

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – November 21, 2016  
Carl T. Secor Administration Center – Board Room  
7:00 p.m.**

**Minutes**

I. **President**, Gary Summers called the meeting to order at 7:10 p.m. and led those present in the Pledge of Allegiance. **Board Secretary**, Patricia Rosado called the roll.

II. **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:** Nadia Hussein and Alexa Williams

III. **School personnel present:** Jeff Bader, Brian Borosh, Ben Brenneman, Anthony Calderone, Robert Dilliplane, Larry Dymond, Joe Formica, Eric Forsyth, Donald Halker, Michael Healey, Scott Ihle, Phil Lazowski, Irene Livingston, Kristin Lord, Frederick Mill, Anna Marie Pavlovsky, William Riker, Patricia Rosado, Paul Schmid, Kim Stevens, Bob Sutjak, Nadia Worobij and Steve Zall. Chris Brown, Solicitor.

IV. **Community members present:** Casey Anne Athey, Ana Cabardo, Claire Collins, Suzannah Costa, Betsy Jackson, Sharon Laverdure, Francesca Nyakora, Jacob Pride, Laura M. Pride, Sam Pride, Hunter Riker and Logan Riker.

**Other:** Rep. David Parker  
Rep. Rosemary Brown  
Mr. Jon Cox – Rhoads & Sinon

V. **APPROVAL OF MINUTES**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the minutes for the meeting of October 17, 2016, (pages 1-28). Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

VI. **APPROVAL OF AGENDA**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve this agenda for November 21, 2016, (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 Wayne Rohner and carried unanimously, 9-0.

VII. **ANNOUNCEMENT OF EXECUTIVE SESSION** -- An executive session was held this evening at 5:30 p.m. before this meeting for the purpose of discussing personnel, litigation and negotiations.

VIII. **ANNOUNCEMENTS BY THE BOARD**

None

IX. **SUPERINTENDENT'S REPORT**

A. Mrs. Lisa VanWhy said that at the Monroe Career & Technical Institute JOC meeting they were informed that they an equipment grant was awarded to them in November for the following items: mannequin, vehicle lift, HVAC training unit, laser engraver and nitrogen welding system. MCTI is currently looking to build a barn or some type of tiny house. More discussion will be held on this matter.

- B. Mr. Robert Huffman said he could not attend the previous IU 20 meeting but he distributed to all members tonight the IU 20 Newsletter, “The Twenty”, which includes pertinent items of discussion.
- C. Mr. Wayne Rohner said that the Property/Facilities Committee will meet on December 1, 2016 at 5:30 p.m. No action was taken at the November 3<sup>rd</sup> meeting due to lack of a quorum. He would like to discuss and make a motion that the School Board take a vote tonight on hiring a special solicitor to pursue a lawsuit against those parties responsible for the emergency repairs and mold remediation at the Middle Smithfield Elementary School. To date, our taxpayers are responsible for over a quarter million dollars of defective work. He thanked Mr. Bradley for reaching out to Mr. David Chianese, President LESMA, who was kind enough to do a presentation regarding our safety and security upgrades.
- D. Mr. Gary Summers said that the Finance Committee met on November 14<sup>th</sup> and most of the items we discussed are on the agenda tonight. The Committee is recommending payment for specific projects that were previously approved by the Board. The Committee also forwarded a legal representation recommendation to the Board. Several other items will be further discussed at our next meeting. The Committee has to make a recommendation about tax collector compensation that needs to be approved prior to next year’s election since the Tax Collectors will be running and would like to know how much they will get paid. There’s an issue with the Senior rebate program. The issue is not the amount but the procedures on the material being submitted. Mr. Bader gave us an update on the Carrie Rogers Scholarship because the current bank no longer would like to handle; therefore, we may have to bring it back into the district. Another item that will be discussed is the 2015/16 Audit Report, which the auditors say includes a deficit of probably less than 3 million dollars. Also, there is some staff concern regarding the money that was included for the libraries this year whether it will be available next year, too. The Committee indicated to Mr. Bader to include it in next year’s budget also. The next Finance Committee meeting has been scheduled for December 5<sup>th</sup> directly after the Reorganization meeting.
- E. Mr. Gary Summers said that Mr. Jonathan Cox, Bond Counsel, is here tonight to discuss the bond issues that the district will be refinancing. He said on page 18 of the agenda under Fiscal Items, Letter O. There are three resolutions before the Board this evening to authorize a plan of finance for 2017. This action is to take advantage of several refunding opportunities for district bonds that are currently callable. They would authorize Public Financial Management and Rhoads & Sinon to work with administration and Officers of the Board to work through transactions through the year for debt savings purposes. They have been advertised, as required under the Local Government Unit Debt Act and reviewed by the district’s solicitor. Mr. Summers said to Mr. Cox that they have done another outstanding job and the Board members look forward to passing the resolutions this evening. He hopes to see Public Financial Management and Rhoads and Sinon again to continue saving the district money.
- F. Mrs. Judy Summers said the Policy Review Committee met earlier this evening and have recommended that administration post the following policies for public review during the month of November and subsequent Board action in December:

- Policy #203 Communicable Diseases and Immunizations
- Policy #249 Bullying/Cyberbullying
- Policy #336 Personal Necessity Leave (Employees) & Repeal 436 & 536
- Policy # 336.1 Leaves for Short-Term Absence for Extreme Emergencies/Days w/o Pay (Employees) & Repeal 436.1 & 536.1
- Policy #626 Federal Fiscal Compliance
- Policy #626.1 Travel Reimbursement-Federal Programs – (New Policy)
- Policy #827 Conflict of Interest (New Policy) & Repeal 304, 404.1 & 504.1

Also, on the agenda for Final Board approval this evening is:

- Policy #216 Student Records
- Policy #707 & 707A Use of Facilities
- Policy #826 Video/Audio Recording

- G. Miss Nadia Hussein, High School South Student Board Representative, said that on October 26<sup>th</sup>, their AEVIDUM Club and the Guidance Department held an event “Mind Your Mind” which included two guest speakers. They also had a Mental Health Fair to learn about resources and centers within the community. The

National Honor Society held a blood drive hosted by the American Red Cross where over 80 students and teachers participated. Senator Mario Scavello visited with and spoke to the AP Government Class students. The DECA Chapter visited MCTI to help with the installation of their DECA Chapter. New members were inducted and officers were inducted into new positions, as well. Many seniors attended the Annual Leadership Luncheon hosted by the Rotary Club of the Stroudsburgs. There were senior leaders who represented clubs, sports and activities. Many seniors were recognized for their leadership in their community. They got to meet other student and community leaders. On November 19<sup>th</sup>, the South Mock Trial Team competed in the Annual Fall Invitational hosted by the Monroe County Bar Association. All students did very well.

