

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
December 18, 2017 – 7:00 P.M.
Carl T. Secor Administration Center – Board Room**

Simultaneously Broadcasted at High School South - Auditorium

Minutes

I. **President** Robert Huffman 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:** George Andrews, Larry Dymond, Robert Huffman, Debbie Kulick, Wayne Rohner, Richard Schlameuss, Judy Summers and Lisa VanWhy. Ronald Bradley was absent.

Student School Board Representatives: Jessika Gort and Brian Paspuel

III. **School personnel present in the Administration Center-Board Room:** Jennifer Andrews, Susan Andrews, Brian D. Baddick, Jeff Bader, Brian Borosh, Brian Boylan, Angela Byrne, Louis Carbajal, Ronnise L. Carey, Mike Catrillo, Patricia Chestnut, Katye Clogg, Daniel Cloward, Robin J. Daning, Robert Dilliplane, Taryn Fleck, Joe Formica, Eric Forsyth, Geof Gambill, Carol Geiges, Diana Govus, Jill Greenwood, Marjory Gullstrand, Donald Halker, Scott Hnasko, Kevin Horne, Melissa Hughes, Scott C. Ihle, Gwen Jones, Jeremy Judd, Wayne Koberlein, Barry Krammes, Kate Krammes, Maria Lazowski, Phil Lazowski, Joyce D. Leonard, Kaitlin Lopez, Fred Mill, Barb Miller, Carrie Panepinto, Joanne Peters, William Riker, Patricia Rosado, Jasmine Sandy, Vicki Sayer, Paul H. Schmid, Lori Soskil, Rick Stine, Robert Sutjak, John Swineford, Terry Toth, Gillian Turner, Patrick Turner, Nadia Worobij, Sally Yorke-Viney and Mary Zajac. Christopher Brown, Solicitor.

School personnel present in the High School South - Auditorium: Wayne Carson, Pat Heeter, Maria Horn, Colleen Koeller, Olivia Lesoine, David Scott, and Snoann Tobin.

IV. **Community members present in the Administration Center-Board Room:** Rebecca Bear, Jessica Bertholf, Laiana Biela, Damary Bonilla, Steven Booth, Danielle Cloward, Mohammed Elkasas, C. Gall, Joy Gilmartin, Joyce M. Green, Jason Gullstrand, Mattie Hampton, Eddie Hampton, Jr., Kevin Jackson, Sheila Jefferies, Frank Johnson, Thomas Jones, Keith Karkut, Marge Kern, Jennifer Larrow, Tricia Leisbig, Michael Leonard, Abdual Mador, Clavertis Miller, Darlene Nobles, Katherine Nute, Ronald Perkins, Karen Pinson, Patricia Pinson, Hunter Riker, Paul Shemansky, Debbie Smith, Gary Summers, Godfrey Swift, Wayne Thomas, Tom Todman, Gary Walker, Darryl White and Dorrita White.

Community members present in the High School South - Auditorium: Sara Scott

Other: Bill Cameron, Pocono Record

V. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**

- a. An executive session was held this evening before this meeting at 6:00 p.m. for the purpose of discussing personnel, litigation and negotiations.

VI. **ADOPTION OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Judy Summers to adopt this agenda for December 18, 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 Debbie Kulick and carried unanimously, 8-0.

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the minutes of the November 20, 2017 meeting. Motion was seconded by Richard Schlameuss and carried unanimously, 8-0.

VIII. BOARD VACANCY

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to declare the office of Ronald Bradley as Director of the Board of Education vacant for failure to qualify as Director pursuant to Section 319 of Pennsylvania School Code. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

