

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – February 22, 2016
Carl T. Secor Administration Center – Board Room
7:00 p.m.**

Minutes

- I. **President**, Gary Summers called the meeting to order at 7:01 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, Debbie Kulick, Wayne Rohner, Gary Summers, Judy Summers and Lisa VanWhy. Robert Huffman was absent.

Student School Board Representatives: Kenny Casals. Nadia Hussein was absent.

- II. **School personnel present:** Michelle Arnold, Jeff Bader, David Baker, Ben Brenneman, Anthony Calderone, Michael Catrillo, Robert Dilliplane, Larry R. Dymond, Eric Forsyth, Donald Halker, Lynda Hopkins, Scott Ihle, Sharon Laverdure, Phil Lazowski, Irene Livingston, Tom McIntyre, Fred P. Mill, Deb Padavano, John Rosado, Patricia Rosado, Paul Schmid, Jennifer Spece, Kim Stevens, Rick Stine, Bob Sutjak, Katherine Tchoursine, Nadia Worobij and Steve Zall. Christopher Brown, Solicitor.
- III. **Community members present:** Felicia Alphonso, Bill Bergen, Luis Bermudez, Ariane Boli, Michael Carmella, Ed Christian, Dawn Cullum, Don Doll, Hala Elkanan, Hamed Elkanan, Tama Gordon, Reuben Graham, Sharon Hendershot, Jessica Hilliard, Jamil Huny, Grace Kennedy, Sharon Maly-Cramer, Christopher Ott, Michal Peterson, Maritza Rios, Ed Shanluy, Jo-Anna Tellefsen, Mike Terwilliger, Kate Trosonova and Gary Walk.

Other: Rep. David Parker
Charlene Brennan & Hans E. Baltzersen – Colonial IU 20
Diane Serfass & Carolyn Shelgelski – Monroe Career & Technical Institute
Lynn Ondrusek – Pocono Record

IV. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the minutes for the meeting of January 25, 2016, (pages 1- 22). Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

V. **APPROVAL OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve this agenda for February 22, 2016, (pages 1-18), as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

- VI. **ANNOUNCEMENT OF EXECUTIVE SESSION** -- Executive Sessions were held on 2/9/16, 2/10/16 and 2/11/16 for the purpose of interviewing candidates for the Superintendent of the East Stroudsburg Area School District. An executive session was held at 6:00 p.m. this evening for the purpose of discussing personnel and litigation.

VII. ANNOUNCEMENTS BY THE BOARD

- A. Mr. Cooke said that the Board members received a packet of unsigned anonymous letters regarding a candidate for a district position. He was not able to identify if they were authentic and who they came from; therefore, like all anonymous items the Board receives, he threw them away.

VIII. SUPERINTENDENT'S REPORT

- A. Mr. Gary Summers said that at the Monroe Career & Technical Institute (MCTI) JOC Meeting they received a presentation on the MCTI joint operating budget. The JOC members authorized the MCTI Administration to proceed and present the budget to the four districts in our County. The MCTI Administrators are here tonight to present the budget.
- B. Ms. Debbie Kulick said that at the January 27th Colonial IU 20 (IU 20) meeting they discussed several personnel issues which were resolved. There is a double digit increase in students with emotional and autistic support needs. The students with these needs seems to be getting younger and younger in age. They also discussed the Healthcare Consortium and their IU 20 budget. The IU 20 Administrators are here tonight to make a presentation.
- C. Mr. Wayne Rohner said that the Property/Facilities Committee met on February 4th and he would like to report on eleven items:
 - 1. There was an update on the Middle Smithfield Elementary roof repairs. The school still has three small sections that need attention.
 - 2. Bushkill Elementary and Resica Elementary Schools' roof need to be repaired. The Committee is seeking proposals.
 - 3. The temporary fix on the High School North/Lehman Intermediate roof was completed by the contractor, UTI, at a final cost of \$5,502. The proposal that was approved by the Board was for an amount not to exceed \$7,000.
 - 4. Currently two proposals were received by the district for a district-wide indoor air quality testing. They are waiting for a third proposal.
 - 5. The Committee is seeking bleacher inspection proposals because inspections are mandated every two years. They revised the scope of work and sent them out.
 - 6. The H.S. South elevator #4 has sub-surface ground water issues. The district requested an extension of time with Labor and Industry in order to perform the necessary work. D'Huy Engineering and Vance Engineering are investigating the ground water intrusion and they need one to two months in order to submit results.
 - 7. The district is looking to install a gate in the fence at the J. T. Lambert bus depot for snow removal.
 - 8. The High School North gym floor has a humidification issue due to lack of moisture and it is shrinking the hardwood floor. Miller flooring, D'Huy Engineering, and Trane are looking into this problem. The district received a proposal from Trane in an amount over \$100,000. The High School South old gym needs repairs and they are evaluating all gym floors throughout the district.
 - 9. The boiler at High School North has a crack, which is being repaired. Labor & Industry will inspect once the work is completed.
 - 10. OSHA indicated on their inspection report that there are issues in the water towers. They will go out for bids to take care of the issues.
 - 11. They will seek to do fire alarm panel upgrades for J. T. Lambert and Bushkill Elementary, which is part of the five-year plan.
- D. Mr. Gary Summers said that the Finance Committee met on February 8th and discussed many items that are on the agenda tonight such as payments of bills, etc. We are looking at the 2016/17 budget and asked Mr. Bader to continue to look at the non-operating expenditures from the IU 20. So far the district paid \$840,000 for psychiatric services and the committee needs to get a better understanding on this issue. They also discussed the funding of the libraries. Using the formula that the Librarians gave, it would require an expenditure of \$211,000 but in 2014/15 they spent \$163,000. The district is not sure if their request is to replace books. The Committee is trying to get a better understanding of what they are requesting. They need more details to see if they are requesting books, online material, etc. This item will be further reviewed in order to grant the libraries adequate funding in 2016/17.

- E. Mrs. Judy Summers said that the Policy Review Committee met at 4:00 p.m. this evening and have recommended that Administration post the following policies for public review during the month of February and subsequent Board action on March 21, 2016.
1. Policy #004 – Membership
 2. Policy #011 – Principles for Governance & Leadership
 3. Policy #101 – Mission Statement, Vision Statement, Shared Values
 4. Policy #317, #417 & #517 – Conduct/Disciplinary Procedures (for Administrative, Professional and Support Employees)
 5. Policy #529 – Substitute Compensation
- F. Mrs. Laverdure said that Nadia Hussein, H.S. South Student Board Representative, could not make the meeting tonight due to having to attend a Mock Trial Competition. She wished Nadia well.

