

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – November 20, 2017  
Carl T. Secor Administration Center – Board Room**

**7:00 p.m.**

**Minutes**

- I. **President** Gary Summers called the meeting to order at 7:02 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.

**Student School Board Representatives:** Jessika Gort

- III. **School personnel present in the Administration Center-Board Room:** Caroline Agosto, Jennifer Andrews, Michelle Arnold, Brian D. Baddick, Jeff Bader, Brian Borosh, Ben Breneman, Stacey Brescancine, Angela Byrne, Anthony Calderone, Ann Catrillo, Katye Clogg, Daniel Cloward, Darrin Dobrowolski, Larry Dymond, Melissa Ennico, Joe Formica, Eric Forsyth, Donald Halker, Harriet Heath, Scott Ihle, Martha R. Kiesling, Olivia Lesoine, Jennifer Marmo, Joseph Martin, Carla Mathiesen, Fred P. Mill, Katherine Nute, Joseph Parker, Erin Picciano, Craig Reichl, William Riker, Denise Rogers, Patricia Rosado, Paul H. Schmid, Lori Soskil, Rick Stine, Catherine Strazzeri, Helene Tscheschlog and Annamaria Wallen. Christopher Brown, Solicitor.

- IV. **Community members present in the Administration Center-Board Room:** George Andrews, Anthony Ceccarelli, Joseph Graham, Joseph Graham, Kimberly Graham, Christina Kirkwood, John Lehr, John Longstreet, Hunter Riker, Rich Schlameuss, and Veronica Torres.

Other: Channel 13 News  
Bill Cameron – Pocono Record

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

- VI. **ADOPTION OF AGENDA**

**ACTION BY THE BOARD:** Motion was made by Robert Cooke to adopt this agenda for November 20, 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 Lisa VanWhy 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 October 16, 2017, meeting. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

- VIII. **REPORTS**

- a. Mrs. Lisa VanWhy said that at the Monroe Career & Technical Institute JOC meeting they were informed that on November 30<sup>th</sup> the National Technical Honor Society Induction Ceremony will be held. Thirteen students will be inducted including, an ESASD High School South 11<sup>th</sup> grade student, Petra Jensen. Eight students will be returning for the second year. Three students are from our district Tyler Brawley, H.S. South 12<sup>th</sup> grader, Isaiah Stennett, H.S. South 12<sup>th</sup> grader and Zachery Bayer, H.S. South 12<sup>th</sup> grader. Also, North

Hampton Community College is now offering students a free math course to prepare them for college math and the entrance exam. Mrs. VanWhy said she attended an OAC Dinner and visited several programs. It was nice to see the different programs. She also attended the OAC Cosmetology meeting the following week.

- i.
- b. Mr. Robert Huffman said he was unable to attend the Colonial IU 20 meeting this month.
- c. Mr. Wayne Rohner said that the Property/Facilities Committee met on October 23<sup>rd</sup>. Items requiring action were as follows:

A Motion was made to:

1. Pay invoice # 46771 in the amount of \$8,944.76 to D'Huy Engineering for services rendered from 8/26/17-9/29/17 regarding the J. T. Lambert Masonry Project. This is the final payment of the original contract agreement of \$72,000.
2. Approve additional construction administration fees to D'Huy Engineering contract agreement for masonry repairs at High School North. The School District will be billed for actual hours expended, not to exceed \$21,000. This will change the original contract agreement from \$72,000 to \$93,000. This change is due to the fact that extensive additional problems have been encountered with the original construction as the work progressed on this repair. Considerate amount of time has been spent to evaluate existing conditions and to develop and repair details to address and correct pre-existing construction deficiencies.
3. Approve the removal and re-anchoring of the metal wall panel at H.S. North. A proposal was received from C & D Waterproofing Corp. in the amount of \$9,975.00.
4. Approve the proposal from A.G. Mauro Co. in the amount of \$21,350.00 to replace Lehman Intermediate's exterior door and frame.
5. Pay \$131,478.50 to Jones Masonry Restoration Corp. for the J. T. Lambert Masonry Repair Project. The original contract was for \$1,548,000.00. The balance after this payment will be \$110,108.50.

Items of discussion:

1. The five-year Capital Plan was reviewed and updated. It has been adjusted to include the H.S. North roof in a total amount of \$8,000,000. This estimate was provided by D'Huy Engineering.
  2. A proposal from Bender's Tree Service for the cutting down of trees at J. M. Hill and Resica Elementary Schools. Transportation/Grounds was directed to seek at least two more bids.
- d. Mr. Robert Gress said the Finance Committee met on November 13, 2017. There are numerous items on the agenda as a result of the Committee meeting. At the December or January Finance Committee meeting, further discussion will take place regarding the new timekeeping/attendance system. New Committee members will be attending the next meeting. There was a TIF Committee meeting today and Mr. Summers, Board Representative, can provide a report on that meeting. A new TIF Representative will need to be voted in to replace Mr. Summers. Several board members met with Senator Mario Scavello since the Work Session was canceled, per Senator Scavello's request. Senator Scavello wants the Board to spend down the fund balance and close schools then maybe we will get more money from the State. I kept saying to him that our district only receives \$2,200 per student, but it fell on deaf ears. They also discussed the all-day MCTI School which there's a grant to buy that school. Currently there are no funds for the school. Mr. Gress suggested to all Board members that they continue to reach out to our legislators because education is vital. If we are only getting \$2,200 per student, it's not enough. I'm glad the meeting was held but I would have preferred that it was a public meeting. Mr. Gress said he saw in the paper that the Homestead Exclusion Referendum was approved; therefore, supposedly there will be no taxes coming to the district next year. That will not happen. This is something to keep an eye on. The State will need to replace the money but they do not have money now. Mr. Gress said it was a pleasure to serve on the Finance Committee.
  - e. Mrs. Judy Summers said that 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 (pending final review by the district's legal counsel):
    1. Policy 123.1 – Concussion Management
    2. Policy 917 – Parental/Family Involvement
    3. Policy 918 – Title I Parental Involvement

