not want to overstress or create concern about the financial well-being of the district. We might suffer down the road in a greater way and that will hurt our credit status. Mr. Gress said he will discuss more on this issue later on because it is of great concern aside from the Governor's budget not passing. He thanked the Business Office since there were no findings and for getting everything in order.

Mr. Summers said the Board will take action on the audit now in order to answer any questions anyone may have. He asked for public participation on just the audit.

There was no public participation

- B. Mr. Robert Huffman said that the major concern that was discussed at the Monroe Career & Technical Institute JOC meeting was the Director's position. They are still in the process of trying to find a new Director since he moved to another position. They interviewed two people and they were not suitable. They will be interviewing more individuals soon.
- C. Ms. Debbie Kulick said that she could not attend the Colonial IU 20 meeting since the district had a meeting on the same night that the IU 20 met. She will be attending the next meeting. Mrs. Laverdure said that Mrs. Featherman volunteered to assist Ms. Kulick, if necessary. Ms. Kulick said she will reach out to Mrs. Featherman.
- D. Mr. Wayne Rohner said that the Property/Facilities Committee met on December 14, 2015. They discussed the five-year Capital Improvement Plan. The Committee made a recommendation to move forward with the High School South library window wall as well as the North circular entrance for the storm water.
- E. Mr. Gary Summers said that the Finance Committee met on December 15 and with the exception of two items, everything they discussed was placed on tonight's agenda. One of the items they discussed that is not on the agenda is the band uniforms. The North and South Band Directors came for the second time to discuss the replacement of the 15 year-old band uniforms. The Committee instructed them to go to the costar vendor to obtain prices. The Board will most likely take action on this item at the next Regular School Board meeting. The other item they discussed was the sewer fees that Middle Smithfield Township raised about a year ago by 32%.

Mr. Bader challenged how they were computing sewer charges for Resica and Middle Smithfield Elementary Schools. Mr. Bader successfully got some of the rates reduced when he questioned the amount.

- F. Mrs. Judy Summers said that the Policy Review Committee has not met yet but will meet on February 22, 2016 at 4:30 pm.
- G. Ms. Nadia Hussein, H.S. South Student Board Representative, said they had two casual for a cause days and raised about \$500 each time. One of them was for a former student and the other was for the Salvation Army. H.S. South is currently having Spirit week with a holiday theme. Today is Pajama Day. All students participated in a door decorating contest to celebrate the holidays around the world. They also have a Success Tree in the lobby with ornaments celebrating all clubs, programs and achievements. A H.S. South senior, Chris Toleno was named MVP Scholar Athlete for golf. Also, a new anti-bullying group is being formed at the school to build awareness against bullying. High School South's National Honor Society held a super drive along with FBLA and the Key Club that went towards the Ronald McDonald House. The National Honor Society made three trips to the Salvation Army with the donations of food and clothing to families in need.

Mr. Kenny Casals, H.S. North Student Board Representative, said they held two blood drives this month. One on 11/20/15 and the other one last Friday 12/18/15 which was hosted by a student, Marc Bernal. This is the first time in history a student sponsored a blood drive. The Chorale will be performing at six Tree Lighting events around this area. H.S. North had three Casual for Cause days which raised from \$600 to \$700. One was to benefit EB (Epidermolysis Bullosa). The other was for a family in need. The third was for the NEPA Scholarship for a high school senior. DECA Club had seven students who placed 1st to 3rd moving them to the State Competition. The Chess, Swim, Basketball and Rifle teams are well on their way. Class of 2017 held a breakfast with Santa last Friday for Lehman Intermediate and High School North Life Skills students. The Tech Ed Department made and packaged 100 peg board games for Toys for Tots. H.S. North also had a book drive for the Bushkill Elementary Head Start Program and a canned food drive for Bushkill Outreach as well as a toy drive for Toys for Tots. They are starting to sign up for the Polar Club which will be held sometime in February. On November 21st they had the Jingle Bell run to benefit Arthritis and made just under \$2,000. Mrs. Laverdure asked the Student Representatives to thank their students for all the work they do for the community. Their reports keep the community informed of what goes on and how much they care and work with the community. She thanked them for their efforts.

- H. Ms. Marjory Gullstrand & Ms. Barbara Nordmark brought an update on school libraries. Ms. Gullstrand thanked the Board for their continued support. They have benefited from the funds that the district has provided as well as from matching grants. They also have discounted prices to add to their resources. Libraries were predicted to go into full digital by 2015. This is not the case because print is still alive and necessary. They would be foolish not to entertain digital, too. With their funds they have obtained digital and print collections. There are links to two resources in their presentation for them to preview at their leisure. One area that was built was internet resources, which was established by their predecessor, Laura Jenkins. Ms. Nordmark said with electronic databases, they are constantly looking to see what better resources are out there. Ms. Gullstrand said they work with google on the students' chrome books. At the high school level they use it in their classrooms on a daily basis. Ms. Nordmark said in the elementary level, they have laptop carts and use it weekly. It would be nice to have a flexible schedule to go into the classrooms. Ms. Gullstrand said that the statistic is that 102,314 books were circulated during the 2014/15 school year, which is about 11,368 per month. Ms. Nordmark said that the younger students prefer books. There is a study which says that students being tested on comprehension, print version vs. digital, they perform better in the print version. Digital versions may create a distraction due to added features on their device. They need to teach responsibility. Print is beneficial. Not all students have access to the internet or have a device. Many students print first to mark it up. There is documentation out there which substantiates on why to hold onto print form. Ms. Gullstrand said they evaluate their collection on three major components, number of titles, age of collection and condition of book. With a weeding policy in place, it helps them to have current books and in good condition. They are afraid to dispose of books if they do not know if they will have funding coming in and an equitable amount of books per building. They presented a reasonable solution to fund libraries. They looked at The Office of Commonwealth Libraries' per pupil cost and broke it down by minimum, standard and exemplary. They came up with \$10 per elementary student and \$15 per intermediate and high school students. Ms. Nordmark said before they had the north campus, they had a specific amount which did not increase and now had to be divided among all schools including the north campus schools. The Office of Commonwealth Libraries suggested \$189,000 and we are asking for \$80,000. They currently get \$61,869; therefore, they will need \$24,411 to get the elementary level to \$15 per pupil. We used some funding to have digital presence for online e-books. They were not selling them to lend them out but they are learning to see what works best and what does not. Ms. Gullstrand said they have the same format that large libraries use. If anyone

is curious about the library collections, any librarian will be thrilled to discuss this information with any Board member. Ms. Nordmark said they are also looking at other databases. They are looking at better prices and would like to see what would be most cost effective. Ms. Gullstrand said they will see the power of making a wise purchasing selection by purchasing a book to be able to circulate it as many as 200 times while paying the same price like they did for a specific assignment. They collaborate with teachers to benefit the students and staff. Ms. Nordmark said that moving forward they are going to request the same monetary allotment for all students. They showed a presentation where lack of maintenance leaves challenges and problems down the line. Mrs. Laverdure thanked them for their presentation and for all the hard work they put into it.

Mr. Gress thanked them for their presentation and said he has been pushing for funds for the libraries each year. All Board members should review this. He remembers a few years ago that they needed about 1 million dollars to keep them up to date. The cost is high and the age of the book is very important. He was on the Finance Committee and is no longer but would support additional funding for the libraries. There is nothing like having all the resources that students need in order to succeed. Budgeting is just starting and he is going to continue pushing for funding.

Mrs. Summers thanked them for their presentation because she was very informed. She is glad that books still exist. This is very important to those that do not use other resources.

Mrs. Laverdure asked how many books did they receive at the Expo that they attended. Mr. Gullstrand said they attended a Book Expo in New York and they brought back about 1,000 books for North and South that were signed by authors. It was an amazing experience. Mrs. Laverdure suggested that they go again if they have an opportunity.

- I. Mr. Jeff Bader, presented draft 1 of the 2016-17 budget. There are three major sources of funding, local (70%), State (28%), federal (2%), with other sources representing a very small share (1%). By far the largest portion of the district funding comes from local revenue. Real estate taxes represent the bulk of our funding which is about 59%. Real estate tax revenues depend on assessed value, collection rate and millage rates. Because we are a multi-county school district (Monroe and Pike Counties), by law, we must levy our taxes in the same proportion as the relative market values as established by the STEB. In 2016-17, 76.5% of market value is in Monroe County and 23.5 is in Pike County. Overall the market values have declined slightly in both counties but more in Pike County than in Monroe County. For every \$1 in taxes levied, 76.5 cents comes from Monroe County and 23.5 cents comes from Pike County. In both cases there is a decline in assessed value in Monroe and Pike Counties which is about 4 million dollars in assessed value in one year. The budget was created to reflect no tax increase and this year, we had a slight tax decrease. In trying to balance our millage rates in two counties, the budget includes the same millage of 179.37 which is the same as this year. There was a slight reduction of market value; therefore, Pike County is lower. In doing this with no tax increase, it drives out about \$800,000 less revenue. Zero tax increase brings reduction in revenues. There is an increase in Earned Income Tax of \$200,000 and decrease in delinquent real estate taxes by \$500,000. The budget includes the 2014/2015 figures for Basic Ed and Special Ed. If we get a State budget this year, we will make adjustments based on the 2015-16 allocation. We are six weeks away from the Governor's budget proposal for 2016-17. We will see what his plans are and adjust our budget. The Ready to Learn Grant (RTL) funds were added in the 2016-17 budget. We did not include it in this year's budget, because we were not sure if we will get any funds for it but the State's budget seems to indicate that it will fund RTL next year. The 2016-17 budget includes an increase for PSERS of about 1.6 million dollars which boosts our State revenue but will recover some cost. The PSERS rate increased from 25.84% to 30.03%. There is an anticipated State revenue of \$2.8 million dollars which is 7.5%. 1.6 million dollars represents an increase in retirement contributions and for RTL Grant, which is not a lot of additional money. The federal revenue is primarily for Title I, Title II and Title III programs. As the Federal Government goes through their process, we have not seen any adjustments. Overall, there is a \$100,000 increase which is 3.8%. We are looking at total revenues of 147.5 million dollars, which is a 1.5 million dollar increase but 1.6 million dollars is from increase in the State Retirement subsidy. This is less revenue to support ongoing expenses.

The expense costs equal about 73% which is for wages and benefits. Over 85% of district cost is fixed (wages, benefits, debt service). 15% of the district's cost are variable. This involves supplies, books, professional services, utilities, maintenance, etc. Some of the costs are not directly controllable such as special education and alternative education services, charter school tuition, insurance, etc. There is an anticipated increase in wages, benefits, PSERS and health insurance. The total expenses are about \$153 million dollars, which is an increase of 2.2 million dollars. Where does the money go? 55.2% goes to student instructional programs, instructional support. 9.9% goes to Instructional Support and 5.8% is for transportation. About .71 cents goes to direct or

indirect support of student learning. Only 5 cents goes to administrative activities, 13 cents for debt service and 9 cents for maintenance and operations. With the anticipated revenues of \$147,542,806 and the anticipated expenses of \$152,965,641, there is a negative of \$5,422,835. The district will continue to revise the numbers and look at all areas.

Mr. Gress thank Mr. Bader for the information. He continues to bring up the lack of reassessment which totals to about \$800,000 this year. Last year it was about \$400,000. Our shortage is due to the failure to reassess. We need to add all years together which will equal about 1.6 million dollars and leave us with this deficit. Hopefully, the Pocono Record will write something on it. This is serious and all schools districts are in the same predicament. We have needs such as for the libraries and repairs stated by buildings and grounds. The previous Board left a healthy fund balance because the State is not getting us the adequate funds and have not passed a budget. We should not be paying charter schools with our money since the State has not released our funds. He will bring this specific issue later on tonight.

- J. Mrs. Laverdure said she would like to take the opportunity to announce that on November 20th, a teacher, Ms. Karen Fattorusso, a South graduate, received an award from Kutztown University for being an outstanding scholarship teacher in Art. Ms. Shemansky informed Mrs. Laverdure of this accomplishment via letter. Ms. Fattorusso's efforts is an honor to help shape the future of our education by her scholarly endeavors.

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

- A. None

X. **PERSONNEL ITEMS**

- A. **Support Staff**

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the resignations, retirements, reassignments, leaves of absence, appointments and workday hour changes 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 Lisa VanWhy and carried unanimously, 9-0.

1. **Resignations**

Name	Position Held
a. Kareem, Monique	Temporary Student Aide – Bushkill Elementary Effective Date: November 13, 2015
b. Masucci, Christina	Cafeteria Worker – North Campus Effective Date: December 4, 2015

(See pages 20-21)

2. **Retirements**

Name	Position Held
a. Botts, William	Paraprofessional – J. T. Lambert Intermediate Effective Date: at the end of the workday on January 15, 2016.
b. Parrish, Kathleen	Health Room Nurse - J. T. Lambert Intermediate Effective Date: at the end of the workday on January 4, 2016.

(See pages 22-23)

3. Reassignments

Name	Position Held
a. Jackson, Jacquelyn	From: Student Aide (6.5 hour) - Middle Smithfield Elementary To: Student Aide (6.5 hour) - Middle Smithfield Elementary Effective Date: December 16, 2015 Jacquelyn replaces Robin Wilson who was reassigned.
b. Mabe, Tiffany	From: Student Aide (6.5 hour) - Bushkill Elementary To: Student Aide (6.5 hour) - Bushkill Elementary Effective Date: December 16, 2015 This position was moved due to district needs.
c. Parmer, Mary	From: Student Aide (7.25 hour) - High School North To: Student Aide (6.5 hour) - J. M. Hill Elementary Effective Date: November 24, 2015 This position replaces a vacant position.
d. Wilson, Robin	From: Student Aide (6.5 hour) - Middle Smithfield Elementary To: Student Aide (6.5 hour) - J. M. Hill Elementary Effective Date: November 18, 2015 This position replaces a vacant position.

