

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – July 17, 2017  
Carl T. Secor Administration Center – Board Room**

**Simultaneously Broadcasted at High School South - Auditorium**

**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:** Robert Cooke, Robert Gress, Robert Huffman, Debbie Kulick, Wayne Rohner, Gary Summers, Judy Summers and Lisa VanWhy. Ronald Bradley was absent.
- III. **School personnel present in the Administration Center-Board Room:** Jeff Bader, John Berryman, Brian Borosh, Ben Brenneman, Stacey Brescancine, Tara Caplette, Jessica Carson, Sue Cole, Judith Cotto, Bryan Cramer, Rebecca Cunningham, Robin Daning, Jackie Doyle, Larry Dymond, Eileen Early, Tina Falbo, Joe Formica, Eric Forsyth, Kellie Fuehrer, Jeanine Fuller, Geof Gambill, Diana Govus, Heather Gress, Aliya Grindle, Marjory Gullstrand, Donald Halker, Harriet Heath, Sue Hegarty, Catherine Hennings, Andrea Hower, Carol Huffman, Scott Ihle, Phil Lazowski, Lauren Lehman, Kaitlin Lopez, Kevin Mabe, Jennifer Marmo, Joseph Martin, Carla Mathiesen, Barbara A. Miller, Kathleen Muniz, Mary Louise Neyhart, Bobbi Nordmark, Rebecca O'Donnell, Mary Parmer, Jim Parton, Cynthia Pellington, Rose Perkins, Joanne M. Peters, Erin Picciano, Samantha Prince, Ronald M. Rade, Jr., Susanne Rasely-Philipps, Daryl Reith, William Riker, Robert Romagno, Patricia Rosado, Jessica Ruhl, Debbie Sands, Paul H. Schmid, Caren Senior, Rick Stine, Catherine Strazzeri, Bob Sutjak, Billie Trauschke, Annamaria Wallen, Tammy Walsh, Sue Wolff, Nadia Worobij, Lisa Zabriskie, Steve Zall, Ann Zannella and Louise Zavertnik. Thomas Dirvonas, Solicitor.
- School personnel present in the High School South - Auditorium:** Louis Carbajal, Sean Edwards, Denise Hossain, Cynthia Ippolitto, Matt Mullaney, Amanda Signorello and Mike Stalker.
- IV. **Community members present in the Administration Center-Board Room:** Joe Anello, Kylie Arneaud, Francine Arrington, Rebecca Bear, Kate Briegel, Tricia Briegel, Joe Bussiere, Katerina Deene, Gary V. Ellis, Tomara Ellis, TreVaughn Ellis, B. J. Gall, Joy Gilmartin, Athena Gonzalez-Dina, Karen Green, Mya Guillaume, Bruno Hennings, IV, Lauren Holmwood, Debbie Homulka, Mike Hower, Leah Jardel, Dominique Kurtz, Laurie Lirens, Angelina London, Jason Lopez, Lynn Manza, Marissa Manza, Rozie Palies, John Petrizzo, Naomi Spires, Elexes Strube, Miranda Terraciano, Zachery Uporsky, Lisa Villano, M. Vough, Dayla Walters and Erin Weiss.

**Community members present in the High School South - Auditorium:** None

Other: Josh Grice – D'Huy Engineering  
Bill Cameron – Pocono Record

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

## VI. ADOPTION OF AGENDA

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

Motion was made by Judy Summers to waive the provisions of Policy #006 specifying the order of business and adopt this agenda for July 17, 2017, as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

## VII. APPROVAL OF MINUTES

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

Motion was made by Robert Cooke to approve the minutes of the June 19, 2017 meeting. Motion was seconded by Debbie Kulick and passed, 7-0-1. Robert Gress abstained.

## VIII. REPORTS

- a. Mrs. Lisa VanWhy said there are no current updates with reference to the Monroe Career & Technical Institute.
- b. Mr. Huffman said that he distributed the May and June Colonial IU 20 Newsletters to all Board members this evening. He also has additional copies for anyone who may want a copy. Dr. Frank DeFelice, former Bangor Area School District Superintendent, was appointed as the Assistant Executive Director of the IU 20.
- c. Mr. Wayne Rohner said that Property/Facilities Committee met on July 6<sup>th</sup>. The following items were recommended for Board action:
  1. Payment to CSI in the amount of \$27,000 for the Bushkill Elementary Fire Alarm Panel project.
  2. The purchase of a 2017 GMC Savana Maintenance Van in the amount of \$38,104.10. This purchase is part of the approved budget for next year.
  3. Payment to D'Huy of \$5,120 for services rendered as part of the JTL and Lehman Masonry projects.
  4. Payment to the Gilbertson Group in the amount of \$3,432 for the Resica Door Access Control Prolog Software upgrade.

The Committee held a discussion with Josh Grice of D'Huy Engineering regarding D'Huy's findings on the sinkholes at Lehman Intermediate School and regarding our engineered storm water system. Mr. Grice will give his report tonight.

- d. Mr. Robert Gress said that the Finance Committee met on July 11<sup>th</sup>. A few items are on the agenda tonight. One item is the Series AA Bonds refinancing. The net saving to the district for the life of the bond will be about eleven million which is about \$900,000 per year in savings. The printing of the school calendar is also on the agenda. This item can be discussed and questions can be answered as they come up. He will make his recommendation to the Board to consider. TIF was discussed and the Supervisors of Smithfield Township approved their individuals to serve on this Committee along with Mr. Summers regarding the Smithfield Gateway Project. They will probably meet sometime in August. This program was designed to increase assessments by deferring a percentage of the taxes to spur development. The JTL Masonry project in the amount \$385,000 was not recommended by the Committee but forwarded to the Board for review and discussion. The State budget was approved but they forgot to approve the revenues. They approved programs but not the funding for them. Hopefully they will figure it out soon. The next committee meeting will be held on August 8<sup>th</sup>.
- e. Mrs. Judy Summers said the Policy Review Committee met on Monday, July 17, 2017, and have recommended that administration post the following policies for public review during the month of July and subsequent Board action in August (pending final review by the district's legal counsel):
  1. Policy 006 Meetings
  2. Policy 204.2 Non-School District Sponsored Educational Trip or Tour
  3. Policy 707 Use of Facilities/Schedule of Fees – The definition of “normal facility operating hours” is being modified by Administration to align with the hours when district custodial staff are on duty rather than teachers. This policy will be posted during July and will be eligible for approval as early as the next Board meeting.

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

1. Policy 121 Field Trips
2. Policy 123 Interscholastic Athletics
3. Policy 204 Attendance
4. Policy 221 Dress & Grooming (for implementation 7/1/18)

Please note: Placed at your desk is a correction on Policy 221 on page 3 of 5. Carolina Blue was inadvertently left out of the color choices for shirts/tops.

5. Policy 929 Fundraising

- f. Mr. Josh Grice of D'Huy Engineering said he is here tonight to give the Board his presentation on the district's Capital Projects that he formerly gave to the Property/Facilities Committee at their July 6<sup>th</sup> meeting. Mr. Bader made copies to distribute to the Board. His presentation included updates on the Masonry repair project at J. T. Lambert (JTL) and Lehman Intermediate Schools, storm pipe investigation at Lehman Intermediate and metal façade panels at Lehman Intermediate (Lehman). The contractors started work on the areas that need to be rebuilt at JTL right after the school year ended. Pictures included were of the progress behind the cafeteria. The walkway is being completely rebuilt, which was the top item of concern due to safety concerns. A lot of work at JTL pertain to window flashings. The demolition phase is nearly complete. Site walls are being rebuilt with new brick. A couple of unforeseen conditions were uncovered and they are developing repair solutions and pricing for them. The contractor has an allowance built into the account to address these types of problems. A constructional engineer is onsite at all times. The approval for the electrical conduit relocation was deferred last month from the Board. It has to be relocated. It was not identified by the masonry contractor because they thought it could be done in-house but it cannot. The cost will be \$9,700. We would recommend approval tonight in order to perform that work. The same contractors are working on JTL and Lehman. The brick wall by the natatorium is being pulled down with the cavity behind it remaining. Lehman Township would like to take a look at work being performed. We will make sure they are involved with the review process. Some conditions were identified and will be made part of the project. The payment invoice for this job did not make it to the Property/Facilities Committee meeting but is on the agenda tonight. They strongly support the approval of the first invoice from the contractor.