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

1. Policy 103 & Attachment – Nondiscrimination in School & Classroom Practice
2. Policy 103.1 & Attachment – Nondiscrimination – Qualified Students with Disabilities

3. Policy 104 & Attachment – Nondiscrimination in Employment/Contract Practices
4. Policy 150 – Comparability of Services
5. Policy 249 – Bullying/Cyberbullying
6. Policy 607 – Tuition Income
7. Policy 707 – Use of Facilities & Schedule of Fees
8. Policy 819 – Suicide Awareness, Prevention and Response

#### Repeal

1. Policies 248, 348, 448, 548 – Unlawful Harassment (now combined with Policies 103 & 104)
- f. Miss Jessika Gort, High School South Student School Board Representative, said this month they had a Fall Sports Assembly to commemorate falls sports coming to an end and the beginning of winter sports. They are proud of their athletes for all their hard work, time and dedication. The Music Department is getting ready for their Winter Concerts. The Choir Concert is on December 12<sup>th</sup> and the Band Concert is on January 9<sup>th</sup>. South also hosted the Pike/Monroe County Festival. Eight students made it into the District Choir. Band students will be auditioning soon. Last week at the stadium, they held a Powder Puff game. Girls played and the boys were cheerleaders. Students come to compete within each class. This year the juniors won once again. South also had a Pay it Forward Campaign and Spirit Week. Each class had to come up with an event to give back. One class chose to have a sock drive for the Veterans. At their Pep Rally, they discussed a charity, Street to Feet. Many items are raised for this cause. They had a successful Pay- it-Forward Campaign. They look forward to continue helping the community.
- g. Board Member Reports from the PASA-PSBA 2017 School Leadership Conference, which was held from October 18, 2017 – October 20, 2017:
1. Mr. Wayne Rohner said that his primary focus at the conference was going through the exhibit hall in search of contractor booths for information regarding roofing and building maintenance based upon an open competitive bidding process for the roof replacement project at High School North. The cost should be around \$10 to \$14 per square feet, which should total about just under \$4,000,000. He suggested that the School Board have D’Huy Engineering outline for the school district the benefits of the current roofing systems that are available such as EPDM, TPO, PVC, Fleece Back and Hot not fully Adhered Roofing Systems.
- He said he also attended an Educational Session, “Taking on a Construction Project”, with the Speaker, John Toleno, Superintendent. Dr. Toleno spoke about that school districts are responsible to make sure that the contractors you hire are held accountable for their work and that the contracts are being honored before and after construction. Our district was included in his presentation as “What not to do during Construction”. He found the presentation to be very educational for all that attended.
- Mr. Rohner attended the School Law Seminar. He was not going to discuss this session but he sees that Dr. Riker is being proactive in adopting a policy for concussions. At this seminar, a recent case law was discussed from Palmerton regarding concussions.
2. Mrs. Lisa VanWhy said aside from what Mr. Rohner mentioned, she wants to talk about Bucks County Technical School’s forward thinking with CTE. They are working with local community colleges and four-year universities to prepare students to not only receive a technical skill but also prepare and accelerate the degree process. MCTI currently has an Articulation Agreement with Carbon County Community College and is pursuing a similar agreement with Northampton Community College.
- She attended a session about the construction of two schools that the Upper Merion School District is in the midst of. Their full board was involved in interviewing and hiring the best qualified engineer for the project. The ESASD was provided as an example of inadequate work and what not to accept with a construction project.
- Mrs. VanWhy said she also attended a session entitled, “Engaging all Board Members in the Budget Process”. This session was extensive and very involved.
- She reported on Central Relaxation, a student-run business from Central York Middle School, York, PA. They raised \$1,000 for local charities.

She thanked the Board for the opportunity to attend the conference. Mrs. VanWhy's detailed report will be included with the minutes.

3. Mrs. Judy Summers said the kickoff Speaker was Pedro Rivera, PA Secretary of Education. He spoke to issues that all PA schools are confronting such as increased dropout rate and chronic absenteeism.

She attended a session on "Elements of Effective Board Policy". Policy is governance and rules. Seven C's of policy – codification, clarification, consistency, currency, communication, continuity and compliance. An active website for policy is needed.