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

Name	Position Held
a. Carbajal, Louis	Information Technologist III - ITEC Effective Date now: December 23, 2015 Length of Leave: March 16, 2016

(Request received)

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

Name	Position Held
a. Rocheny, Patricia	Bus Driver - Transportation Effective Date: November 17, 2015 Length of Leave: January 5, 2016
b. Strunk, Geraldine	Bus Driver - Transportation Effective Date: December 1, 2015 Length of Leave: January 16, 2016

(Requests received)

6. **Appointments - Regular**

Name	Appointment
a. Kluz, Diana	Cafeteria Aide (part-time, 3 hour) (Step 1) - J. M. Hill Elementary Hourly Rate: \$12.28 Hourly Rate: \$12.78 after satisfactory completion of ninety work days. Effective Date: November 3, 2015 Diana replaces Carol Miller.
b. Langlois-Sosa, Cindy	Cafeteria Worker (part-time, 4 hour) (Step 1) - High School South Hourly Rate: \$12.42 Hourly Rate: \$12.92 after satisfactory completion of ninety work days. Effective Date: December 14, 2015 Cindy replaces Ashley Decker who resigned.
c. Tharp, Michelle	Payroll Clerk (BOP II) (Step 1) - Business Office Hourly Rate: \$17.07 Hourly Rate: \$17.57 after satisfactory completion of ninety work days. Effective Date: January 4, 2016 Michelle replaces Susan Vitulli who was reassigned.

7. **Appointment - Supplemental Position**

Name	Appointment
a. LeBar, Edward	School Bus Trainer (3 rd Party Tester) – Transportation Hourly Rate: current salary Effective Date: December 21, 2015 This is a supplemental position.

8. **Appointments - Temporary**

Name	Appointment
a. Burrell, Michelle	Temporary Student Aide (Step 1) (6.5 hour) - Bushkill Elementary Hourly Rate: \$12.46 Hourly Rate: \$12.96 after satisfactory completion of ninety work days. Effective Date: November 18, 2015 through the last student day of the 2015-2016 school year only. This position replaces a vacant position.
b. Henry, Charlene	Temporary Student Aide (Step 1) (6.5 hour) - Bushkill Elementary Hourly Rate: \$12.46 Hourly Rate: \$12.96 after satisfactory completion of ninety work days. Effective Date: December 9, 2015 through the last student day of the 2015-2016 school year only. Charlene replaces Margaret Ciucci who was reassigned.
c. Masse, Jessica	Temporary Paraprofessional (Special Education) (Step 1) - Smithfield Elementary Hourly Rate: \$15.72 Hourly Rate: \$16.22 after satisfactory completion of ninety work days. Effective Date: January 4, 2016 through the last teacher day of the 2015-2016 school year only. Jessica replaces Bryan Flickinger who resigned.

- d. Morales, Venus Temporary Paraprofessional (Special Education) (Step 1) - Lehman Intermediate
Hourly Rate: \$15.72
Hourly Rate: \$16.22 after satisfactory completion of ninety work days.
Effective Date: October 15, 2015 through the last teacher day of the 2015-2016 school year only.
This position replaces a vacant position.
- e. Moya, Lynn Temporary Student Aide (Step 1) (6.75 hour) - Lehman Intermediate
Hourly Rate: \$12.46
Hourly Rate: \$12.96 after satisfactory completion of ninety work days.
Effective Date: October 27, 2015 through the last student day of the 2015-2016 school year only.
This position replaces a vacant position.
- f. Werrell, Nicole Temporary Paraprofessional (Special Education) (Step 1) - Bushkill Elementary
Hourly Rate: \$15.72
Hourly Rate: \$16.22 after satisfactory completion of ninety work days.
Effective Date: December 1, 2015 through the last teacher day of the 2015-2016 school year only.
This position replaces a vacant student aide position.

9. Temporary Workday Hour Changes

	Last Name	First Name	Position	Location	From:	To:	Effective:
a.	Torres	Lourdes	Bus Driver	Transportation	6 hour	8 hour	9/02/14 through 6/11/15, Effective 6/12/15, Lourdes returned to a 6 hour bus driver.
b.	Torres	Lourdes	Bus Driver	Transportation	6 hour	7 hour	8/31/15 through the last 2015-2016 student day. At the conclusion of this temporary 7 hour change, Lourdes will return to a 6 hour bus driver.

10. Substitute Appointments

- | Name | Position(s) |
|---------------------|---|
| a. Agridiano, Zulma | Cafeteria Aide, Custodian, Paraprofessional, Student Aide |
| b. Drakos, Nuriya | Cafeteria Aide, Cafeteria Worker, Custodian |
| c. Garcia, Rachel | Bus Driver |
| d. Hennings, Gina | Student Aide |
| e. Masee, Jessica | Paraprofessional |
| f. Pryce, Maxieen | Paraprofessional, Student Aide |
| g. Simonds, Kevin | Paraprofessional |
| h. Wanner, Brittany | Cafeteria Aide, Cafeteria Worker, Secretary, Student Aide |

B. Security Officers

ACTION BY THE BOARD:
Motion was made by Debbie Kulick to approve the leave of absence of the designated Security Officer, in accordance with the approved applicable policies and procedures. Motion was seconded by Robert Cooke and passed 8-0-1 abstention. Robert Huffman abstained.

1. Leave of Absence - In accordance with School Board Policy #535

Name	Position Held
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|--------------------|--|
| a. Huffman, Brooke | Security Officer – J. T. Lambert Intermediate
Effective Date: November 30, 2015
Length of Leave: December 18, 2015 |
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(Request received)

C. School Police Officers – Second Stipends

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve payment of Second (a) Stipends for the designated School Police Officers payable the last pay date in December 2015 in accordance with the current School Police Officer Compensation Plan. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

	Last Name	First Name	Position	2015-2016 Second (a) Stipend
a.	Cullen	Thomas	School Police Officer (12 month)	\$2,500.00
b.	Fehrle	Richard	School Police Officer (12 month)	\$2,500.00
c.	Gangaware	Adam	School Police Officer (12 month)	\$2,500.00
d.	Iannazzo	Marc	School Police Officer (10 month)	\$2,083.33
e.	Piccirilli	Terre	School Police Officer (12 month)	\$2,500.00
f.	Sutter	Robert	School Police Officer (12 month)	\$2,500.00

D. Memorandum of Understanding – Professional (Chamberlin)

ACTION BY THE BOARD:

Motion was made by Robert Gress to approve the Memorandum of Understanding with respect to temporarily reassigning Carley Chamberlin, Guidance Counselor, from J. M. Hill Elementary to Resica Elementary. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

(See page 24)

E. Memorandum of Understanding – Professional (Schedule B)

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the Memorandum of Understanding adding Elementary Band Director to Schedule B at the 2015-2016 rate of \$1,721.93, eligible for the longevity incentive. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See page 25)

F. Professional Staff

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve the resignation, retirements, leaves of absence, reassignment, appointments and salary change to the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

1. **Resignation**

Name	Position Held
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|------------------|--|
| a. Ferraro, Paul | Special Education teacher – High School North
Effective Date: at the end of the workday on December 23, 2015. |
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(See page 26)

2. **Retirements**

Name	Position Held
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|--------------------|---|
| a. Alfano, Bronwyn | Grade 6 teacher – J. T. Lambert Intermediate
Effective Date: at the end of the workday on February 12, 2016. |
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|---------------------|--|
| b. Skeldon, Heather | Chemistry teacher - High School South
Effective Date: August 19, 2016 |
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(See pages 27-28)

3. **Leave of Absence (Date Change) - In Accordance with School Board Policies #435 and #434**

Name	Position Held
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|--------------------|--|
| a. Alfano, Bronwyn | Grade 6 teacher - J. T. Lambert Intermediate
Effective Date: August 26, 2015
Length of Leave now through: February 8, 2016 |
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(Request received)

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

Name	Position Held
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- | | |
|-------------------|---|
| a. Angell, Trisha | Special Education teacher – High School South
Effective date: December 2, 2015
Length of Leave: December 23, 2015 |
|-------------------|---|

(Request received)

5. **Leaves of Absence – In Accordance with School Board Policy #435 & Child Rearing Leave**

Name	Position Held
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|--------------------|--|
| a. Ennico, Melissa | Spanish teacher – High School North
Effective date: February 12, 2016
Length of Leave: end of the 2015-2016 school year. |
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- | | |
|-----------------|--|
| b. Hewitt, Erin | Grade 1 teacher – Middle Smithfield Elementary
Effective date: February 5, 2016
Length of Leave: end of the 2015-2016 school year. |
|-----------------|--|

(Requests received)

6. **Reassignment - Temporary**

Name	Position Held
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|-----------------------|---|
| a. Chamberlin, Carley | From: Guidance Counselor - J. M. Hill Elementary
To: Guidance Counselor - Resica Elementary
Effective Date: December 1, 2015 through June 30, 2016.
This position includes an additional 3 supplemental days through June 30, 2016.
Carley temporarily replaces Cathleen Schultz who is on a leave. |
|-----------------------|---|

7. **Appointments (Extensions) - Long Term Substitutes**

Name	Appointment
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|------------------------|--|
| a. Angelopolous, Eleni | Grade 6 teacher – J. T. Lambert Intermediate (LTS)
Salary: \$50,681.00, prorated (Step 4 Column 7)
Effective Date: August 26, 2015 now through the end of the last teacher workday of the 2015-2016 school year.
Eleni replaces Bronwyn Alfano who is on a leave. |
| b. Newport, Cynthia | Reading Specialist – Smithfield Elementary (LTS)
Salary: \$46,308.00, prorated (Step 1 Column 8)
Effective Date: September 21, 2015
Now Through: January 29, 2016
Cynthia replaces Thomas Suprys. |

8. **Appointment - Long Term Substitute**

Name	Appointment
-------------	--------------------

- | | |
|----------------------|---|
| a. Matisko, Danielle | Guidance Counselor – J. M. Hill Elementary (LTS)
Salary: \$45,793, prorated (Step 1 Column 7)
Effective Date: December 9, 2015
Through: June 30, 2016 only
This position includes an additional 6.5 supplemental days through June 30, 2016.
Danielle replaces Carley Chamberlin who was temporarily reassigned. |
|----------------------|---|

(See page 29)

9. **Substitutes**

Name	Certification
-------------	----------------------

- | | |
|----------------------|---|
| a. Impeciati, Daniel | Emergency Permit |
| b. Kisilewicz, Jean | Emergency Permit |
| c. Masee, Jessica | Elementary, Mid-Level Math |
| d. Matisko, Danielle | Elementary & Secondary School Counselor |

10. **Homebound**

Name	Certification
-------------	----------------------

- | | |
|-----------------|-------------------------------|
| a. Green, Karen | Elementary, Special Education |
|-----------------|-------------------------------|

G. Salary Changes

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the following salary changes according to the 2014-2016 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. All salaries are *prorated* and effective December 31, 2015. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

	Name	From:	To:
a.	Bakner, Paul	(\$71,761) Step 13, Col. 8	(\$72,302) Step 13, Col. 9
b.	Barth, Allison	(\$43,630) Step 3, Col. 1	(\$44,067) Step 3, Col. 2
c.	Capulish, Mary	(\$71,246) Step 13, Col. 7	(\$71,761) Step 13, Col. 8
d.	Dolph, Tyler	(\$48,363) Step 4, Col. 3	(\$49,239) Step 4, Col. 5
e.	Fleck, Taryn	(\$45,381) Step 3, Col. 5	(\$46,824) Step 3, Col. 7
f.	Fuehrer, Kellie	(\$67,727) Step 11, Col. 10	(\$68,320) Step 11, Col. 11
g.	Hazen, Rachel	(\$75,393) Step 15, Col. 14	(\$76,088) Step 15, Col. 15
h.	Kean, Ashley	(\$52,896) Step 4, Col. 11	(\$53,514) Step 4, Col. 12
i.	Kelly, Linda	(\$80,612) Step 16, Col. 8	(\$81,153) Step 16, Col. 9
j.	Kruger, Nancy	(\$59,322) Step 9, Col. 11	(\$59,940) Step 9, Col. 12
k.	Miller, Linda	(\$43,630) Step 2, Col. 1	(\$44,067) Step 2, Col. 2
l.	Moraski, Donna	(\$43,630) Step 2, Col. 1	(\$44,067) Step 2, Col. 2
m.	Polmounter, Amy	(\$59,940) Step 8, Col. 12	(\$60,584) Step 8, Col. 13
n.	Seeman, Deziree	(\$52,896) Step 6, Col. 11	(\$53,514) Step 6, Col. 12
o.	Steakin, Susan	(\$67,727) Step 10, Col. 10	(\$68,320) Step 10, Col. 11
p.	Tobin, Snoann	(\$57,622) Step 7, Col. 8	(\$58,163) Step 7, Col. 9

H. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve the rescission and 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, 9-0.