Miss Alexa Williams, High School North Student Board Representative, said North Band competed and won first place for best Color Guard and best percussion at Hatboro-Horsham Senior High School. On November 6<sup>th</sup>, North and South bands marched in the Veterans' Day Parade at Stroudsburg, which ended at Dansbury Park. They were the only two bands to march in the parade. On November 7<sup>th</sup>, North and South E-team students held their first Annual Community Service event at South. On November 11<sup>th</sup> the Student Government Association organized their Annual Powderpuff game where seniors were victorious. On November 12<sup>th</sup> North Band won 2<sup>nd</sup> place in the US Band Group First Class Division marching band competition. In November they went on to win 2<sup>nd</sup> place at the Cavalcade of Bands Open Championship. At this performance, the members of the band had the best performance from any other North Band. Both football and hockey competed in Districts and Thomas Melchiorre was selected top scholar athlete in football amongst 18 schools at the Eastern Pennsylvania Conference. He was the first to be selected in this position. On November 17<sup>th</sup>, over 20 students attended The Rotary Club Leadership luncheon where they were recognized by their teachers for their roles of Community and School Leaders. North held a Monroe/Pike County Fire Festival where over 150 students participated. On November 18<sup>th</sup>, North held an American Smoke Out day by holding homeroom discussions with the Students Against Destructive Decisions. They discussed why nicotine and cigarettes have adverse effects on the body. On November 20<sup>th</sup>, North held their first blood drive to benefit the American Red Cross. The following MCTI Students were recognized by the National Technical Honor Society: Kaisy Contreras, Manal Mustafa, Jadaiah Newerls and Joe Demeyere.

#### H. Conference Attendance Reports

Mr. Ronald Bradley said he attended the NSBA 48<sup>th</sup> CUBE Annual Conference from September 28, 2016 through October 2, 2016, which involved a number of minority organizations dedicated to the aspirational and betterment in education where minorities are concerned. His detailed report will be included in the minutes.

Ms. Debbie Kulick said she attended, along with Mr. Rohner and Mrs. VanWhy, the PASA-PSBA School Leadership Conference in Hershey, PA from October 13, 2016-October 15, 2016. She said that one of the phrases used at the conference was "No learning takes place in a vacuum." This was exceptionally true at the conference with the number of opportunities they had to learn about, new and exciting venues and ways of learning were as various as the number of people there. Her detailed report will be included in the minutes.

Mr. Wayne Rohner said that he summarized the highlights and the benefits he derived from the PASA-PSBA Conference, which he attended from October 13, 2016 – October 15, 2016. On October 13, 2016 he attended an all-day "School Law Workshop". Mr. Rohner asked Mr. Brown if the Pa. Public Code of 1949 is law. Mr. Brown asked if he meant the School Code and Mr. Rohner said, "Yes". Mr. Brown said it certainly is. Mr. Rohner read Section 519 of Pa. Code, which states that "the Superintendent of Public Instruction shall send to each member of every Board of School Directors in the State, a bound copy of each new edition of the School Laws, as soon as possible after the same shall have been published." He said that the previous Superintendent failed to provide him with a bound copy of the School Law; therefore he is going to order it. Mr. Brown said when they refer to the Superintendent of Public Instruction in the School Code, they are referring to the Secretary of Education. Mr. Rohner asked if they failed to provide him with a copy. Mr. Brown said evidently they did. Mr. Rohner asked who should he contact. Mr. Summers said he believes he should contact the Superintendent of the PA Public School System. Mr. Rohner said he will do that. During Mr. Rohner's report, he spoke about, when in January 2012, he had a citizens group that came before him as a Code Official at Middle Smithfield Township to discuss East Stroudsburg Elementary School. Mr. Summers asked Mr. Rohner to speak about the conference and not an issue that occurred in 2012. Mr. Rohner said it was part of the conference and he just wanted to inform them about the group that had concerns on the safety of our children and staff as well as the fact that our tax dollars were being wasted. His detailed report will be included in the minutes.

Mrs. Lisa VanWhy said she also attended the PASA-PSBA Conference from October 13, 2016 – October 15, 2016. She said that the highlights were about S.T.E.A.M.-Science, Technology, Engineering, Arts and Mathematics. She also learned about Special Education with regard to re-evaluations and completing them

during the required timeframes. She said it is hard to summarize everything one learns but items learned may, at some point during their service on the board, benefit all those they serve. She thanked the Board members for the opportunity that she was given to attend the conference.

- I. Mrs. Irene Livingston, East Stroudsburg Elementary Principal, said recently the 100<sup>th</sup> segment of “Wake Up ESE” was aired at our school. To commemorate this event four former students from the original 2012 staff joined our current ESE students to record this segment. She suggested that everyone enjoy the collaboration and celebration among our ESE, J. T. Lambert, and High School South students. (At this time everyone viewed the broadcast).
- J. Rep. Rosemary Brown said that the East Stroudsburg Area School District is lucky to have many wonderful teachers. She along with Rep. Parker have joined Mr. Michael Healey’s class to see the work he does with his students; therefore, she was not surprised to hear that Mr. Healey was awarded the Outstanding Secondary School Teacher of the year award from the Pennsylvania Council for the Social Studies (PCSS). Rep. Parker presented a Citation from the PA House of Representatives. Rep. Parker said they take great pride in honoring Mr. Healey for his award, his academics accomplishments, for his work with UN Aspire and the United Nations in order to help others. He enhances education for the students and all those involved. Rep. Brown and Rep. Parker congratulated Mr. Healey for this recognition. The citation was signed by Rep. Mike Carroll, Rep. Rosemary Brown, Rep. David Parker and Rep. Mike Turzai, Speaker of the House.

Dr. Riker said in addition to Mr. Healey’s PA Citation, the School Board and the East Stroudsburg Area School District is hereby awarding this Certificate of Commendation for being the recipient of the Outstanding Secondary School Teacher of the year award from the Pennsylvania Council for the Social Studies (PCSS).

Mr. Michael Healey thanked the School Board, Dr. Riker, Rep. Brown and Rep. Parker for this award. He also thanked the Administrators and previous Superintendent, Sharon Laverdure and the students and their families for sharing this moment with him. He said he is honored to be an educator and will proudly continue his pursuit of distinguished teaching and community service.

- K. Dr. William Riker asked Mr. Brian Borosh to join them in the front of room so he can recognize him. Dr. Riker read: By the authority of the Bylaws of the Pennsylvania Association of School Business Officials and by approval of the PASBO Board of Directors, this is to certify that Brian Borosh having dually qualified under the standards as prescribed and having fulfilled all the personal, ethical and professional requirements as established by the Pennsylvania Association of School Business Officials is hereby inscrolled as a Pennsylvania Registered School Business Official (PRSBO) with all the rights and privileges and obligations pertaining thereto. Unless revoked for cause this registration is valid for 4 years and was awarded on the 29<sup>th</sup> day of September, 2016. The Board members and Dr. Riker congratulated Mr. Borosh.
- L. Dr. Riker said that in December 2015, ESSA reauthorized the McKinney-Vento Education for Homeless Children and Youths Program, which protects and serves homeless students. The amended McKinney-Vento Act provides new protections for homeless youth, which took effect October 1, 2016. Among the changes, the amended McKinney-Vento Act requires that school district and County Children and Youth Agencies to enter into a Memorandum of Understanding by December 10, 2016 regarding the provision of pupil transportation services for eligible children. The Pennsylvania Department of Education was to release a model template for such an agreement, but has not yet done so. Therefore, an MOU does not appear on this evening’s agenda for the Board’s approval. However, the administration is aware of the Federal deadline and will put something in place, as required by law, on or before December 10. We will then present that MOU, or one based on the anticipated model, to the Board for ratification or approval at the regular December Board meeting.