The storm pipe investigation from Lehman sinkhole depression on some inlets on the gym side begun when students were out of school as a safety precaution. An excavation contractor checked and although they do not have all details, they wanted to see if it was constructed properly. They found: Loose soil on top of the pipe instead of crushed stone, big boulders which is not recommended for backfills. There were also a couple of conditions on the excavation side that was not done properly. In the inlets, they found no bottom to it but it had holes. They are open to earth behind it which is a pathway for storm water to get out of the box instead of being contained. Large stones missed in backfill have higher potential to cause voids and lead to settlement.

Next steps for Storm Pipes Suggestions:

- Engage video inspection company to further investigate storm pipes to observe joints (awaiting proposal)
- Review conditions at other storm inlets (not requiring excavation)
- Develop scope and budget for possible repair/replacement

Metal Façade Panels at Lehman. One stair tower exterior wall has metal panels that were detached. They took some panels to see what happened. They saw conditions they think are repairable. All panels from the top down need to be removed. They will develop permanent repairs. Obtain pricing for repairs and complete repairs and remove temporary bracing.

Mr. Summers asked if anyone has the name of the contractor who built the schools. Mr. Grice said he does not know. Mr. Summers asked the District Solicitor, Tom Dirvonas, to investigate who was awarded this contract, when, what was the value of the contract and who was the construction company on it. He said the building is only 18 years old. Mr. Summers said that he received a magazine about an Architectural and Engineering firm from Nashville and is now in DC and New York, Makesik and Makesik. He read:

“Employing sound budgeting practices, proven project management skills, and future oriented construction expertise that incorporate environmental and technological features. Our school modernization projects have a life span of 30 to 50 years “. We should have hired them.

## IX. PUBLIC PARTICIPATION

Limited to comments on this agenda by residents and taxpayers of the school district (3 min. ea.)

- A. Mr. Joe Bussiere, former bus driver said that at last month's Board meeting he discussed the substitute bus driver rate. Currently the district is paying three times the money to Pocono transit to do a job the sub drivers can do for less. Why we are not offering more money for retirees to do the job? Mr. Summers said he heard his comment last month and failed to discuss it at the last Finance Committee meeting. Mr. Summers asked that Mr. Bader bring to the next Finance Committee meeting an analysis on how much money we are paying Pocono Transit as opposed to a sub bus drivers' rate. Mr. Summers informed Mr. Bussiere that he is making this commitment to have this topic covered at the next Finance Committee Meeting.
- B. Mr. John Petrizzo said he is highly upset with what he witnessed today regarding the projects at J. T. Lambert and Lehman Intermediate. He read: "Township settles suit for a quarter of a million dollars to fix mold repair on the addition to Middle Smithfield Elementary School". The total cost was \$222,914.00. "If you are not part of the solution, you are part of the problem". At a previous Board meeting he said that he witnessed that there was no stone underneath the pavement at the North site. Today's pictures showed no stone underneath the pipe. This is shoddy construction and a terrible job. We got robbed. He has reported this issue at a previous Board meeting. He is suggesting that the Board go into an Executive Session to discuss recouping this money by legal means. Maybe Luzerne County is here because the Board is doing business like they do. There was a con committed, especially three-million-dollars worth of missing stone underneath the pavement. He recently reported it to the district's attorney and the attorney did not follow through. The district should get another attorney. He made the comment about 15 year ago that these construction practices are going to bankrupt this community, as is apparent, with the for sale signs he sees all around this community.
- C. Mr. Geof Gambill, (staff member, parent and community member) said his children have attended the following schools in this district: J. M. Hill Elementary, East Stroudsburg Elementary, J. T. Lambert Intermediate School and High School South. They have experienced unique gifts and talents from their teachers. His children have been greatly influenced by their educators. Teaching was full of imagination, patience, caring, humor, and support. They also had tough teachers but were taught they care through discipline. Learning can come from music, dance, and drama as well as through a book. The experiences through teaching and activities added a richness through participation not by a test, but by building character. He is grateful for the teachers (Ms. DeHart, Mr. Healey, Mrs. Steakin, Mrs. Ridner, Mr. Trauschke, Mrs. Lopez, Ms. Shamp, Ms. Clogg, Ms. Lehman, Mr. Horne, Mr. Whitney, etc.) because they have been invaluable in his children's lives. These teachers have made a difference and they are needed. Their loyalty and dedication to the students and community at large deserves the respect of a fair contract.
- D. Mr. TreVaughn Ellis, H.S. South Sophomore and President of his class, said that on July 13<sup>th</sup>, they found out about the dress code change which will take effect the next school year. Your reasoning is to take focus off clothes and onto school work but this will have the opposite effect. The new Dress Code Policy does not require only that students wear a collar but that they also have certain colors for shirts and pants. Within the current system, the colors do not work out. The students believe that this force against the new Dress Code Policy will only grow bigger and stronger. The environment affects learning. Some students had to do a project on this topic in 6<sup>th</sup> grade. Noise, lighting and comfort are the major aspects of learning. Students were happy with the present Dress Code Policy. This new policy is like having a collar attached to a lease. This makes the metaphoric dog inside of us angry and one day will want to bite and break free. Hear our voice today because it will only get louder.
- E. Ms. Rebecca Bear said she has students who attend this district. Her children have experienced the current dress code and the no dress code. She believes the dress code was put in place to help stop bullying. Now the students are not picked on because of their clothes but because of who they are. Bullying is getting worse and not getting better because they are picking on the person. The khaki-style do not fit well with skinny individuals and clothes from Old Navy give rashes. The new policy says they cannot buy shirts with logos which is what the good clothes have. The students cannot wear shirts with college names so they cannot show what they believe in. She understands banning hoodies but you can't keep confining kids to become robots. They should have individuality and show who they are. They should not be constricted in their clothes because it will end up constricting their minds as well.
- F. Miss Kate Briegel, President of the upcoming Freshman class, said that she feels the new dress code that is being considered will not be helpful but have the opposite effect. The time and effort spent working on it could have been spent improving other areas in the district. Self-expression is the key item that is being impacted. Students are coming into themselves in the high school and middle school years by expressing who they want to be. Adults make

decisions. Why not the students? How can they be independent when as soon as they wake up, they are being told to conform? Many have uniforms from their athletic activities that they will not be able to wear. You will be asking parents to buy a whole new wardrobe. The previous dress code was doing its job. Some students at the end of the school year were not following the dress code due to the little consequences they would receive. Do not punish the rule followers for the actions of others. She implored the Board members to consider keeping the dress code that they currently have.