1. Rescission

Name

Position Held

- a. Rodriguez, Laura Boys' Track & Field Head Coach – Lehman Intermediate

(See page 30)

2. Appointments for the 2015-2016 School Year

	Last Name	First Name	Position	Building	Rate	Longevity stipend
a.	Yohe	Zahra	Detention Supervisor (all year)	East Stroudsburg Elementary	\$28.56/hour (75 hour maximum split between supervisors)	
b.	Adams	Sarah	Mentor for Danielle Matisko Effective 12/9/15	J. M. Hill Elementary	\$612.06 (prorated)	
c.	Heard	Jeffrey	Intramural Winter Sports (Ski, Snowboard) Co-Advisor	Middle Smithfield Elementary	\$23.46/hour (48 hour maximum split between advisors)	
d.	Hogan	Karen	Mentor for Cynthia Newport (eff 9/21/15-2/29/16)	Smithfield Elementary	\$612.06 (prorated)	
e.	Henritzky	Anthony	Girls' Track & Field Head Coach	J. T. Lambert Intermediate	\$2,117.73	(plus \$250.00 longevity stipend)

	Last Name	First Name	Position	Building	Rate	Longevity stipend
f.	Toth	Donald	Intramural Computer Fair Advisor	J. T. Lambert Intermediate	\$23.46/hour (24 hour maximum)	
g.	Peeke	Lachlan	Intramural Science Olympiad Advisor	J. T. Lambert Intermediate	\$23.46/hour (48 hour maximum)	
h.	Peeke	Lachlan	Intramural Engineering & Physics Advisor	J. T. Lambert Intermediate	\$23.46/hour (48 hour maximum)	
i.	Connors	Shannon	Girls' Soccer Head Coach	J. T. Lambert Intermediate	\$2,117.73	
j.	Mitchell	Brian	Intramural Weight Room Supervisor	Lehman Intermediate	\$23.46/hour (24 hour maximum)	
k.	Suarez	Emil	Intramural Baseball Advisor	Lehman Intermediate	\$23.46/hour (24 hour maximum)	
l.	Suarez	Emil	Baseball Head Coach	Lehman Intermediate	\$2,117.73	
m.	McKeithan	Nelson	Girls' Track & Field Head Coach	Lehman Intermediate	\$2,117.73	
n.	Reichert	Eric	Mentor for Jillian Metzgar Effective 9/18/15-3/30/16 (correction)	Lehman Intermediate	\$612.06 (prorated)	
o.	McKeithan	Nelson	Intramural Girls' Track & Field Advisor	Lehman Intermediate	\$23.46/hour (24 hour maximum)	
p.	Saeger	Blaec	Intramural Weight Room Supervisor (winter)	High School North	\$23.46/hour (48 hour maximum)	
q.	Logan	Kaylee	Girls' Basketball Varsity Assistant Coach	High School North	\$4,102.84	
r.	Korb	Michael	Intramural Technology Student Association Advisor	High School North	\$23.46/hour (48 hour maximum)	
s.	Cosby	Yndira	Girls' Basketball Varsity Assistant Coach	High School North	\$4,102.84	
t.	Smith	Jamie	Softball Head Coach	High School North	\$4,879.14	
u.	White	Allison	Intramural Swim Co-Advisor	High School South	\$23.46/hour (12 hour maximum)	
v.	Boylan	Brian	Intramural Weight Room Co-Advisor (winter season)	High School South	\$23.46/hour (24 hour maximum)	
w.	Doll	Donald	Volunteer Wrestling Coach	High School South	not applicable	
x.	Finelli, Jr.	John	Girls' Track and Field Head Coach	High School South	\$4,937.28	(plus \$250.00 longevity stipend)
y.	Finelli, Jr.	John	Intramural Girls' Track & Field Advisor	High School South	\$23.46/hour (24 hour maximum)	
z.	Furst	Kane	Intramural Weight Room Co-Advisor (winter season)	High School South	\$23.46/hour (24 hour maximum)	
aa.	Seraut	Lauren	Intramural Swim Co-Advisor	High School South	\$23.46/hour (12 hour maximum)	
bb.	Molin	Maury	Boys' Track and Field Varsity Assistant Coach	High School South	\$3,587.69	(plus \$250.00 longevity stipend)
cc.	Musa	Nicholas	Volunteer Wrestling Coach	High School South	not applicable	
dd.	Butler	Rebecca	Mentor for Heide Molinaro Effective 10/1/15-1/15/16	High School South	\$612.06 (prorated)	
ee.	Lepre	Stephen	Volunteer Boys' Basketball Coach	High School South	not applicable	
ff.	Bybee	Steven	Intramural Boys Track & Field Advisor	High School South	\$23.46/hour (24 hour maximum)	
gg.	Bybee	Steven	Boys' Track and Field Head Coach	High School South	\$4,937.28	

I. Act 93 Staff

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the temporary change of status for the Act 93 staff designated, in accordance with the approved applicable policies, procedures and current Administrative Compensation Plan. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

1. Change of Status - Temporary

Name	Position
a. Lord, Kristin	From: Dean of Students – High School South To: Interim Assistant Principal - High School North Salary: current teacher salary plus \$3,000 (prorated) stipend Effective Date: January 4, 2016 Through: the end of the workday on June 30, 2016. Kristin replaces Kimberly Flickinger who resigned. Effective July 1, 2016 Kristin will return to Professional Staff status assigned as an English teacher at the High School South.

(See page 31)

XI. ORGANIZATIONAL CHART

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve the East Stroudsburg Area School District Organizational Chart (Attachment 008) as presented, to reflect Board-approved changes in title (Chief Financial Officer) and recent hires (Coordinator of Federal Programs). Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See page 32)

XII. CONTRACTS

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick 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, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Ballinger, Debra	All-day FitnessGram In-service workshop.	\$500.00	Professional Development	10/12/15
2.	Kelly, Ryan	Composing commission piece, rehearsals and concert.	\$1,450.00	Lehman-Vocal Music Dept.	1/4/16-4/4/16
3.	Medley & Mesaric Therapy Associates	Educational Evaluation	Not to Exceed \$3,000.00	Special Education/District Funds	12/1/15 through completion of evaluation
4.	The Party Express DJs, LLC	DJ for H.S. South Prom	\$999.00	H.S. South Class of 2016 Student Account	4/30/16
5.	Razzano, Kimberley	Health Education Curriculum Development for Physical Education, Grades K-12	\$2,500.00	Curriculum & Instruction	11/2015-04/2016

6.	Stine, Rachel	Conducting "Take Time for Yourself" Workshop	\$350.00	Professional Development	11/17/15
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(See pages 33-43)

2.

ACTION BY THE BOARD:

Motion was made by Judy Summers 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 Lisa VanWhy and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	CIU 20	Head Start preschool classroom at Resica Elementary, Bushkill Elementary, Middle Smithfield Elementary and Pocono Services for Families and Children.	\$900.00 per day up to 16 days Not to Exceed \$14,400.00	KtO Grant	1/4/16-5/25/16

(See page 44-46)

XIII. STUDENT ITEMS

A. Overnight Field Trip

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the overnight field trip listed. The proposal and itinerary for the field trip meet the required Board Policy #121. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

	Name	Activity	Location	Dates
1.	LaBar, Keith (#6332)	H.S. North Choir to the ACDA Eastern Division Honor Choir.	Boston, MA	2/10/16-2/13/16

(See page 47)

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 itinerary for the field trips meet the required Board Policy #121. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

	Name	Activity	Location	Dates
1.	Clogg, Katye (#6376)	H.S. South Band Students to PMEA District 10 Band Festival	Ashland, PA	1/28/16
2.	Souffrant, Fabiola (#6350)	Middle Smithfield Elementary Students to Downtown Philadelphia	Philadelphia, PA	5/19/16

(See pages 48-49)

C. 2015-16 School Year Calendar Revision

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the 2015-16 School Year Calendar as presented, to move the previously scheduled Act 80 day from Tuesday, January 19, 2016 to Friday, January 22, 2016 to accommodate the State-designated Keystone Exam testing window. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

(See page 50)

XIV. REQUESTS TO ESTABLISH STUDENT ACTIVITIES

ACTION BY THE BOARD:

Motion was made by Robert Gress to approve the requests to establish student activity funds as listed: Motion was seconded by Robert Huffman and carried unanimously, 9-0.

1. Gay Straight Alliance – J. T. Lambert Intermediate School
2. J. T. Lambert Chapter of the National Junior Honor Society

(See pages 51-52)

XV. REQUESTS TO ESTABLISH SPECIAL ACTIVITIES

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the requests to establish special activity funds as listed: Motion was seconded by Robert Huffman and carried unanimously, 9-0.

1. High School South – Tech. Ed. Club
2. Middle Smithfield Elementary School – Price Chopper Fund Account

(See pages 53-54)

XVI. PROGRAM OF STUDIES

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Program of Studies for the 2016-2017 school year. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See pages 55-56)

XVII. OLD AND NEW BUSINESS

- A. Mr. Summers said he and Mrs. Laverdure spent some time discussing how the Board can have some dialogue during this portion of the Board agenda. He distributed an item from PSBA regarding Governance and Leadership as a Board. He asked them to review the information and next month during Old and New Business, they will spend some time going over it. Also, if any Board members would like to discuss any other item, please let him know before the next Regular Board meeting.

XVIII. BOARD POLICIES

1.

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 and carried unanimously, 9-0.

- #105.2 Exemption from Instruction
- #108 Adoption of Textbooks
- #110 Instructional Supplies
- #111 Lesson Plans
- #112 Guidance Program
- #118 Independent Study
- #119 Current Events
- #125 Adult Education
- #126 Class Size
- #130 Homework
- #146 Student Services
- #204.2 Non-District Sponsored Educational Trip or Tour

(See pages 57-77)

2.

ACTION BY THE BOARD:

Motion was made by Robert Huffman to repeal the Board policy listed. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

- #120 – Human Development Program

(See page 78)

XIX. CONFERENCE ATTENDANCE

A. Board Member

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the attendance of Gary Summers, Wayne Rohner and Robert Gress at the National School Boards Association Conference in Boston, MA from April 8, 2016 – April 11, 2016 in a total amount not to exceed \$9,000. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

B. Superintendent

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve the attendance of Sharon Laverdure at the PASA Board of Governor's Meeting in Harrisburg, PA from January 28, 2016 (half day) – January 29, 2016 in the approximate amount of \$75.00 (mileage and half of the hotel expense will be paid by PASA). Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

XX. MEMORANDUM OF UNDERSTANDING

1.

ACTION BY THE BOARD:

Motion was made by Robert Gress to approve the Memorandum of Understanding with Pocono Services for Family and Children for the use of the property at J.T. Lambert Intermediate School as an emergency evacuation site, as presented with the appropriate indemnification provisions approved by the Solicitor. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See pages 79-80)

2.

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve the Memorandum of Understanding with Milford Manor for the use of the property at J. T. Lambert Intermediate School as an emergency evacuation site, as presented with the appropriate indemnification provisions approved by the Solicitor. Motion was seconded by Robert Gress and carried unanimously, 9-0.

(See pages 81-82)

XXI. FISCAL ITEMS

A. June 30, 2015 Audit

ACTION BY THE BOARD:

Motion was made by Robert Cooke to accept the independent financial audit by Maillie, LP for the Fiscal Year ending June 30, 2015 as presented at this meeting, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Huffman and passed 8-1. Ronald Bradley voted no.

(See pages 83-160)

B. Network Infrastructure Equipment Bid

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve soliciting bids for Network Infrastructure equipment to be used at the Lehman and J. T. Lambert Intermediate schools, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

C. Verizon Wireless License Agreement

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the License Agreement with Verizon Wireless to place a cell antenna on one of the light posts at 279 North Courtland St. for a five-year term with an annual payment to the District in the initial amount of \$4,800 with annual 2% increases (subject to additional five-year extensions). Motion was seconded by Robert Gress and carried unanimously, 9-0.

(See pages 161-180)

D. Act I Index Resolution

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to adopt the Resolution as presented at this meeting certifying that the District will not seek exceptions to the Act 1 Index and will not raise taxes in an amount that exceeds the Act 1 Index (3.3%) for the 2016-17 tax year, in accordance with the recommendation of the Finance Committee. Adoption of this Resolution will permit the District to forgo the preliminary budget requirements of Act 1 of Special Session 2006. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 181-182)

E. IU Joint Purchasing Bids

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to confirm the award of bids by the IU Joint Purchasing Board for #2 Fuel Oil, 5% Bio-diesel and additives, and Off-road diesel effective July 1, 2016 for a period of one year per the fixed and fluctuating price bids received for the East Stroudsburg Area School District's requirements, in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 183)

F. IU Joint Purchasing Board's Catalogue Fixed Discount Program

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the District's participation in the IU Joint Purchasing Board's Catalogue Fixed Discount Program for the 2016-17 fiscal year, in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 184-191)

G. Monroe County Tax Collection Committee

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the appointment of Jeffrey Bader, Chief Financial Officer as the District's delegate and Thomas McIntyre, Assistant Business Manager as the District's alternate to the Monroe County Tax Collection Committee for a one year term effective January 1, 2016, in accordance with the recommendation of the Finance Committee. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

H. Change Orders 1, 2 & 3 - Wind Gap Electric

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve Change Order #1, an increase of \$267.00 from the contract price, Change Order #2, an increase of \$333.68 from the contract price, and Change Order #3, an increase of \$600.68 from the contract price, Wind Gap Electric for the JTL HVAC/Lighting project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Robert Gress and carried unanimously, 9-0.