Mr. Kenny Casals H.S. North Student Board Representative said on Friday, 2/19/16, they held a successful blood drive. Jed Canezal, Antoinette Marchesani and Daniel Caban attended the 2016 District X Jazz Band festival held on February 20th. Trent Griffin auditioned and won a seat at the PMEA Northeast Regional Orchestra Festival and will compete later this week. The Girls' Varsity Basketball team qualified for the District XI tournament this past weekend, which sets the bar for future years. The North High School Polar Plunge Team dove into the Easton River and raised over \$1,000 for Special Olympics. The TSA Club placed in five categories out of eight categories. Joseph Schuon and Jess Geiger won first in Robotics. Nick Yandolino, Olivia Yandolino and David Cano won 2nd in Architectural drawing. They will be going on to the States competition on April 13th. This past Thursday, guidance held an 8th grade event for the upcoming freshman to help students select their courses. Over 100 parents and students were in attendance. Last Friday, Arthur Piancone from Bridges out of Poverty met with student representatives to personally thank them for the funds they raised during a Casual for a Cause day they held for the Pocono Alliance Bridges out of Poverty. Mrs. Laverdure said that although she said it last month she would like to thank the students because they do so much for the community. Many individuals would not have what they have if it were not for the help of our students.

- G. Dr. Charlene Brennan, Executive Director and Mr. Hans Baltzersen, Assistant to the Executive Director of Colonial IU 20 were present at the meeting to discuss the 2016/17 General Operating Budget. Dr. Brennan thanked Debbie Kulick for serving on the IU 20 Board. She extended an invitation for the Board members to come and visit anytime to view any of their programs or meetings. She said the IU is an Educational Service Agency. The IU 20's mission is to strengthen and supplement local school district programs and services, to provide leadership without dominance and to provide assistance without interference. The IUs were formed by a Legislative Act No. 102. The IU 20 has 13 school districts. It is a large organization and they are ranked 8th by number of students in our area. They are ranked 7th by number of employees. It may be higher now since their programs have been growing. The IU is part of the PAIU (Pennsylvania Association of Intermediate Units). They have an Executive Director who works in Harrisburg. Their mission consists of three R's; Relationships, Responsive and Results. Their vision consists of two V's and two I's; vibrant, vital, influential and innovative child-centered organization. Their motto is "Dedicated to your children and the people who serve them". The IU 20 has seven mandated service areas but can also offer others. Over 10,000 students receive direct service per year. East Stroudsburg has 1,500 in the IU 20. They can only charge for the number of students in the program and time they are in the program. They keep all budgets separate. They have a Governance and IU Board of Directors and their information can be found on their public website. They also have an advisory group which consists of Superintendents, Human Resources Exchange, Business Managers, etc. Their special programs include autistic support, emotional support, life skills, etc. Some students need multiple services and get them at the IU 20 and home schools. The IU's general operating budget is one of 35 or more budgets in the Intermediate unit. Dr. Brennan explained the budget process overview. It is a 3.3 million dollar budget out of the two hundred million dollars. The East Stroudsburg Area School District's share has a 0% increase from last year. The budget goes to the IU20 Board and then school districts for approval. This budget funds four departments, Educational Support Services, Human Resources, Curriculum and Instructional Technology (Material Services). The IU is recommending a budget of \$3,317,180, which is an overall budget increase of 2.9%. The increase to school district's withholding amount is 0% and this is the only mandatory payment to the IU. Of the overall increase, 45.4% is due to the PSERS increase. 50% of the needed monies for PSERS will come from the budget and the other 50% will come from the PSERS reserve account. Salary increases have been budgeted at 2.4% for administrators and 2.1% for support staff. Healthcare increase is budgeted at 2.8%. Total revenue is \$3,317,180 and the expenditures are \$3,317,180. The total amount shared by all school districts is \$532,931. Using the State formula the ESASD's share is \$46,137.58, which is the same as this school year. The presentation included the budget by object code with some negative and positive numbers. There is no increase to the mandated payment. This is a very small budget and all

other budgets are developed and approved by the IU Board of Directors and they have a 2.9% increase for the 2016/17 school year. Dr. Brennan said she heard some discussion and questions about their psychological services; therefore, if anyone would like to discuss this issues she would be more than happy to review these services with them. She looked at the district's services and numbers in 2013/14 and the average cost per student is actually down \$280. The current increase is due to servicing more students. The largest increase is in autistic support by 8% from 2013/14 to 2014/15. Emotional support had an increase of 48% increase and adaptive physical education increased by 23%. She has the data she can share and review with the Finance Committee members. The overall consensus is that the average cost per student is down but the district has many more students in the program.

Mr. Bradley said that the figures include top five salaries and office staff at 1.3 million dollars and this does not include increases in retirements and healthcare. Roughly 1/3 of the budget is going toward these salaries. Is there anything that the IU needs from the district or is something not being handled. Dr. Brennan said this budget does not have teachers or aides. Even though it is weighing heavily, over the years, we have been more effective. Mr. Bradley asked if the IU has cut any programs due to budget limitations. Dr. Brennan said they have not cut programs but cut back on staff. They are trying to be conscious on what districts are going through. Through the recession, we tried to maximize class size although they are limited by the State. It's fiscally responsible to put a general aide in a classroom in order to split the cost. She said the IU manages our dollars well and have good Administrators who are keeping balance and classrooms safe. Some have taken 0% salary increase. The IU is providing good services at a reasonable cost. Mr. Bradley asked if she feels the services have diminished. Dr. Brennan said she does not. It has improved. She informed the Board members that if anyone else has any question on this budget or any other budget, they can give her a call.