- G. Miss Marissa Manza, Freshman, said when she was going into 6<sup>th</sup> grade, they changed to the current dress code. She did not mind the change. On picture day, she wore what she thought was appropriate dress code but was sent to the office. She was humiliated. This began the constant harassment of not showing too much leg or having an inappropriate shirt. It was said that the dress code was supposed to stop bullying. Boys are constantly harassing and commenting girls on their legs or their overall looks. How is making the students wear a color going to change this? How is this going to promote no bullying? She looked on the Princeton Prep website. Their dress code was two words long, "professional wear". How is a school preparing students for an Ivy League school not require a certain color or particular collared blouse? Marissa said she goes to school each morning with her required dress code and her mom goes to work with nice jeans and a nice shirt. Meanwhile, a 9<sup>th</sup> grade student has to adhere to a dress code. Don't force students to wear colors and materials the district deems appropriate but have them wear something they deem professional. Students should not wear flip flops or shorts or other items as such. They should come dressed for a professional environment. She asked the Board members to reconsider implementing the new dress code.
- H. Miss Elexes Strube, Junior, said that she participates in multiple sports. Her mom goes out of her way to buy items for wrestling, track, etc. If you take it away being able to wear sportswear, it would not only take away their individuality but their school spirit. Students are told to wear appropriate dress but some teachers are not dressed the way the students are. It should be fair across the board. Some students do not dress appropriately but don't punish the ones following the dress code for the ones that are not. Some students are punished immediately but others are not. She asked the Board members to relook over their agenda for the new dress code. She said they need to meet on middle ground. It's not fair to teachers to take a half hour examining students to see if they wearing the appropriate dress code, which takes time away from learning. How is a dress code going to help with their education?
- I. Miss Mya Guillaume, Junior, said that 50% to 60 % of the students have free or reduced lunch so asking them to buy a new wardrobe will impose a hardship on them. She wears a south shirt all the time which shows how much she loves her school and coming to school. She wears sweatpants and a t-shirt all the time and has a 4.9 weighted GPA. She is just as professional as someone in khakis. She feels more comfortable in how she dresses. She sits hour-long classes and people are more concerned about what she wears instead of what she is learning. This is not fair to her and all the students
- J. Miss Leah Jardel, Junior and Correspondence Secretary of her class, said we are all involved in things that make us who we are. We are finding what we like to do and how we are going to be involved. By taking away the activity or sport we support, you are taking away what we want to be. By limiting colors, you are taking away from students' personality and not letting them show who they can be or want to become. Students are not allowed to show their diversity. The new dress code is not the end of the world but it is a change to what we are used to and not necessary. She enjoys accessorizing. Fashion and school are fun for her. She asked the Board members not to limit the students by not allowing them to show who they are. She said if they were born to stand out, why does the Board want to make them look like everyone else.
- K. Mr. Zachery Uporsky, Sophomore and Vice President of his class, said he disagrees with the changes because it is a preempted attempt of a uniform. He is confident that few students stand with this new dress code. Why is this change being made? If you want to stop gang violence, then stop it. If you want to stop bullying, how is this going to solve the problem? He said his parents pulled him out of JM Hill Elementary due to bullying. At JM Hill, he could wear jeans and his favorite shirt every day. When he went to Stroudsburg School District, he was met with having to wear a uniform. My mom thought it would stop bullying but it didn't. He saw horrendous fights, heard bad language, saw use of drugs, witnessed arrests, etc. Uniforms are a formality and don't stop bad behavior but stops diversity and creativity. One thing students should be able to do is express themselves. When he came back to this district he wore joggers and they do not make him take drugs, or say bad words or even exhibit bad behavior. It is not what a student wears, but what they are thinking. The new policy does not solve the problems but causes disarray. Enforcement is a problem. The new policy is not addressing what needs to be addressed.
- L. Miss Katerina Deene, said she is not here to go on a tirade about the new dress code. She asked the Board members if they would find fault in what she is wearing. If not, then why are you making them wear polo's and khakis, when there is nothing wrong with what she is wearing? She said she does not participate in gang violence. She is 10<sup>th</sup> in her

class. She asked the Board members to rethink what they are doing with the new policy. None of their reasons make sense. She sees that they are probably not going to listen to the students. They should focus on a new teacher contract instead of what students are wearing to school.

- M. Miss Naomi Spires said she does not see the point for the change. Items that they should not wear were already taken away and that is fine. She is big on expression and they are not letting the students express themselves. Schools have rules so they have to watch how they act and what they say. With clothing, students would be able to express themselves. Some people do not have money for new clothes, like she doesn't. She thought this was a school about diversity but the Board members are asking the students to look the same. Students are being asked to wear a certain color and she doesn't see how it will help with learning. She suggested that the Board members focus on how they are learning and how teachers interact with students. Some teachers are great and others make them feel insignificant. That feeling does not come from wearing certain clothing but by how teachers make them feel. She asked the Board members to listen to their comments and not worry about changing the dress code but worry about how everything else is affecting the students.
- N. Miss Dayla Walters, Junior, said she is all about self-expression. This topic about the dress code upsets her. When you take away the ability for students to express themselves through clothes, they are making it seem that their bodies are disgusting because they cannot show a collar bone or a shoulder. She said it upsets her that the Board believes that her body or how girls' bodies are distracting to boys is more important than her education. Some students do not have money or time to spend on a whole new wardrobe. She buys economical clothes because her family does not have a lot of money. Therefore, she has to buy at the last minute, so they may not have the correct colors or appropriate apparel in her size. Not being able to wear hoodies, sweats or t-shirts, will constrict the students from feeling comfortable. She can learn being comfortable because wearing khakis will not determine her intelligence.
- O. Miss Dominique Kurtz, Sophomore Class Correspondence Secretary, said she is here to speak about expression and individuality. Forcing students to wear these clothes, will take away their freedom. It will make students look all the same. Everyone likes to work in a comfortable environment and they should be trusted to figure out what to wear. What is the purpose of the dress code? All it does, is makes teachers and students stress. We need to focus on education. Wearing clothes of their preference, make students confident in themselves. She said she is top 10% of her class and not once have her outfits distracted anyone. Some students will break the dress code but the ones that don't should not be punished. The new dress code will impose a financial hardship on a lot of families in the district. The current dress code is fine as is. She asked the Board to reconsider from changing the current dress code.
- P. Mr. Jason Lopez, H.S. N. Freshmen, said that what the Board is saying is that the dress code was created due to discipline and bullying issues. He said he's been thinking about the Board's strategy of why they feel it necessary to have a dress code. The district has said it is a way to prevent bullying on kids due to not dressing appropriately. This is not solving the issue but sweeping it under the rug. We should be teaching them to treat each other as human beings. We are running away from the problem and students are not expected to do that. It would be safer and more reliable if we teach kids that this is not the way to handle a situation. It's better to eliminate the dress code instead of bottling it up. The Mission Statement and Beliefs talks about diversity and global prospective. This is not what we are following. He said he believes that students are here because they care about learning. He suggested that the Board focus on making the district a learning environment and not a professional environment.
- Q. Ms. Athena Gonzalez-Dina said she has two children in the district and two have graduated. Her oldest told her he was bullied when he attended Smithfield Elementary School. Not once did he mention it was because of what he was wearing but because he was short. She said her other child committed suicide and that had nothing to do with what she wore. Her youngest child is in an elementary school and he is getting bullied even though we have a dress code. He is bullied because of other issues and not because of what he is wearing. She is an involved parent and many people know her so she sees what happens in the schools. The bullying issues have nothing to do about clothes. The certain colors that they will be required to wear is not going to change things. She is disabled and the amount of laundry that she will need to do will take a lot of time and energy from her. The Board should consider all these factors before making a final decision. This will be a burden that they will be imposing on many families. The current policy is fine because it gives the students more choices. She hopes they will reconsider their decision.
- R. Mr. Robert Gress thanked everyone for coming out especially the students. He has sat through this debate many times. Studies show that dress codes do not stop bullying, improve test scores or stop discipline issues. It stops creativity and individuality, which is what we try to instill in the youth today in order for them to become productive adults in society. Several large companies do not require that employees wear a dress code such as Google, Buzz Feed, Twitter, Face Book, AOL, Apple, etc. These companies are looking for creativity and artistic ability. If his daughter and niece were subjected to this policy, it would have stopped what they have become. Kids will push the

envelope in other ways. Leave what is working now. Many have spent money on athletic uniforms to support the athletic teams, because the district does not provide. Everybody acting and looking the same is not what this country is about.