(See pages 192-194)

I. Pay Application #13 – Final - Wind Gap Electric

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve Pay Application #13 - Final from Wind Gap Electric in the amount of \$53,362.07 for 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, 9-0.

(See pages 195-197)

J. Change Order #10 – Myco Mechanical

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve Change Order #10 from Myco Mechanical for a reduction of \$77,630.00 from the contract price, for the JTL HVAC/Lighting project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See page 198)

K. Pay Application #17 & 18 – Myco Mechanical

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve Pay Application #17 in the amount of \$37,686.72 and Pay Application #18 in the amount of \$12,929.40 from Myco Mechanical for work on the JTL HVAC/Lighting project, in accordance with recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Robert Gress and carried unanimously, 9-0.

(See pages 199-208)

L. WTI Proposal

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the proposal from WTI in an amount not to exceed \$7,000 to make repairs to the roof at the HS North/Lehman Intermediate School building, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 209-211)

M. Settlement on Tax Assessments

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve a settlement on the tax assessment appeal filed by Pocono Palace Propco, LLC indexed to Monroe County Court of Common Pleas Nos. 9201 CV 2014 - 9207CV 2014 in the form of the Comprehensive Settlement Stipulation presented at this meeting. Motion was seconded by Gary Summers and passed 6-3. Ronald Bradley, Robert Gress and Judy Summers voted no.

(See pages 212-215)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve a settlement on the tax assessment appeal filed by Michael v. Celano indexed to Pike County Court of Common Pleas No. 1672 CV 2015 at an assessed value for the property known by Tax ID No. 197.03-04-06 of \$9,750, in a form as approved by the Solicitor. Motion was seconded by Robert Huffman and passed 8-1. Robert Gress voted no.

3.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve a settlement on the tax assessment appeal filed by Paul Galvez and Paul Fedkenheuer indexed to Pike County Court of Common Pleas No. 1615 CV 2015 at an assessed value for the property known by Tax ID No. 197.03-02-47 of \$18,750, in a form as approved by the Solicitor. Motion was seconded by Gary Summers and passed 7-2. Ronald Bradley and Robert Gress voted no.

N. Policy 229

ACTION BY THE BOARD:

Motion was made by Robert Cooke to suspend the requirement of Policy 229 that student organization fundraising activities be permitted solely for the benefit of student and school district activities to permit the High School - South DECA Club to distribute funds for the benefit of Brett Ruben, in a form and manner as approved by the Chief Financial Officer and Solicitor. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

O. Use of Facilities

1a.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the requests for use of facilities as listed for Class 1 school-related activities (no facility fees will be incurred as per Policy #707). Motion was seconded by Robert Gress and carried unanimously, 9-0.

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

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
Smithfield	Pocono Services for Families & Children	HeadStart Classrooms	12/21/15-7/30/16 (Mondays-Fridays)	No	No
Bushkill	Bushkill Youth Association	Basketball/ Dodgeball	1/12/16-2/29/16 (Tuesdays & Thursdays)	No	No
HS North	E.S. Little League	Indoor Softball Workouts	2/6/16-2/20/16 (Saturdays)	No	No
HS South	E.S. Little League	Indoor Softball Workouts	2/13/16 & 2/27/16 (Saturdays) 2/4/16-3/3/16 (Mondays & Thursdays)	No	No
HS South	Coaches Association	JV Wrestling Tournament	2/19/16-2/20/16 (Friday & Saturday)	No	No*
JMH	Girl Scouts	Meetings	1/6/16-5/25/16 (Wednesdays)	No	No
Lehman	Bushkill Youth Association	Indoor Soccer/ Baseball Conditioning	1/11/16-3/17/16 (Mondays, Tuesdays & Wednesdays)	No	No
Smithfield	FC Pocono	Indoor Soccer Practice	1/4/16-3/31/16 (Mondays, Tuesdays & Wednesdays)	No	No

*Personnel fees will be covered by the Coaches Association.

(See pages 216-224)

1b.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the request for use of facilities as listed for Class 1 school-related activities (no facility fees will be incurred as per Policy #707). Motion was seconded by Robert Gress and passed 8-1. Judy Summers 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
M. Smithfield	E.S. Little League	Indoor Softball Workouts	1/16/16-1/30/16 (Saturdays)	No	No**

**Outside scope of normal custodial hours.

2.

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Mrs. Laverdure granted permission for ESU's Swim Team to utilize the HS South pool due to an unexpected filtration issue with the ESU swimming pool. 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 Ronald Bradley and carried unanimously, 9-0.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
HS South	ESU Swim Team	Practice	12/2/15 & 12/4/15	No	No

(See page 225)

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. Camp Invention is requesting a WAIVER OF FACILITY AS WELL AS PERSONNEL FEES for the use of Resica Elementary for their annual Science Camp. Camp Invention provides scholarship money to students who are in need. Motion was seconded by Debbie Kulick and passed 8-1. Robert Gress voted no.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
Resica	Camp Invention	Annual Science Camp	6/27/16-7/1/16 (Monday-Friday)	No	No

(See pages 226-227)

4.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Monroe County NAACP is requesting a WAIVER OF FACILITY AS WELL AS PERSONNEL FEES for the use of High School South for their Youth Praise Dance Event. The Monroe County NAACP will be offering a scholarship to each Monroe County School. Motion was seconded by Robert Gress and carried unanimously, 9-0.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
HS South	Monroe County NAACP	Youth Praise Dance Event	3/11/16 (Friday)	No	No

(See pages 228-229)

Mr. Gress suggested removing Charter School payments from the following motion. Mr. Bader said that the payments have already been made. Mr. Dirvonas suggested opening up the agenda to discuss Charter School payments in order for the Board to take action on this item.

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

ACTION BY THE BOARD:

Motion was made by Robert Gress to approve the Budget Transfers, Payment of Bills and Treasurer's Report listed in this agenda for 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 Wayne Rohner and passed 8-1. Ronald Bradley voted no.

1. Budget Transfers - (See pages 230-239)
2. Payment of Bills - (See pages 240-259)
3. Treasurer's Report - (See pages 260-277)

Q. Opening of Agenda

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to open the agenda for the purpose of discussing and taking action on Charter School payments. Motion was seconded by Robert Gress and carried unanimously, 9-0.

R. Charter School Payments

ACTION BY THE BOARD:

Motion was made by Robert Gress to withhold Charter School payments until the next Board meeting absent passage of the budget in Harrisburg, signing by the Governor and receipt of funding by the District prior to the next School Board meeting. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

Public Participation
None

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – December 21, 2015**

Carl T. Secor Administration Center – Board Room

7:00 P.M.

ADDENDUM A

X. PERSONNEL ITEMS

J. Support Staff

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve a waiver, due to special circumstances, of the requirement to provide written notice of retirement prior to January 1 of the applicable retirement year. This provision relates to payment of unused sick days at retirement for Bernice Pettinato, student aide, who will retire December 23, 2015. Motion was seconded by Judy Summers and carried unanimously, 9-0.

(See page 19)

K. Support Staff – Collective Bargaining Agreement

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the form and content of the Collective Bargaining Agreement between the Board of Education and East Stroudsburg Area Education Support Professional Association for the period of July 1, 2015 through June 30, 2017, as presented. The Agreement includes a \$.50/per hour increase for the 2015-2016 fiscal year and a \$.50/per hour increase for the 2016-2017 fiscal year. The premium share for health insurance will remain the same; healthcare deductibles will apply prospectively. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 20-73)

L. Support Staff Salary Compensations

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the salary compensations in accordance with the Collective Bargaining Agreement between the Board of Education and East Stroudsburg Area Education Support Professional Association for the 2015-2016 fiscal year effective July 1, 2015 through June 30, 2016. Motion was seconded by Robert Gress and carried unanimously, 9-0.

1. Business Office Personnel

a.	Last Name	First Name	Position	2014-15	2015-16
b.	Burch	Sonya	BOP II	\$17.07	\$17.57
c.	Cassieri	DonnaMarie	BOP II	\$18.38	\$18.88
d.	Kelly	Diane	BOP III	\$22.38	\$22.88
e.	Nicolais	Elizabeth	BOP I	\$16.88	\$17.38
f.	Nietz	Deborah	BOP II	\$18.38	\$18.88
g.	Quinn	Jill	BOP II	\$17.07	\$17.57
h.	Rosado	John	BOP II	\$17.88	\$18.38
i.	Schmelz	Christy	BOP II	\$17.07	\$17.57
j.	Vitulli (through 12/6/15)	Susan	BOP II	\$18.38	\$18.88
k.	Vitulli (effective 12/7/15)	Susan	BOP III		\$20.82
l.	Wade	Jessica	BOP I	\$16.88	\$17.38
m.	Wescott (part-time, .6)	Jeanne	BOP III	\$29.68	\$30.18

2. Bus Drivers

	Last Name	First Name	2014-2015	2015-2016
a.	Abdul-Malik	Malika	\$15.49	\$15.99
b.	Almodovar	Matilde	\$16.13	\$16.63
c.	Anderson	Diane	\$15.49	\$15.99
d.	Bader	Vicky	\$19.41	\$19.91
e.	Belcastro	Robert	\$15.49	\$15.99
f.	Bertola	Francis	\$15.49	\$15.99
g.	Bisbing	Charlene	\$21.34	\$21.84
h.	Blaha	Timothy	\$15.49	\$15.99
i.	Boyle	Cecilia	\$15.49	\$15.99
j.	Bussiere	Joseph	\$15.49	\$15.99
k.	Camara	Trindade	\$17.85	\$18.35
l.	Carter	Bernadette	\$15.49	\$15.99

m.	Cavanaugh	Lorraine	\$17.85	\$18.35
n.	Cestone	Victor	\$16.13	\$16.63
o.	Cole	Marie	\$21.34	\$21.84
p.	Conklin	Cheryl	\$16.72	\$17.22
q.	Cortes	Leslie	\$15.49	\$15.99
r.	Counterman	Boyd	\$29.45	\$29.95
s.	Curras	Odette	\$17.05	\$17.55
t.	Dalfol	Nilo	\$15.49	\$15.99
u.	Daly-Rispin	Mary	\$15.49	\$15.99
v.	Donovan	Sharon	\$15.49	\$15.99
w.	Durco	Jay	\$15.49	\$15.99
x.	Dymond	Larry	\$17.85	\$18.35
y.	Dymond	Patricia	\$16.72	\$17.22
z.	Fahl	Sharon	\$18.53	\$19.03
aa.	Fennell-Raby	Beverly	\$15.49	\$15.99
bb.	Ferdinand	Marc	\$15.49	\$15.99
cc.	Fisher	James	\$15.49	\$15.99
dd.	Fylstra	Stephen	\$19.41	\$19.91
ee.	Gaggero	Janet	\$16.13	\$16.63
ff.	Gallo	Vincent	\$15.49	\$15.99
gg.	Galunic	Victor	\$19.41	\$19.91
hh.	Gargan	Michael	\$16.13	\$16.63
ii.	Gawlik	Irena	\$16.13	\$16.63
jj.	Giannolla	Janice	\$17.85	\$18.35
kk.	Gonzales	Jesse	\$15.49	\$15.99
ll.	Gramberg	Karen	\$16.13	\$16.63
mm.	Graver	Clifford	\$19.41	\$19.91
nn.	Greenway	Teresa	\$15.49	\$15.99
oo.	Hamilton	Crystal	\$19.41	\$19.91
pp.	Hanna	Matthew	\$15.49	\$15.99
qq.	Harris	Jimmie	\$15.49	\$15.99
rr.	Hayes	Denise	\$23.37	\$23.87
ss.	Hendel	Marianne	\$16.72	\$17.22
tt.	Honicker	Nona	\$15.49	\$15.99
uu.	Horne Jr	Phillip	\$16.13	\$16.63
vv.	Johnson	Annie	\$17.85	\$18.35
ww.	Kishbaugh	Constance	\$17.85	\$18.35
xx.	Kishbaugh	Maureen	\$15.49	\$15.99
yy.	Knitter	Jefferey	\$16.13	\$16.63
zz.	Kresge	Judy	\$26.05	\$26.55
aaa.	Kurtz	Ninette	\$16.13	\$16.63
bbb.	LeBar	Edward	\$26.05	\$26.55
ccc.	Lewis	Baron	\$15.49	\$15.99
ddd.	Ludwig	Christophe	\$15.49	\$15.99
eee.	Lynch	Linda	\$19.41	\$19.91