The next session she attended was "Transgender Access to Bathrooms, etc. To Be or Not to Be". Across the country and in PA the use of bathrooms for transgender students is very gray and constantly changing.

Another session was "Educator Pipeline" which spoke about the difficulty of hiring substitutes as well as the shortage of teachers across the country.

The following session Mrs. Summers attended was "Demystifying the Evaluation Process for Superintendent and Assistant.

She also attended a session "A Lone Wolf in the Team of 10". An individual board member only has authority as a member of the board and that authority only exists when acting as a member of the board. Individual board members have no special rights or privileges when acting as individuals outside of school board meeting.

She enjoyed the conference and thanked the Board members for the opportunity to attend this conference. Mrs. Summers' detailed report will be included with the minutes.

4. Mr. Gary Summers said he attended the Delegate Assembly, where School Board Members are given the right to vote on Association Bylaws and Legislative priorities. Back in June, the ESASD Board members passed a resolution recommending that PSBA support a Legislative Initiative that would fund the Basic Education Funding at a level of \$300,000,000 in each of the next four years allocating money with the new Funding Formula. The money would be allocated to districts that are underfunded which ESASD is one of them. Within the next four years, our district would make up funds from previous years of lack of funding. He said when he attended the Legislative Platform Committee meeting, his proposal was voted down unanimously. He believes it is due to the fact that 70% of the people were from the over funded school districts. When this happened, PSBA gave him an opportunity to try at the Delegate Assembly. You need 2/3 votes of the Session in order to get the proposal on the table for discussion. He only got 48%. The Platform Committee approved a Legislative Initiative to increase the amount of money that goes through the Funding Formula. This was initiative was defeated almost unanimously. There is nobody out there that is going to help us. Not the districts, legislators, etc. It's an uphill battle.

Mr. Summers also attended some sessions which focus on how to advocate for your position in public education and school districts. Two things he took away; 1. If you don't tell your story others will tell it for you. Right now Senator Mario Scavello is telling our story. Senator Scavello said "spend your fund balance and close schools". 2. Advocacy is Education. Senator Scavello's parting comments to the district was: Why does ESASD have 6 elementary schools compared to Pocono Mountain School District? Mr. Summers said he did some investigating and found out that we are the only school district in the County that has a Three-Tier System (Elementary, Intermediate and High Schools). Other school district have four tiers. Pleasant Valley School District has only two elementary schools with 1,000 students. Pocono Mountain School District has four elementary schools with 1,000 students. Our district has smaller schools and neighborhood schools. He does not know if Senator Scavello is aware of this information. The message for the School District and the Board members is, we need to do a better job of educating everyone as to what we do, how we do it and why we do it.

PSBA has a system that allows a school district to review other comparable schools district's information so we can see what they are spending such as special education spending.

He also learned that a Municipal Revenue Service has information on how to generate revenue by selling our delinquent real estate taxes. He recommended that the district look into this possibility.

Mr. Summers' detailed report will be included with the minutes.

- h. Dr. William Riker said that tonight he would like to say goodbye to a number of our School Board Members and thanked them for the countless hours they have served to try to move our district in the direction that we are in today. He thanked Mr. Robert Gress, Mr. Robert Cooke and Mr. Gary Summers for their years of dedication on the Board and presented them each with a gift.

Mr. Cooke said as he leaves the Board, he hopes he represented the students, parents/guardians, support staff, faculty and taxpayers as he promised he would do when he sought this position. He hopes he accomplished what he set out to do because he tried his best to do so.

Mr. Gress thanked the residents of the East Stroudsburg Area School District (ESASD) for electing him on the School Board. He also thanked the Administration of the ESASD for their dedication and commitment to the school district. He thanked the prior and current School Board of Education for providing the students the various opportunities in many areas. Some things that the Board has accomplish in the past 12 years:

1. Budget Stability
2. A healthy fund balance, which we are criticized on but I am proud of
3. The new creation of the Capital Reserve Fund
4. Health Care Fund increase
5. Pension Fund increase
6. Contract increases for all staff
7. Completed construction on H.S. South, East Stroudsburg Elementary, Smithfield Elementary and J. M. Hill Elementary.
8. Continuation of art and music and creativity programs at all school levels.
9. A turf field at H.S. South and now H.S. North has one to make it equal.
10. Beginning to rebuild libraries.
11. Four-year computer refresh program
12. Four-year bus replacement plan but now it's being increased.
13. All day Kindergarten, before and after school program from the YMCA, head start, cyber school and much more.

Mr. Gress thanked his wife and children for supporting him while he attended about 1,000 hours of activities, meetings and programs. He was always willing to listen to the public's concerns whether shopping or eating out. He thanked the support staff who keeps everything running and the teachers for their dedication and caring of many students. He will be continue to be part of this community and will be sitting on the other side of this table. He will now have the opportunity to pursue other opportunities.

Mr. Summers thanked his fellow Board members, Mr. Cooke, Mr. Gress and Mr. Huffman and said he appreciates their knowledge that they have. They helped him on how the district operates and what needs to be done. He encouraged the new Board members to jump in fully because there is still a lot of work to be done.