X. **OLD BUSINESS** : None

XI. **NEW BUSINESS**

a. **LOCAL BOARD PROCEDURES**

**1.003 – Functions**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to adopt the Board Policies listed. Motion was seconded by Judy Summers and carried unanimously, 8-0.

1. Policy 121 Field Trips
2. Policy 123 Interscholastic Athletics
3. Policy 204 Attendance
4. Policy 929 Fundraising

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to adopt the Board Policy listed. Motion was seconded by Judy Summers. A roll call vote was taken and passed 5-3. Robert Huffman, Debbie Kulick, Wayne Rohner, Gary Summers and Judy Summers voted yes. Robert Cooke, Robert Gress and Lisa VanWhy voted no.

1. Policy 221 Dress & Grooming (for implementation 7/1/18)

(See pages 14-46)

**2.008 – Administrative Organization**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the organization chart, Attachment 008, prepared by the Superintendent, as presented, to designate clearly the relationships of all employees within the district organization. Motion was seconded by Judy Summers and passed 6-2. Robert Cooke and Robert Gress voted no.

(See page 47)

b. **PROGRAMS**

**1.121 – Field Trips**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to authorize the field trips listed. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Burns, Holly (#02479)	J. T. Lambert students to the United Nations (sharing bus with H.S. South students)	New York, NY	9/15/17
2.	Healey, Michael (#02444)	H.S. South students to the United Nations (sharing bus with J.T. Lambert students)	New York, NY	9/15/17

(See pages 48-49)

c. **PUPILS**

**1. 218 – Student Discipline**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the Code of Student Conduct for the 2017-2018 school year as presented. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

(Backup Available on ESASD Website)

**2. 239 – Foreign Exchange Students**

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to accept the recommendation of the Superintendent for the admission of one foreign exchange student sponsored by ASSE International Student Exchange Programs for the 2017/2018 school year [subject to proper completion and receipt of all necessary documents]. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

d. **PERSONNEL**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Debbie Kulick and carried unanimously, 8-0. Robert Gress abstained from Item E letter b and Item J. letter c.

*[Subject to proper completion and receipt of all necessary documents and clearances, where applicable.]*

**1. 303/404/504 – Employment**

a. Appointments

	<u>Name</u>	<u>Position</u> <u>Department</u>	<u>Action</u>	<u>Compensation</u>	<u>Effective Date(s)</u>
1.	Bompane, Gregory	Custodian (2 <sup>nd</sup> Shift) – J. T. Lambert Intermediate (LTS)	Appointment	\$14.98 (plus \$.40/per hour shift differential)	4/24/17-7/11/17 (end of the workday)
2.	Bompane, Gregory	Custodian (1st Shift) – J. T. Lambert Intermediate (LTS)	Appointment	\$14.98	7/12/17-9/20/17 (end of the workday)
3.	Cykosky, Tamara	Math Instructional Coach – Elementary (TPE)	Appointment	\$46,824.00 (Step 2, Column 7)	8/22/17
4.	Lashinski, Jennie	Math Teacher – High School North (TPE)	Appointment	\$43,630.00 (Step 2, Column 1)	8/22/17
5.	McClure, Katie	Special Education Teacher – High School South (TPE)	Appointment	\$42,599.00 (Step 1, Column 1)	8/22/17
6.	Schaller, Derek	Biology Teacher – High School North (LTS)	Appointment	\$43,037.00 (Step 1 Column 2)	8/22/17 through the last teacher workday of the 2017/2018 School Year
7.	Simonds, Kevin	Paraprofessional (Reading) J.M. Hill Elementary	Appointment	\$16.72	8/22/17
8.	Wickberg, Arthur	Custodian (2 <sup>nd</sup> Shift) – J.M. Hill Elementary (LTS)	Appointment Extension	N/A	7/12/17-9/20/17

(See pages 50-53)



b.

Cyber Academy Facilitators Appointments for the 2017-2018 School Year –  
Intermediate School

	<b>Last Name</b>	<b>First Name</b>	<b>Subject</b>
a.	Gambill	Geofrey	Science – Grade 6
b.	Bullock	Katrina	Science – Grade 7
c.	Bullock	Katrina	Science – Grade 8
d.	Gambill	Geofrey	Math – Grade 6
e.	Vitulli	Lisa	Math – Grade 7
f.	Vitulli	Lisa	Math – Grade 8
g.	Pellington	Cynthia	ELA – Grade 6
h.	Pellington	Cynthia	ELA – Grade 7
i.	Pellington	Cynthia	ELA – Grade 8
j.	Vitulli	Lisa	Social Studies – Grade 6
k.	Vitulli	Lisa	Social Studies – Grade 7
l.	Labar	Robert	Social Studies – Grade 8
m.	Frick	Samantha	PE – Grade 6
n.	Dougherty	Kenneth	PE – Grade 7
o.	Dougherty	Kenneth	PE – Grade 8
p.	Frick	Samantha	Health – 6
q.	Dougherty	Kenneth	Health – 7
r.	Dougherty	Kenneth	Health - 8

c. Cyber Academy Facilitators Appointments for the 2017-2018 School Year – High School

	<b>Last Name</b>	<b>First</b>	<b>Subject</b>
a.	Bullock	Katrina	Environmental Science
b.	Carson	Wayne	Game Design
c.	Carson	Wayne	3D Art – 1
d.	Carson	Wayne	3D Art – 2
e.	Davidge	Samuel	Health – 9
f.	De Leon	Karla	Keystone Remediation Algebra
g.	Dobrowolski	Darrin	Geometry
h.	Dobrowolski	Darrin	Trigonometry
i.	Dobrowolski	Darrin	Statistics
j.	Dobrowolski	Darrin	Pre-Calculus
k.	Dobrowolski	Darrin	Math Tutor (North)
l.	Ellison	Aimee	PE – 11
m.	Ellison	Aimee	PE - 12
n.	Formica	Joseph	Career Planning and Development
o.	Francios	Maria	Keystone Biology Remediation
p.	Francios	Maria	Physical Science
q.	Francios	Maria	Biology
r.	Matheis	Martina	Keystone Literature Remediation
s.	Matheis	Martina	Expository Reading and Writing
t.	Matheis	Martina	Introduction to Speech
u.	Moskovitz	Scott	Health – 12
v.	Moskovitz	Scott	PE – 9
w.	Patascher	Daniel	Health – 11
x.	Patascher	Daniel	PE – 10
y.	Reith	Daryl	ELA – 9
z.	Reith	Daryl	ELA – 10
aa.	Reith	Daryl	ELA – 11
bb.	Reith	Daryl	ELA – 12
cc.	Szepietowski	Waldemar	Civics
dd.	Szepietowski	Waldemar	US History 2
ee.	Szepietowski	Waldemar	Economics
ff.	Szepietowski	Waldemar	Online Learning & Digital Citizenship

gg.	Zannella	Ann	Introduction to Business
hh.	Zannella	Ann	Financial Math
ii.	Zannella	Ann	Intro to Entrepreneurship
jj.	Zerfoss	Jon	Psychology
kk.	Zerfoss	Jon	World History
ll.	Zerfoss	Jon	US History 1
mm.	Zerfoss	Jon	Sociology

d. Schedule B Position Appointments

2016-2017 School Year

	Last Name	First Name	Position	Building	Rate
1.	Dietz	Casandra	Assistant Co-Director of School Productions	Lehman Intermediate	\$1,418.96 (prorated)
2.	Gollinge	Lisa	Assistant Co-Director of School Productions	Lehman Intermediate	\$1,418.96 (prorated)
3.	Buis	Karen	Mentor for Lorraine Krupa-Abramcheck	District	\$612.06