fff.	Lyons	Scott	\$15.49	\$15.99
ggg.	Mack	Victoria	\$15.49	\$15.99
hhh.	Madera	Wanda	\$15.49	\$15.99
iii.	Madera de Jesus	Angel	\$15.49	\$15.99
jjj.	Madison	Dale	\$27.67	\$28.17
kkk.	Martinez	Vivianna	\$15.49	\$15.99
lll.	Marx	Claudia	\$15.49	\$15.99
mmm.	Medina	Edwin	\$16.13	\$16.63
nnn.	Miller	Linda	\$26.05	\$26.55
ooo.	Miller	Steven	\$15.49	\$15.99
ppp.	Mitchell	Tammy	\$15.49	\$15.99
qqq.	Molloy	Nannette	\$16.13	\$16.63
rrr.	O'Grady	Joseph	\$16.72	\$17.22
sss.	O'Keefe	Allan	\$15.49	\$15.99
ttt.	Ortiz	Michelle	\$15.49	\$15.99
uuu.	Parke	Tina	\$19.41	\$19.91
vvv.	Pomara	Denise	\$16.72	\$17.22
www.	Presco	Debra	\$20.24	\$20.74
xxx.	Prunkel	Jennifer	\$15.49	\$15.99
yyy.	Ramirez	Marlene	\$15.49	\$15.99
zzz.	Reish	Lawrence	\$15.49	\$15.99
aaaa.	Rivas-Deans	Maridela	\$15.49	\$15.99
bbbb.	Roberts	Elaine	\$19.41	\$19.91
cccc.	Rocheny	Patricia	\$15.49	\$15.99
dddd.	Rodriguez	Bernadette	\$16.13	\$16.63
eeee.	Rogers	Charlene	\$18.53	\$19.03
ffff.	Scarnecchia	Nancy		\$17.85
gggg.	Scarnecchia (after 90 satisfactory work days)	Nancy		\$18.35
hhhh.	Schantzen	Patrick	\$15.49	\$15.99
iiii.	Schroeder	Tammy	\$16.72	\$17.22
jjjj.	Soto	Lourdes	\$16.72	\$17.22
kkkk.	Spiotta	Anthony	\$20.24	\$20.74
llll.	Stang	Jennene	\$15.49	\$15.99
mmmm.	Steimer	Cheryl	\$17.85	\$18.35
nnnn.	Strunk	Geraldine	\$17.85	\$18.35
oooo.	Thomas	Glenn	\$16.72	\$17.22
pppp.	Torres	Lourdes	\$15.49	\$15.99
qqqq.	Trabucco	Richard	\$15.49	\$15.99
rrrr.	Tullo	Richard		\$15.49
ssss.	Tullo (after 90 satisfactory work days)	Richard		\$15.99
tttt.	Turner	Cory	\$27.67	\$28.17
uuuu.	Turner	Sandra	\$21.34	\$21.84
vvvv.	Valderrama	Peysner	\$15.49	\$15.99
wwww.	Vieira	Ricardo	\$15.49	\$15.99

xxxx.	Walsh	Robert	\$15.49	\$15.99
yyyy.	Warlix	Kathy	\$15.49	\$15.99
zzzz.	Wells	Barbara	\$17.85	\$18.35
aaaa.	Whittaker	Jennifer	\$15.49	\$15.99
bbbb.	Wilczewski	Bogdan	\$15.49	\$15.99
cccc.	Wolfe	Ellen	\$17.85	\$18.35

3. Cafeteria Aides (part-time)

	Last Name	First Name	Location	Hours	2014-15	2015-16
a.	Albornoz	Doris	High School North	3.00 hours	\$12.28	\$12.78
b.	Athey	Jerry	East Stroudsburg Elementary	3.25 hours	\$12.28	\$12.78
c.	Barvig	Eileen	East Stroudsburg Elementary	3.25 hours	\$12.28	\$12.78
d.	Blackmore	Helen	J. T. Lambert Intermediate	3.75 hours	\$14.99	\$15.49
e.	Caputo-Cottone	Linda	Middle Smithfield Elementary	3.25 hours	\$12.28	\$12.78
f.	Corey	Gail	J. M. Hill Elementary	3.00 hours		\$12.28
g.	Corey (after 90 satisfactory work days)	Gail	J. M. Hill Elementary	3.00 hours		\$12.78
h.	Eriksen	Judy	J. T. Lambert Intermediate	3.75 hours	\$12.28	\$12.78
i.	Henriquez	Lauren	Lehman Intermediate	3.75 hours	\$12.48	\$12.98
j.	Hetner	Theresa	Resica Elementary	3.25 hours	\$12.28	\$12.78
k.	Hezel	Deborah	J. T. Lambert Intermediate	3.75 hours	\$14.99	\$15.49
l.	Hudon	Donna	Resica Elementary	3.25 hours	\$12.28	\$12.78
m.	Kakakios	Carmen	Middle Smithfield Elementary	3.25 hours	\$12.28	\$12.78
n.	Komorowski	Ellen	Bushkill Elementary	3.25 hours	\$12.28	\$12.78
o.	Kump	Lucia	Middle Smithfield Elementary	3.25 hours	\$12.28	\$12.78
p.	Mallalieu	Diane	High School South	3.00 hours	\$18.26	\$18.76
q.	Monke	Marion	High School South	3.00 hours	\$12.77	\$13.27
r.	Montague	Margaret	Lehman Intermediate	3.75 hours	\$15.92	\$16.42
s.	Nestor	Susan	High School North	3.00 hours	\$12.28	\$12.78
t.	Nigro	Kathy	Smithfield Elementary	3.25 hours	\$14.99	\$15.49
u.	Nubile	Linda	Resica Elementary	3.25 hours	\$13.55	\$14.05
v.	Olivera	Mirelda	Lehman Intermediate	3.75 hours	\$12.28	\$12.78
w.	Orley	James	High School South	3.00 hours	\$18.26	\$18.76
x.	Paolucci	Lucy	Middle Smithfield Elementary	3.25 hours	\$12.28	\$12.78
y.	Patrick	Kathryn	East Stroudsburg Elementary	3.25 hours		\$12.28
z.	Patrick (after 90 satisfactory work days)	Kathryn	East Stroudsburg Elementary	3.25 hours		\$12.78
aa.	Quiles	Lorry	High School North	3.00 hours	\$12.28	\$12.78
bb.	Reali	Susan	High School South	3.00 hours	\$12.28	\$12.78
cc.	Roberts	Tammy	East Stroudsburg Elementary	3.25 hours	\$12.28	\$12.78
dd.	Rohner	Nancy	Lehman Intermediate	3.75 hours	\$12.28	\$12.78
ee.	Schuon	Kelly	High School North	3.00 hours	\$12.77	\$13.27
ff.	Touma	Denise	Bushkill Elementary	3.25 hours	\$12.28	\$12.78
gg.	Vaughan	Pamela	J. T. Lambert Intermediate	3.75 hours	\$12.28	\$12.78
hh.	Vitale	Luciana	Resica Elementary	3.25 hours	\$13.55	\$14.05

ii.	Walsh	Linda	Smithfield Elementary	3.25 hours	\$12.28	\$12.78
jj.	Zicaro	Crystal	Bushkill Elementary	3.25 hours	\$12.28	\$12.78

4. Cafeteria Workers

	Last Name	First Name	Location	2015-16 Hours	2014-15	2015-16
a.	Anderson	Dawn	North Campus	4.0 hours	\$12.92	\$13.42
b.	Baran	Louise	J. M. Hill Elementary	3.0 hours	\$12.42	\$12.92
c.	Berry	Judith	High School South	4.0 hours	\$12.42	\$12.92
d.	Bonser	Janie	J. T. Lambert Intermediate	4.0 hours	\$12.42	\$12.92
e.	Carmel	Maureen	Resica Elementary	7.0 hours	\$13.32	\$13.82
f.	Carmel	Lisa	North Campus	4.0 hours	\$13.62	\$14.12
g.	Casals	Jennifer	North Campus	4.0 hours	\$12.42	\$12.92
h.	Cawley	Nina	Admin/Food services	7.0 hours	\$14.34	\$14.84
i.	Colao	Mary Jane	High School South	4.0 hours	\$12.42	\$12.92
j.	Craig	Theresa	East Stroudsburg Elementary	4.0 hours	\$12.42	\$12.92
k.	Cuff	Lena	East Stroudsburg Elementary	4.0 hours	\$12.42	\$12.92
l.	De Silva	Marianie	North Campus	4.0 hours	\$12.42	\$12.92
m.	Dekmar	Bonnie	Bushkill Elementary	7.5 hours	\$14.34	\$14.84
n.	Fields	Sharon	North Campus	7.0 hours	\$13.62	\$14.12
o.	Foley	Cindy	High School South	7.0 hours	\$14.34	\$14.84
p.	Gallagher	Cathy	High School South	4.0 hours	\$12.42	\$12.92
q.	Harlander	Janette	High School South	5.5 hours	\$14.34	\$14.84
r.	Hicks	Donna	East Stroudsburg Elementary	4.0 hours	\$12.42	\$12.92
s.	Hirsch	Karen	J. T. Lambert Intermediate	4.25 hours	\$12.42	\$12.92
t.	Hossain	Denise	Bushkill Elementary	4.0 hours	\$12.42	\$12.92
u.	Huffman	Jennifer	J. T. Lambert Intermediate	4.0 hours	\$12.42	\$12.92
v.	Iacono	Rosanna	North Campus	4.0 hours	\$12.42	\$12.92
w.	Ivory	Georgina	J. T. Lambert Intermediate	4.0 hours	\$12.42	\$12.92
x.	Jensen	Diane	North Campus	7.0 hours	\$13.71	\$14.21
y.	Jesus	Carmen	North Campus	4.0 hours	\$12.92	\$13.42
z.	Jezowski	Alicja	North Campus	7.0 hours	\$14.34	\$14.84
aa.	Johnson	Kay	High School South	4.0 hours	\$13.62	\$14.12
bb.	Kleiner	Bonnie	North Campus	4.0 hours	\$13.62	\$14.12
cc.	Lapping	Sarah	J. M. Hill Elementary	5.5 hours	\$12.07	\$12.57
dd.	Liao	Lyudmila	North Campus	4.0 hours	\$12.42	\$12.92
ee.	Litts	Dorothy	Resica Elementary	4.0 hours	\$12.42	\$12.92
ff.	Litts	Anne	North Campus	7.0 hours	\$14.34	\$14.84
gg.	Magdziak	Malgorzata	North Campus	4.0 hours	\$12.42	\$12.92
hh.	Martinez	Dianne	North Campus	7.0 hours	\$13.62	\$14.12
ii.	Mayo	Eileen	North Campus	8.0 hours	\$14.17	\$14.67
jj.	Medina	Angela	North Campus	4.0 hours	\$13.62	\$14.12
kk.	Mora	Nellie	Bushkill Elementary	4.0 hours	\$12.42	\$12.92
ll.	Neglia	Rosemarie	High School South	7.0 hours	\$14.34	\$14.84
mm.	Ng	Miriam	J. T. Lambert Intermediate	4.0 hours	\$12.42	\$12.92
nn.	Okurowski	Mary	Middle Smithfield Elementary	4.0 hours	\$12.97	\$13.47

oo.	Orlando-McComb	Barbara	J. T. Lambert Intermediate	7.25 hours	\$14.34	\$14.84
pp.	Pollack	Tamara	North Campus	4.0 hours	\$12.42	\$12.92
qq.	Rios-Ortega	Diane	North Campus	4.0 hours	\$12.42	\$12.92
rr.	Rogalinski	Kathleen	Resica Elementary	4.0 hours	\$12.92	\$13.42
ss.	Rose	Jennifer	North Campus	4.0 hours	\$12.42	\$12.92
tt.	Sargent	Veronica	East Stroudsburg Elementary	4.0 hours	\$12.42	\$12.92
uu.	Sasso	Deborah	East Stroudsburg Elementary	4.0 hours	\$12.42	\$12.92
vv.	Scalerio	Susan	High School South	7.0 hours	\$14.34	\$14.84
ww.	Schmidt	Diane	Smithfield Elementary	4.0 hours	\$12.42	\$12.92
xx.	Shamey	Carol	Middle Smithfield Elementary	7.0 hours	\$14.34	\$14.84
yy.	Shevlin	Daisy	North Campus	4.0 hours	\$12.42	\$12.92
zz.	Stasolla	Deborah	North Campus	4.0 hours	\$13.62	\$14.12
aaa.	Stockman	Susan	J. T. Lambert Intermediate	7.0 hours	\$12.42	\$12.92
bbb.	Tumminello	Tracy	Smithfield Elementary	7.0 hours	\$14.34	\$14.84
ccc.	Van Why	Susan	J. M. Hill Elementary	3.0 hours	\$14.34	\$14.84
ddd.	Villanueva	Monique	Middle Smithfield Elementary	3.0 hours		\$12.42
eee.	Villanueva (after 90 satisfactory work days)	Monique	Middle Smithfield Elementary	3.0 hours		\$12.92
fff.	Wickberg	Valerie	J. T. Lambert Intermediate	4.0 hours	\$12.42	\$12.92
ggg.	Zayas	Santina	East Stroudsburg Elementary	4.0 hours		\$12.42
hhh.	Zayas (after 90 satisfactory work days)	Santina	East Stroudsburg Elementary	4.0 hours		\$12.92

5. Cafeteria Workers (Cooks*) – full-time

	Last Name	First Name	Location	2015-16 Hours	2014-15	2015-16
a.	Krueger	Rosanne	Bushkill Elementary	7.5 hours	\$14.34	\$14.84
b.	Litts	Lorrie	Smithfield Elementary	7.0 hours	\$14.34	\$14.84
c.	Marasco	Amy	East Stroudsburg Elementary	7.5 hours	\$12.42	\$12.92
d.	Miller	Patricia	High School South	7.25 hours	\$20.54	\$21.04
e.	Searfoss	Barbara	J. T. Lambert Intermediate	7.5 hours	\$14.34	\$14.84
f.	Smith	Eileen	Middle Smithfield Elementary	7.5 hours	\$12.92	\$13.42
g.	Ullo	Janet	Resica Elementary	7.5 hours	\$20.54	\$21.04
h.	Van Why	Rose	High School South	7.25 hours	\$13.62	\$14.12