## **IX. PUBLIC PARTICIPATION**

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

- A. Mrs. Ann Catrillo said she too would like to thank the three Board Members, Mr. Cooke, Mr. Gress and Mr. Summers. She extended her personal thanks on behalf of herself and the teachers and appreciates their commitment to our school district. She especially thanked Mr. Cooke not only for his work as a Board member but also for the many years he worked for the students as an educator. We know that public service is a thankless job and although they did not see eye to eye in all decisions, she sincerely thanks them and appreciates their talents on behalf of students and the district as a whole. Mrs. Catrillo suggested that they use their free time to enjoy family, friends and activities that bring them joy.

## **X. OLD BUSINESS**

None

## XI. NEW BUSINESS

### a. LOCAL BOARD PROCEDURES

#### i. 003 – Functions

1.

**ACTION BY THE BOARD:** Motion was made by Debbie Kulick to adopt or repeal the Board Policies listed. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

#### Adopt

- Policy 103 & Attachment – Nondiscrimination in School & Classroom Practice
- Policy 103.1 & Attachment – Nondiscrimination – Qualified Students with Disabilities
- Policy 104 & Attachment – Nondiscrimination in Employment/Contract Practices
- Policy 150 Comparability of Services
- Policy 249 Bullying/Cyberbullying
- Policy 607 Tuition Income
- Policy 819 Suicide Awareness, Prevention and Response

(See pages 11-154)

#### Repeal

- Policy 248 – Pupils - Unlawful Harassment
- Policy 348 – Administrative Employees - Unlawful Harassment
- Policy 448 – Professional Employees - Unlawful Harassment
- Policy 548 – Support Employees - Unlawful Harassment  
(now combined with Policies 103 & 104)

2.

**ACTION BY THE BOARD:** Motion was made by Wayne Rohner to adopt the Board Policy listed. Motion was seconded by Robert Huffman and passed 7-1. Robert Gress voted no.

- Policy 707 Use of Facilities & Schedule of Fees

### b. PROGRAMS

#### i. 121 – Field Trips

**ACTION BY THE BOARD:** Motion was made by Lisa VanWhy to authorize the field trips listed. Motion was seconded by Wayne Rohner and carried unanimously, 8-0.

#### Over 75 miles

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Piedra, Gisela (#02936)	High School South SADD students to a State Conference.	Lancaster, PA	10/31/17
2.	Gavitt, Kym (#02921)	H.S. South students to the Mutter Museum.	Philadelphia, PA	12/7/17

(See pages 155-156)

#### Overnight

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Litts, Randy (#03260/#03261)	South Varsity Wrestling tournament.	Mt. Joy, PA	12/16/17-12/17/17

(See pages 157-158)

c. **PUPILS**

i. **233 – Suspension and Expulsion**

1.

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the Recommendation to Modify Expulsion Requirement/Agreed Upon Expulsion, Waiver of School Board Hearing and Release Agreements for the cases 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 Lisa VanWhy and carried unanimously, 8-0.

- a. 136510
- b. 136511
- c. 137412

(See pages 159-175)

2.

**ACTION BY THE BOARD:**

Motion was made by Judy Summers to approve the adjudication, as presented, with regard to the student expulsion hearing held on October 18, 2017. Motion was seconded by Lisa VanWhy 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.

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

i. **309/409/509 – Assignments and Transfers**

	<b>Name</b>	<b>Change in Assignment/Transfer</b>	<b>Classification</b>	<b>Compensation</b>	<b>Effective Date(s)</b>
1.	Kishel, Danielle	From: Special Education teacher (Emotional Support) – High School North To: Special Education teacher (Life Skills) – J. T. Lambert Intermediate This is a new position.	Professional	No change	November 28, 2017
2.	Bonser, Janie	From: Cafeteria Worker (part-time, 4.5 hour) – J. T. Lambert Intermediate To: Cafeteria Worker (full-time, 7 hour) – J. T. Lambert Intermediate Temporarily replaces Sharon Fields who is on a leave. At the conclusion of this temporary assignment, Janie will return to her 4.5 hour position.	Support	From part-time to full-time	November 28, 2017 through May 3, 2018 only.
3.	Loo, Jennifer	From: Cafeteria Aide - High School North To: Cafeteria Worker (part-time, 4 hour) – High School North Replaces Jennifer Rose who resigned.	Support	\$12.92/hour \$13.42/hour after satisfactory completion of probation period	October 25, 2017

ii. 334/434/534 – Sick Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Dalfo, Nilo	Bus Driver	Support	Transportation	October 10, 2017 through January 11, 2018
2.	Fields, Sharon	Cafeteria Worker	Support	J. T. Lambert Intermediate	October 13, 2017 now through November 10, 2017
3.	Slack, Julie	Reading Specialist	Professional	Resica Elementary	January 5, 2018 through January 12, 2018
4.	Pearson, Glenn	Maintenance II Worker	Support	District	November 2, 2017 through November 14, 2017
5.	Rodriguez, Stephanie	Paraprofessional (Reading)	Support	East Stroudsburg Elementary	February 20, 2018 through March 6, 2018