IX. PUBLIC PARTICIPATION

- A. Ms. Rebecca Bear congratulated the new Board members as well as the new President and Vice President. She said that she submitted her intent to fill the Board vacancy. She has a daughter at Resica Elementary School and a son at Lehman Intermediate School. She was the PTO President of Resica for many years. She has a degree in Psychology Human Services and Drug and Alcohol counseling. She believes her degree affords her the ability to understand the changes going on in the district such as bullying, opioid addiction and teaching children right from wrong. She works in the financial service industry so she understands the fiscal responsibility that the Board has in order to do well for the district and community. She is also a taxpayer. At the end of the day she is a mom and wants what is best for the children and community. We need to begin in kindergarten by teaching children to be better. She wants what is best for the community. She wants a safe environment for everyone. She looks forward to working with the Board and thanked them for their time.
- B. Ms. Laiana Biela said she is a mom in the district, a lifelong Pennsylvanian and a Pocono resident. She works as a realtor for Century 21 in East Stroudsburg, who has two students in 9th grade with special needs. She would like to be a representative on the Board for all children but also for the ones with disability. Children are so important. They need to come to a school and feel safe and have the opportunity to make themselves better. We had our chance. Now it is their chance. Her skills are negotiations, unbiasedness and listening, which is paramount on the Board. We need to listen to people and the community. When she gets new clients coming to this area, there are many homes in foreclosure. Homes need to be filled and taxes need to be paid. Money needs to be given back to the community. When clients ask her which is the best schools, she cannot legally tell them. She has Cavalier pride and loves this school and knows that this seat can make a difference. She congratulated everyone on the Board. She hopes that the Board will help children excel and help them have a better education in the future.
- C. Mr. Michael Leonard said he is a former Police Officer for New York City. He was a training officer for the academy. He wrote a book about youth gangs. He was head of a youth program, Kings Juvenile Offender Program, which helped save New York City a lot of money for many years. He trained officers how to make it home safe every night. Why is he here? He is a resident and his kids graduated from this school district. He was a warrant officer who dealt with criminals so he moved his family here. His children are off to a good career. He believes that the community needs a representative of what the school district looks like and the Board should look like it, too. He asked his many supporters to stand. He is always about the youth. He has two karate schools, one in Stroudsburg and one in Tannersville. He is always confronted with trainings and now he trains special needs kids, too. Some children do not do well in school but after training with him for about six to nine months, they do much better. They are taught to listen to instructors. He would like to be a Board member because he believes in kids and the school district. We can do it as a whole and together. If not us, then who? If not now, then when?
- D. Mr. Keith Karkut said he was a previous Board member 8 years ago for four years. He had not thought about running for School Board but saw this position available. He spoke to many people and thought he could help the district in this time of need. He sat on the Board four years and feels it should be six years because after the four years are over, more needs to be learned. This two-year position is crucial and a lot of decisions will need to be

made, such as employee contracts and other major issues facing the district. He feels he can meet this challenge. He is self-employed and very dedicated to the district through his donations and talent. The Board will need to make this tough decision when choosing an individual and he respects them for it. He asked for the Board members' support and knows that he can help in making any of their future decisions. When he was previously on the Board, his term went beyond this Board such as when he served on the MCTI JOC Committee. He became Vice President of the MCTI JOC Committee, too. He was also active on the Budget and Finance Committee. The Board didn't have committees years ago, but he was one of the Board members who suggested it. He is glad that they continue to have many committees in order to help them make crucial decisions. He thanked everyone for their time.

- E. Dr. Damary Bonilla said that she is a Doctor of Education. Her unofficial title, but most important credential, is being a parent of children in the School District. Regardless of what happens tonight, it is good that so many people sent a letter of intent, especially parents. It is also good that the whole room is full. She tries to come to School Board meetings but she is a new member of the Brodhead Watershed Association. She is also involved with the Cub Scout troops. She wanted to be involved with the Board as community member and parent. Even if many don't make it to all of the meetings, the Board should know that they have the support from their community.
- F. Mr. Gary Summers said that he submitted his letter of intent to fill the Board vacancy for two years. He agrees with everyone tonight. The district is faced with some significant challenges. He has utmost confidence in administration from a curriculum and education standpoint. He believes that the Board needs the understanding of the deep financial issue that is facing the School District. He has the ability to help the Board figure out how to transition forward with the obstacles they face. In his opinion, sometime in the next four years, they will deplete a very healthy fund balance. We need to take action on it right now. The Board will need to make tough decisions which are somewhat difficult. We do not want to wait 4-5 years from now and see money is gone and have to do something they do not want to do. He knows they do not want to destroy the level of education by depleting programs. He feels he will bring strong strengths in this area of financial understanding. He hopes he has their confidence and their vote. He thanked them for their time.

Nominations:

Lisa VanWhy nominated Gary Summers to fill the vacancy on the Board of Education. Nomination was seconded by Debbie Kulick.

George Andrews nominated Jason Gullstrand to fill the vacancy on the Board of Education. Nomination was seconded by Richard Schlameuss.

Judy Summers motioned to close the nominations. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

2a.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to appoint Gary Summers to fill the vacancy on the Board of Education for a term to expire on the date of the December 2019 Reorganization Meeting, at which time a permanent replacement will be installed in office as a result of the November 2019 municipal elections. Motion was seconded by Debbie Kulick, A roll call vote was taken and failed 4-4. Robert Huffman, Debbie Kulick, Judy Summers and Lisa VanWhy voted yes. George Andrews, Larry Dymond, Wayne Rohner and Richard Schlameuss voted no.