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

- A. Rep. David Parker expressed his gratitude since he has been working with our district for the past two years as one of our State Representative. He said he appreciates the support from the School Board and Administrators. He said Mr. Bader came down to Harrisburg to testify at a very important hearing they had on Legislation to help drive more funding for the underfunded schools. President Summers also has been involved with working with the PSBA. It is very important that we continue to get the message out about how we have been under funded. The new formula will help get money to underfunded schools. It will take time to get the whole message across. Rep. Parker said although he was not reelected, he will continue to work with Rep Brown. He said that he had

lunch with the ESASD Student Board Representative, Nadia Hussein. She is a wonderful individual and clearly a good leader as well as very humble. He said Nadia was a featured speaker at the Rotary Club luncheon, which she failed to mention in her report. Rep. Parker thanked the Board members for everything they do for the students and said he will continue working with the ESASD.

**XI. PERSONNEL ITEMS**

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

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the uncompensated leaves of absence in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

**1. Leaves of Absence - In Accordance with School Board Policy #539**

<b>Name</b>	<b>Position Held</b>
a. Gomez, Charles	Custodian (2 <sup>nd</sup> shift) - High School South Effective Date: November 9, 2016 Length of Leave: December 28, 2016
b. Morales, Venus	Student Aide - Lehman Intermediate Effective Date: November 7, 2016 Length of Leave: February 6, 2017
(Requests received)	

**B. Support Staff**

1.

**ACTION BY THE BOARD:**

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

**1. Resignation**

<b>Name</b>	<b>Position Held</b>
a. Mack, Victoria	Bus Driver - Transportation Effective Date: at the end of the workday on November 10, 2016.
(See page 20)	

**2. Retirements**

<b>Name</b>	<b>Appointment</b>
a. Kohler, Kathleen	Custodian (1 <sup>st</sup> shift) - North Campus Effective Date: at the end of the workday on August 22, 2017.
b. Kresge, Judy	Bus Driver - Transportation Effective Date: at the end of the workday on January 26, 2017.
c. Peters, Nancy	Paraprofessional - High School South Effective Date: December 31, 2016

- d. Stocker, Harold                      Mechanic - Transportation  
 Effective Date: at the end of the workday on January 6, 2017.  
 (See pages 21-24)

**3. Reassignments**

- | <b>Name</b>          | <b>Appointment</b>  |
|----------------------|---|
| a. Fitzpatrick, Brad | From: Information Technologist III - Administrative Services (75%) and Technology Services (25%)<br>To: Information Technologist III - Technology Services (100%)<br>Effective Date: September 26, 2016 |
| b. Oney, Kelli       | From: Secretary - Facilities (75%) and Technology Services (25%)<br>To: Secretary - Curriculum & Instruction<br>Effective Date: January 9, 2017<br>Kelli replaces Janice McKeown who retired.           |

**4. Leave of Absence - In Accordance with School Board Policy #534**

- | <b>Name</b>          | <b>Position Held</b>   |
|----------------------|--|
| a. Hedgelon, William | Mechanic - Transportation<br>Effective Date: August 29, 2016<br>Length of Leave: December 31, 2016 |

(Request received)

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

- | <b>Name</b>       | <b>Position Held</b>  |
|-------------------|---|
| a. Gomez, Charles | Custodian (2 <sup>nd</sup> shift) - High School South<br>Effective Date: August 15, 2016<br>Length of Leave now through: November 8, 2016 |

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

- | <b>Name</b>                 | <b>Position Held</b>   |
|-----------------------------|--|
| a. Carmeci, Dawn            | Information Technologist I (Help Desk) - Technology Services<br>Effective Date: November 3, 2016<br>Length of Leave: June 30, 2017<br>This is an intermittent leave. |
| b. Cole, Marie              | Bus Driver – Transportation<br>Effective Date: October 5, 2016<br>Length of Leave: December 31, 2016   |
| c. Greenway, Teresa         | Bus Driver – Transportation<br>Effective Date: October 3, 2016<br>Length of Leave: December 2, 2016  |
| d. LaFemina-Adams, AnnMarie | Secretary – High School North<br>Effective Date: October 10, 2016<br>Length of Leave: April 10, 2017<br>This is an intermittent leave.                               |

- e. Parkes, Jo  
Paraprofessional – Middle Smithfield Elementary  
Effective Date: October 31, 2016  
Length of Leave: end of the 2016-2017 school year.  
This is an intermittent leave.

(Request received)

**7. Appointments – Regular**

<b>Name</b>	<b>Appointment</b>
a. Class, Flor	Bus Driver (6 hour) - Transportation Hourly Rate: \$15.99 Hourly Rate: \$16.49 after satisfactory completion of the probationary period. Effective Date: November 21, 2016 Flor replaces Diane Anderson who resigned.
b. Curtis, Joseph	Bus Driver (6 hour) - Transportation Hourly Rate: \$15.99 Hourly Rate: \$16.49 after satisfactory completion of the probationary period. Effective Date: November 21, 2016 Joseph replaces Patrick Schantzen who accepted a First Level Supervisor position.
c. Gonzalez, Jeffrey	Bus Driver (6 hour) - Transportation Hourly Rate: \$15.99 Hourly Rate: \$16.49 after satisfactory completion of the probationary period. Effective Date: November 21, 2016 Jeffrey replaces Allan O'Keefe who retired.
d. Ortiz, Nersy	Bus Driver (6 hour) - Transportation Hourly Rate: \$15.99 Hourly Rate: \$16.49 after satisfactory completion of the probationary period. Effective Date: November 21, 2016 Nersy replaces Leslie Cortez who resigned.
e. Parciasepe, Rudolph III	Bus Driver (6 hour) - Transportation Hourly Rate: \$15.99 Hourly Rate: \$16.49 after satisfactory completion of the probationary period. Effective Date: November 21, 2016 Rudolph replaces Evelyn Torres.
f. Peters, Kimberlee	Bus Driver (6 hour) - Transportation Hourly Rate: \$15.99 Hourly Rate: \$16.49 after satisfactory completion of the probationary period. Effective Date: November 21, 2016 Kimberlee replaces Lawrence Reish who retired.
g. Schmidt, Elizabeth	Bus Driver (6 hour) - Transportation Hourly Rate: \$15.99 Hourly Rate: \$16.49 after satisfactory completion of the probationary period. Effective Date: November 21, 2016 Elizabeth replaces Denise Hayes who retired.

8. **Appointments – Long Term Substitutes**

- | <b>Name</b>         | <b>Appointment</b>   |
|---------------------|--|
| a. Castro, Juan     | Custodian (1st shift) - Smithfield Elementary (LTS)<br>Hourly Rate: \$14.98<br>Hourly Base Rate: \$15.48 after satisfactory completion of the probationary period.<br>Effective Date: November 17, 2016 through approximately February 28, 2017.<br>Juan replaces Randy Garris who was terminated.   |
| b. Martinez, Aiden  | Custodian (2 <sup>nd</sup> shift) - J. T. Lambert Intermediate (LTS)<br>Hourly Rate: \$14.98 (plus \$.40/per hour shift differential)<br>Hourly Base Rate: \$15.48 after satisfactory completion of the probationary period.<br>Effective Date: October 24, 2016 through approximately ninety (90) workdays.<br>Aiden replaces Robert Goeller. |
| c. Metaxas, Carolyn | Paraprofessional (Reading) - Resica Elementary (LTS)<br>Hourly Rate: \$16.22<br>Effective Date: October 19, 2016 through the end of the workday on December 22, 2016 only.<br>Carolyn replaces Stephanie Flaherty who is on a leave.   |

9. **Workday Hour Changes**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Location</b>	<b>From:</b>	<b>To:</b>	<b>Effective:</b>
a.	Boyle	Cecilia	Bus Driver	Transportation	6 hours	8 hours	9/20/16
b.	Rodriguez	Bernadette	Bus Driver	Transportation	6 hours	8 hours	8/31/16