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Nute, Katherine	Special Education teacher	Professional	High School North	October 19, 2017 through November 3, 2017
2.	Piedra, Gisela	Spanish teacher	Professional	High School South	November 7, 2017 through November 22, 2017
3.	Slack, Julie	Reading Specialist	Professional	Resica Elementary	November 2, 2017 through January 4, 2018
4.	Suprys, Thomas	Reading Specialist	Professional	Smithfield Elementary	November 7, 2017 through December 7, 2017
5.	Zipp, Christine	ESL teacher	Professional	J. M. Hill Elementary	October 5, 2017 through January 5, 2018. This is an intermittent leave.
6.	Daye, Regine	Custodian	Support	High School South	October 9, 2017 now through November 10, 2017
7.	Gatpo, Wilma	Custodian	Support	J. T. Lambert Intermediate	October 12, 2017 through November 22, 2017
8.	Slama, Susan	Paraprofessional	Support	Resica Elementary	October 23, 2017 through December 7, 2017
9.	Starkes, Alonzo	Maintenance I Worker	Support	Maintenance	January 11, 2018 through April 10, 2018
10.	Williams, Vivian	Front Desk Receptionist	Support	East Stroudsburg Elementary	December 18, 2017 through March 15, 2018

iv. 335/435/535 – Family and Medical Leave & Child Rearing Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Hendershot, Colien	Supervisor of Special Education	Act 93	District	March 27, 2018 through October 24, 2018
2.	Zavertnik, Louise	Reading teacher	Professional	Lehman Intermediate	December 8, 2017 through end of the 3 <sup>rd</sup> marking period

v. Child Rearing Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Rodriguez, Stephanie	Paraprofessional (Reading)	Support	East Stroudsburg Elementary	March 7, 2018 through April 13, 2018

vi. 339/439/539 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Fields, Sharon	Cafeteria Worker	Support	J. T. Lambert Intermediate	November 11, 2017 through May 3, 2018.



2.	Pearson, Glenn	Maintenance II Worker	Support	District	October 14, 2017 now through November 1, 2017
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vii. **304/404/405/504/505 – Employment**

a. **Rescissions**

	Name	Position	Classification	Location
1.	Boylan, Brian	Intramural Weight Room Co-Advisor (winter season)	Schedule B	High School South
2.	Boylan, Brian	Baseball Varsity Assistant Coach	Schedule B	High School South
3.	Holtzer, Adam	Intramural Boys' Basketball Advisor	Schedule B	High School North
4.	Korb, Michael	Intramural Technology Student Association Co-Advisor	Schedule B	High School North
5.	O'Donnell, Paul	Intramural Technology Student Association Co-Advisor	Schedule B	High School North
6.	Ruhl, Steven	Intramural Weight Room Co-Advisor (winter season)	Schedule B	High School South

(See pages 176-180)

b. **Resignations**

	Name	Position	Classification	Location	Effective Date(s)
1.	Arnold, Veronica	Cafeteria Aide	Support	Lehman Intermediate	November 1, 2017 (end of workday)
2.	Boyle, John	Bus Driver	Support	Transportation	October 19, 2017 (end of workday)
3.	Crane, Chad	Maintenance II Worker	Support	Maintenance	October 13, 2017 (end of workday)
4.	Cawley, Nina	Cafeteria Worker	Support	High School South	October 16, 2017
5.	Gangaware, Adam	School Police Officer	School Police Officer	High School North	October 31, 2017 (end of workday)
6.	Milford, Gregory	Security Officer	Security Officer	High School South	December 10, 2017 (end of workday)
7.	Korzenowski, Shelly	Health Room Nurse	Support	High School South	November 3, 2017 (end of workday)
8.	Mabe, Kevin	Information Technologist II	Support	Technology Services	November 28, 2017 (end of workday)
9.	Reali, Susan	Cafeteria Aide	Support	High School South	November 27, 2017
10.	Valderrama, Peyser	Bus Driver	Support	Transportation	November 28, 2017 (end of workday)

(See pages 181-190)

c. **Retirements**

	Name	Position	Classification	Location	Effective Date(s)
1.	Gibboney, Daniel	Grade 6 teacher	Professional	Lehman Intermediate	January 19, 2018 (end of workday)
2.	Dymond, Larry	Bus Driver	Support	Transportation	December 4, 2017 (end of workday)
3.	Dymond, Patricia	Bus Driver	Support	Transportation	January 5, 2018 (end of workday)

(See pages 191-193)

d. **Salary and Workday Hour Changes**

	Name	Position	Classification	Location	From/To	Effective Date(s)
1.	Tullo, Richard	Bus Driver	Support	Transportation	From: 6 hour To: 8 hour	September 11, 2017 through end of the 2017-2018 SY only.
2.	Wilczewski, Bodgan	Bus Driver	Support	Transportation	From: 6 hour To: 8 hour	September 11, 2017 through end of the 2017-2018 SY only.

e. **Effective Date Changes**

	<b>Name</b>	<b>Position/Location</b>	<b>Classification</b>	<b>Compensation</b>	<b>Effective Date</b>
1.	Martin, Hannah	School Nurse/Bushkill Elementary	Professional	No change	November 13, 2017
2.	Soto, Lourdes	Bus Driver	Support	From 6 hour to 8 hour	Effective now September 11, 2017 through end of the 2017-2018 SY only.