2017-2018 School Year

	Last Name	First Name	Position	Building	Rate
1.	Perkins	Rose	Band Director (Elementary)	J. M. Hill Elementary	\$1,721.93
2.	DeHart	Theresa	Environmental Club Advisor	J. M. Hill Elementary	\$1,090.49
3.	Reveron	Evelyn	Intramural Double Dutch Advisor	J. M. Hill Elementary	\$23.46/hour (48 hour maximum)
4.	Reveron	Evelyn	Intramural Homework Advisor (1st semester)	J. M. Hill Elementary	\$23.46/hour (48 hour maximum)
5.	Reveron	Evelyn	Intramural Homework Advisor (2nd semester)	J. M. Hill Elementary	\$23.46/hour (48 hour maximum)
6.	Tynemouth	Catherine	Kids Club Co-Advisor	J. M. Hill Elementary	\$1,090.49 (prorated)
7.	DeHart	Theresa	Kids Club Co-Advisors	J. M. Hill Elementary	\$1,090.49 (prorated)
8.	Heller	Layton	Baseball Head Coach	J. T. Lambert Intermediate	\$2,117.73
9.	Zerfoss	Jon	Girls' Basketball Assistant Coach	J. T. Lambert Intermediate	\$2,069.78
10.	Moskovitz	Scott	Girls' Basketball Head Coach	J. T. Lambert Intermediate	\$2,985.83
11.	Carbajal	Louis	Girls' Soccer Head Coach	J. T. Lambert Intermediate	\$2,117.73
12.	Heller	Layton	Intramural Baseball Advisor	J. T. Lambert Intermediate	\$23.46/hour (24 hour maximum)
13.	Allison	Richard	Intramural Boys' Basketball Co-Advisor	J. T. Lambert Intermediate	\$23.46/hour (12 hour maximum)
14.	Timpson	Daniel	Intramural Boys' Basketball Co-Advisor	J. T. Lambert Intermediate	\$23.46/hour (12 hour maximum)
15.	Moskovitz	Scott	Intramural Girls' Basketball Co-Advisor	J. T. Lambert Intermediate	\$23.46/hour (12 hour maximum)
16.	Zerfoss	Jon	Intramural Girls' Basketball Co-Advisor	J. T. Lambert Intermediate	\$23.46/hour (12 hour maximum)
17.	Carbajal	Louis	Intramural Girls' Soccer Advisor	J. T. Lambert Intermediate	\$23.46/hour (24 hour maximum)
18.	McCracken	Sean	Wrestling Assistant Coach	J. T. Lambert Intermediate	\$2,985.83 (plus \$250.00 longevity stipend)
19.	Flicker	Matthew	Band Director	Lehman Intermediate	\$2,235.04 (plus \$250.00 longevity stipend)
20.	McKeithan	Nelson	Boys' Soccer Head Coach	Lehman Intermediate	\$2,117.73
21.	Condelli	Stephanie	Choral Co-Director (Grade 6)	Lehman Intermediate	\$1,721.93 (prorated)
22.	Stevens	Hillary	Choral Co-Director (Grade 6)	Lehman Intermediate	\$1,721.93 (prorated)
23.	Condelli	Stephanie	Choral Co-Director (Grades 7 & 8)	Lehman Intermediate	\$2,411.52 (prorated)
24.	Stevens	Hillary	Choral Co-Director (Grades 7 & 8)	Lehman Intermediate	\$2,411.52 (prorated)

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Building</b>	<b>Rate</b>
25.	Fluhr	Joseph	Detention Supervisor	Lehman Intermediate	\$28.56/hour
26.	Leone	Pauline	Detention Supervisor	Lehman Intermediate	\$28.56/hour
27.	Stevens	Hillary	Director of School Productions	Lehman Intermediate	\$2,021.84 (plus \$250.00 longevity stipend)
28.	Tinney	Bridget	Intramural Art Group Advisor	Lehman Intermediate	\$23.46/hour (48 hour maximum)
29.	McKeithan	Nelson	Intramural Boys' Soccer Advisor	Lehman Intermediate	\$23.46/hour (24 hour maximum)
30.	Stevens	Hillary	Intramural Crew Advisor	Lehman Intermediate	\$23.46/hour (48 hour maximum)
31.	Leone	Pauline	Intramural Homework Advisor (Grade 6)	Lehman Intermediate	\$23.46/hour (53 hour maximum)
32.	Careri	Karen	Intramural Homework Advisor (Grade 7)	Lehman Intermediate	\$23.46/hour (53 hour maximum)
33.	Aponte	Betty	Intramural Homework Advisor (Grade 8)	Lehman Intermediate	\$23.46/hour (53 hour maximum)
34.	Lazowski	Philip	Intramural Technology Education STEM Advisor	Lehman Intermediate	\$23.46/hour (48 hour maximum)
35.	Flicker	Matthew	Jazz Band Director	Lehman Intermediate	\$1,492.41 (plus \$250.00 longevity stipend)
36.	Edwards	Sean	Stage Manager	Lehman Intermediate	\$2,862.40 (plus \$250.00 longevity stipend)
37.	Lynch	Christopher	Football Freshman Head Coach	High School North	\$4,679.20
38.	Shuler	Ahmad	Football Varsity Assistant Coach	High School North	\$5,137.22
39.	Gallagher	Carly	Girls' Basketball Head Coach	High School North	\$5,842.11
40.	Best	Marc	Girls' Basketball Varsity Assistant Coach	High School North	\$4,102.84
41.	Gallagher	Cori	Girls' Basketball Varsity Assistant Coach	High School North	\$4,102.84
42.	Nute	Katherine	Intramural Key and Leo Advisor	High School North	\$23.46/hour (48 hour maximum)
43.	Lowris	Joel	Rifle Team Head Coach	High School North	\$3,110.28
44.	Rambone	Kelly	Student Council Advisor	High School North	\$1,608.70
45.	Werth	John	Wrestling Varsity Assistant Coach	High School North	\$4,102.84
46.	VanWinkle	Catherine	Yearbook Assistant Editor Advisor	High School North	\$1,496.49
47.	Famoso	Stacy	Yearbook Editor Advisor	High School North	\$2,601.26
48.	Horne	Kevin	Assistant Band Director	High School South	\$3,962.07
49.	Farley-Picciano	Erin	Assistant Co-Director of School Productions (fall)	High School South	\$1,418.96 (prorated)
50.	Turner	Gillian	Assistant Co-Director of School Productions (fall)	High School South	\$1,418.96 (prorated)
51.	Farley-Picciano	Erin	Assistant Co-Director of School Productions (spring)	High School South	\$1,418.96 (prorated)
52.	Turner	Gillian	Assistant Co-Director of School Productions (spring)	High School South	\$1,418.96 (prorated)
53.	Clogg	Katye	Band Director	High School South	\$6,543.94 (plus \$250.00 longevity stipend)
54.	Snapp	Donna	Band Front Advisor	High School South	\$3,042.96 (plus \$250.00 longevity stipend)
55.	Furst	Kane	Baseball Head Coach	High School South	\$4,879.14 (plus \$250.00 longevity stipend)