- H. Dr. Carolyn Shegelski, Interim Director and Ms. Diane Serfass, Business Manager brought the Monroe Career & Technical Institute (MCTI) 2016/17 Budget presentation. Dr. Shelgelski thanked the Board members for their support and for being part of the JOC meetings. She also thanked them on behalf of the students who attend MCTI. Ms. Serfass said she will explain the highlights of the budget that the Board members received previously. She said that MCTI has an average of 910 students and a total of 86 employees. They have 502 adult continuing education students and 40 part-time teachers in the ACE program. 89% of the budget comes from the sending districts. This amount is calculated on a four-year rolling average of the Average Daily Membership (ADM) of each school district. As part of the capital budget, their final bond payment will be in 2016/17 for the districts. The remaining 11% comes from interest earned, retirement reserves, production shops and PDE social security and retirement reimbursements. The anticipated revenue for 2016-17 budget is 9.3 million dollars which is a 1.23% increase. The amount of increase to the four Monroe County School Districts is totaled at \$25,369.00. We are using \$105,000 from retirement reserve and the remainder of the increase comes from the State portion of retirement and social security. A few years ago, all Business Managers came up with a formula on how to calculate a four year rolling average. They used three years of actual subsidy reports that is provided from PDE about each of the sending districts. That is the information on the chart. Since there is no budget, no recent report has been received. She hopes to finalize numbers before they have a final budget in June. The fourth piece of this average is the actual PIMS report that includes actual number of students from each district. Those average percentages are then divided by the four sending districts to come up with a total to match the 8.1 million dollar allocation that is needed by the districts. This is then divided by 12 monthly payments. Because MCTI is not a taxing school, their money comes from the sending districts. MCTI also built into this budget a \$220,000 budgetary reserve, which is only used if necessary. Another section is the bond payments which is broken down by the students from last year to fill enrollment for next year for each school district. The expenditures include the removal of the Administrative Assistant Program, reclassification of the health professions licensed IA into a multi-functional position as an IA, clinical aide & sub for health officer and health teachers. The expenditures also include PSERS rate of 30.03% of salaries, 0% increase in Healthcare rates and a budgetary reserve of \$220,000. Total increase in expenditures is \$113,334 which 1.23%. The bulk of this expense is for guidance services but it decreases in the vocational area due to elimination of one program. The history of PSERS & Healthcare shows an increase of \$200,070 in PSERS this year and 0% increase for Healthcare. The Adult Education budget is self-sustaining and separate from allocations. The last page has our actual allocation which has a 1.01% increase in the amount of \$18,237 and total increase of \$18,467.00. MCTI also gets vocational educational subsidy which is not included in the budget but it goes back to the sending schools. Last year MCTI got a refund of \$181,626 from the Vocational Ed subsidy. Right now with no budget, there is no solid number for this refund this year.

Mr. Summers had a question about one of the line items on page 11 - Regular Education in the total amount of \$477,916. Is this item for the 9th Grade Curriculum Program? Ms. Serfass said he is correct. Mr. Summers said this program has been discussed several times on whether or not it should continue to be provided at MCTI. The JOC has decided that it should continue to be provided for now. He would like the budget for next year to include some measurement or matrix to let the Board know if this program is moving in the right direction or if it needs to be fixed

in order to determine if this program is doing what it is supposed to be doing and if it needs to be continued. Ms. Serfass said she can include this information in next year's report.

- I. Mr. Stephen Zall, High School North Principal, presented his School Performance Profile Report. Their overall building level score increased by .5%. They continue to strive for advancement. Their biggest growth was in Biology.

Academic Performance Data 2014/15

Building Level Academic Score:	78.3
Adv./Pro Keystone Algebra 1	60.8
Adv./Prof. Keystone Biology	72.4
Adv./Prof. Keystone Literature	78.2
Adv./Prof. Industry Based Compet.	92.5

Elements of Strengths

Closing the Achievement Gap – All Students

-Biology 100%

Closing the Achievement Gap – Historically Underperforming Students

-Biology 100%

Indicators of Academic Growth/PVAAS

-Literature 100%

-Biology 100%

Other Academic Indicators

-Cohort Graduation Rate 85.7%

-Attendance 92.3%

-PSAT/Plan Participation 100%

Attributes for Strengths (What's working/What's not working)

-Teacher/Administrator Effectiveness/Evaluation Process

-Professional Development (District/School)-through use of technology

-North Star Program (Character-wide Program)

-Academic Intervention Strategies

-Keystone Remediation

-District Technology Programs/Initiatives

-Community Awareness/Support (continued approach)

-Assessment of Course/Program offerings

Areas of Growth (Our work is never done. There is always room for improvement)

Closing the Achievement Gap for All Students (Algebra 1/Literature)

Closing the Achievement Gap for Historically Underperforming students (Algebra 1/Literature)

Continued Growth with our Graduation Rate of 85.7% (this is up from last year -82%)

Shift forward in all performance indicators

Next Steps for Continued Success

Professional Development, Training and Information sharing for All stakeholders

Assessing our schedule model, course sequencing, and teacher assignments

Building upon our current evaluation process

Intentional focus with Goal Setting for underperforming students in Algebra, Biology and Literature, Keystones Courses

Increased level of rigor for All students at All academic levels

Continue PLC's (Professional Learning Communities) for Algebra I, Biology, Literature with data analysis, common assessments, professional collegiality

Mr. Bradley asked Mr. Zall to explain the North Star Program and asked if it involves minimizing the number of students who have incurred infractions. Mr. Zall said that it is their School-wide Positive Behavior Support Program for grades 9-12. The program recognizes and rewards the positive behavior of students. Teachers have coupons they give to students for good deeds or responses. There are various programs and events that have been conducted. They have contests where teachers have the chance to call in and win a prize if they have a class where everyone did their homework, had their ID's, came in on time, and wore the appropriate dress code. They have expectations for students in order for them to participate. If students have good grades or no discipline

referrals, their positive behavior is recognized. The motivation behind it is to make it contagious in order for the students to make better choices and improve themselves.

J. Mr. Michael Catrillo, High School South Principal, presented his School Performance Profile Report

Actual SPP Scores:

79.1, which translates into a point value of 1.95 which is considered Proficient.

Advanced or Proficient Algebra 1 – 64%

Advanced or Proficient Literature – 80%

Advanced or Proficient Biology – 68% Biology had one of the largest growth increase of 7%.

Advanced or Proficient Industry Standards Based Assessments – 94%

Strengths:

Closing the Achievement Gap in Biology for Historically Underperforming students at 100%

Closing the Achievement Gap in Biology for All Students - 100%.

Indicators of school impacting Academic Growth in Literature-100%, Biology – 74% and Algebra 1 – 83%

HS South had 94% Advanced or Competent rate in the NOCTI tests that are administered at MCTI.

Cohort graduation rate rose from 87% to 88%.

Attendance Rate 93%

Extra credit for Academic Achievement for students earning 3 or higher on AP testing

Extra credit for Academic Achievement for Advanced Placement courses offered.

Analysis of Strengths:

CAV CORE (Community, Ownership, Respect and Excellence), a behavior program.

School Motto: Success for all through our Academic Intervention Program

Teacher Effectiveness Program stressing professional reflection on 4 domains of teaching. The rigorous evaluation reflects on practices to be able to grow.

Keystone Remediation classes in the fall for non-proficient students with a pull out follow-up in the spring.

Continued review and evaluation of our Biology Curriculum

Evaluation of AP Program and the addition this year of AP Psychology and last year of AP Physics

Piloting of the Algebra 1 Project-Based Assessment class in order to get feedback and ready for the 2019 requirement for those who do not pass the Keystone Exams.