f. **Appointments**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Compensation</b>	<b>Effective Date(s)</b>
1.	Fitzkee, Sarah	Reading teacher (LTS) Replaces Louise Zavertnik who is on a leave.	Professional/LTS	Lehman Intermediate	\$45,793.00 (prorated) Step 1 Column 7	December 8, 2017 through the end of the 3 <sup>rd</sup> marking period.
2.	Martinez, Amber	English teacher (LTS) Replaces Kaitlin Pecha who is on a leave.	Professional/LTS	High School North	\$42,599.00 (prorated) Step 1 Column 1	November 28, 2017 through March 28, 2018 (end of workday)
3.	Milford, Gregory	School Police Officer (8.5 hour, 10 month, 1 <sup>st</sup> shift) Replaces Marc Iannazzo who resigned.	School Police (non-bargaining unit)	District	\$15.58/hour	December 11, 2017
4.	Real, Susan	Security Officer (8 hour, 10 month, 1 <sup>st</sup> shift) This is a budgeted vacancy.	Security Officer (non-bargaining unit)	High School South	\$15.68/hour \$16.18/hour after satisfactory completion of probation period	November 28, 2017
5.	Santi, Nathanael	Security Officer (8 hour, 10 month, 1 <sup>st</sup> shift) This is a budgeted vacancy.	Security Officer (non-bargaining unit)	High School South	\$15.68/hour \$16.18/hour after satisfactory completion of probation period	November 28, 2017
6.	Santos, Raquel	Security/Attendance Officer (8 hour, 10 month, 1 <sup>st</sup> shift) Replaces Donald Moran who retired.	Security Officer (non-bargaining unit)	District	\$15.68/hour \$16.18/hour after satisfactory completion of probation period	November 28, 2017
7.	Brown, Michelle	Cafeteria Aide (3.75 hour) Replaces Veronica Arnold who resigned.	Support	Lehman Intermediate	\$12.78/hour \$13.28/hour after satisfactory completion of probation period	November 28, 2017
8.	Lavin, Danielle	Bus Driver (6 hour) Replaces Tammy Mitchell who resigned.	Support	Transportation	\$15.99/hour \$16.49/hour after satisfactory completion of probation period	October 25, 2017
9.	Olsen, Danielle	Bus Driver (6 hour) Replaces Ricardo Viera who resigned.	Support	Transportation	\$15.99/hour \$16.49/hour after satisfactory completion of probation period	October 24, 2017
10.	Resto, Enid	Bus Driver (6 hour) Replaces Teresa Greenway who retired.	Support	Transportation	\$15.99/hour \$16.49/hour after satisfactory completion of probation period	November 6, 2017

11.	Schmid, Justin	Custodian (3 <sup>rd</sup> shift) Replaces Reynaldo Gatpo who was reassigned.	Support	J. T. Lambert Intermediate	\$14.98/hour \$15.48/hour after satisfactory completion of probation period (plus \$.50/hour shift differential)	November 21, 2017
12.	Venslosky, Dana	Bus Driver (6 hour) Replaces Trindade Camara who resigned.	Support	Transportation	\$15.99/hour \$16.49/hour after satisfactory completion of probation period	October 25, 2017

(See pages 194-195)

g. **Tenure**

	Name	Position	Location
1.	Iannazzo, Julia	Elementary	J. M. Hill Elementary
2.	Schweppenheiser, Christine	Chemistry	High School North

h. **Substitute Appointments**

	Name	Position(s)	Classification	Effective Date(s)
1.	Briegel, Patricia	Substitute teacher (emergency permit)	Professional	2017/2018 School Year
2.	Collado, Ivelisses	Substitute teacher (emergency permit)	Professional	2017/2018 School Year
3.	Fitzkee, Sarah	Substitute teacher (English, Reading Specialist)	Professional	2017/2018 School Year
4.	Gangaware, Adam	School Police Officer	School Police	2017/2018 Fiscal Year
5.	Conti, Michele	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Student Aide, Paraprofessional, Secretary	Support	2017/2018 Fiscal Year
6.	Erichsen, Nicole	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Student Aide, Paraprofessional, Secretary	Support	2017/2018 Fiscal Year
7.	Hilgert, Norma	Cafeteria Aide, Front Desk Receptionist, Student Aide, Paraprofessional, Secretary	Support	2017/2018 Fiscal Year
8.	Perez, Yolanda	Cafeteria Aide	Support	2017/2018 Fiscal Year
9.	Schmid, Justin	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Custodian, Student Aide, Paraprofessional	Support	2017/2018 Fiscal Year
10.	Valderrama, Peyser	Bus Driver	Support	2017/2018 Fiscal Year

i. **Schedule B Position Appointments** These positions are fully funded through the Ready to Learn Grant.