10. **Substitute Appointments**

- | <b>Name</b>           | <b>Position(s)</b>   |
|-----------------------|--|
| a. Armitage, Jay      | Cafeteria Aide   |
| b. Arnold, Veronica   | Cafeteria Aide   |
| c. Bussiere, Joseph   | Bus Driver   |
| d. Cando, Maribel     | Bus Driver   |
| e. Charles, Patricia  | Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide |
| f. Felder, Andre Sr.  | Bus Driver   |
| g. Hagman, Brigitte   | Bus Driver   |
| h. Lucatelli, Louis   | Custodian, Maintenance   |
| i. Mahan, Eileen      | Bus Driver   |
| j. Mitchell, Phashawn | Paraprofessional, Secretary, Student Aide  |
| k. Peters, Nancy      | Cafeteria Worker   |
| l. Rogalinski, Brandi | Cafeteria Worker   |
| m. Santos, Raquel     | Crossing Guard, Security Officer   |
| n. Schmidt, Elizabeth | Bus Driver   |



**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the termination for the support staff designated, in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Wayne Rohner. A roll call vote was taken and passed 6-3. Ronald Bradley, Debbie Kulick, Wayne Rohner, Gary Summers, Judy Summers and Lisa VanWhy voted yes. Robert Cooke, Robert Gress and Robert Huffman voted no.

**11. Termination**

Name	Position Held
a. Bowman, LeRoy	Custodian (2 <sup>nd</sup> shift) - J. M. Hill Elementary Effective Date: November 21, 2016

**C. School Police Officers (Non-Bargaining Unit)****ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve the appointment and reassignment of the designated School Police Officers in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and School Police Officer Compensation Plan. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

**1. Appointment – Regular**

Name	Appointment
a. Palmer, Matthew	School Police Officer (1 <sup>st</sup> shift, 8.5 hour, 10 month) - Smithfield Elementary Hourly Rate: \$16.05 Effective Date: November 7, 2016 This position replaces the security officer position at High School South vacated by Gregory Munch who resigned.

**2. Reassignment**

Name	Appointment
a. Zito, John	From: School Police Officer (1 <sup>st</sup> shift) - Smithfield Elementary To: School Police Officer (1 <sup>st</sup> shift) - District Effective Date: November 14, 2016 This position was moved due to District needs.

**D. First Level Supervisor Staff****ACTIN BY THE BOARD:**

Motion was made by Ronald Bradley to approve the leave of absence for the designated First Level Supervisor in accordance with approved applicable policies, procedures and First Level Supervisor Compensation Plan. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

**1. Leave of Absence (Date Change)- In accordance with School Board Policy #335**

Name	Position Held
a. Pryor, Kieran	Head Custodian – High School South Effective Date: August 2, 2016 Now Through: October 30, 2016

(Request received)

**E. Professional Staff - Uncompensated Leaves - In Accordance with School Board Policy #439**

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve the uncompensated leaves of absence in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

**1. Leaves of Absence - In Accordance with School Board Policy #439**

<b>Name</b>	<b>Position Held</b>
a. Hepner, Loni	Biology teacher - High School South Effective Date: May 17, 2017 Length of Leave: last teacher workday of the 2016-2017 school year.
b. Schultz, Cathleen	Guidance Counselor - Resica Elementary Effective Date: October 17, 2016 Length of Leave: January 15, 2017

(Requests received)

**F. Professional Staff**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the retirement, temporary reassignment, leaves of absence, appointments and tenure for the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

**1. Retirement**

<b>Name</b>	<b>Position Held</b>
a. Reiche, Amanda	Family & Consumer Science teacher - High School North Effective Date: December 31, 2016

(See page 25)

**2. Reassignment - Temporary**

<b>Name</b>	<b>Position Held</b>
a. Krammes, Kate	From: Guidance Counselor - High School South To: Guidance Counselor - Resica Elementary and High School South Effective Date: November 8, 2016 Through: to be determined Kate replaces Cathleen Schultz who is on a leave.

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

<b>Name</b>	<b>Position Held</b>
a. Minnichbach, Lisa	Special Education teacher - High School North Effective Date: November 2, 2016 Length of Leave through: end of the 2016-2017 school year. This is an intermittent leave.

- b. Sullivan, Elizabeth                      Guidance Counselor – High School North  
 Effective Date: December 20, 2016  
 Length of Leave through: end of the first semester of the 2016-2017 school year.

(Requests received)

**4. Leave of Absence (Date Change) - In Accordance with School Board Policy #435**

**Name    Position Held**

- a. Shaffer, Nancy                              Kindergarten teacher - Middle Smithfield Elementary  
 Effective Date now: September 7, 2016  
 Length of Leave through: December 22, 2016

(Request received)

**5. Leaves of Absence - In Accordance with School Board Policy #435 and Child Rearing**

**Name    Position Held**

- a. Hepner, Loni                                 Biology teacher - High School South  
 Effective Date: May 11, 2016  
 Length of Leave now through: May 15, 2017
- b. Kirkpatrick, Karen                         Art teacher - J. M. Hill and Smithfield Elementary  
 Effective Date: September 7, 2016  
 Length of Leave now through: the end of the 2016-2017 school year.
- c. Lokuta, Holly                                 Heath & Physical Education teacher - High School North  
 Effective Date: January 11, 2017  
 Length of Leave through: the end of the 2016-2017 school year.

(Requests received)

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

**Name    Appointment**

- a. Karas, Jillian                                 Kindergarten teacher – Middle Smithfield Elementary (LTS)  
 Salary: \$42,599.00, prorated (Step 1 Column 1)  
 Effective Date now: September 7, 2016 through the end of the workday on December 22, 2016 only.  
 Jillian replaces Nancy Shaffer who is on a leave.
- b. Rispin, Andrew                                Math teacher - High School South (LTS)  
 Salary: \$42,599.00, prorated (Step 1 Column 1)  
 Effective Date now: August 23, 2016 through the end of the workday on October 27, 2016 only.  
 Andrew replaces Shelli Bird who is on a leave.
- c. Schaller, Derek                                Biology teacher - High School South (LTS)  
 Salary: \$43,037.00 (Step 1 Column 2)  
 Effective Date now: August 23, 2016 through the end of the last teacher workday of the 2016-2017 school year only.  
 Derek replaces Loni Hepner who is on a leave.

- d. Thaler, Emily Art teacher – J. M. Hill and Smithfield Elementary (LTS)  
Salary: \$42,599.00, prorated (Step 1 Column 1)  
Effective Date now: September 7, 2016 through the end of the last teacher workday of the 2016-2017 school year only.  
Emily replaces Karen Kirkpatrick who is on a leave.