Areas for Growth:

Closing the achievement gap for special education students in Algebra and Literature

Continued growth for all students from Proficient to Advance in all three areas

Continued growth for all students in the areas of College Readiness benchmarks

Continued training for staff in methods of engaging students and reaching out to underachieving students

Analysis of Growth Areas:

Continued focus in the area of Algebra 1 instruction especially for Applied level students. Direct work and goal setting for staff in those classes

Continued focus in the area of Biology curriculum and instruction

Refocus on our SAT Prep Classes

Evaluation of effectiveness of our Keystone Remediation classes with appropriate modifications

Continued emphasis on building teacher effectiveness through reflection

Implementation of PA's Principal Effectiveness Program to set goals, reflect and practice

Participation in offerings for dialogue with PDE on the current formulas used to determine SPP scores

Continued education of building administration on the ever changing PA State requirement

Mr. Catrillo said their job is to educate themselves to better serve their students and to continue to grow. They have spent many hours reflecting on this information and meet monthly to have both high schools similar.

Mrs. Laverdure thanked Dr. Lesniewski with his continued work with both high school principals.

K. Mrs. Laverdure congratulated Mr. Bader for his continued education work that he has done over the years. Mr. Bader has continued his work and taken time and effort to become a Pennsylvania Registered School Business Administrator (PRSBA), which will cover him for the next five years.

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

None

X. PERSONNEL ITEMS

A. Support Staff – Uncompensated Leave of Absence

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the uncompensated leave of absence in accordance with the approved applicable policy, procedures and contractual agreement. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

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

Name	Position Held
a. Hudon, Donna	Cafeteria Aide - Resica Elementary Effective Date: February 1, 2016 Length of Leave: February 26, 2016

(Request received)

B. Support Staff

ACTION BY THE BOARD:

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

1. Resignations

Name	Position
a. Albornoz, Doris	Cafeteria Aide - High School North Effective Date: at the end of the workday on February 9, 2016.
b. Burrell, Michelle	Temporary Student Aide - Bushkill Elementary Effective Date: at the end of the workday on February 19, 2016.
c. Karas, Jillian	Paraprofessional (Reading) - Middle Smithfield Elementary (LTS) Effective Date: at the end of the workday on March 4, 2016.
d. Simonds, Kevin	Temporary Paraprofessional - Bushkill Elementary Effective Date: at the end of the workday on February 5, 2016.
e. Sloane, Thomas	Custodian (2 nd shift) - J. T. Lambert Intermediate (LTS) Effective Date: at the end of the workday on February 9, 2016.
f. Snyder, Kelly	Paraprofessional - Bushkill Elementary (LTS) Effective Date: at the end of the workday on February 5, 2016.

(See pages 19-24)

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

Name	Position
a. Carbajal, Louis	Information Technologist III - ITEC Effective Date: December 23, 2015 Length of Leave now through: January 15, 2016

(Request received)

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

Name	Position
a. Fetherman, John	Security Officer (1 st shift) - High School South Effective Date: March 2, 2016 Length of Leave through: March 23, 2016
b. Hayes, Denise	Bus Driver - Transportation Effective Date: January 26, 2016 Length of Leave through: March 25, 2016 This is an intermittent leave.
c. Parkes, Jo	Paraprofessional - Middle Smithfield Elementary Effective Date: February 12, 2016 Length of Leave through: February 26, 2016 This is an intermittent leave.
d. Van Why, Rose	Cafeteria (Cook) Worker - High School South Effective Date: February 26, 2016 Length of Leave through: March 11, 2016
e. Wells, Barbara	Bus Driver - Transportation Effective Date: December 14, 2015 Length of Leave through: June 15, 2016 This is an intermittent leave.

(Requests received)

4. Reassignments

Name	Position
a. Hutzal, Deborah	From: Student Aide (7 hour) - High School North To: Student Aide (7.25 hour) - High School North Effective Date: February 8, 2016 Deborah was assigned to a different student.
b. Rosado, Lorena	From: Secretary - Lehman Intermediate To: Secretary - J. T. Lambert Intermediate Effective Date: February 29, 2016 Lorena replaces Carol Bartlett who resigned.
c. Salerno, Martene	From: Student Aide (7 hour) - High School North To: Student Aide (7 hour) - High School South Effective Date: February 18, 2016 Martene replaces Bernice Pettinato who retired.

5. Appointments – Regular

- | Name | Appointment |
|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a. Albornoz, Doris | Front Desk Receptionist (7.5 hour) - Lehman Intermediate
Hourly Rate: \$11.80
Hourly Rate: \$12.30 after satisfactory completion of ninety work days.
Effective Date: February 10, 2016
Doris replaces Yolanda Ponce de Leon who resigned. |
| b. Holden, Kira | Secretary - Lehman Intermediate
Hourly Rate: \$13.56
Hourly Rate: \$14.06 after satisfactory completion of ninety work days.
Effective Date: February 29, 2016
Kira replaces Lorena Rosado who was reassigned. |

6. Appointment – Non-Bargaining Unit

- | Name | Appointment |
|----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a. Altreche, Ricardo | Security Officer (1 st shift, 10 month) – High School South
Hourly Rate: \$14.68
Effective Date: February 8, 2016
Ricardo replaces Linda Murphy who retired. |

7. Appointments – Temporary

- | Name | Appointment |
|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a. Burrell, Michelle | Temporary Paraprofessional - Bushkill Elementary
Hourly Rate: \$15.72
Effective Date: February 22, 2016 through the last teacher day of the 2015-2016 school year only.
Michelle replaces Kelly Snyder who resigned. |
| b. Donald, Dawn | Temporary Student Aide (7.25 hour) – High School North
Hourly Rate: \$12.46
Effective Date: February 1, 2016 through the last student day of the 2015-2016 school year only.
Dawn replaces Jacqueline Degraffenreid who was reassigned. |
| c. Saffer, Michele | Temporary Student Aide (6.75 hour) – East Stroudsburg Elementary
Hourly Rate: \$12.46
Hourly Rate: \$12.96 after satisfactory completion of ninety work days.
Effective Date: January 4, 2016 through the last student day of the 2015-2016 school year only.
This is a new position. |

8. Workday Hour Changes

	Last Name	First Name	Position	From:	To:	Effective:
a.	Knitter	Jefferey	Bus Driver	6 hour	8 hour	8/31/15
b.	Ludwig	Christopher	Bus Driver	7 hour	6 hour	2/17/16

9. **Substitute Appointments**

Name	Position(s)
a. Class, Flor	Bus Driver
b. Foran, Trigondang	Cafeteria Aide, Cafeteria Worker, Student Aide
c. Holden, Kira	Secretary
d. Lamboy, Melissa	Front Desk Receptionist, Secretary
e. McKeithan, Nelson	Custodian
f. McMahan, Jennifer	Cafeteria Aide, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide
g. Milford, Gregory	Security Officer
h. Ortiz, Nersy	Bus Driver
i. Rafaniello, Christina	Cafeteria Aide, Front Desk Receptionist, Paraprofessional, Secretary
j. Smith, Jamie	Cafeteria Aide, Front Desk Receptionist, Paraprofessional, Secretary

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

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the substitute support pay rates for the 2015-2016 fiscal year as follows. These rates are effective February 29, 2016, as recommended by the Finance Committee. Motion was seconded by Wayne Rohner and carried unanimously, 8-0.