	Last Name	First Name	Position/Building	Rate
1.	Burns	Holly	Intramural Robotics Advisor/J. T. Lambert Intermediate	\$23.46 per hour not to exceed 30 hours
2.	Bybee	Steve	Intramural Robotics Advisor/J. T. Lambert Intermediate	\$23.46 per hour not to exceed 30 hours

j. **Schedule B Position Appointments**

**2017-2018 School Year (Athletics/Activities)**

	Last Name	First Name	Position	Building	Rate
1.	Castillo	David	Boys' Basketball Freshman Coach	High School North	\$3,500.98
2.	McKeithan	Nelson	Boys' Basketball Varsity Assistant Coach	High School North	\$4,102.84
3.	Best	Marc	Boys' Track and Field Head Coach	High School North	\$4,937.28
4.	Reith	Daryl	Boys' Track and Field Varsity Assistant Coach	High School North	\$3,587.69 (plus \$250.00 longevity stipend)
5.	Schaller	Derek	Boys' Track and Field Varsity Assistant Coach	High School North	\$3,587.69

	Last Name	First Name	Position	Building	Rate
6.	Clifford	Kimberly	Cheerleading Varsity Assistant Coach (fall) Effective 10/16/17	High School North	\$1,259.82 (prorated)
7.	Clifford	Kimberly	Cheerleading Varsity Assistant Coach (winter)	High School North	\$1,259.82
8.	Ammerman	Denise	Girls' Track & Field Varsity Assistant Coach	High School North	\$3,587.69 (plus \$250.00 longevity stipend)
9.	McKeithan	Nelson	Girls' Track & Field Varsity Assistant Coach	High School North	\$3,587.69
10.	Leap	Jason	Girls' Track and Field Head Coach	High School North	\$4,937.28 (plus \$250.00 longevity stipend)
11.	McKeithan	Nelson	Intramural Boys' Basketball Advisor	High School North	\$23.46/hour (24 hour maximum)
12.	O'Donnell	Paul	Intramural Seaperch Seaguide Advisor	High School North	\$23.46/hour (48 hour maximum)
13.	Korb	Michael	Intramural Technology Student Association Advisor	High School North	\$23.46/hour (48 hour maximum)
14.	Schaller	Derek	Intramural Weight Room Supervisor (winter) Effective 11/17/17-3/2/18	High School North	\$23.46/hour (120 hour maximum)
15.	Callahan	Maggie	Swim Team Varsity Assistant Coach	High School North	\$3,264.32
16.	Freeman	Harold	Volunteer Boys' Basketball Coach	High School North	not applicable
17.	Markowski	Sigmund	Baseball Varsity Assistant Coach	High School South	\$3,560.15
18.	Krammes	Barry	Intramural Boys Track & Field Tri-Advisor	High School South	\$23.46/hour (9 hour maximum)
19.	Mason- Caiazzo	Laura	Intramural Boys Track & Field Tri-Advisor	High School South	\$23.46/hour (9 hour maximum)
20.	Yeomans	Brett	Intramural Boys Track & Field Tri-Advisor	High School South	\$23.46/hour (9 hour maximum)
21.	Finelli, Jr.	John	Intramural Girls' Track & Field Advisor	High School South	\$23.46/hour (21 hour maximum)
22.	Boylan	Brian	Intramural Weight Room Tri-Advisor (winter season)	High School South	\$23.46/hour (36 hour maximum)
23.	Furst	Kane	Intramural Weight Room Tri-Advisor (winter season)	High School South	\$23.46/hour (21 hour maximum)
24.	Ruhl	Steven	Intramural Weight Room Tri-Advisor (winter season)	High School South	\$23.46/hour (37.5 hour maximum)
25.	Brotherton	Regina	Volunteer Fashion Club Advisor	High School South	not applicable
26.	Shanley	Edward	Volunteer Football Coach	High School South	not applicable
27.	Fetherman	John	Volunteer Wrestling Coach	High School South	not applicable
28.	Hughes	Matthew	Wrestling Varsity Assistant Coach	High School South	\$4,102.84
29.	Frevele	Samantha	Girls' Soccer Assistant Coach	J. T. Lambert Intermediate	\$1,479.15
30.	Beckworth	Douglas	Intramural Girls' Basketball Advisor	Lehman Intermediate	\$23.46/hour (24 hour maximum)

viii. **516 – School Police Officers/Security Guards**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick 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 Tajamond Ladarrius Robinson and Gregory Milford appointed as school police (attendance) officers for the District. Motion was seconded by Wayne Rohner and carried unanimously, 8-0.

e. **FINANCES**

i. **605 – Tax Levy**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the settlement of the tax assessment appeals indexed to Monroe County Court of Common Pleas Nos. 8347 CV 2015 and 8351 CV 2015 as set forth on the Settlement Stipulations presented, and to authorize the Solicitor to sign the Settlement Stipulations on behalf of the school district. Motion was seconded by Lisa VanWhy and passed 7-1. Robert Gress voted no.

(See pages 196-204)

ii. **616 –Budget Transfers, Payment of Bills and Treasurer’s Report**

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the Budget Transfers, Payment of Bills and Treasurer’s Report listed in this agenda for 2017-2018 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 Robert Huffman and carried unanimously, 8-0.