**7. Appointment - Long Term Substitute**

- | <b>Name</b>           | <b>Appointment</b>  |
|-----------------------|---|
| a. Posten, P. Douglas | General Science teacher – High School North (LTS)<br>Salary: \$50,681.00, prorated (Step 5 Column 7)<br>Effective Date: November 3, 2016 through the end of the last teacher workday of the 2016-2017 school year only.<br>P. Douglas replaces Mark Price who is on a Sabbatical leave. |

(See page 26)

**8. Appointment - Regular**

- | <b>Name</b>       | <b>Appointment</b>  |
|-------------------|---|
| a. Fontanet, Rosa | Spanish teacher – High School South (PE)<br>Salary: \$47,880.00, prorated (Step 3 Column 9)<br>Effective Date: November 29, 2016<br>Rosa replaces Edit Lupu who resigned. |

(See page 27)

**9. Building Substitute Teacher Appointment (Date Change)**

- | <b>Name</b>       | <b>Building</b>  |
|-------------------|--|
| a. Rispin, Andrew | Building Substitute Teacher - High School South<br>Effective now: October 28, 2016 through the last student day of the 2016-2017 school year only. |

**10. Tenure**

- | <b>Name</b>            | <b>Certification/Building</b>         |
|------------------------|---------------------------------------|
| a. Angelopolous, Eleni | Elementary/J. T. Lambert Intermediate |

**11. Substitute Appointments**

- | <b>Name</b>                 | <b>Certification</b>      |
|-----------------------------|---------------------------|
| a. Agard-Thomassine, Keisha | Technology Education (NY) |
| b. Thaler, Emily            | Art                       |

**G. Extra Responsibility Positions**

**ACTION BY THE BOARD:**

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

**1. Rescissions**

Name	Position
a. Aguilés, Amalia	Senior Class Advisor - High School North
b. Farley-Picciano, Erin	Assistant Director of School Productions (fall) - High School South
c. Fekula, Nathan	Intramural Science Olympiad Advisor – Lehman Intermediate

(See pages 28-30)

**2. Resignation**

Name	Position
a. Sanker, Donald	Business Education Department Co-Chairperson – High School South Effective: November 1, 2016

(See page 31)

**3. Appointments for the 2016-2017 School Year (compensations reflect 2015-2016 Schedule B Pay Rates)**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Building</b>	<b>Rate</b>
a.	O'Malley	Annette	Business Education Department Co-Chairperson (effective 11/22/16)	High Schools North & South	\$3,847.82 (prorated)
b.	Blannard	Jenny	Mentor for Elizabeth Brundage Effective 10/21/16	Bushkill Elementary	\$612.06 (prorated)
c.	Hughes	Melissa	Mentor for Derek Schaller Effective: second semester	High School South	\$612.06 (prorated)
d.	Shemansky	Mercy	Mentor for Emily Thaler Effective: second semester	J. M. Hill Elementary	\$612.06 (prorated)
e.	Krupski	David	Boys' Track and Field Head Coach	High School North	\$4,937.28 (plus \$250.00 longevity stipend)
f.	Bomar	Terrence	Boys' Track and Field Varsity Assistant Coach	High School North	\$3,587.69
g.	Koretski	John	FBLA Club Advisor	High School North	\$1,090.49
h.	Bastidas	Kaitlain	Girls' Freshman Basketball Coach	High School North	\$3,500.98
i.	Clouse	Denise	Girls' Track & Field Varsity Assistant Coach	High School North	\$3,587.69 (plus \$250.00 longevity stipend)
j.	Reith	Daryl	Intramural Boys' Track & Field Advisor	High School North	\$23.46/hour (24 hour maximum)
k.	Gallagher	Carly	Intramural Girls' Basketball Advisor	High School North	\$23.46/hour (24 hour maximum)
l.	Reith	Daryl	Intramural Girls' Track & Field Advisor	High School North	\$23.46/hour (24 hour maximum)
m.	Saeger	Blaec	Intramural Weight Room Supervisor (winter)	High School North	\$23.46/hour (48 hour maximum)
n.	Aguilés	Amalia	Senior Class Co-Advisor	High School North	\$1,393.46 (prorated)
o.	Koretski	John	Senior Class Co-Advisor	High School North	\$1,393.46 (prorated)
p.	Smith	Jamie	Softball Head Coach	High School North	\$4,879.14
q.	Chrzan	Rachel	Softball Junior Varsity Coach	High School North	\$3,100.08

	Last Name	First Name	Position	Building	Rate
r.	Woodling	Amber	Softball Varsity Assistant Coach	High School North	\$3,560.15
s.	Ciarleglio	Michael	Volunteer Basketball Coach	High School North	not applicable
t.	Salerno	Martene	Volunteer Dance Advisor	High School North	not applicable
u.	Stevens	Jared	Wrestling Varsity Assistant Coach	High School North	\$4,102.84
v.	Werth	John	Wrestling Varsity Assistant Coach	High School North	\$4,102.84
w.	DeRenzis	Sandra	Assistant Director (25%) of School Productions (fall)	High School South	\$1,418.96 (prorated)
x.	Turner	Gillian	Assistant Director (75%) of School Productions (fall)	High School South	\$1,418.96 (prorated)
y.	Farley-Picciano	Erin	Assistant Director of School Productions (spring)	High School South	\$1,418.96
z.	Gamble	Joshua	Boys' Basketball Freshman Coach	High School South	\$3,500.98
aa.	Krammes	Barry	Boys' Track and Field Head Coach	High School South	\$4,937.28
bb.	Bybee	Steven	Boys' Track and Field Varsity Assistant Coach	High School South	\$3,587.69
cc.	Yeomans	Brett	Boys' Track and Field Varsity Assistant Coach	High School South	\$3,587.69
dd.	Jacobs	Joseph	Chess Coach	High School South	\$1,619.92
ee.	Finelli, Jr.	John	Girls' Track and Field Head Coach	High School South	\$4,937.28 (plus \$250.00 longevity stipend)
ff.	Woolsey	Lawrence	Girls' Track and Field Varsity Assistant Coach	High School South	\$3,587.69 (plus \$250.00 longevity stipend)
gg.	Krammes	Barry	Intramural Boys Track & Field Co-Advisor	High School South	\$23.46/hour (18 hour maximum)
hh.	Yeomans	Brett	Intramural Boys Track & Field Co-Advisor	High School South	\$23.46/hour (6 hour maximum)
ii.	Yeomans	Brett	Intramural Girls Track & Field Co-Advisor	High School South	\$23.46/hour (4 hour maximum)
jj.	Finelli, Jr.	John	Intramural Girls' Track & Field Co-Advisor	High School South	\$23.46/hour (20 hour maximum)
kk.	Armitage	Jay	Intramural Rifle Advisor	High School South	\$23.46/hour (24 hour maximum)
ll.	Boylan	Brian	Intramural Weight Room Co-Advisor (winter season)	High School South	\$23.46/hour (24 hour maximum)
mm.	Ruhl	Steven	Intramural Weight Room Co-Advisor (winter season)	High School South	\$23.46/hour (24 hour maximum)
nn.	Watts	Shanyah	Volunteer Dance Team Advisor	High School South	not applicable
oo.	Frevele	Alan	Volunteer Swim Coach	High School South	not applicable
pp.	Bickel	Jessica	Assistant Director of School Productions	J. T. Lambert Intermediate	\$1,418.96
qq.	Murphy	Kenneth	Boys' Track and Field Head Coach	J. T. Lambert Intermediate	\$2,117.73 (plus \$250.00 longevity stipend)
rr.	Booth	Luke	Director of School Productions	J. T. Lambert Intermediate	\$2,021.84
ss.	Frevele	Samantha	Girls' Soccer Assistant Coach	J. T. Lambert Intermediate	\$1,479.15
tt.	Connors	Shannon	Girls' Soccer Head Coach	J. T. Lambert Intermediate	\$2,117.73
uu.	Henritz	Anthony	Girls' Track & Field Head Coach	J. T. Lambert Intermediate	\$2,117.73 (plus \$250.00 longevity stipend)
vv.	Burrell	Malik	Girls' Soccer Assistant Coach	Lehman Intermediate	\$1,479.15
ww.	Bastidas	Kaitlain	Girls' Soccer Head Coach	Lehman Intermediate	\$2,117.73
xx.	Bullock	Katrina	Intramural Science Olympiad Co-Advisor	Lehman Intermediate	\$23.46/hour (48 hour maximum split between advisors)