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

Position	Per Hour
Health Room Nurse	\$12.00
Information Technologist	\$11.00
Maintenance I Worker	\$10.50
Paraprofessional	\$11.00
School Police Officer	\$13.50
Secretary	\$ 9.50
Security Officer	\$10.00
Student Aide	\$10.00

D. **Professional Staff**

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the resignation, retirement, leaves of absence, appointments, changes of status, salary change and tenure 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 passed 7-1. Ronald Bradley voted no.

1. **Resignation**

Name	Position
a. Standiford, Rosemarie	Building teacher substitute - High School South Effective Date: at the end of the workday on January 21, 2016.

(See page 25)

2. **Retirement**

Name	Position
a. Sagan, Mary	English teacher - High School South Effective Date: June 30, 2016

(See pagev26)

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

Name	Position
a. Ennico, Melissa	Spanish teacher – High School North Effective date now: January 15, 2016 Length of Leave: end of the 2015-2016 school year.
b. Hewitt, Erin	Grade 1 teacher - Middle Smithfield Elementary Effective Date now: January 27, 2016 Length of Leave: end of the 2015-2016 school year.
c. McGovern, Theresa	Special Education teacher - Smithfield Elementary Effective Date now: December 15, 2015 Length of Leave now: January 22, 2016

(Requests received)

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

Name	Position
a. Florentino, Dawn	Kindergarten teacher – East Stroudsburg Elementary Effective Date: January 4, 2016 Length of Leave through: December 30, 2016 This is an intermittent leave.
b. Gittens, Linda	ESL teacher – Bushkill Elementary Effective Date: November 12, 2015 Length of Leave through: end of the 2015-2016 school year. This is an intermittent leave.
c. Signorello, Amanda	English teacher - High School South Effective Date: February 19, 2016 Length of Leave: thirty work days

(Requests received)

5. **Reassignment (Temporary)**

Name	Position
a. Gallagher, Cori	From: Special Education (Itinerant Learning Support) teacher - High School North To: Special Education (Supplemental Learning Support) teacher - High School North Effective Date: February 8, 2016 through the end of the 2015-2016 school year. Cori replaces Paul Ferraro who resigned.

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

Name	Position
a. Newport, Cynthia	Reading Specialist - Smithfield Elementary (LTS) Salary: \$46,308.00, prorated (Step 1 Column 8) Effective Date: September 21, 2015 Now through: the last teacher workday of the third marking period of the 2015-2016 school year only. Cynthia replaces Thomas Suprys.
b. Prokop, Taryn	Grade 1 teacher - Middle Smithfield Elementary (LTS) Salary: \$42,599.00, prorated (Step 1 Column 1) Effective Date now: January 27, 2016 through the last teacher workday of the 2015-2016 school year only. Taryn replaces Erin Hewitt who is on a leave.

7. **Appointments – Long Term Substitutes**

Name	Position
a. Albertson, Amy	Grade 5 teacher - East Stroudsburg Elementary (LTS) Salary: \$61,949.00, prorated (Step 9 Column 15) Effective Date: March 7, 2016 Through: the last teacher workday of the 2015-2016 school year only. Amy replaces Kara Luchowski who is on a leave.
b. Cloward, Danielle	Spanish teacher - High School North (LTS) Salary: \$42,599.00, prorated (Step 1 Column 1) Effective Date: February 3, 2016 Through: the last teacher workday of the 2015-2016 school year only. Danielle replaces Melissa Ennico who is on a leave.
c. Karas, Jillian	Kindergarten teacher - Middle Smithfield Elementary (LTS) Salary: \$42,599.00, prorated (Step 1 Column 1) Effective Date: March 7, 2016 Through: the last teacher workday of the 2015-2016 school year only. Jillian replaces Deziree Seeman who is on a leave.
d. Simonds, Kevin	Reading Specialist - Bushkill Elementary (LTS) Salary: \$42,599.00, prorated (Step 1 Column 1) Effective Date: February 8, 2016 Through: the last teacher workday of the 2015-2016 school year only. Kevin replaces Jennifer Agolino who is on a Sabbatical Leave.
e. Standiford, Rosemarie	Special Education (Itinerant Learning Support) teacher - High School North (LTS) Salary: \$45,793.00, prorated (Step 1 Column 7) Effective Date: January 25, 2016 Through: the last teacher workday of the 2015-2016 school year only. Rosemarie replaces Cori Gallagher who was temporarily reassigned.

(See pages 27-31)

8. Changes of Status

- | Name | Position |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a. Brundage, Elizabeth | From: Building teacher substitute - Bushkill Elementary
To: Grade 4 teacher - Bushkill Elementary (LTS)
Salary: \$43,037.00, prorated (Step 1 Column 2)
Effective Date: February 19, 2016
Through: the end of the workday on May 13, 2016.
Elizabeth replaces Jennifer Peruso who is on a leave.
Effective May 16, 2016, Elizabeth will return to her temporary position as a building teacher substitute through the last student day of the 2015-2016 school year only. |
| b. Dunlap, Courtney | From: Building teacher substitute - J. T. Lambert Intermediate
To: Special Education teacher - J. T. Lambert Intermediate (LTS)
Salary: \$45,793.00, prorated (Step 1 Column 7)
Effective Date: February 1, 2016
Through: the end of the workday on May 2, 2016.
Courtney replaces Linda Kelly who is on a leave.
Effective May 3, 2016, Courtney will return to her temporary position as a building teacher substitute through the last student day of the 2015-2016 school year only. |

(See pages 32-33)

9. Salary Change

	Name	Location	From:	To:	Effective:
a.	Grammer, Allison	HS North	\$43,913, prorated (Step 1, Col. 4)	\$44,789, prorated (Step 1, Col. 6)	1/11/16

10. Tenure

- | Name | Certification/School |
|-----------------|-------------------------------------------------|
| a. Adams, Sarah | Guidance Counselor/Middle Smithfield Elementary |

11. Building Teacher Substitute Appointments

- | Name | Building |
|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a. Alfaro, Jessica | Middle Smithfield Elementary
Effective: February 2, 2016 through the last student day of the 2015-2016 school year only.
This is a new position. |
| b. Campbell, Sarah | Smithfield Elementary
Effective: February 16, 2016 through the last student day of the 2015-2016 school year only.
This is a new position. |
| c. Hochrine-Firth, Christy | High School South
Effective: February 12, 2016 through the last student day of the 2015-2016 school year only.
Christy replaces Rosemarie Standiford who accepted a teaching position. |

- d. Yeomans, Brett High School South
Effective: February 8, 2016 through the last student day of the 2015-2016 school year only.
Brett replaces Heidi Molinaro who accepted a teaching position.
- e. Zall, Denise J. T. Lambert Intermediate
Effective: February 4, 2016 through the last student day of the 2015-2016 school year only.
Denise replaces Allison (McAvoy) Grammer who accepted a teaching position.