2b.

ACTION BY THE BOARD:

Motion was made by George Andrews to appoint Jason Gullstrand to fill the vacancy on the Board of Education for a term to expire on the date of the December 2019 Reorganization Meeting, at which time a permanent replacement will be installed in office as a result of the November 2019 municipal elections. Motion was seconded by Richard Schlameuss, A roll call vote was taken and failed 4-4. George Andrews, Larry Dymond, Wayne Rohner and Richard Schlameuss voted yes. Robert Huffman, Debbie Kulick, Judy Summers and Lisa VanWhy voted no.

Mr. Brown said both motions have failed. Unless someone makes a motion to reconsider and changes their vote, if the seat goes vacant for 30 days from now, a certain number of taxpayers can get together and petition for the Court of Common Pleas to make the appointment instead of this Board.

2c.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to appoint Rebecca Bear to fill the vacancy on the Board of Education for a term to expire on the date of the December 2019 Reorganization Meeting, at which time a permanent replacement will be installed in office as a result of the November 2019 municipal elections. Motion was seconded by George Andrews. A roll call vote was taken and failed 4-4. George Andrews, Larry Dymond, Wayne Rohner and Richard Schlameuss voted yes. Robert Huffman, Debbie Kulick, Judy Summers and Lisa VanWhy voted no.

2d.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to appoint Keith Karkut to fill the vacancy on the Board of Education for a term to expire on the date of the December 2019 Reorganization Meeting, at which time a permanent replacement will be installed in office as a result of the November 2019 municipal elections. Motion was seconded by Wayne Rohner. A roll call vote was taken and passed 7-1. George Andrews, Larry Dymond, Robert Huffman, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes. Judy Summers voted no.

Mr. Karkut took his oath of office, administered by Attorney Brown as a notary public and took his seat at 7:32 p.m.

X. PUBLIC PARTICIPATION

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

- A. Mr. Eddie Hampton said that according to his understanding, he thought all the candidates were going to be voted on. Does the community nominate candidates? Mr. Huffman said no, the candidates were given a chance to speak and then the Board makes the nominations.
- B. Mr. Frank Johnson said now that all seats are filled, they should take the final steps in settling a contract. In the past, there have been different negotiations teams, which took on their own personalities. Some went smoothly. Some did not. It needs to be what is best for everyone in the district. His hope for the newest member of the Board is that he is someone that does not lean on South vs North, Township vs. Borough, Board vs. Association. He hopes they have an individual who is objectively stepping into ongoing contracts of negotiations and approve a contract with both positions that are at both sides of the table. I hope this person's affiliation is pro district and is fair to both sides and understands how important contract settlement is to everyone involved. The Association's contract already went to a non-binding arbitration, which was accepted by the Association but not the Board. The Board has to make many contractual agreements. None of them easy or convenient. It is now time to settle this contract and get it out of the paper and replace it with positive student news. It is time to move forward and end this impasse.
- C. Ms. Jessica Bertholf, parent of a J. M. Hill student, said that she and her family participate in Christmas and not Hanukkah. The students were given homework assignments on Hanukkah. They never got any homework assignments for Christmas. They are being taught about the Jewish traditions and not Christmas. She said she received a letter saying that kids will participate in gift exchanges but that's it. That is the only thing they are allowed to do for Christmas. They should be concentrating on math, reading, etc. Mr. Huffman said this issue will be looked into.

XI. REPORTS

- a. Mrs. Lisa VanWhy said that the Monroe Career & Technical Institute JOC had their Reorganization meeting on December 11th. Mr. Michael Mignosi from the Stroudsburg Area School District became President and Lisa remained as Vice President. The diesel roof project is complete. Dr. Shegelski has been out on a leave and will return after the holidays. Mr. Virga is currently overseeing all of Dr. Shegelski's responsibilities.
- b. Mr. Robert Huffman said the Colonial IU 20 meeting was last week. They are looking for property for parking and are in negotiations regarding several parcels.
- b. Mr. Wayne Rohner said that the Property/Facilities Committee met on December 7th. Items that were forwarded for Board action are as follows:
 - 1. Payment to D'Huy Engineering for Invoice #46827 in the amount of \$13,378.55 for masonry professional services.