***Differential for Cafeteria Cooks: Additional \$1.75/per hour**

6. Custodians

	Last Name	First Name	Location	2015-16 Shift	2014-15	2015-16
a.	Altemose	Dale	High School South	1st shift	\$15.82	\$16.32
b.	Bachelor	Lorne	North Campus	2nd shift	\$14.48	\$14.98
c.	Bass	James	Resica Elementary	1st shift	\$17.35	\$17.85
d.	Bell	Morris	High School South	3rd shift	\$14.48	\$14.98
e.	Bellis	Jon	Smithfield Elementary	2nd shift	\$14.48	\$14.98
f.	Benfield	David	North Campus	3rd shift	\$17.35	\$17.85
g.	Bentzoni	Kyle	Middle Smithfield Elementary	1st shift	\$17.35	\$17.85
h.	Bowman	Leroy	J. M. Hill Elementary	2nd shift	\$14.48	\$14.98

i.	Cardillo	Gerard	Middle Smithfield Elementary	2nd shift	\$17.35	\$17.85
j.	Cox	James	High School South	2nd shift	\$14.48	\$14.98
k.	Cross	Donald	High School South	3rd shift	\$17.35	\$17.85
l.	Darlington	Harry	High School South/Cafeteria	1st shift	\$18.53	\$19.03
m.	Del Guercio	Anthony	Middle Smithfield Elementary	1st shift	\$17.35	\$17.85
n.	Doyle	John	J. M. Hill Elementary	1st shift	\$18.53	\$19.03
o.	Figueroa	Anthony	North Campus	2nd shift	\$17.35	\$17.85
p.	Floran	Alexis	Bushkill Elementary	2nd shift	\$14.48	\$14.98
q.	Fuzio	Antonio	Resica Elementary	2nd shift	\$17.35	\$17.85
r.	Gannon	Michael	North Campus	3rd shift	\$14.48	\$14.98
s.	Garris	Randy	Smithfield Elementary	1st shift	\$22.22	\$22.72
t.	Garris	Steven	High School South	2nd shift	\$20.55	\$21.05
u.	Garris	Richard	North Campus	1st shift	\$15.07	\$15.57
v.	Gatpo	Reynaldo	J. T. Lambert Intermediate	3rd shift	\$14.48	\$14.98
w.	Gatpo	Wilma	J. T. Lambert Intermediate	2nd shift	\$16.44	\$16.94
x.	Ginlack	Willie	East Stroudsburg Elementary	2nd shift	\$14.48	\$14.98
y.	Goeller	Robert	J. T. Lambert Intermediate	2nd shift	\$17.35	\$17.85
z.	Gomez	Brenda	Resica Elementary	2nd shift	\$15.07	\$15.57
aa.	Gomez	Charles	High School South	2nd shift	\$17.35	\$17.85
bb.	Goodridge	Marcia	East Stroudsburg Elementary	2nd shift	\$14.48	\$14.98
cc.	Gould	Richard	North Campus	2nd shift	\$14.48	\$14.98
dd.	Halker	Donald	High School South	1st shift	\$14.48	\$14.98
ee.	Harris	Deann	High School South	2nd shift	\$14.48	\$14.98
ff.	Houghtaling	Richard	J. T. Lambert/Cafeteria	1st shift	\$17.35	\$17.85
gg.	Jacobsen	Norman	High School South	3rd shift	\$14.48	\$14.98
hh.	Johnson	Robert	J. M. Hill Elementary	2nd shift	\$14.48	\$14.98
ii.	Jones	Thomas	Resica Elementary	2nd shift	\$17.35	\$17.85
jj.	Kelly	James	Smithfield Elementary	2nd shift	\$14.48	\$14.98
kk.	Kofel	John	J. T. Lambert Intermediate	1st shift	\$18.53	\$19.03
ll.	Kohler	Kathleen	North Campus	1st shift	\$17.35	\$17.85
mm.	Kraeber	Jeanie	Middle Smithfield Elementary	2nd shift	\$14.48	\$14.98
nn.	Lapping	Thomas	High School South	3rd shift	\$14.48	\$14.98
oo.	Lassiter	Wayne	J. T. Lambert Intermediate	2nd shift	\$17.35	\$17.85
pp.	Liatto	Cheryl	North Campus	3rd shift	\$14.48	\$14.98
qq.	Liatto	Joseph	North Campus	3rd shift	\$14.48	\$14.98
rr.	Martinez	Hector	North Campus	3rd shift		\$14.48
ss.	Martinez (effective 10/16/15)	Hector	North Campus	3rd shift		\$14.98
tt.	Miller	Thomas	High School South	2nd shift	\$14.48	\$14.98
uu.	Montalvo	Eric	J. T. Lambert Intermediate	2nd shift	\$16.54	\$17.04
vv.	Montuori	Jason	Bushkill Elementary	1st shift	\$17.35	\$17.85
ww.	Murrell	Raymond	North Campus	2nd shift	\$14.48	\$14.98
xx.	Nagele	Michael	J. T. Lambert Intermediate	3rd shift	\$14.48	\$14.98
yy.	Nannery	William	Middle Smithfield Elementary	2nd shift	\$14.48	\$14.98
zz.	Napodano	Anthony	Bushkill Elementary	2nd shift	\$14.48	\$14.98
aaa.	Parton	Matthew	J. M. Hill Elementary	2nd shift	\$14.48	\$14.98

bbb.	Philhower	Kyle	J. T. Lambert Intermediate	3rd shift	\$14.48	\$14.98
ccc.	Piccoli	Arthur	North Campus	2nd shift	\$14.48	\$14.98
ddd.	Pollack	Victor	High School South	1st shift	\$14.48	\$14.98
eee.	Prothro	Clotelda	North Campus	2nd shift	\$14.48	\$14.98
fff.	Prothro	Robert	North Campus	1st shift	\$14.48	\$14.98
ggg.	Renna	Domenick	High School South	1st shift	\$20.55	\$21.05
hhh.	Romanowski	Joseph	North Campus	2nd shift	\$15.09	\$15.59
iii.	Rosado	John	East Stroudsburg Elementary	1st shift	\$14.48	\$14.98
jjj.	Rosenberger	Jeffery	High School South	3rd shift	\$14.48	\$14.98
kkk.	Santiago	George	High School South	2nd shift	\$17.35	\$17.85
lll.	Schoonover	Jonathan	Bushkill Elementary	2nd shift	\$17.35	\$17.85
mmm.	Schubert	Edwin	High School South	3rd shift	\$14.48	\$14.98
nnn.	Shoemaker	Michael	North Campus	3rd shift	\$16.44	\$16.94
ooo.	Siptroth	Kenneth	Smithfield Elementary	2nd shift	\$14.48	\$14.98
ppp.	Smith	David	Bushkill Elementary	2nd shift	\$14.48	\$14.98
qqq.	Smith	Yolanda	North Campus	2nd shift	\$17.35	\$17.85
rrr.	Spannagel	Edward	East Stroudsburg Elementary	2nd shift	\$14.48	\$14.98
sss.	Suarez	Nicholas	Resica Elementary	2nd shift	\$14.48	\$14.98
ttt.	Sympson	Pagette	North Campus	2nd shift		\$14.48
uuu.	Sympson (after 90 satisfactory work days)	Pagette	North Campus	2nd shift		\$14.98
vvv.	Townsend	Johnathan	East Stroudsburg Elementary	1st shift	\$14.48	\$14.98
www.	Transue	Scott	North Campus	1st shift	\$14.48	\$14.98
xxx.	Tyree	Otis	High School South	3rd shift	\$14.48	\$14.98
yyy.	Van Why	Scott	High School South/Courier	1st shift	\$14.48	\$14.98
zzz.	Vazquez	Robert	East Stroudsburg Elementary	2nd shift	\$14.48	\$14.98
aaaa.	Velez	Arquelio	North Campus/Cafeteria	1st shift	\$16.44	\$16.94
bbbb.	Vezzosi	Salvatore	J. T. Lambert Intermediate	3rd shift	\$14.48	\$14.98
cccc.	Vitale	Thomas	North Campus	3rd shift	\$14.48	\$14.98
dddd.	Wilson	Steven	High School South	3rd shift	\$14.48	\$14.98

Shift Differentials: 2nd shift: additional \$.40/per hour
 3rd shift: additional \$.50/per hour

7. Front Desk Receptionists

	Last Name	First Name	Current Location	Current Hours	2014-15	2015-16
a.	Barrett	Maureen	Resica Elementary	7.5 hours	\$11.80	\$12.30
b.	Beniamino	Robin	Bushkill Elementary	7.75 hours	\$11.80	\$12.30
c.	Clare	Linda	J. M. Hill Elementary	7.0 hours	\$11.80	\$12.30
d.	Furst	Pamela	J. T. Lambert Intermediate	8.0 hours		\$12.69
e.	Furst (after 90 satisfactory work days)	Pamela	J. T. Lambert Intermediate	8.0 hours		\$13.19
f.	Mertz	Susan	High School North	8.0 hours	\$11.80	\$12.30
g.	Miller	Karen	Smithfield Elementary	7.0 hours	\$11.80	\$12.30
h.	Pappas	Elizabeth	High School South	8.0 hours	\$13.73	\$14.23
i.	Ponce de Leon	Yolanda	Lehman Intermediate	7.5 hours	\$11.80	\$12.30

j.	Rose	Tracy	Middle Smithfield Elementary	hours		\$11.80
k.	Rose (after 90 satisfactory work days)	Tracy	Middle Smithfield Elementary	hours		\$12.30
l.	Williams	Vivian	East Stroudsburg Elementary	hours	\$11.80	\$12.30

8. Health Room Nurses

	Last Name	First Name	Location	2014-15	2015-16
a.	Caiazzo	Nancy	High School North		\$16.27
b.	Caiazzo (after 90 satisfactory work days)	Nancy	High School North		\$16.77
c.	Klammer	Evelyn	High School South	\$18.57	\$19.07
d.	Leeds	Dorothelee	Lehman Intermediate	\$16.94	\$17.44
e.	Nicholls	Rhonda	High School South	\$18.57	\$19.07
f.	Parrish	Kathleen	J. T. Lambert Intermediate	\$23.54	\$24.04
g.	Viernstein	Dale	East Stroudsburg Elementary	\$16.27	\$16.77

9. Information Technologists

	Last Name	First Name	Location	Position	2014-15	2015-16
a.	Biddulph	George	Admin Services	Info Technologist III	\$25.22	\$25.72
b.	Calderone	Anthony	ITEC	Info Technologist II	\$21.97	\$22.47
c.	Carbajal	Louis	ITEC	Info Technologist III	\$25.22	\$25.72
d.	Carmeci	Dawn	ITEC	Info Technologist I	\$21.39	\$21.89
e.	Chamberlin	James	Admin Services	Info Technologist III	\$24.40	\$24.90
f.	Cooper	David	ITEC	Info Technologist III	\$24.40	\$24.90
g.	Fitzpatrick	Brad	Admin Services	Info Technologist III	\$28.11	\$28.61
h.	Mabe	Kevin	ITEC	Info Technologist II	\$21.97	\$22.47
i.	MacMahon	Gary	ITEC	Info Technologist III	\$24.40	\$24.90
j.	Malave	Edwin	ITEC	Info Technologist III	\$28.11	\$28.61
k.	Page	Manvel	ITEC	Info Technologist III	\$25.22	\$25.72
l.	Rodriguez	Richard	ITEC	Info Technologist II		\$21.97
m.	Rodriguez (after 90 satisfactory work days)	Richard	ITEC	Info Technologist II		\$22.47
n.	Vitulli, Jr.	William	ITEC	Info Technologist II	\$21.97	\$22.47

10. Maintenance Workers

	Last Name	First Name	Position	Shift	2014-15	2015-16
a.	Hirsch (eff 12/1/15)	Andrew	Maintenance I	2nd shift		\$14.68
b.	Hirsch (after 90 satisfactory work days)	Andrew	Maintenance I	2nd shift		\$15.18
c.	Iannia	Joseph	Maintenance I	2nd shift	\$15.35	\$15.85
d.	Klein	Donald	Maintenance I	2nd shift	\$16.83	\$17.33
e.	Monik	Kevin	Maintenance I	2nd shift	\$14.68	\$15.18
f.	Sourwine	Arthur	Maintenance I	2nd shift	\$15.35	\$15.85
g.	Starkes	Alonzo	Maintenance I	2nd shift	\$16.83	\$17.33
h.	Benson	Craig	Maintenance II	2nd shift	\$16.20	\$16.70
i.	Counterman, Jr.	Boyd	Maintenance II	2nd shift	\$18.71	\$19.21
j.	Hafler	Douglas	Maintenance II	2nd shift	\$18.71	\$19.21

k.	Hirsch	Matthew	Maintenance	II	2nd shift	\$16.20	\$16.70
l.	Lancaster	Kurt	Maintenance	II	2nd shift	\$18.71	\$19.21
m.	Lesoine	Frederick	Maintenance	II	2nd shift	\$16.20	\$16.70
n.	Pearson	Glenn	Maintenance	II	2nd shift	\$16.20	\$16.70
o.	Roberts	Jeffrey	Maintenance	II	2nd shift	\$16.20	\$16.70
p.	Romagno	Robert	Maintenance	II	2nd shift	\$16.20	\$16.70
q.	Romansky	John	Maintenance	II	2nd shift	\$21.02	\$21.52
r.	Young, Jr.	William	Maintenance	II	2nd shift	\$18.71	\$19.21