	Last Name	First Name	Position	Building	Rate
yy.	Fekula	Nathan	Intramural Science Olympiad Co-Advisor	Lehman Intermediate	\$23.46/hour (48 hour maximum split between advisors)

H. Act 93 Staff

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve the leave of absence in accordance with the approved applicable policies, procedures and Act 93 Compensation Plan. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

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

Name	Position Held
a. Stevens, Kim	Director of Pupil Services Grades 6-8 - District Effective Date: November 23, 2016 Length of Leave: six weeks

(Request received)

XII. PETITION

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve that the Solicitor and Superintendent of the District be authorized and directed to prepare and file a Petition with the Local Court of Common Pleas for both Monroe and Pike Counties for the purpose of having Matthew Palmer appointed as school police (attendance) officer for the District. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

XIII. CONTRACTS

1.

**ACTION BY THE BOARD:**

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Flint, Ian	Writing a drill for H.S. South Marching Band.	\$1,750.00	Instrumental Music Dept.	8/1/16-8/31/16
2.	IU 20	CPR/First Aid Certifications	\$519.80	ACCESS	10/1/16-6/30/17
3.	Mad Science of Lehigh Valley (Pettersen, Donna)	Hands-on Presentations as part of Middle Smithfield Title I Parent Involvement meetings.	\$800.00 (in addition to \$1,000 previously approved on October 17, 2016)	Title I Parent Involvement	9/20/16, 10/18/16, 2/7/17 & 3/7/17
4.	Magical Occasions	Four-hour Photo Booth Rental for H.S. North Prom and Balloon Decorating	\$1,300.00	H.S. North Class of 2017 Student Account	5/6/17
5.	Medley, Lynne (Medley & Mesaric Therapy Associates)	Independent Speech and Language Evaluation for two students	Not to Exceed \$3,700.00 each	Pupil Services/District	To be determined

2.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick 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 Lisa VanWhy and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	East Stroudsburg University	Northeastern Pennsylvania Writing Project Professional Development	\$55,440.00	Title I Grant-Professional Development	6/16 – 6/17

(See pages 39-43)

**XIV. STUDENT ITEMS**

**A. Revised Overnight Field Trip**

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to revise the action taken at the October 17<sup>th</sup> meeting to reflect the correct location and dates. (The FBLA State Leadership Conference was canceled; therefore, students did not attend). Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

	Name	Activity	Location	Dates
1.	Polmounter, Amy (#01367)	FBLA students to a State Leadership Workshop.	Harrisburg, PA	11/5/16-11/7/16

**B. Overnight Field Trip**

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner 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 Robert Huffman and carried unanimously, 9-0.

	Name	Activity	Location	Dates
1.	Litts, Randy (#01711)	Donegal Wrestling Tournament	Mount Joy, PA	12/17/16-12/18/16

(See pages 44-46)

**C. Field Trips – 75 Miles or More**

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve the 75 miles or more field trip listed. The proposal and itineraries 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.	Askins, Kendal (#01557)	H.S. North students to Queens College	Queens, NY	11/4/16
2.	Beal, Hillary (#01647)	Lehman Intermediate students will sing at the Capitol Building.	Harrisburg, PA	3/15/17



3.	Beal, Hillary (#01571)	Lehman Intermediate students attending Music in the Park at Kutztown University	Kutztown, PA	5/19/17
4.	Clogg, Katye (#01531)	H.S. South Band attending Tuba Christmas at Rockefeller Center.	New York, NY	12/11/16
5.	Lowe, Deatrice / Vitulli, Lisa (#01622) / (#01623)	Lehman Intermediate students attending Museum of Natural History	New York, NY	5/18/17
6.	Strazzeri, Catherine (#01645)	H.S. North students attending Medieval Times	Lyndhurst, NJ	12/14/16
7.	Toth, Terry (#01555)	J.T. Lambert Intermediate Media Design students to 911 Memorial.	New York, NJ	11/18/16
8.	Zisa, Jessica (#01529)	East Stroudsburg Elementary students attending Aladdin Broadway Show	New York, NY	5/17/17

(See pages 47-55)

#### XV. OLD AND NEW BUSINESS

Mr. Summers said he didn't have any items of discussion but Ms. Kulick previously had mentioned about STEM and STEAM within our district. All Board members received a packet indicating the STEM and STEAM initiatives taking place in our schools. He asked Ms. Kulick if this is what she was looking for.

Ms. Kulick said this is the start of the discussion. She spoke to Mrs. Summers and they believe it is a matter of promoting these activities. They should look at current classes to see what else can be created.

Mr. Gress said that he appreciates the information in the packet they received but elementary schools do so much that other districts do not do. Many times when you go to conference, like Ms. VanWhy mentions, you are met with companies that want to sell their products. They recommend things that they say our district should be doing and many times we are already doing them. The elementary, intermediate and high schools incorporate so many items such as music in their classrooms. We should put together what we do and not waste time bringing up things that others say is not being done. We need additional funding because if we don't receive it, we will cut most of these items. They are electives so they will be gone. These electives help with students when moving forward to college. We need to look at the Strategic Plan (Comprehensive Plan) which contains all this information. He said if the Board members have not seen it, they should look at it because it was created by community members, parents, teachers, students and administrators. There may be others things we have to do but there are many we are already doing. Mrs. Summers said this is a good place for us to advertise what we are doing. She suggested a billboard be placed in each foyer of each building this way we can promote our schools to get students away from Charter schools. Ms. Kulick said this is the line of thought she had. She thanked Mrs. Summers and Mr. Gress for their comments.

#### XVI. REQUESTS TO ESTABLISH STUDENT ACTIVITIES

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

Motion was made by Robert Cooke to approve the requests to establish student activities funds as listed: Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

1. Freshman Class of 2020 – H.S. North
2. South Side Steppers – H.S. South
3. South Side Steppers – J. T. Lambert Intermediate School

(See pages 56-58)

**XVII. BOARD POLICIES**

1.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the board policies listed for use in the East Stroudsburg Area School District. Motion was seconded by Judy Summers and carried unanimously, 9-0.

- 1. Policy #216 – Student Records (See pages 59-75)
- 2. Policy #826 – Audio and Video Recording (See pages 85-89)

(See pages 59-89)

2.

**ACTION BY THE BOARD:**

Motion was made Judy Summers to approve the board policy listed for use in the East Stroudsburg Area School District. Motion was seconded by Wayne Rohner. Motion was made by Gary Summers to table the motion to approve the board policy listed for use in the East Stroudsburg Area School District. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0 to table.

- 1. Policy #707/707A – Use of Facilities (See pages 76-84)

**XVIII. FISCAL ITEMS**

**A. Basic Telephone Service Bids**

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve seeking bids for basic telephone service for a three (3) year term, in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

**B. 2017 Ford Fusion**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the purchase of a 2017 Ford Fusion from the New Holland Auto Group in the amount of \$19,427 per Costars contract #26-039 to replace the High School South Driver's Ed car, in accordance with the recommendation of the Finance Committee. Motion was seconded by Lisa VanWhy and passed 8-1. Ronald Bradley voted no.