2. The final punch list from D'Huy Engineering regarding the J.T. Lambert masonry project.
3. Payment to D'Huy Engineering for Invoice #46826 in the amount of \$350.00 for Lehman Intermediate exterior wall panel repairs. \$780 was deducted from the invoice since the Facilities Department paid for it from their budget since it was for the North High School Natatorium.
4. Payment to C & D Waterproofing for Invoice #4408 in the amount of \$9,985 for Lehman Intermediate exterior wall panel repairs.
5. The installation of a traffic sign informing cars to proceed carefully at Middle Smithfield Elementary School. The Kiwanis Club will pay for the sign. School personnel will build the sign and install it.
6. A motion was made to maintain keep meetings on the first Thursday of every month at 5:30 p.m.

The South new concession stand in the amount of \$221,550.00 was tabled. The Committee did not approve D'Huy Engineering to continue with the drawings and proposal.

The Committee held discussion on the following items:

1. Lehman Intermediate School sinkhole project. Master Locaters will do the video inspection of the storm water pipes on December 12.
 2. D'Huy Engineering will prepare information for the H.S. North roof replacement project. Scope of work and roof replacement materials will be discussed in the near future.
- c. Mrs. Lisa VanWhy said that the Finance Committee met on December 14th. Along with the items from the Property/Facilities Committee meeting, the Finance Committee discussed:
1. The time and attendance system which should work more efficiently. The upfront cost is \$7,000 but overall there will be a cost savings to the district.
 2. The Berkone Agreement
 3. A Copier for the Food Services Division for a 18-month term
 4. Two Munis agreements which include some cost savings
 5. The Act 1 Resolution, which verifies that the district will not increase taxes above the index of 3.3%.
 6. The IU fuel bids for 2018/19
- All items have been included on an addendum tonight.
- d. 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 December and subsequent Board action in January (pending final review by the district's legal counsel):
- Policy 117 Homebound Instruction
 - Policy 302 Employment of Superintendent/Assistant Superintendent
 - Policy 907 School Visitors

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

- Policy 123.1 Concussion Management
 - Policy 917 Parent/Family Engagement
 - Policy 918 Title I Parent & Family Engagement/918 Attachment Title I Brochure
- e. Miss Jessika Gort, High School South Student Board Representative, said this month they had a lot of good things happening. Winter sports are back to their normal routine and doing well. They are proud of the dedicated hard-working athletes. They had a spirit week for the Holidays and Cav pride. Last Friday, they held an annual student vs. teacher basketball game. Once again Teachers crushed the students. The Choral Department had their choir concert last week. The band concert is scheduled for January 9th. Jessika invited everyone to come out and see what the hard-working students have created. Numerous students have made it to district band and orchestra.

Dr. Riker introduced the new H.S. North Student Board Representative, Brian Paspuel. He said that Brian is currently a senior at H.S. North. Brian has participated in the Key and Leo Club, eTeam, Varsity Football, Aevium, the National Honor Society and Student Government Association. Brian would like to follow a pre-med track in order to become a surgeon.

Mr. Brian Paspuel, High School North Student School Board Representative, said they recently had a chorus concert on December 7th. They had to reschedule the band concert and it's occurring tonight. The Senior class hosted a breakfast with Santa, which was very successful. The volleyball tournament had a great turnout. SCA is hosting dodgeball tournament. They have over 100 students signing up. The North vs

South basketball game had a great turnout from students. They also had a very successful food drive for Bushkill Outreach during Thanksgiving. During the first half of December, Reading Olympics collected supplies and books for the Bushkill Headstart. The homeroom class, which collected the most items, won a free breakfast. Winter sports began last week and are having a good turnout. They have had tournament winnings and basketball is doing well. They also had a spirit week for the holidays. On Thursday the school-wide positive behavior program is hosting an event for students who received a character ed card. They will have the opportunity to decorate their own cupcakes.

XII. OLD BUSINESS

None

XIII. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 003 – Functions

ACTION BY THE BOARD:

Motion was made by Judy Summers to adopt the Board Policies listed. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

1. Policy 123.1 – Concussion Management
2. Policy 917 – Parental/Family Engagement
3. Policy 918 – Title I Parental Engagement

(See pages 11-23)

ii. 004 – Membership

1. Conference Attendance

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the attendance of George Andrews, Larry Dymond, Richard Schlameuss and Keith Karkut at the New School Director Training at Parkland High School in Allentown, PA on January 13, 2018, in the approximate amount of \$57.00 each. Motion was seconded by Judy Summers and carried unanimously, 9-0.