1. Budget Transfers - (See pages 205-231)
2. Payment of Bills – (See pages 232-244)
3. Payment of Bills for Capital Projects –
  - a. D’Huy Invoice #46771 - \$8,944.76 (See pages 245-246)
  - b. Jones Pay App. #5 - \$131,478.50 (See pages 247-248)
  - c. C & D Waterproofing Proposal - \$9,975.00 (See page 249)
  - d. A.G. Mauro Door Proposal - \$21,350.00 (Costars) (See pages 250-251)
  - e. D’Huy Contract Amendment for JTL/LIS Masonry Repair Project - \$21,000.00 (See page 252)
4. Treasurer’s Report – (See page 253)

iii. **618/618.1 –Student Activity Funds**

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the requests to establish the student activity funds listed. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

- a. H.S. South – MiniTHON
- b. H.S. South – Fashion Club

(See pages 254-255)

f. **OPERATIONS**

i. **805 – Emergency Preparedness**

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the Memorandum of Understanding with Totally For Kids Academy for the use of the Property at J. T. Lambert Intermediate School as an emergency evacuation site, as presented with the appropriate indemnification provisions approved by the Solicitor. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

(See pages 256-257)

ii. **818 – Contracted Services**

1.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick 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 Lisa VanWhy and carried unanimously, 8-0.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	BerkOne	Printing and Mailing of Act 1 applications.	Unit Cost \$.294	Business Office	12/1/17
2.	Linnea Pond	Instructing a family yoga session.	\$75.00	Resica Elementary School	12/7/17

(See pages 258-261))

2. Contracts Totaling \$10,000 and more

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial IU 20	Therapeutic Emotional Support	\$29,507.28	Special Ed/ District Funds	11/6/17-6/30/18
2.	NaviGate	Emergency Preparedness	\$17,460.00	Administrative Services	11/21/17-06/30/21

(See pages 262-270)

2.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to ratify the Electricity Supply Agreement with Constellation NewEnergy, Inc. as approved and executed by Jeffrey S. Bader, CFO for the District based upon bids received through the IU 20. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See pages 271-279)

3.

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the proposal, as presented, of Meglino Landscaping & Excavation, LLC for snow plowing at Middle Smithfield Elementary and Resica Elementary, pending, receipt of all documentation and a performance bond as required in the Request for Proposals, effective November 21, 2017 through end of the 2017/18 school year. Motion was seconded by Judy Summers and carried unanimously, 8-0.

(See page 280)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING  
November 20, 2017 - 7:00 P.M.  
Carl T. Secor Administration Building**

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

**ADDENDUM A**

**c. PUPILS**

**i. 233 – Suspension and Expulsion**

1.

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to approve the Recommendation to Modify Expulsion Requirement/Agreed Upon Expulsion, Waiver of School Board Hearing and Release Agreements for the case 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, 8-0.

d. 136961

(See pages 3-7)

**d. PERSONNEL**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick 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.]*

**vii. 303/404/405/504/505 – Employment**

**k. Reinstatement**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Effective Date(s)</b>
1.	Bowman, LeRoy	Custodian	Support	J. M. Hill Elementary	October 24, 2017

**c. Retirements**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Effective Date(s)</b>
4.	Bowman, LeRoy	Custodian	Support	J. M. Hill Elementary	October 24, 2017

(See page 8)

**f. Appointments**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Compensation</b>	<b>Effective Date(s)</b>
13.	Green, Regina	Cafeteria Worker (part-time, 4 hour) Replaces Cindy Langlois-Sosa who was reassigned.	Support	High School South	\$12.92/hour \$13.42/hour after satisfactory completion of probation period	November 28, 2017

14.	Cabrera, Raymond	Custodian (2 <sup>nd</sup> shift) (LTS) Replaces Robert Goeller	Support/LTS	J. T. Lambert Intermediate	\$14.98/hour (plus \$.40/per hour shift differential)	November 21, 2017 through January 22, 2018
15.	Foster, Judith	Cafeteria Aide (3 hour) Replaces Jennifer Loo	Support	High School North	\$12.78/hour \$13.28/hour after satisfactory completion of probation period	December 6, 2017
16.	Perez, Yolanda	Front Desk Receptionist (7.5 hour) (LTS) Replaces Vivian Williams who will be on a leave.	Support/LTS	East Stroudsburg Elementary	\$12.30/hour \$12.80/hour after satisfactory completion of probation period	December 18, 2017 through March 15, 2018

f. **OPERATIONS**

iii. **803 – School Calendar**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the revised 2017-2018 school calendar, as presented, moving the planned staff development (K-8) and curriculum planning (9-12) activities from Tuesday, January 16, 2018 to Monday January 22, 2018. Motion was seconded by Judy Summers and carried unanimously, 8-0.

(See pages 9)

ii. **818 – Contracted Services**

4.

**ACTION BY THE BOARD:**

Motion was made by Robert Cooke to accept the proposal of Bender's Tree Service for the removal of trees at JM Hill Elementary, J. T. Lambert Intermediate and Resica Elementary, at a total cost not to exceed \$10,500.00. Motion was seconded by Robert Huffman and passed 7-1. Lisa VanWhy voted no.

(See pages 10-11)

**ACTION BY THE BOARD:**

Motion was made by Robert Gress to adjourn. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

**XII. ADJOURNMENT 7:55 P.M.**

Respectfully submitted,

Patricia L. Rosado  
Board Secretary