12. Substitute Appointments

Name	Certification(s)
a. Alfaro, Jessica	PreK-4
b. Brady, William	Math
c. DeRobertis, Michelle	Health & Physical Ed, Family & Consumer Science
d. Ferebee, James III	Emergency Permit
e. Finelli, John Jr.	Health & Physical Ed
f. Gomez, Arielle	PreK-4, Special Ed K-8
g. Yeomans, Brett	Social Studies

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

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the per diem substitute teacher/school nurse rate effective February 29, 2016 for the remainder of the 2015-2016 school year as \$100.00 per day. After thirty (30) days of substituting in this capacity, the substitute teacher/school nurse will be eligible for a \$500.00 bonus. The thirty (30) days do not have to be consecutive and are calculated for time substituted within the 2015-2016 school year and will not carry over to subsequent school years, as recommended by the Finance Committee. Motion was seconded by Ronald Bradley and carried unanimously, 8-0.

F. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Debbie Kulick 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 Lisa VanWhy and passed 6-2. Robert Cooke and Robert Gress voted no.

1. Rescission

Name	Position
a. Koretski, John	FBLA Club Advisor - High School North

(See page 34)

2. Appointments for the 2015-2016 School Year

	Last Name	First Name	Position	Building	Rate
a.	Bastidas	Kaitlain	Girls' Soccer Head Coach	Lehman Intermediate	\$2,117.73
b.	Buksa	Erik	Intramural Homework Substitute Advisor (2nd semester) (Tuesdays)	High School North	\$23.46 (maximum split between advisors)
c.	Charanias	Jordan	Volunteer Baseball Coach	High School North	not applicable
d.	Chester	Christine	Drama Musical Director	High School North	\$1,496.49

	Last Name	First Name	Position	Building	Rate
e.	Clouse	Denise	Intramural Field Hockey Advisor	High School North	\$23.46/hour (24 hour maximum)
f.	Miller	Lynda	Intramural Homework Advisor (2nd semester) (Tuesday)	High School North	\$23.46/hour (48 hour maximum)
g.	Stevens	Miriam	Intramural Homework Advisor (2nd semester) (Monday)	High School North	\$23.46/hour (48 hour maximum)
h.	Stevens	Miriam	Intramural Homework Advisor (2nd semester) (Thursday)	High School North	\$23.46/hour (48 hour maximum)
i.	Woodling	Amber	Softball Varsity Assistant Coach	High School North	\$3,560.15
j.	Yeomans	Brett	Girls' Track and Field Varsity Assistant Coach	High School South	\$3,587.69

3. Mentor Appointments for the 2015-2016 School Year

	Last Name	First Name	Position	Location	Effective date	Through	Rate
a.	Blannard	Jenny	Mentor for Elizabeth Brundage	Bushkill Elementary	2/19/16	May 13, 2016	\$612.06 (prorated)
b.	Cloward	Daniel	Mentor for Danielle Cloward	High School North	2/3/16	end of the 2015-2016 school year	\$612.06 (prorated)
c.	Marmo	Jennifer	Mentor for Arielle Dentith	High School North	1/22/16	end of the 2015-2016 school year	\$612.06 (prorated)
d.	Pierce	Mary	Mentor for Kevin Simonds	Bushkill Elementary	2/8/16	end of the 2015-2016 school year	\$612.06 (prorated)

4. Appointment for the 2016-2017 School Year

	Last Name	First Name	Position	Building	Rate
a.	Christian	Edward	Football Head Coach (11 or more years)	H.S. South	\$7,750.72

G. First Level Supervisor

ACTION BY THE BOARD:

Motion was approved by Robert Cooke to approve the leave of absence of the First Level Supervisor staff designated, in accordance with the approved applicable policies, procedures and First Level Supervisor Compensation Plan. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

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

Name	Position
a. Harris, Timothy	Head Custodian - North Campus Effective Date: January 19, 2016 Through: February 5, 2016

(Request received)

H. Affiliation Agreement – Marywood University

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve the Affiliation Agreement with Marywood University and the East Stroudsburg Area School District for use of the District as a student teaching/practicum site. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

(See pages 35-38)

XI. 2015-2016 PERFORMANCE EXPECTATIONS

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve respective 2015-2016 Performance Expectations as addendums to the employment contracts of Sharon Laverdure and Thomas Lesniewski, in accordance with the requirements of the Public School Code of 1949. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

(See pages 46-50)

XII. CONTRACTS

1.

ACTION BY THE BOARD:

Motion was made by Robert Cooke 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 Debbie Kulick and carried unanimously, 8-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Abramcheck, Lori	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
2.	Deen, Todd	Piano Accompanist for the J.T. Lambert 6 th , 7 th & 8 th Grade Chorus Concerts.	\$300.00	J.T. Lambert Vocal Music Dept.	12/2015
3.	Descavish-Bloom, Barbara	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
4.	DeHart, Theresa A.	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
5.	Early, Eileen	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
6.	Florentino, Dawn	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
7.	Halas, Rebecca	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
8.	Heeter, Patricia	Pre-program Coordinator for the Title I Summer Reading Program at Middle Smithfield Elementary	\$28.56 per hour (Not to Exceed 15 total hours)	Title I Grant	2015/16 Summer