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the attendance of Wayne Rohner, George Andrews and Larry Dymond at the NSBA 2018 Annual Conference in San Antonio, Texas from April 6, 2018 – April 10, 2018 in the approximate amount of \$2,500 each. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

b. PROGRAMS

i. 121 – Field Trips

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to authorize the field trips listed. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

Overnight

	Name	Activity	Location	Dates
1.	Bakner, Paul (03054 and 03055)	North Band Performance Tour 2018	Newark, NJ to Orlando, FL	3/15/18-3/19/18
2.	Korb, Michael (03259)	H.S. North students to Seven Springs Mountain Resort for Technology Student Association State Competition	Champion, PA	4/18/18-4/21/18

(See pages 24-29)

75 Miles or More

	Name	Activity	Location	Dates
1.	Askins, Kendal (03374)	Intermediate IF students to MoMath Museum	New York, NY	2/13/18
2.	Horne, Kevin (03245)	JTL 7 th & 8 th Grade Band students to Philharmonic & Museum of Natural History	New York, NY	1/31/18
3.	Koretski, John (03294)	H.S. North Class of 2018 Senior Trip to Six Flags Great Adventure	Jackson, NJ	4/27/18
4.	LaBar, Keith (03395)	H.S. North Men’s Choir to perform at Temple University	Philadelphia, PA	2/3/18
5.	O’Donnell, Paul (03346)	H.S. North students to Philadelphia Seaperch at Temple University	Philadelphia, PA	3/10/18
6.	Rhoadhouse, Andrea (03295)	J. T. Lambert 7 th and 8 th grade students to Music in the Park	Hershey, PA	4/28/18
7.	Rhoadhouse, Andrea (03296)	J. T. Lambert 6 th grade students to Music in the Park	Hershey, PA	5/5/18
8.	Shumbris, Robyn (03376)	H.S. South students to Hiking at the Appalachian Trail	Columbia, NJ	4/20/18
9.	Souffrant, Fabiola (03037)	Middle Smithfield Elementary 5 th graders to Historic Philadelphia- Liberty Square	Philadelphia, PA	5/4/18

(See pages 30-47)

c. PUPILS

i. 233 – Suspension and Expulsion

1.

ACTION BY BOARD:

Motion was made by Richard Schlameuss 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 George Andrews and passed 8-0-1 abstention. Keith Karkut abstained.

- a. 137626
- b. 137711
- c. 138372

(See pages 48-69)

2.

ACTION BY BOARD:

Motion was made by Judy Summers to approve the adjudication, as presented, with regard to the student expulsion hearing held on November 16th and 17th, 2017. Motion was seconded by Debbie Kulick and passed 8-0-1 abstention. Keith Karkut abstained.

d. PERSONNEL ITEMS

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the employment action listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Lisa VanWhy and failed 0-9.

i. 339/439/539 – Uncompensated Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Athey, Jerry	Cafeteria Aide	Support	East Stroudsburg Elementary	December 18, 2017 through March 9, 2018

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 Richard Schlameuss and carried unanimously, 9-0.

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

ii. 309/409/509 – Assignments and Transfers

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Miller, Lorin	From: Building Substitute teacher – J. M. Hill Elementary To: Grade 6 teacher (LTS) – J. T. Lambert Intermediate Replaces Kerrie Symonies who is on a leave.	Professional/LTS	\$46,824.00 (prorated) Step 2 Column 7	September 18, 2017 now extended through the end of the last teacher workday of the 2017-2018SY.

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Livingston, Lauren	Assistant Principal	Act 93	J. T. Lambert Intermediate	November 24, 2017 through May 1, 2018.

					This is an intermittent leave.
2.	Vitulli, William	Principal	Act 93	Smithfield Elementary	January 8, 2018 through April 12, 2018.
3.	Fazekas, Autumn	Grade 1 teacher	Professional	J. M. Hill Elementary	February 8, 2018 through the end of the 2017-18SY
4.	Ricciardi, William	Math teacher	Professional	J. T. Lambert Intermediate	January 2, 2018 through February 16, 2018.
5.	Fetherman, John	Security Officer	Security Officer	High School South	November 1, 2017 through November 17, 2017
6.	Gatpo, Wilma	Custodian	Support	J. T. Lambert Intermediate	October 12, 2017 now through November 29, 2017
7.	McDermott, Amy	Student Aide	Support	High School South	September 22, 2017 now through January 26, 2018. This is an intermittent leave.
8.	McMahon, Beverly	Paraprofessional	Support	High School South	November 20, 2017 through January 2, 2018
9.	Pacheco, Amy	Paraprofessional	Support	Bushkill Elementary	November 15, 2017 through January 8, 2018
10.	Slama, Susan	Paraprofessional	Support	Resica Elementary	October 23, 2017 now through January 5, 2018