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Building</b>	<b>Rate</b>
56.	Boylan	Brian	Baseball Varsity Assistant Coach	High School South	\$3,560.15 (plus \$250.00 longevity stipend)
57.	Kolcun	Brian	Boys' Tennis Head Coach	High School South	\$2,738.97 (plus \$250.00 longevity stipend)
58.	Krammes	Barry	Boys' Track and Field Head Coach	High School South	\$4,937.28 (plus \$250.00 longevity stipend)
59.	Bogart	Jenny	DECA Fashion Club Tri-Advisor	High School South	\$1,090.49 (prorated)
60.	Rogers	Thomas	Detention Supervisor	High School South	\$28.56/hour
61.	Clogg	Katye	Director of School Productions (fall)	High School South	\$2,021.84
62.	Clogg	Katye	Director of School Productions (spring)	High School South	\$2,021.84
63.	Horne	Kevin	Drama Musical Director	High School South	\$1,496.49
64.	Bogart	Jenny	Freshman Class Co-Advisor	High School South	\$1,183.32
65.	Zannella	Ann	Freshman Class Co-Advisor	High School South	\$1,183.32 (prorated)
66.	Finelli, Jr.	John	Girls' Track and Field Head Coach	High School South	\$4,937.28 (plus \$250.00 longevity stipend)
67.	Huffman	Carol	Intramural Aevium Co-Advisor	High School South	\$23.46/hour (48 hour maximum split between advisors)
68.	Krammes	Kate	Intramural Aevium Co-Advisor	High School South	\$23.46/hour (48 hour maximum split between advisors)
69.	Munford	Shawn	Intramural Boys' Basketball Advisor	High School South	\$23.46/hour (24 hour maximum)
70.	Cole	Adam	Intramural Girls' Basketball Advisor	High School South	\$23.46/hour (24 hour maximum)
71.	Frick	Samantha	Intramural Swim Team Co-Advisor	High School South	\$23.46/hour (12 hour maximum)
72.	Litts	Randall	Intramural Wrestling Advisor	High School South	\$23.46/hour (24 hour maximum)
73.	Tiernan	Patricia	Intramural Youth Voice/Big Brother, Big Sister Advisor	High School South	\$23.46/hour (48 hour maximum)
74.	Clogg	Katye	Jazz Band Director	High School South	\$1,492.41 (plus \$250.00 longevity stipend)
75.	Sanker	Donald R.	Key Club Advisor	High School South	\$1,090.49
76.	Perkins	Rose	Marching Band Co-Instructor	High School South	\$1,862.70 (prorated)
77.	Przybylski	Anna	Marching Band Co-Instructor	High School South	\$1,862.70 (prorated)
78.	Lakatos	Vincent	Model UN Club Co-Advisor	High School South	\$1,090.49 (prorated)
79.	Reese	Stephanie	Model UN Club Co-Advisor	High School South	\$1,090.49 (prorated)
80.	Farley-Picciano	Erin	National Honor Society Advisor	High School South	\$946.65
81.	Coke	Lucianna	Newspaper Advisor	High School South	\$2,353.07
82.	Armitage	Jay	Rifle Team Head Coach	High School South	\$3,110.28 (plus \$250.00 longevity stipend)
83.	Kirschner	Karen	Senior Class Co-Advisor	High School South	\$1,393.46 (prorated)
84.	Turner	Gillian	Senior Class Co-Advisor	High School South	\$1,393.46 (prorated)
85.	Ruhl	Steven	Softball Head Coach	High School South	\$4,879.14
86.	Schembeck	Angela	Softball Varsity Assistant Coach	High School South	\$3,560.15
87.	Frick	Samantha	Swim Team Head Coach	High School South	\$4,612.89
88.	Healey	Michael	United Nations ASPIRE Club Advisor	High School South	\$1,090.49
89.	McIlvaine	Stephanie	Volunteer Art Studio Advisor	High School South	not applicable
90.	Rogers	Thomas	Volunteer Baseball Advisor	High School South	not applicable

	Last Name	First Name	Position	Building	Rate
91.	Gullstrand	Marjory	Volunteer Film Production Club Advisor	High School South	not applicable
92.	Turner	Gillian	Volunteer Film Production Club Advisor	High School South	not applicable
93.	Bixler	Patricia	Volunteer Science Olympiad/Envirothon Advisor	High School South	not applicable
94.	Bogart	Jenny	Volunteer Spirit Club Advisor	High School South	not applicable
95.	Bogart	Jenny	Volunteer Student Government Advisor	High School South	not applicable
96.	Litts	Randall	Wrestling Head Coach	High School South	\$5,842.11 (plus \$250.00 longevity stipend)
97.	Tiernan	Patricia	Yearbook Editor Advisor	High School South	\$2,601.26

e. Department Chairpersons Appointments for 2017-2018 School Year

	Last name	First Name	Position	Schools	Rate
a.	Hnasko	Scott	Fifth Grade/Technology	all elementary schools	\$3,847.82
b.	Gress	Heather	First Grade/Communication Arts	all elementary schools	\$3,847.82
c.	Rescigno	Barbara	Fourth Grade/Science	all elementary schools	\$3,847.82
d.	Adams	Sarah	Guidance Co-Chairperson	all elementary schools	\$3,847.82 (prorated)
e.	Rovi	Lauren	Guidance Co-Chairperson	all elementary schools	\$3,847.82 (prorated)
f.	Leonard	Jacilyn	Kindergarten/Social Studies	all elementary schools	\$3,847.82
g.	Miller	Barbara	Reading K-5	all elementary schools	\$3,847.82
h.	Ryno	Jamie	Second Grade/Communication Arts	all elementary schools	\$3,847.82
i.	Clark	Stephanie	Third Grade/Math	all elementary schools	\$3,847.82
j.	Bakner	Paul	Instrumental Music	all grades 4 through 12	\$3,847.82
k.	Keiper	Alisa	English as a Second Language	all schools	\$3,847.82
l.	Cole	Susan	Health Services	all schools	\$3,847.82
m.	Ellison	Aimee	Health/Physical Education	all schools	\$3,847.82
n.	Tynemouth	Catherine	Vocal Music	all schools	\$3,847.82
o.	Brotherton	Regina	Family & Consumer Science Co-Chairperson	all secondary schools	\$3,847.82 (prorated)
p.	Rowe	Pamela	Family & Consumer Science Co-Chairperson	all secondary schools	\$3,847.82 (prorated)
q.	Mathiesen	Carla	Foreign Language	all secondary schools	\$3,847.82
r.	Long	Craig	Technology Education	all secondary schools	\$3,847.82
s.	Hopstetter	Jessica	Business Education Co-Chairperson	HS North & South	\$3,847.82 (prorated)
t.	O'Malley	Annette	Business Education Co-Chairperson	HS North & South	\$3,847.82 (prorated)
u.	Marmo	Jennifer	English	High School North	\$3,847.82
v.	Mochan	Karen	Math	High School North	\$3,847.82
w.	Soskil	Lori	Science	High School North	\$3,847.82
x.	Nace	Kevin	Social Studies	High School North	\$3,847.82
y.	Minnichbach	Lisa	Special Education	High School North	\$3,847.82
z.	Catrillo	Ann	English	High School South	\$3,847.82
aa.	Carson	Wayne	Math	High School South	\$3,847.82
bb.	Hughes	Melissa	Science Co-Chairperson	High School South	\$3,847.82 (prorated)
cc.	Scott	David	Science Co-Chairperson	High School South	\$3,847.82 (prorated)
dd.	Coffman	Adam	Social Studies Co-Chairperson	High School South	\$3,847.82 (prorated)
ee.	Groff-Yarnall	Lois	Social Studies Co-Chairperson	High School South	\$3,847.82 (prorated)
ff.	Mooney	Edward	Special Education	High School South	\$3,847.82
gg.	Formica	Joseph	Guidance Co-Chairperson	J T Lambert & HS South	\$3,847.82 (prorated)
hh.	Kerzner	Phillip	Guidance Co-Chairperson	J T Lambert & HS South	\$3,847.82 (prorated)
ii.	Ruhl	Jessica	English	J T Lambert Intermediate	\$3,847.82
jj.	Panepinto	Carrie	Math	J T Lambert Intermediate	\$3,847.82
kk.	Dreibelbis	Susan	Science	J T Lambert Intermediate	\$3,847.82
ll.	LaBar	Robert	Social Studies	J T Lambert Intermediate	\$3,847.82
mm.	Ostroski	Deana	Special Education	J T Lambert Intermediate	\$3,847.82
nn.	Falbo	David	Guidance	Lehman and HS North	\$3,847.82