(See pages 90-93)

**C. 2017 Ford Transit Cargo Van**

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve the purchase of a 2017 Ford Transit Cargo Van from the New Holland Auto Group in the amount of \$24,749 per Costars contract #25-117 to replace a Food Service Van, in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and passed 8-1. Ronald Bradley vote no.

(See pages 94-97)

D. **2017 GMC Savana Commercial Cutaway Van**

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the purchase of a 2017 GMC Savana Commercial Cutaway Van from Faulkner Fleet Group in the amount of \$39,350 per Costars contract #25-016 to replace a Maintenance vehicle, in accordance with the recommendation of the Finance Committee. Motion was seconded by Lisa VanWhy and passed 8-1. Ronald Bradley voted no.

(See pages 98-104)

E. **Levin Legal Group**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the proposal for legal services by the Levin Legal Group to represent the District in the administrative appeal pending before PDE relative to the Commonwealth Connections Charter School, in accordance with the recommendation of the Finance Committee. Motion was seconded by Judy Summers and carried unanimously, 9-0.

(See pages 105-112)

F. **PlanCon K**

**ACTION BY THE BOARD:**

Motion was made by Judy Summers to approve the submission of PlanCon K to PDE for the District's General Obligation Bonds, Series of 2013 rate modification, in accordance with the recommendation of the Finance Committee. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See pages 113-128)

G. **Miller Flooring**

1.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve invoice #11998 from Miller Flooring in the amount of \$178,520.00 as partial payment for the High School South Auxiliary Gym floor replacement project, in accordance with the recommendation of the Finance Committee. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See page 129)

2.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve invoice #12172 from Miller Flooring in the amount of \$48,615.70 as final payment for the High School South Auxiliary Gym floor replacement project, in accordance with the recommendation of the Finance Committee. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See page 130)

H. **Quad 3**

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve invoice #12430.010-1 from Quad 3 in the amount of \$13,140.00 for air quality testing as part of the High School South Auxiliary Gym floor replacement project, in accordance with the recommendation of the Finance Committee. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See pages 131-132)

I. **Fieldturf**

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve Pay Application #1 – Final from Fieldturf in the amount of \$157,562.99 for the High School South track resurfacing project, in accordance with the recommendation of the Finance Committee. Motion was seconded by Judy Summers and carried unanimously, 9-0.

(See pages 133-134)

J. **Myco Mechanical**

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve Pay Application #21 – Final from Myco Mechanical in the amount of \$868.00 for the JTL HVAC/Lighting project, in accordance with the recommendation of the Finance Committee. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 135-139)

K. **Indoor Air Technologies**

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to accept the bid submitted by Indoor Air Technologies, the lowest responsible bidder, in the amount of \$38,400.00 for the Middle Smithfield Attic Insulation project, in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 140)

L. **Emergency Systems Service Company**

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve the proposal submitted by Emergency Systems Service Company for a three (3) year service agreement to service the District's emergency generators for the period November 15, 2016 through November 25, 2019 at an annual cost of \$13,778.85, in accordance with the recommendation of the Finance Committee. Motion was seconded by Judy Summers and carried unanimously, 9-0.

(See pages 141-145)

M. **Michael J. McKeown, Inc.**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the agreement with Michael J. McKeown, Inc. and appraiser Thomas G. McKeown for appraisal services in connection with the assessment appeals as set forth in the agreement. Fees beyond that set forth in the agreement for expert court testimony, on an as-needed basis, shall not exceed \$300.00 per hour. Motion was seconded by Judy Summers and carried unanimously, 8-0. (Robert Cooke was absent from the meeting room).

(See page 146)

N. **Monroe County Court**

1.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve a settlement on the tax assessment appeal indexed to Monroe County Court of Common Pleas No. 8360 CV 2015 as set forth in the Settlement Stipulation presented, and to authorize the Solicitor to sign such settlement stipulation on behalf of the School District. Motion was seconded by Lisa VanWhy and passed 8-1. Robert Gress voted no.

(See pages 147-150)

2.

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve a settlement on the tax assessment appeal indexed to Monroe County Court of Common Pleas No. 8362 CV 2015 as set forth in the Settlement Stipulation presented, and to authorize the Solicitor to sign such settlement stipulation on behalf of the School District. Motion was seconded by Lisa VanWhy and passed 8-1. Robert Gress voted no.

(See pages 151-154)

3.

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve a settlement on the tax assessment appeal indexed to Monroe County Court of Common Pleas No. 8367 CV 2015 as set forth in the Settlement Stipulation presented, and to authorize the Solicitor to sign such settlement stipulation on behalf of the School District. Motion was seconded by Judy Summers and passed 8-1. Robert Gress voted no.

(See pages 155-158)

O. **General Obligation Bonds**

1a.

**ACTION BY THE BOARD:**

Motion was made by Judy Summers to adopt the Resolution presented by bond counsel approving the issuance of general obligation bonds in connection with the refinancing of all or a portion of the School District's General Obligation Bonds, Series of 2012 and Series A of 2012 for debt service savings purposes. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 159-183)

Mr. Chris Brown said there is a blank in the resolution that was just approved. The Board needs to amend the motion, as stated in the resolution on page 160. The blank needs to be filled out and Attorney Cox, as well as Public Financial Management, advised the district to include a 2% within the blank. Mr. Summers asked if we have to vote again. Mr. Brown suggested that they vote on the revised motion.

1b.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to adopt the Resolution presented by bond counsel approving the issuance of general obligation bonds in connection with the refinancing of all or a portion of the School District's General Obligation Bonds, Series of 2012 and Series A of 2012 for debt service savings purposes, with the insertion of "2%" in the blank on Page 160. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 159-183)

2.

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to adopt the Resolution presented by bond counsel approving the issuance of general obligation bonds in connection with the refinancing of all or a portion of the School District’s General Obligation Notes, Series of 2007 and General Obligation Bonds, Series A of 2007 for debt service savings purposes, with the insertion of “2%” in the blank on Page 185. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 184-208)

3.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to adopt the Resolution presented by bond counsel approving the issuance of general obligation bonds in connection with the refinancing of the School District’s General Obligation Bonds, Series of 2008 for debt service savings purposes, with the insertion of “2%” in the blank on Page 210. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 209-233)

**P. Use of Facilities**

1.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner 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 Ronald Bradley and carried unanimously, 9-0.

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

<b>BUILDING</b>	<b>ORGANIZATION</b>	<b>EVENT</b>	<b>DATE TO/FROM</b>	<b>FACILITY FEES</b>	<b>PERSONNEL FEES</b>
HS South	ES Little League	Training/Clinic	12/10/16 & 12/17/16 (Saturdays)	No	No
HS South	PMC Nurse Family Partnership (Partnership with ESASD through KtO Grant Funds)	Parent Education Event	12/5/16 (Monday) Or snow date of 12/12/16	No	No
JTL	FC Pocono	Soccer Practice	12/1, 12/8, 12/15, 12/22 (Thursdays)	No	No
Resica	Cub Scouts	Pack Meetings	12/12/16 (Monday)	No	No

(See page 234-237)

2.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick 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). ESYA is requesting a waiver of personnel fees for their Sunday Wrestling Match. 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
HS South	ESYA	Wrestling Match	12/18/16 (Sunday)	No	No (Approx. \$350)

(See page 238)

3.