iv. **338/438 – Sabbatical Leave**

	Name	Position	Classification	Location	Effective Date(s)
1.	Symonies, Kerrie	Grade 6 teacher	Professional	J. T. Lambert Intermediate	August 22, 2017 now through the end of the of the 2017-2018SY

v. **339/439/539 – Uncompensated Leaves (Date Changes)**

	Name	Position	Classification	Location	Effective Date(s)
1.	Fields, Sharon	Cafeteria Worker	Support	J. T. Lambert Intermediate	November 11, 2017 now through November 19, 2017.
2.	Fields, Sharon	Cafeteria Worker	Support	J. T. Lambert Intermediate	Now November 28, 2017 through May 3, 2018.
3.	Zayas, Santina	Cafeteria Worker	Support	East Stroudsburg Elementary	May 22, 2017 now through December 3, 2017

vi. **304/404/405/504/505 – Employment**

a. **Rescissions**

	Name	Position	Classification	Location
1.	Schaller, Derek	Boys' Track and Field Varsity Assistant Coach	Schedule B	High School North
2.	Leap, Jason	Girls' Track and Field Head Coach	Schedule B	High School North

(See pages 70-71)

b. **Resignations**

	Name	Position	Classification	Location	Effective Date(s)
1.	Foster, Judith	Cafeteria Aide	Support	High School North	December 8, 2017 (end of the workday)
2.	Keller, Mary	Paraprofessional	Support	Lehman Intermediate	January 18, 2018 (end of workday)
3.	Robilotta, Richard	Student Aide	Support	East Stroudsburg Elementary	December 12, 2017 (end of workday)
4.	Kishel, Danielle	Mentor	Schedule B	High School North	November 28, 2017

(See pages 72-75)

c. Retirement

	Name	Position	Classification	Location	Effective Date(s)
1.	Ricciardi, William	Math teacher	Professional	J. T. Lambert Intermediate	February 18, 2018

(See page 76)

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Keller, Mary	Grade 6 teacher (TPE) Replaces Daniel Gibboney who retired.	Professional	Lehman Intermediate	\$45,793.00 (prorated) Step 1 Column 7	January 19, 2018
2.	Grant, Roscoe	School Police Officer (8.5 hour, 1 st shift, 10 month) Replaces Adam Gangaware who resigned.	School Police Officer (non-bargaining unit)	High School North	\$15.58/hour	January 16, 2018
3.	Booth, Steven	Information Technologist II Replaces Kevin Mabe who resigned.	Support	Technology Services	\$22.47/hour \$22.97/hour after satisfactory completion of probation period	January 8, 2018
4.	Cramer, Kathaleen	Bus Driver (6 hour) Replaces Nancy Scarnecchia who resigned.	Support	Transportation	\$15.99/hour \$16.49/hour after satisfactory completion of probation period	December 13, 2017
5.	Gaines, Ann	Cafeteria Aide (3 hour) Replaces Susan Reali who was reassigned to a different position.	Support	High School South	\$12.78/hour \$13.28/hour after satisfactory completion of probation period	January 2, 2018
6.	Lanese, Chad	Bus Driver (6 hour) Replaces Peyser Valderrama who resigned.	Support	Transportation	\$15.99/hour \$16.49/hour after satisfactory completion of probation period	December 19, 2017

(See page 77)

e. School Police Officer Second (#2a) Stipends (payable the last pay date in December 2017)

	Name	Position	Classification	Compensation
1.	Cullen, Thomas	School Police Officer (12 month)	School Police Officer	\$2,500.00
2.	Fehrle, Richard	School Police Officer (12 month)	School Police Officer	\$2,500.00
3.	Zito, John	School Police Officer (10 month)	School Police Officer	\$2,083.33

f. Non-District Funding Distribution for the 2017-2018 School Year

	Name	Classification	Grant(s)	
1.	Cykosky, Tamara	Professional	Title 1 (100%)	
2.	Falbo, Tina	Professional	Title 1 (100%)	
3.	Agolino, Jennifer	Professional	Title 1 (75%)	District (25%)
4.	Burlein-Pitz, Carrie	Professional	Title 1 (75%)	District (25%)
5.	Pierce, Mary	Professional	Title 1 (75%)	District (25%)
6.	Hazen, Rachel	Professional	Title 1 (75%)	District (25%)
7.	McKelvin, Wanda	Professional	Title 1 (75%)	District (25%)