oo.	Pellington	Cynthia	English	Lehman Intermediate	\$3,847.82
pp.	Libecap	Charles	Math	Lehman Intermediate	\$3,847.82
qq.	Zavertnik	Louise	Reading	Lehman Intermediate	\$3,847.82
rr.	Fekula	Nathan	Science	Lehman Intermediate	\$3,847.82
ss.	Mitchell	Brian	Social Studies	Lehman Intermediate	\$3,847.82
tt.	Cruz	Iveliz	Special Education	Lehman Intermediate	\$3,847.82

f. Substitute Appointments

	<u>Name</u>	<u>Position</u> <u>Department</u>	<u>Effective Date(s)</u>
1.	Castillo, David	Security Officer	2017/2018 SY
2.	Gallagher, Matthew	Custodian	2017/2018 SY
3.	Kirkpatrick, Karen	Art	2017/2018 SY
4.	McGrath, Gerard	Custodian, Maintenance	2017/2018 SY
5.	Ocker, Jacqueline	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Secretary	2017/2018 SY
6.	Santos, Raquel	Attendance Officer	2017/2018 SY
7.	Smith, Matthew	Custodian	2017/2018 SY

g. Retirement

	<u>Name</u>	<u>Position</u> <u>Department</u>	<u>Action</u>	<u>Compensation</u>	<u>Effective Date(s)</u>
1.	Altmore, Dale	Custodian (1 <sup>st</sup> Shift) High School South	Retirement	N/A	7/31/17 (end of workday)

(See page 54)

h. Resignations

	<u>Name</u>	<u>Position</u> <u>Department</u>	<u>Action</u>	<u>Compensation</u>	<u>Effective Date(s)</u>
1.	Berry, Judith	Cafeteria Worker High School South	Resignation	N/A	6/21/17
2.	Kirkpatrick, Karen	Art Teacher – J.M. Hill and Smithfield Elementary	Resignation	N/A	7/1/17
3.	LaBar, Jacqueline	Paraprofessional (Reading) Middle Smithfield Elementary	Resignation	N/A	6/21/17
4.	Pawlowski, Walter	Math Teacher – High School South	Resignation	N/A	6/25/17
5.	Trotto, Amy	Special Education Teacher/Dean of Students-High School South	Resignation	N/A	8/16/17

(See pages 55-59)

i. Supplemental Days for 2017-2018 Fiscal Year (Adjustments)

	<u>Name</u>	<u>Effective</u>	<u>Supplemental Days</u>
a.	Adams, Sarah	July 1, 2017 through June 30, 2018	Up to a maximum of 14.5 days
b.	Falbo, David	July 1, 2017 through June 30, 2018	Up to a maximum of 23 days
c.	Formica, Joseph	July 1, 2017 through June 30, 2018	Up to a maximum of 21.5 days
d.	Hansen, Jillian	July 1, 2017 through June 30, 2018	Up to a maximum of 13 days
e.	Kerzner, Phillip	July 1, 2017 through June 30, 2018	Up to a maximum of 21.5 days
f.	Rovi, Lauren	July 1, 2017 through June 30, 2018	Up to a maximum of 14.5 days

j. Rescissions

1. The June 26, 2017 board approval for the following professional days on June 14, 15, and 16, 2017 for the purposes of evaluating the English Language Arts program and planning instruction for the 2017-2018 school year

	Last Name	First Name	Position	Rate
a.	Agosto	Caroline	District Literacy Coach	\$28.56/per hour (not to exceed 15 total hours)
b.	Clark	Stephanie	Grade 3 Department Chairperson	\$28.56/per hour (not to exceed 15 total hours)
c.	Gress	Heather	Grade 1 Department Chairperson	\$28.56/per hour (not to exceed 15 total hours)
d.	Hnasko	Scott	Grade 5 Department Chairperson	\$28.56/per hour (not to exceed 15 total hours)
e.	Leonard	Jacilyn	Kindergarten Department Chairperson	\$28.56/per hour (not to exceed 15 total hours)
f.	Miller	Barbara	Reading Department Chairperson	\$28.56/per hour (not to exceed 15 total hours)
g.	Rescigno	Barbara	Grade 4 Department Chairperson	\$28.56/per hour (not to exceed 15 total hours)
h.	Ryno	Jamie	Grade 2 Department Chairperson	\$28.56/per hour (not to exceed 15 total hours)

2. Name Position Held

Dietz, Casandra Assistant Director of School Productions - Lehman Intermediate  
 Gollinge, Lisa Assistant Director of School Productions - Lehman Intermediate  
 Lynch, Christopher Football Freshman Assistant Coach – High School North

(See pages 60-62)

ii. 309/409/509 – Assignment and Transfers

Name	Change in Assignment/Transfer	Compensation	Effective Date(s)
Falbo, Tina	Reading Teacher – J.T. Lambert Intermediate to Literacy Instructional Coach – Elementary This is a new position	No change	8/22/17
Polmounter, Amy	Business Education Teacher – High School South to Dean of Students High School South	No change	2017-2018 school year

iii. 335/435/535 – Family and Medical Leaves

Name	Position – Department	Effective Date(s)
Doyle, Jacqueline	Reading Specialist – Resica Elementary	5/25/17-6/29/17
Draksin, Peter	Bus Driver – Transportation	5/15/17-6/8/17
Guerin, Leanne	Special Education Teacher – High School North	8/22/17-3/2/18
Maye, Riley, Jr.	Security Officer – High School South	5/23/17-7/7/17
Peeke, Lachlan	Guidance Counselor-J.T. Lambert Intermediate	5/26/17-6/15/17

iv. 429/529 – Substitute Compensation

Position	Compensation	Effective Date(s)
Attendance Officer	\$13.00	07/01/2017-06/30/2018

v. 308/408/508 – Employment Contracts

1.

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to amend the appointment of Stephen Zall as Director of Human Resources by this Board on May 22, 2017, by approval of the employment agreement, as presented, with Stephen Zall as Director of Human Resources. The Director of Human Resources is not a position subject to the Act 93 Compensation Plan. Motion was seconded Debbie Kulick and carried unanimously, 8-0.

(See pages 63-74)

2.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the Memorandum of Understanding between the East Stroudsburg Area School District and the East Stroudsburg Education Association with respect to Implementation of Virtual Classrooms. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

(See pages 75-80)

e. **FINANCES**

1. **601 – Fiscal Objectives**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to authorize the Chief Financial Officer to perform all year-end budget transfers and assignments of Fund Balance account amounts for the 2016-17 fiscal year as needed, subject to the final audit and approval of the Board. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

ii. **610 – Fiscal Planning**

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve PlanCon K for GO Bonds Series AA of 2017, in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

(See pages 81-129)

iii. **613 – Cooperative Purchasing**

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the proposal from Faulkner Fleet Group in the amount of \$38,104.10 for a new Maintenance truck, in accordance with the recommendations of the Property and Facilities and Finance Committees. Pricing is per Costars contract #025-016. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See pages 130-140)

iv. **616 – Payment of Bills**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the Budget Transfers and Payment of Bills listed in this agenda for 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 Wayne Rohner and passed 7-1. Robert Gress voted no.