9.	Hogan, Karin	Pre-program Coordinator for the Title I Summer Reading Program at J. M. Hill Elementary	\$28.56 per hour (Not to Exceed 15 total hours)	Title I Grant	2015/16 Summer
10.	Keiper, Alisa	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
11.	Kruger, Nancy	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
12.	Litts, Diane	Pre-program Coordinator for the Title I Summer Reading Program at Bushkill Elementary	\$28.56 per hour (Not to Exceed 15 total hours)	Title I Grant	2015/16 Summer
13.	Longo, Ashley A.	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
14.	Marston-Roses, Dawn	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
15.	Munch, Laura	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
16.	Prothro, Robert	D.J. for the H.S. North Class of 2016 Prom	\$1,500.00	H.S. North Class of 2016	5/7/16
17.	Purcell, Kathy (Music Therapy Associates)	Music Therapy and Specific Techniques to assist music teachers to engage and assist students in their classrooms.	\$250.00	Professional Development	1/22/16
18.	Prusik, Julia	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
19.	Riley, Kimberly	Pre-program Coordinator for the Title I Summer Reading Program at East Stroudsburg Elementary	\$28.56 per hour (Not to Exceed 15 total hours)	Title I Grant	2015/16 Summer
20.	Rourke, Jennifer	Pre-program Coordinator for the Title I Summer Reading Program at Resica Elementary	\$28.56 per hour (Not to Exceed 15 total hours)	Title I Grant	2015/16 Summer
21.	Seeman, Deziree	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
22.	Weeks, Laura	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
23.	Wolff, Susan	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
24.	Yorke-Viney, Sally	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)
25.	Yorke-Viney, Sally	Pre-program Coordinator for the Title I Summer Reading Program at Smithfield Elementary	\$28.56 per hour (Not to Exceed 15 total hours)	Title I Grant	2015/16 Summer
26.	Zabriskie, Lisa	Kindergarten pre-Registration Fair	\$28.56/hour Not to Exceed 6 hours	Keystones to Opportunity Grant	2/27/16 (snow date 3/12/16)

(See pages 51-78)

2.

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the contracts listed for their specific services, rates and effective dates totaling over \$10,000, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	CIU 20	One to One Associate Teachers (2)	Not to Exceed \$52,516.59	Special Ed/District Funds	11/16/15 - 6/30/16 and 12/1/15 -6/30/16 respectively
2.	CIU 20	One to One Associate Teacher	Not to Exceed \$25,490.82	Special Ed/District Funds	1/6/16 – 6/30/16
3.	U.S. Coachways	Charter Bus for H.S. North Seniors to attend 2016 Prom	Approximately \$10,573.44	H.S. North Class of 2016	5/7/16

(See pages 79-82)

3.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to rescind the motion which was approved at the January 25, 2016 meeting awarding a contract to Rachel Stine for Support staff Health/Wellness Training. This was a duplication of action taken at the December 21, 2015 regular meeting. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

XIII. STUDENT ITEMS

A. Overnight Field Trip

ACTION BY THE BOARD:

Motion was made by Judy Summers 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 Wayne Rohner and carried unanimously, 8-0.

	Name	Activity	Location	Dates
1.	Lantz, David (#6505)	H.S. South Chorus to Hershey Lodge and Conference Center	Hershey, PA	3/30/16-4/1/16

(See page 83)

B. Field Trips – 75 Miles or More

ACTION BY THE BOARD:

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

	Name	Activity	Location	Dates
1.	Clogg, Katye (#6515)	H.S. South Instrumental Students to Carnegie Hall.	New York, NY	4/1/16
2.	Follis, Laura (#6527)	Middle Smithfield Elementary Students to Adventure Aquarium	Camden, NJ	5/17/16
3.	Healey, Michael (#6477)	H.S. South UN Aspire Students to the State Capitol.	Harrisburg, PA	4/4/16

4.	Healey, Michael (#6478)	H.S. South UN Aspire students to Historic Philadelphia.	Philadelphia, PA	5/19/16
5.	LaBar, Keith (#6523)	H.S. North and South Choir Students to Region V Choir.	York, PA	3/18/16
6.	O'Donnell, Paul (#6496)	H.S. North students to STEM Seaperch Challenge	Philadelphia, PA	4/30/16
7.	Zisa, Jessica (#6499)	East Stroudsburg Elementary 5 th grade Students to Broadway.	New York, NY	4/27/16

(See pages 84-90)

C. 2016-2017 School Year Calendar

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the 2016-2017 East Stroudsburg Area School District Calendar, as presented. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

(See page 91)

XIV. CHARTER SCHOOL

ACTION BY THE BOARD:

Motion was made by Judy Summers to deny the application for the Winding Brook Charter School. Motion was seconded by Robert Gress and passed 7-0-1 abstention. Ronald Bradley abstained.

ACTION BY THE BOARD:

Motion was made by Robert Cooke to open the agenda for the purpose of adopting the adjudication concerning the Winding Brook Charter School Application. Motion was seconded by Judy Summers and carried unanimously, 8-0.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt the adjudication concerning the Winding Brook Charter School 2015 application. Motion was seconded by Judy Summers and carried unanimously, 8-0.

Public Participation

Mr. Larry Dymond asked what is an adjudication. Mr. Brown said the special counsel, who has been handling the Charter School application, drafted a document setting forth reasons why the Board may deny the charter school application. The charter law requires the charter school be given a reason why it is being denied and that is summarized in the adjudication.

XV. OLD AND NEW BUSINESS

OLD BUSINESS:

- A. Mr. Summers said the Finance Committee Financial Goals for 2016 were discussed at the last meeting. One thing we are looking for is for Administration to submit an application to the Greater Pike Community Foundation. The application was submitted by Angela Byrne and Debra Padavano about a week ago. We hope it will prove fruitful. Mrs. Laverdure said all three North schools worked on the application. Mr. Summers thanked those who collaborated from the three North schools.

Mr. Summer said that Mrs. Laverdure informed them that there are also additional opportunities for some grant funding through PSBA

They are also looking to discuss at the next meeting the Educational Improvement Tax Credit Program which is administered by the Department of Community and Economic Development. It offers tax credits to businesses

who make contributions to educational improvement organizations. There is about 150 educational improvements throughout the State. We think this may be worthy to look at.

Finance Committee Goals will continue to be discussed.

NEW BUSINESS:

- A. Mr. Bader provided the Finance Committee members with the 2013/14 and 2014/15 detailed comparison analysis of the Financial Audit Statements, which were surprising. The district actually spent about \$200,000 more in 2013/14 than in 2014/15, which is incredible. This is great work on the part of all employees. The district is thinking of ways to set up an opportunity where all employees have a way to relay how we can work more efficiently. We are looking to set up a line of communication.

XVI. REQUESTS TO ESTABLISH A STUDENT ACTIVITY

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the request to establish a student activity fund for High School South's A New Outlook: Our World, Our Responsibility. Motion was seconded by Judy Summers and carried unanimously, 8-0.

(See page 92)

XVII. REQUESTS TO ESTABLISH A SPECIAL ACTIVITY

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the request to establish a special activity fund for High School North Softball. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

(See page 93)

XVIII. FISCAL ITEMS

A. Network Infrastructure Equipment

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the bid from IntegraOne for district technology network infrastructure equipment in the amount of \$183,224.00 in accordance with recommendations of the Finance Committee. The cost is prior to any e-Rate funding discounts for which the school district may be eligible (the discount for the 2016-17 fiscal year is 80%). Motion was seconded by Robert Cooke and carried unanimously, 8-0.