Shift Differentials: 2nd shift: additional \$.40/per hour
3rd shift: additional \$.50/per hour

11. Mechanics

	Last Name	First Name	Position	2014-15	2015-16
a.	Fleming	Timothy	Mechanic	\$18.84	\$19.34
b.	Hedgelon	William	Mechanic	\$18.84	\$19.34
c.	Stocker	Harold	Mechanic	\$18.08	\$18.58

Shift Differentials: 2nd shift: additional \$.40/per hour
3rd shift: additional \$.50/per hour

12. Paraprofessionals

	Last Name	First Name	Current Location	2014-15	2015-16
a.	Allen	Nichelle	Bushkill Elementary	\$15.72	\$16.22
b.	Ambrose	Joanne	Lehman Intermediate	\$17.22	\$17.72
c.	Andrews	Julie	Lehman Intermediate	\$15.72	\$16.22
d.	Aponte	Betty	Lehman Intermediate	\$18.43	\$18.93
e.	Banks	Anne	Smithfield Elementary	\$17.22	\$17.72
f.	Bastian	Debra	Resica Elementary	\$16.35	\$16.85
g.	Berardi	Ann Marie	Middle Smithfield Elementary	\$17.22	\$17.72
h.	Bergen	Lori	J. M. Hill Elementary		\$15.72
i.	Bergen	Lori (after 90 satisfactory work days)	J. M. Hill Elementary		\$16.22
j.	Bianchi	Elaine	East Stroudsburg Elementary	\$18.43	\$18.93
k.	Bianchi	Mary	Bushkill Elementary	\$15.72	\$16.22
l.	Biddulph	Arlene	Bushkill Elementary	\$18.00	\$18.50
m.	Bigio	Camille	High School North	\$18.43	\$18.93
n.	Billips	Mayla	East Stroudsburg Elementary	\$18.43	\$18.93
o.	Bioh	Magdalene	Middle Smithfield Elementary		\$15.72
p.	Bioh	Magdalene (after 90 satisfactory work days)	Middle Smithfield Elementary		\$16.22
q.	Bishow	Laurel	High School South	\$16.35	\$16.85
r.	Bogart	Jenny	High School South	\$18.00	\$18.50
s.	Botts	William	J. T. Lambert Intermediate	\$16.35	\$16.85
t.	Branigan	Linda	High School North	\$18.43	\$18.93
u.	Cali	Barbara	Resica Elementary	\$18.43	\$18.93
v.	Camaerei	Albert	High School South	\$18.43	\$18.93
w.	Capizzi	Deborah	Smithfield Elementary	\$18.43	\$18.93
x.	Careri	Karen	Lehman Intermediate	\$15.72	\$16.22

y.	Cavanaugh	Theresa	High School North	\$15.72	\$16.22
z.	Cepin	Marisol	High School North	\$18.43	\$18.93
aa.	Chitundu	Holly	Middle Smithfield Elementary		\$15.72
bb.	Chitundu	Holly (after 90 satisfactory work days)	Middle Smithfield Elementary		\$16.22
cc.	Conforti	Susan	Middle Smithfield Elementary		\$15.72
dd.	Conforti	Susan (after 90 satisfactory work days)	Middle Smithfield Elementary		\$16.22
ee.	Connors	Patricia	High School South	\$18.43	\$18.93
ff.	Conti	Ronda	Bushkill Elementary	\$15.72	\$16.22
gg.	Cramer	Anne	Middle Smithfield Elementary		\$15.72
hh.	Cramer	Anne (after 90 satisfactory work days)	Middle Smithfield Elementary		\$16.22
ii.	Dell'Orto	Roberta	J. T. Lambert Intermediate	\$18.43	\$18.93
jj.	Deuerlein	Alice	High School South	\$18.43	\$18.93
kk.	Dicola	Michelle	J. T. Lambert Intermediate	\$15.72	\$16.22
ll.	Donald	Dawn	Lehman Intermediate	\$15.72	\$16.22
mm.	Donegan	Siobhan	Lehman Intermediate	\$15.72	\$16.22
nn.	Douglas	Patricia	Middle Smithfield Elementary	\$18.00	\$18.50
oo.	Eilber	Ruthann	High School South	\$17.22	\$17.72
pp.	Fazekas	Autumn	J. M. Hill Elementary	\$15.72	\$16.22
qq.	Fetherman	Jane	High School South	\$16.35	\$16.85
rr.	Finver	Maryellen	Bushkill Elementary	\$18.43	\$18.93
ss.	Flaherty	Stephanie	Resica Elementary	\$16.35	\$16.85
tt.	Fonash	Charlene	East Stroudsburg Elementary	\$15.72	\$16.22
uu.	Gabriel	Sheila	East Stroudsburg Elementary	\$15.72	\$16.22
vv.	Gagnon	Diane	Middle Smithfield Elementary		\$15.72
ww.	Gagnon	Diane (after 90 satisfactory work days)	Middle Smithfield Elementary		\$16.22
xx.	Gregory	Clare	Lehman Intermediate		\$15.72
yy.	Gregory	Clare (after 90 satisfactory work days)	Lehman Intermediate		\$16.22
zz.	Hackett	Carol	Middle Smithfield Elementary		\$15.72
aaa.	Hackett	Carol (after 90 satisfactory work days)	Middle Smithfield Elementary		\$16.22
bbb.	Hall	Rebecca	Lehman Intermediate	\$15.72	\$16.22
ccc.	Hennings	Gina	J. M. Hill Elementary	\$17.22	\$17.72
ddd.	Hernandez	Belinda	J. T. Lambert Intermediate	\$17.22	\$17.72
eee.	Illingworth	Sharon	J. T. Lambert Intermediate	\$18.43	\$18.93
fff.	Israel	Alicia	J. T. Lambert Intermediate	\$16.35	\$16.85
ggg.	Jablonski	Alison	Bushkill Elementary	\$18.43	\$18.93
hhh.	Jagger	Darlene	J. T. Lambert Intermediate	\$18.43	\$18.93
iii.	Johnson	Joann	Middle Smithfield Elementary	\$18.43	\$18.93
jjj.	Karas	Jillian	Middle Smithfield Elementary		\$15.72
kkk.	Karas	Jillian (after 90 satisfactory work days)	Middle Smithfield Elementary		\$16.22
lll.	Keesser	Bridget	East Stroudsburg Elementary	\$15.72	\$16.22
mmm.	Keller	Mary	Lehman Intermediate		\$15.72

nnn.	Keller	Mary (after 90 satisfactory work days)	Lehman Intermediate		\$16.22
ooo.	Kizer	Ann Marie	Middle Smithfield Elementary	\$18.43	\$18.93
ppp.	Konitsky	Carol	J. T. Lambert Intermediate	\$18.43	\$18.93
qqq.	Korculanic	Ginger	High School South	\$16.35	\$16.85
rrr.	Kubrak	Rita	J. T. Lambert Intermediate	\$18.43	\$18.93
sss.	Kuse	Rebecca	Middle Smithfield Elementary		\$15.72
ttt.	Kuse	Rebecca (after 90 satisfactory work days)	Middle Smithfield Elementary		\$16.22
uuu.	Leone	Pauline	Lehman Intermediate	\$15.72	\$16.22
vvv.	Lipe	Diane	J. T. Lambert Intermediate	\$18.43	\$18.93
www.	Martone	Larysa	Resica Elementary		\$15.72
xxx.	Martone	Larysa (after 90 satisfactory work days)	Resica Elementary		\$16.22
yyy.	Masi	Carol	J. M. Hill Elementary	\$18.43	\$18.93
zzz.	Matthews	Ann	Middle Smithfield Elementary	\$15.72	\$16.22
aaaa.	Mauro	Samantha	East Stroudsburg Elementary		\$15.72
bbbb.	Mauro	Samantha (after 90 satisfactory work days)	East Stroudsburg Elementary		\$16.22
cccc.	McCue	Catherine	J. T. Lambert Intermediate	\$15.72	\$16.22
dddd.	McKeithan	Nelson	High School North		\$15.72
eeee.	McKeithan	Nelson (after 90 satisfactory work days)	High School North		\$16.22
ffff.	McMahon	Beverly	High School South	\$16.35	\$16.85
gggg.	Melvin	Carmen	Lehman Intermediate	\$16.35	\$16.85
hhhh.	Mignosi	Lisa	Resica Elementary	\$17.22	\$17.72
iiii.	Morales	Venus	Lehman Intermediate	\$15.72	\$16.22
jjjj.	Morris	Gary	High School North	\$15.72	\$16.22
kkkk.	Noia	Donna	Bushkill Elementary	\$18.43	\$18.93
llll.	O'Brien	Patricia	J. T. Lambert Intermediate	\$18.43	\$18.93
mmmm.	Pacheco	Amy	Bushkill Elementary	\$15.72	\$16.22
nnnn.	Parkes	Jo	Middle Smithfield Elementary	\$15.72	\$16.22
oooo.	Pearson	Eileen	Lehman Intermediate	\$18.43	\$18.93
pppp.	Peters	Karen	High School South	\$17.22	\$17.72
qqqq.	Peters	Nancy	High School South	\$17.22	\$17.72
rrrr.	Poloway	Mary	J. M. Hill Elementary	\$16.35	\$16.85
ssss.	Prendergast	Frances	Lehman Intermediate	\$17.22	\$17.72
tttt.	Rambone	Kelly	High School North	\$18.43	\$18.93
uuuu.	Reveron	Evelyn	J. M. Hill Elementary	\$15.72	\$16.22
vvvv.	Rosenberger	Janice	Resica Elementary	\$18.43	\$18.93
wwww.	Rourke	Jennifer	Resica Elementary	\$18.43	\$18.93
xxxx.	Sanita	Sharon	Smithfield Elementary	\$15.72	\$16.22
yyyy.	Schumann	Linda	J. T. Lambert Intermediate	\$18.43	\$18.93
zzzz.	Sherman	Diane	High School North	\$18.43	\$18.93
aaaaa.	Shukaitis	Sandra	East Stroudsburg Elementary	\$16.35	\$16.85
bbbbb.	Simonds	Kevin	Bushkill Elementary		\$15.72

cccc.	Simonds	Kevin (after 90 satisfactory work days)	Bushkill Elementary		\$16.22
dddd.	Slama	Susan	Resica Elementary	\$15.72	\$16.22
eeee.	Smith	Donna	High School South	\$17.22	\$17.72
ffff.	Snapp	Donna	High School South	\$17.22	\$17.72
gggg.	Snyder	Kelly	Bushkill Elementary		\$15.72
hhhh.	Snyder	Kelly (after 90 satisfactory work days)	Bushkill Elementary		\$16.22
iiii.	States-Delcane	Denise	Smithfield Elementary	\$16.35	\$16.85
jjjj.	Summerville	Launie	Bushkill Elementary		\$15.72
kkkk.	Summerville	Launie (after 90 satisfactory work days)	Bushkill Elementary		\$16.22
llll.	Sutton	Deanna	Smithfield Elementary	\$17.22	\$17.72
mmmm.	Tassinari	Lori	Resica Elementary	\$15.72	\$16.22
nnnn.	Thompson	Teresa	Middle Smithfield Elementary	\$15.72	\$16.22
oooo.	Tritto	Joann	East Stroudsburg Elementary	\$15.72	\$16.22
pppp.	Umphrey	Lisa	J. T. Lambert Intermediate	\$18.43	\$18.93
qqqq.	Vigorito	Brenda	High School North	\$15.72	\$16.22
rrrr.	Weber	Sarah	East Stroudsburg Elementary	\$16.35	\$16.85
ssss.	Weinstein	Lenard	High School South	\$16.35	\$16.85
tttt.	Wetklow	Nancy	Smithfield Elementary	\$15.72	\$16.22
uuuu.	Winkler	Mary	East Stroudsburg Elementary	\$15.72	\$16.22
vvvv.	Zepeda	Carmen	J. T. Lambert Intermediate	\$18.43	\$18.93