8.	Hogan, Karin	Professional	Title 1 (75%)	District (25%)
9.	Munch, Laura	Professional	Title 1 (75%)	District (25%)
10.	Miller, Barbara	Professional	Title 1 (75%)	District (25%)
11.	Sandri, Trudi	Professional	Title 1 (75%)	District (25%)
12.	Doyle, Jacqueline	Professional	Title 1 (75%)	District (25%)
13.	Slack, Julie	Professional	Title 1 (75%)	District (25%)
14.	Suprys, Thomas	Professional	Title 1 (75%)	District (25%)
15.	Jablonski, Alison	Support/Paraprofessional	Title 1 (50%)	Ready To Learn (50%)
16.	Fonash, Charlene	Support/Paraprofessional	Title 1 (50%)	Ready To Learn (50%)
17.	Rodriguez, Stephanie	Support/Paraprofessional	Title 1 (50%)	Ready To Learn (50%)
18.	Weber, Sarah	Support/Paraprofessional	Title 1 (50%)	Ready To Learn (50%)
19.	Bachert, Rebecca	Support/Paraprofessional	Title 1 (50%)	Ready To Learn (50%)
20.	Simonds, Kevin	Support/Paraprofessional	Title 1 (50%)	Ready To Learn (50%)
21.	Reveron, Evelyn	Support/Paraprofessional	Title 1 (50%)	Ready To Learn (50%)
22.	Clarke, Lisa	Support/Paraprofessional	Title 1 (50%)	Ready To Learn (50%)
23.	Johnson, Joann	Support/Paraprofessional	Title 1 (50%)	Ready To Learn (50%)
24.	Prokop, Taryn	Support/Paraprofessional	Title 1 (50%)	Ready To Learn (50%)
25.	Martone-Bunn, Larysa	Support/Paraprofessional	Title 1 (50%)	Ready To Learn (50%)
26.	Rourke, Jennifer	Support/Paraprofessional	Title 1 (50%)	Ready To Learn (50%)
27.	Banks, Anne	Support/Paraprofessional	Title 1 (50%)	Ready To Learn (50%)
28.	Capizzi, Deborah	Support/Paraprofessional	Title 1 (50%)	Ready To Learn (50%)
29.	Quire, Taylor	Professional	Title 2 (100%)	
30.	Karas, Jillian	Professional	Title 2 (100%)	
31.	Agosto, Caroline	Professional	Ready To Learn (100%)	
32.	Espinoza, Marilyn	Professional	Ready To Learn (100%)	
33.	Winkler, Mary	Professional	Ready To Learn (100%)	
34.	Byrne, Angela	Professional	Ready To Learn (50%)	Title 1 (50%)
35.	Descavish-Bloom, Barbara	Professional	IDEA (100%)	
36.	Henritzky, Heather	Professional	IDEA (100%)	
37.	Wetherhold, Barbara	Professional	IDEA (100%)	
38.	Oiler, Kathy	Professional	IDEA (100%)	
39.	Miller, Lynda	Professional	IDEA (100%)	
40.	Angell, Trisha	Professional	IDEA (100%)	
41.	Pacheco, Amy	Support/Paraprofessional	IDEA (100%)	
42.	Giove, Miriam	Support/Paraprofessional	IDEA (100%)	
43.	Bioh, Magdalene	Support/Paraprofessional	IDEA (100%)	
44.	Hall, Rebecca	Support/Paraprofessional	IDEA (100%)	
45.	Careri, Karen	Support/Paraprofessional	IDEA (100%)	
46.	Keller, Mary	Support/Paraprofessional	IDEA (100%)	
47.	Malvagno, Catherine	Support/Paraprofessional	IDEA (100%)	
48.	Melvin, Carmen	Support/Paraprofessional	IDEA (100%)	
49.	Cavanaugh, Theresa	Support/Paraprofessional	IDEA (100%)	
50.	Donegan, Siobhan	Support/Paraprofessional	IDEA (100%)	
51.	Connors, Patricia	Support/Paraprofessional	IDEA (100%)	
52.	Snapp, Donna	Support/Paraprofessional	IDEA (100%)	
53.	Kuse, Rebecca (LTS: Marusak, Pamela)	Support/Paraprofessional	IDEA (100%)	
54.	Krauss, Matthew	Act 93	ACCESS (100%)	
55.	De Jesus, Jonathan	Secretary	ACCESS (100%)	
56.	Jackson, Jacquelyn	Support/Student Aide	ACCESS (100%)	
57.	Weiss, Donna	Support/Student Aide	ACCESS (100%)	
58.	Fish, Joy	Support/Student Aide	ACCESS (100%)	