(See page 94)

B. Maintenance Dept. Vehicles

ACTION BY THE BOARD:

Motion was made by Robert Gress to approve the Business Office obtaining prices for the purchase of a new van, a gator, and a slit seeder for the Maintenance Department, in accordance with the recommendations of the Property & Facilities and Finance Committee. Motion was seconded by Robert Cooke and carried unanimously, 8-0.

C. Electricity Generation

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to confirm the award of a bid by the IU Joint Purchasing Board for electricity generation to Talen Energy for the period July 1, 2017 through June 30, 2019 at a cost of \$0.03743/kWh, in accordance with the recommendation of the Finance Committee. Motion was seconded by Wayne Rohner and carried unanimously, 8-0.

(See page 95)

D. Substitute Management Services

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve seeking Requests for Proposals for Substitute Management services, in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

E. BerkOne

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the proposal submitted by BerkOne for Act 80 Comparison Services, in accordance with the recommendation of the Finance Committee. The District is selecting Bundle A at a cost of \$760.00. Motion was seconded by Wayne Rohner and carried unanimously, 8-0.

(See pages 96-100)

F. Myco Mechanical

1.

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve Pay Application #19 from Myco Mechanical in the amount \$14,440 for the JTL HVAC/Lighting project, in accordance with the recommendation of the Finance Committee. Motion was seconded by Ronald Bradley and carried unanimously, 8-0.

(See pages 101-105)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve Pay Application #20 (Final) from Myco Mechanical for the JTL HVAC/Lighting project in the amount of \$37,568.89, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

(See pages 106-110)

G. Water Towers

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to seek bids for repairs to the water towers at the north campus and Resica Elementary, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Ronald Bradley and carried unanimously, 8-0.

H. Fire Alarm Panels

ACTION BY THE BOARD:

Motion was made by Robert Cooke to seek quotes from Costars vendors for the replacement of the fire alarm panels at JTL and Bushkill Elementary as part of the 5 year Capital Improvement Plan and in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

I. Tax Assessment Appeal

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve a settlement of the tax assessment appeal filed by the school district concerning Tax Parcel No. 05-4/1/5/19 and indexed to Monroe County Court of Common Pleas No. 8346 CV 2015, in the form of the Settlement Stipulation presented at this meeting. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

(See pages 111-114)

J. Use of Facilities

1.

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the requests for use of facilities as listed for Class 1 school-related activities (no facility or personnel fees will be incurred as per Policy #707). Motion was seconded by Wayne Rohner and carried unanimously, 8-0.

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

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
JM Hill	Girls on the Run	Health Living Program	3/7/16-5/24/16 (Tuesdays & Thursdays)	No	No
JTL	Joe Carmella Softball Chapter	Umpire Rules Meeting	2/23/16-5/10/16 (Tuesdays)	No	No
HS South	ES Little League	Assessments for 2016 Season	2/27/16 (Saturday)	No	No
HS South	Northampton County Special Olympics	Track & Field Competition K-12 Special Olympics	5/12/16 (Thursday)	No	No

(See pages 115-118)

2.

ACTION BY THE BOARD:

Motion was made by Gary Summers to table the request for use of facilities as listed for Class 2 Governmental Agency (no facility fees will be incurred as per Policy #707). Motion was seconded by Debbie Kulick to table and passed, 7-1. Ronald Bradley voted no.

CLASS 2 – GOVERNMENTAL AGENCY USE OF FACILITIES

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
M. Smithfield	State Representative Rosemary Brown	Veterans' Celebration	11/5/16 (Saturday)	No	Yes/No (approx. \$255)

(See page 119)

3.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the request for use of facilities as listed for Class 2 Governmental Agency (no facility fees will be incurred as per Policy #707). Motion was seconded by Wayne Rohner and passed 7-1. Judy Summers voted no.

CLASS 2 – GOVERNMENTAL AGENCY USE OF FACILITIES

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
Resica	Middle Smithfield Township	9 th Annual Egg Hunt (outside fields)	3/19/16 (Saturday) In the event of rain move indoor to gymnasium/hallways.	No	No (approx. \$180)

(See page 120-121)

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

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the Budget Transfers, Payment of Bills and Treasurer’s Report listed in this agenda for 2015-2016 fiscal year, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the Auditor General. Motion was seconded by Lisa VanWhy and passed 7-1. Ronald Bradley voted no.

1. Budget Transfers - (See pages 122-127)
2. Payment of Bills - (See pages 128-148)
3. Treasurer’s Report - (See pages 149-166)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – February 22, 2016**

Carl T. Secor Administration Center – Board Room

7:00 P.M.

ADDENDUM A

X. PERSONNEL ITEMS

F. 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, 8-0.

2. Appointments for the 2015-2016 School Year

	Last Name	First Name	Position	Building	Rate
k.	Best	Marc	Boys' Track & Field Head Coach	Lehman Intermediate	\$2,117.73
l.	Best	Marc	Intramural Boys' Track & Field Advisor	Lehman Intermediate	\$23.46/hour (24 hour maximum)
m.	Woolsey	Lawrence	Girls' Track and Field Varsity Assistant Coach	High School South	\$3,587.69 (plus \$250.00 longevity stipend)

XVIII. FISCAL ITEMS

J. Use of Facilities

4.

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 or personnel fees will be incurred as per Policy #707). Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

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

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
Bushkill	Girls on the Run	Healthy Living Program	3/3/16-5/19/16 (Tuesdays & Thursdays)	No	No
ESE	Luis Bermudez D.B.A. Simon Haase Foundation	Basketball Practice for local kids	3/1/16-7/1/16 (Tuesdays)	No	No

(See pages 2-4)

XIX. APPOINTMENT TO THE COLONIAL I.U. 20 BOARD

1.

ACTION BY THE BOARD:

Motion was made by Gary Summers to table the appointment of _____ to complete Debbie Kulick's term on the Colonial I.U. 20 Board from February 23, 2016 through June 30, 2016. Motion was seconded by Robert Gress to table and carried unanimously, 8-0.

2.

ACTION BY THE BOARD:

Motion was made by Gary Summers to table the appointment of _____ on the Colonial I.U. 20 Board from July 1, 2016 through June 30, 2019. Motion was seconded by Robert Gress and carried unanimously, 8-0.

XX. ANNOUNCEMENTS/INFORMATION

None

XXI. ADJOURNMENT 8:50 P.M.

Respectfully submitted,

Patricia L. Rosado,
Board Secretary