13. Secretaries

	Last Name	First Name	Current Location	2014-15	2015-16
a.	Antoni	Barbara	Lehman Intermediate	\$15.59	\$16.09
b.	Arawjo	Karen	Middle Smithfield Elementary	\$13.56	\$14.06
c.	Baldwin	Cynthia	Special Ed	\$13.56	\$14.06
d.	Balmoos	Linda	Resica Elementary	\$21.99	\$22.49
e.	Barnes	Joyce	High School South	\$15.59	\$16.09
f.	Bartlett	Carol	J. T. Lambert Intermediate	\$13.56	\$14.06
g.	Behme	Beth Ann	Lehman Intermediate	\$14.62	\$15.12
h.	Borer	Robin	Special Ed	\$15.59	\$16.09
i.	Brown	Deborah	Admin/Athletics	\$15.59	\$16.09
j.	Chamberlin	Annemarie	Special Ed	\$14.62	\$15.12
k.	Crowl	Maureen	Admin/Curriculum	\$15.59	\$16.09
l.	De Jesus	Jonathan	Special Ed/Access	\$13.56	\$14.06
m.	Determan	Martha	Administration	\$15.59	\$16.09
n.	Dolinish	Kris	J. T. Lambert Intermediate	\$21.99	\$22.49
o.	Dunleavy	Susan	High School North	\$13.56	\$14.06
p.	Ecenbarger	Debra	High School South	\$13.56	\$14.06
q.	Heitz	Maria	Smithfield Elementary	\$13.56	\$14.06
r.	Johnson	Gail	High School North	\$15.59	\$16.09
s.	Kirk	Joyce	Middle Smithfield Elementary	\$15.59	\$16.09

t.	Kirschner	Karen	High School South	\$14.62	\$15.12
u.	Kolcun	Elizabeth	Admin/Athletics	\$15.59	\$16.09
v.	LaFemina-Adams	Annmarie	High School North		\$13.56
w.	LaFemina-Adams (after 90 satisfactory work days)	Annmarie	High School North		\$14.06
x.	Lohmann	Jessie	J. M. Hill Elementary	\$13.56	\$13.56
y.	Males	Linda	High School South	\$16.77	\$17.27
z.	Massaro	Ellen	High School North	\$14.62	\$15.12
aa.	McGrath	Francine	High School North	\$13.56	\$14.06
bb.	McKeown	Janice	Admin/Curriculum	\$18.80	\$19.30
cc.	Menditto	Marguerite	High School North	\$14.62	\$15.12
dd.	Michaels	Kristine	Transportation	\$20.46	\$20.96
ee.	Nevin	Angela	Transportation	\$13.56	\$14.06
ff.	Newberry	Jessica	Smithfield Elementary	\$14.62	\$15.12
gg.	Oney	Kelli	Admin/Facilities	\$13.56	\$14.06
hh.	Osmanski	Tammy	High School South	\$15.59	\$16.09
ii.	Piccoli	Barbara	J. T. Lambert Intermediate	\$13.56	\$14.06
jj.	Rivadeneira	Gloria	High School South	\$13.56	\$14.06
kk.	Romansky	Patricia	East Stroudsburg Elementary	\$13.56	\$14.06
ll.	Rosado	Lorena	Lehman Intermediate	\$13.56	\$14.06
mm.	Salmon	Lynn	High School South	\$15.29	\$15.79
nn.	Schaal	Denise	Bushkill Elementary	\$13.56	\$14.06
oo.	Schnaitman	Dana	Bushkill Elementary	\$13.56	\$14.06
pp.	Sheats	Michele	East Stroudsburg Elementary	\$13.56	\$14.06
qq.	Skidmore	Rose	Admin/Admin Services	\$13.56	\$14.06
rr.	Snyder	Amy	Pupil Services	\$16.77	\$17.27
ss.	Sourwine	Judy	Transportation	\$15.59	\$16.09
tt.	Varner	Lisa	J. T. Lambert Intermediate	\$15.59	\$16.09
uu.	Vazquez	Daisy	East Stroudsburg Elementary	\$13.56	\$14.06
vv.	Walck	Martha	J. M. Hill Elementary	\$15.59	\$16.09
ww.	Walsh	Tammy	Resica Elementary	\$13.56	\$14.06
xx.	Wright	Patricia	High School North	\$15.59	\$16.09

14. Student Aides

	Last Name	First Name	Current Location	Current Hours	2014-15	2015-16
a.	Aguiles	Amalia	High School North	7.25 hours	\$12.46	\$12.96
b.	Bianco	Ellen	Middle Smithfield Elementary	6.5 hours	\$12.46	\$12.96
c.	Botke	Beth	Middle Smithfield Elementary	6.5 hours	\$12.46	\$12.96
d.	Burke	Michelle	Bushkill Elementary	6.5 hours	\$12.46	\$12.96
e.	Butz	Connie	Resica Elementary	6.5 hours	\$12.46	\$12.96
f.	Calascibetta	Joan	Lehman Intermediate	6.75hours	\$12.46	\$12.96
g.	Cali	Charlotte	Lehman Intermediate	6.75 hours	\$12.46	\$12.96
h.	Carey	Ronnise	Middle Smithfield Elementary	6.5 hours	\$12.46	\$12.96
i.	Ciucci	Margaret	Bushkill Elementary	6.5 hours	\$12.46	\$12.96

j.	Clarke	Lisa	Middle Smithfield Elementary	6.5 hours		\$12.46
k.	Clarke (after 90 satisfactory work days)	Lisa	Middle Smithfield Elementary	6.5 hours		\$12.96
l.	Conway	Karen	Resica Elementary	6.75 hours	\$12.46	\$12.96
m.	Cramer	Leslie Ann	Lehman Intermediate	6.75 hours	\$13.12	\$13.62
n.	Croom	Jamie	Bushkill Elementary	6.5 hours		\$12.46
o.	Croom (after 90 satisfactory work days)	Jamie	Bushkill Elementary	6.5 hours		\$12.96
p.	Cruz	Lisa	High School North	7.0 hours	\$12.46	\$12.96
q.	Dalia	Teresa	High School North	7.0 hours	\$13.12	\$13.62
r.	Degraffenreid	Jacqueline	High School North	7.25 hours	\$12.46	\$12.96
s.	DiSanto	Patricia	Bushkill Elementary	6.5 hours	\$12.46	\$12.96
t.	Duval	Elvira	High School North	7.25 hours	\$13.12	\$13.62
u.	Eilers	Deborah	High School South	7.0 hours	\$12.46	\$12.96
v.	Finn	Kelly	East Stroudsburg Elementary	7.0 hours	\$12.46	\$12.96
w.	Fish	Joy	J. T. Lambert Intermediate	7.0 hours	\$13.12	\$13.62
x.	Frevele	Samantha	J. T. Lambert Intermediate	7.0 hours	\$12.46	\$12.96
y.	Giove	Miriam	Middle Smithfield Elementary	6.5 hours	\$12.46	\$12.96
z.	Glinska	Izabella	High School South	7.0 hours	\$12.46	\$12.96
aa.	Glynn	Gerardine	Bushkill Elementary	6.5 hours	\$12.46	\$12.96
bb.	Graziano	Amy	Middle Smithfield Elementary	6.5 hours		\$12.46
cc.	Graziano (after 90 satisfactory work days)	Amy	Middle Smithfield Elementary	6.5 hours		\$12.96
dd.	Hanson	Jennifer	Middle Smithfield Elementary	6.5 hours	\$12.46	\$12.96
ee.	Harris	Marianne	High School South	7.0 hours	\$13.12	\$13.62
ff.	Henry	Judy	Resica Elementary	6.5 hours	\$13.12	\$13.62
gg.	Hightman	Robin	High School South	7.0 hours		\$12.46
hh.	Hightman (after 90 satisfactory work days)	Robin	High School South	7.0 hours		\$12.96
ii.	Hinds	Yira	Smithfield Elementary	6.75 hours	\$12.46	\$12.96
jj.	Hutchinson	Diana	Middle Smithfield Elementary	6.5 hours	\$12.46	\$12.96
kk.	Hutzel	Deborah	High School North	7.0 hours	\$12.46	\$12.96
ll.	Imbert	Lisa	J. M. Hill Elementary	6.5 hours	\$13.12	\$13.62
mm.	Jackson	Jacquelyn	Middle Smithfield Elementary	6.5 hours	\$12.46	\$12.96
nn.	Johnson	Beverly	High School North	7.0 hours	\$12.46	\$12.96
oo.	Johnson	Mark	Lehman Intermediate	6.75 hours		\$12.46
pp.	Johnson (after 90 satisfactory work days)	Mark	Lehman Intermediate	6.75 hours		\$12.96
qq.	Justiniano	Edward	High School South	7.0 hours	\$12.46	\$12.96
rr.	Lang	Marta	Bushkill Elementary	6.5 hours	\$12.46	\$12.96
ss.	Locke	Gina	Smithfield Elementary	6.75 hours	\$12.46	\$12.96
tt.	Lopez	Judith	Bushkill Elementary	6.5 hours	\$12.46	\$12.96
uu.	Lopez	Myrna	High School North	7.0 hours		\$12.46
vv.	Lopez (after 90 satisfactory work days)	Myrna	High School North	7.0 hours		\$12.96
ww.	Mabe	Tiffany	Bushkill Elementary	6.75 hours		\$12.46
xx.	Mabe (after 90 satisfactory work days)	Tiffany	Bushkill Elementary	6.75 hours		\$12.96

yy.	McDermott	Amy	High School South	7.0 hours	\$12.46	\$12.96
zz.	Meduri	Nancy	High School North	7.75 hours	\$12.46	\$12.96
aaa.	Mohamed	Bibi	High School South	7.0 hours	\$12.46	\$12.96
bbb.	Orenstein	Carol	J. T. Lambert Intermediate	7.0 hours	\$14.94	\$15.44
ccc.	Ortiz	Gladys	High School North	7.25 hours	\$13.61	\$14.11
ddd.	Palmer	Michelle	High School South	7.0 hours	\$12.46	\$12.96
eee.	Parmer	Mary	High School North	7.25 hours		\$12.46
fff.	Parmer (after 90 satisfactory work days)	Mary	High School North	7.25 hours		\$12.96
ggg.	Pavlovsky	Anna	Middle Smithfield Elementary	6.5 hours	\$12.46	\$12.96
hhh.	Perez	Wanda	High School South	7.0 hours	\$13.12	\$13.62
iii.	Perlaza	Teresita	Middle Smithfield Elementary	6.5 hours		\$12.46
jjj.	Perlaza (after 90 satisfactory work days)	Teresita	Middle Smithfield Elementary	6.5 hours		\$12.96
kkk.	Perry	Raymond	High School North	7.75 hours	\$13.12	\$13.62
lll.	Pettinato	Bernice	High School South	7.0 hours	\$12.46	\$12.96
mmm.	Robilotta	Richard	East Stroudsburg Elementary	6.75 hours	\$12.46	\$12.96
nnn.	Root	Maria	J. M. Hill Elementary	6.25 hours		\$12.46
ooo.	Root (after 90 satisfactory work days)	Maria	J. M. Hill Elementary	6.25 hours		\$12.96
ppp.	Rue	Viola	East Stroudsburg Elementary	6.75 hours	\$14.48	\$14.98
qqq.	Salerno	Martene	High School North	7.0 hours		\$12.46
rrr.	Salerno (after 90 satisfactory work days)	Martene	High School North	7.0 hours		\$12.96
sss.	Shortino	Debra	High School South	7.0 hours	\$14.48	\$14.98
ttt.	Stitch	Melody	J. T. Lambert Intermediate	7.0 hours	\$12.46	\$12.96
uuu.	Todd	Carlin	High School South	7.0 hours		\$12.46
vvv.	Todd (after 90 satisfactory work days)	Carlin	High School South	7.0 hours		\$12.96
www.	Tonkin	Lisa	High School South	7.0 hours	\$14.94	\$15.44
xxx.	Totero	Stacy	High School South	7.0 hours	\$14.94	\$15.44
yyy.	Watts	Carlotta	High School North	7.25 hours		\$12.46
zzz.	Watts (after 90 satisfactory work days)	Carlotta	High School North	7.25 hours		\$12.96
aaaa.	Weiss	Donna	Middle Smithfield Elementary	6.5 hours	\$12.46	\$12.96
bbbb.	Wesselius	Kathleen	J. T. Lambert Intermediate	7.0 hours	\$12.46	\$12.96
cccc.	Wilson	Robin	J. M. Hill Elementary	6.5 hours	\$12.46	\$12.96

H. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the appointments in accordance with the terms of the District's existing collective bargaining agreements as amended and supplemented. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

2. Appointments for the 2015-2016 School Year

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
hh.	Bennett	Stephen	Boys' Basketball Junior Varsity Coach	High School North	\$4,102.84	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
ii.	Murphy	Kenneth	Boys' Track & Field Head Coach	J. T. Lambert Intermediate	\$2,117.73	(plus \$250.00 longevity stipend)

XIII. STUDENT ITEMS

B. Field Trips – 75 Miles or More

ACTION BY THE BOARD:
 Motion was made by Robert Huffman to approve the 75 miles or more field trip listed. The proposal and itinerary for the field trip meet the required Board Policy #121. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

	Name	Activity	Location	Dates
3.	LaBar, Keith (#6414)	H.S. North Choir students to Temple Man Choir Festival	Philadelphia, PA	1/23/16

(See page 74)

XXII. FISCAL ITEMS

O. Use of Facilities

5.

ACTION BY THE BOARD:
 Motion was made by Judy Summers to approve the request for use of facilities as listed for Class 1 school-related activities (no facility fees will be incurred as per Policy #707). Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

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

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
Lehman	JR Timberwolves	Team Match	1/23/16 (Saturday)	No	No

(See page 75)

S. Engineering Services – Lehman Intermediate and High School North Parking Lots and Access Drives

ACTION BY THE BOARD:
 Motion was made by Ronald Bradley to accept the December 21, 2015 proposal as received from D’Huy Engineering, Inc. for the performance of engineering services for installation of improvements at the loop driveway in front of the main entrance to Lehman Intermediate School and East Stroudsburg Area High School North at a base fee of \$20,240.00. Motion was seconded by Robert Gress and carried unanimously, 9-0.

(See pages 76-80)

T. Engineering Services –High School South Exterior Library Window Replacement

ACTION BY THE BOARD:

Motion was made by Robert Gress to accept the December 21, 2015 proposal as received from D’Huy Engineering, Inc. for the performance of engineering services for installation of replacement exterior window systems and adjacent gypsum wallboard at the High School South library at a base fee of \$15,510.00. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 81-84)

XXII. ANNOUNCEMENTS/INFORMATION

None

XXIII. ADJOURNMENT 9:21 P.M.

Respectfully submitted,

Patricia L. Rosado,
Board Secretary