1. Budget Transfers - (See pages 141-166)
2. Payment of Bills - (See pages 167-187)

f. **OPERATIONS**

i. **810 – Transportation**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the East Stroudsburg Area School District School Bus Driver Handbook for the 2017-2018 school year, as presented with an amendment to include that all drivers will receive gloves and goggles with their tool kit. Motion was seconded Lisa VanWhy and carried unanimously, 8-0.

(See pages 188-202)



ii. **818 – Contracted Services**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to rescind and/or approve the contracts listed for their specific services, rates and effective dates, 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. Contracts # 2, 4 & 5 will be voted on individually. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

1. Rescission

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Billips, Mayla	Quick Start Paraprofessional @ ESE	\$19.43/per hour (Not to Exceed 41 Total Hours)	Keystones to Opportunity Grant	5/31/17 & 7/31/17- 8/3/17 & 8/7/17- 8/10/17

2. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Fonash, Charlene	Paraprofessional – Title I Summer Reading Program @ ESE	\$16.72 per hour (Not to Exceed 15 total hours)	Keystones to Opportunity Grant	8/1/17-8/3/17
3.	Levin Legal Group	Special Counsel for Legal Services as indicated in the fee letter.	\$200/hr. M. Levin \$190/hr. A. Hendricks, A. Petersen, C. Ginsburg, P. Cianci, D. Brown, T. Schmitt, R. Galtman & J. Musial \$180/hr. M. Greenfield	Legal Service Expenses	7/1/17-6/30/18
6.	Sweet/Stevens/ Katz/Williams	Standard Agreement for Fees, Costs and Expenses as Special Counsel for Representation of Public Educational Entities	For Routine matters: \$150/hour for attorneys \$125/hour for legal assistants. For Non-routine matters: \$195/hour for attorneys \$125/hour for legal assistants.	Legal Service Expenses	7/1/17-6/30/18
7.	The Bollinger Law Firm, LLC	Special Counsel for Legal as indicated in the fee letter.	Hour Rate \$225.00	Legal Service Expenses	7/1/17-6/30/18
8.	The Scranton-Lackawanna Human Development Agency, Inc.	Head Start Supplemental Assistance Program Contract Renewal	N/A	N/A	7/1/17-2018
9.	Winkler, Mary	Paraprofessional – Title I Summer Reading Program @ ESE	\$16.72 per hour (Not to Exceed 20 total hours)	Keystones to Opportunity Grant	8/7/17-8/10/17

3. Change Order(s)

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	The Gilbertson Group	Resica Door Access Project	\$3,432.00	Capital Reserve	7/25/17-8/7/17

(See pages 225-226)

**ACTION BY THE BOARD:**

Motion was made by Robert Gress to approve the contract listed for its specific services, rates and effective dates, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Robert Huffman and passed, 6-2. Wayne Rohner and Lisa VanWhy voted no.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
2.	King, Spry, Herman, Freund, & Faul, LLC	Special Counsel for Legal Services as indicated in the fee letter.	The basic hourly rate shall be the same hourly rate as approved by the District's Professional Educators Insurance Carrier or Errors & Omission Policy as indicated in the fee letter.	Legal Service Expenses	7/1/17-6/30/18

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the contract listed for its specific service, rate and effective date, 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 Wayne Rohner and passed, 5-3. Robert Cooke, Robert Gress and Lisa VanWhy voted no.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
4.	Scranton Printing Co.	Printing of 2017/2018 School Year Code of Student Conduct	Not to Exceed \$9,324.00	Individual School Buildings	TBD

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the contract listed for its specific service, rate and effective date, 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 Wayne Rohner and passed 7-1. Robert Huffman voted no.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
5.	Scranton Printing Co.	Printing of the 2017/2018 School Year Calendar	Not to Exceed \$4,320.00	Superintendent's Account	TBD

(See pages 203-224)

g. **COMMUNITY**

i. **904 – Public Attendance at School Events**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the event admission pricing at North and South High Schools for the listed events as presented. Motion was seconded by Lisa VanWhy and passed 7-1. Robert Gress voted no.

(See page 227)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING**

**July 17, 2017 - 7:00 P.M.**

**Carl T. Secor Administration Building**

**ADDENDUM A**

d. **PERSONNEL**

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

*[Subject to proper completion and receipt of all necessary documents and clearances, where applicable.]*

**2. 303/404/504 – Employment**

a. **Appointments**

	<u>Name</u>	<u>Position Department</u>	<u>Action</u>	<u>Compensation</u>	<u>Effective Date(s)</u>
9.	LaBar, Jacqueline	Elementary teacher – Smithfield Elementary (TPE)	Appointment	\$43,475.00 (Step 1 Column 3)	8/22/17
10.	Schweppenheiser, Christine	Chemistry teacher – High School North (TPE)	Appointment	\$49,676.00 (Step 4 Column 6)	8/22/17
11.	Standiford, Rosemarie	Special Education teacher – High School (LTS)	Appointment	\$52,304.00, prorated (Step 4 Column 10)	8/22/17 through the end of the workday on 3/2/18

(See pages 3-5)

vi. **311/411/511 - Suspensions and Furloughs**

	<u>Name</u>	<u>Position Department</u>	<u>Action</u>	<u>Compensation</u>	<u>Effective Date</u>
1.	DeRosa, Susan	Student Aide – Bushkill Elementary	Furlough	N/A	7/31/17
2.	Donald, Dawn	Student Aide – High School North	Furlough	N/A	7/31/17
3.	Geerwar-Balgobin, Samantha	Student Aide – Bushkill Elementary	Furlough	N/A	7/31/17
4.	Johnson, Mark	Student Aide – Lehman Intermediate	Furlough	N/A	7/31/17
5.	Morales, Venus	Student Aide – Lehman Intermediate	Furlough	N/A	7/31/17
6.	Parmer, Mary	Student Aide – Bushkill Elementary	Furlough	N/A	7/31/17
7.	Root, Maria	Student Aide – J M Hill Elementary	Furlough	N/A	7/31/17
8.	Saffer, Michele	Student Aide – East Stroudsburg Elem	Furlough	N/A	7/31/17
9.	Salerno, Martene	Student Aide – High School North	Furlough	N/A	7/31/17
10.	Watts, Carlotta	Student Aide – High School North	Furlough	N/A	7/31/17

ii. **818 – Contracted Services**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the contracts listed for their specific services, rates and effective dates, 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 passed 7-0-1. Debbie Kulick abstained.

2. Contracts Totaling Under \$10,000

	<b>NAME</b>	<b>SERVICE</b>	<b>RATE</b>	<b>PAYMENT FROM</b>	<b>EFFECTIVE DATE</b>
10.	Bushkill Emergency Corps.	Standby Ambulance Coverage for designated home football games at Lehman Intermediate	\$100.00 per game/8 Games \$800.00	Athletics Dept.	9/7/17, 9/13/17, 9/21/17, 9/27/17, 10/4/17, 10/12/17, 10/18/17 & 11/2/17
11.	Bushkill Emergency Corps.	Standby Ambulance Coverage for designated home varsity, JV & Jr. High (Freshman) football games at the Lehman/North stadium	\$100.00 per game/12 Games \$1,200.00	Athletics Dept.	8/25/17, 8/26/17, 9/2/17, 9/11/17, 9/15/17, 9/25/17, 9/29/17, 10/13/17, 10/9/17, 10/23/17, 10/27/17

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to adjourn. Motion was seconded by Wayne Rohner and carried unanimously, 8-0.

XII. **ADJOURNMENT 8:45 PM**

Respectfully submitted,

Patricia L. Rosado  
Board Secretary