**ACTION BY THE BOARD:**

Motion was made by Robert Gress to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. ESU Men’s Basketball is requesting a waiver of both facility and personnel fees for their practices as the ESU Gymnasium is unavailable due to Graduation Ceremonies including setup/breakdown. ESU has offered in kind services for the use of their facilities for ESASD events as needed. Motion was seconded by Lisa VanWhy 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 Men’s Basketball	Basketball Practice	12/13/16-12/18/16 (Tuesday-Sunday)	No (Approx. \$500 for the first three hours and \$125 per add’l hr.)	No (Approx. \$35 per hr.)

(See page 239)

**Q. Payment of Bills and Treasurer’s Report**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the Payment of Bills and Treasurer’s Report listed in this agenda for the 2016-2017 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 Debbie Kulick and passed 8-1. Ronald Bradley voted no.

1. Payment of Bills - (See pages 240-246)
2. Treasurer’s Report - (See pages 247-254)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – November 21, 2016**

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

**7:00 P.M.**

**Addendum A**

**XI. PERSONNEL ITEMS**

**B. Support Staff**

**ACTION BY THE BOARD:**

Motion was made by Judy Summers to approve the workday hour and salary changes for the support staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

**9. Workday Hour Changes**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Location</b>	<b>From:</b>	<b>To:</b>	<b>Effective:</b>
c.	Donald	Dawn	Student Aide	High School North	7.0 hours	7.25 hours	8/29/16
d.	Meduri	Nancy	Student Aide	High School North	7.25 hours	7.0 hours	8/29/16
e.	Perry	Raymond	Student Aide	High School North	7.75 hours	7.25 hours	8/29/16
f.	Watts	Carlotta	Student Aide	High School North	6.75 hours	7.0 hours	8/29/16

**12. Salary Changes**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Location</b>	<b>From:</b>	<b>To:</b>	<b>Effective:</b>
a.	Albornoz	Doris	Front Desk Receptionist	Lehman Intermediate	\$12.30	\$12.80	9/28/16
b.	Altreche	Ricardo	Security Officer	High School North	\$15.18	\$16.18	9/23/16
c.	Holden	Kira	Secretary	Lehman Intermediate	\$14.06	\$14.56	7/12/16
d.	Korzenowski	Shelly	Health Room Nurse	Itinerant	\$16.77	\$17.27	10/7/16
e.	Long	Damon	Custodian (part time)	Bushkill Elementary	\$14.98	\$15.48	7/28/16
f.	Morabito	Deana	BOP II – Payroll Clerk	Business Office	\$17.57	\$18.07	10/14/16

**I. Professional Staff**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the Settlement Agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association with respect to Grievance #16-17-01 regarding Long Term Substitute positions as Bargaining Unit positions. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 4-5)



**J. Professional Staff**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the change of status and salary changes for the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

**1. Change of Status**

Name	Appointment
a. Matisko, Danielle	From: Guidance Counselor – J. M. Hill Elementary (LTS) To: Guidance Counselor - J. M. Hill Elementary (TPE) Salary: \$46,824.00, prorated (Step 2 Column 7) Effective Date: August 29, 2016 Danielle replaces Carley Chamberlin who resigned. This position includes an additional thirteen (13) supplemental days for the 2016-2017 fiscal year.

**2. Salary Changes**

	Last Name	First Name	Position/location	From:	To:	Effective:
a.	Angelopolous	Eleni	Grade 6/J. T. Lambert Intermediate	\$50,681.00 (Step 4 Col. 7)	\$50,681.00 (Step 6 Col. 7)	8/23/16
b.	Dreisbach	Ashley	Kindergarten/Smithfield Elementary	\$50,681.00 (Step 4 Col. 7)	\$50,681.00 (Step 6 Col. 7)	8/23/16
c.	Orak	Linda	Special Education/High School South	\$46,824.00 (Step 3 Col. 7)	\$50,681.00 (Step 4 Col. 7)	8/23/16

**XIV. STUDENT ITEMS**

**D. Agreements**

1.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve the Agreed Upon Expulsion, Waiver of School Board Hearing and Release Agreement(s) for the case(s) listed in substantially the same form, as presented at this meeting [*contingent upon the receipt of any Manifestation Determinations indicating the infractions were not manifestations of a disability, where applicable*], subject to final review by the school district’s administration and legal counsel. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 6-30)

- a) 16319
- b) 16320
- c) 16642
- d) 16928
- e) 17177

2.

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the Recommendation to Modify the Expulsion Requirement, Waiver of School Board Hearing and Release Agreement(s) for the case(s) listed in substantially the same form, as presented at this meeting, subject to final review by the school district’s administration and legal counsel. Motion was seconded by Judy Summers and carried unanimously, 9-0.

(See pages 31-36)

a) 17400

**XVIII. FISCAL ITEMS**

**P. Use of Facilities**

1.

**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 Debbie Kulick and carried unanimously, 9-0.

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

<b>BUILDING</b>	<b>ORGANIZATION</b>	<b>EVENT</b>	<b>DATE TO/FROM</b>	<b>FACILITY FEES</b>	<b>PERSONNEL FEES</b>
ESE	FC Pocono	Soccer Practice	12/7/16, 12/14/16, 12/21/16 (Wednesdays)	No	No
Middle Smithfield	Mad Science (Science-Based After School Enrichment Program)	Joint Partnership with ESASD- Title I Grant Funding	1/30/17, 2/6/17, 2/13/17, 2/27/17, 3/13/17, 3/20/17	No	No

(See pages 37-39)

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. Q of ESU (Color Guard) is requesting a waiver of both facility and personnel fees for their practices as the ESU Gymnasium is unavailable due to other events. ESU has offered in kind services for the use of their facilities for ESASD events as needed. Motion was seconded by Robert Gress and carried unanimously, 9-0.

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

<b>BUILDING</b>	<b>ORGANIZATION</b>	<b>EVENT</b>	<b>DATE TO/FROM</b>	<b>FACILITY FEES</b>	<b>PERSONNEL FEES</b>
H.S. South	Q of ESU Color Guard	Practice	12/3/16 (Saturday)	No (Approximately \$500 for the first three hours and \$125 per additional hour)	No (Approximately \$35 per hour)

(See page 40)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – November 21, 2016**

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

**7:00 P.M.**

**Addendum B**

**XI. PERSONNEL ITEMS**

**K. Central Administration**

**ACTION BY THE BOARD:**

Motion was made by Judy Summers to approve the change of position of Ryan K. Moran, Assistant Superintendent of Curriculum & Instruction K-5 to Assistant Superintendent of Curriculum & Instruction K-12, effective September 12, 2016 with a salary compensation of \$136,500, prorated. Motion was seconded by Robert Gress and carried unanimously, 9-0.

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – November 21, 2016**

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

**7:00 P.M.**

**Addendum C**

**XVIII. FISCAL ITEMS**

**R. Human Resources**

**ACTION BY THE BOARD:**

Motion was made by Ronald Bradley to approve the position of Director of Human Resources, effective during the 2016-2017 fiscal year with a salary compensation range of \$84,050 - \$118,195 (prorated), in compliance with the current Act 93 Compensation Plan. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

**XIX. ANNOUNCEMENTS/INFORMATION**

**None**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to adjourn. Motion was seconded by Gary Summers and carried unanimously, 9-0.

**XX. ADJOURNMENT 8:54 P.M.**

Respectfully submitted,

Patricia L. Rosado  
Board Secretary