59.	Perry, Raymond	Support/Student Aide	ACCESS (100%)	
-----	----------------	----------------------	---------------	--

g. Building Substitute Teacher Appointments

	Name	Position(s)	Location	Classification	Effective Date(s)
1.	Matthy, Stephanie	Building Substitute teacher Replaces Lorin Miller who accepted a temporary teaching assignment.	J. M. Hill Elementary	Professional	September 28, 2017 now through the last student day of the 2017-2018SY.

h. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Barrett, Dana	Substitute teacher (PreK-4)	Professional	2017/2018 School Year
2.	Jean-Mary, Luashy	Substitute teacher (emergency permit)	Professional	2017/2018 School Year
3.	Leeds, Thomas	Substitute teacher (emergency permit)	Professional	2017/2018 School Year
4.	Schinas, Athena	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Student Aide	Support	2017/2018 Fiscal Year
5.	Baker, Kayla	Cafeteria Aide, Cafeteria Worker, Student Aide	Support	2017/2018 Fiscal Year
6.	Blackwood, Roxann	Paraprofessional, Student Aide, Secretary	Support	2017/2018 Fiscal Year
7.	Candelario, Eliezer	Bus Driver	Support	2017/2018 Fiscal Year
8.	Foster, Judith	Cafeteria Aide, Cafeteria Worker	Support	2017/2018 Fiscal Year
9.	Gaines, Ann	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Student Aide	Support	2017/2018 Fiscal Year
10.	Guerri, Alaina	Cafeteria Aide, Cafeteria Worker	Support	2017/2018 Fiscal Year
11.	Manfredi-Mazur, Stacey	Cafeteria Aide, Front Desk Receptionist, Paraprofessional, Student Aide	Support	2017/2018 Fiscal Year
12.	Mastrandricos, Veronica	Cafeteria Aide, Cafeteria Worker, Paraprofessional, Student Aide	Support	2017/2018 Fiscal Year
13.	Rios-Ortega, Diane	Secretary	Support	2017/2018 Fiscal Year

i. Schedule B Position Appointments

2017-2018 School Year (Athletics/Activities)

	Last Name	First Name	Position	Building	Rate
1.	Falzone	Robert	Mentor for Bryan McNamara	Bushkill Elementary	\$612.06
2.	Fekula	Nathan	Mentor for Mary Keller (effective 1/19/18)	Lehman Intermediate	\$612.06 (prorated)
3.	Angradi	Brandon	Boys' Basketball Varsity Assistant Coach	High School North	\$4,102.84
4.	Aspros	Demitra	Girls' Basketball Freshman Coach	High School North	\$3,500.98
5.	Schaller	Derek	Girls' Track and Field Head Coach	High School North	\$4,937.28
6.	Francois	Maria	Intramural Keystone Bootcamp Biology Advisor (shared position)	High School North	\$23.46/hour (16 hour maximum split between advisors)
7.	Schweppenheiser	Christine	Intramural Keystone Bootcamp Biology Advisor (shared position)	High School North	\$23.46/hour (16 hour maximum split between advisors)
8.	Lashinski	Jennie	Mock Trial Head Coach	High School North	\$2,483.94
9.	Bybee	Steve	Boys' Track and Field Varsity Assistant Coach	High School South	\$3,587.69
10.	Yeomans	Brett	Boys' Track and Field Varsity Assistant Coach	High School South	\$3,587.69
11.	Leap	Jason	Girls' Track and Field Varsity Assistant Coach	High School South	\$3,587.69

	Last Name	First Name	Position	Building	Rate
12.	Mason-Caiazzo	Laura	Girls' Track and Field Varsity Assistant Coach	High School South	\$3,587.69 (plus \$250.00 longevity stipend)
13.	Frevele	Alan	Volunteer Swim Coach	High School South	not applicable
14.	Oliver	Donovan	Volunteer Swim Coach	High School South	not applicable
15.	Menio	Gregory	Volunteer Track & Field Advisor	High School South	not applicable
16.	Wilson	Robert	Volunteer Track & Field Advisor	High School South	not applicable
17.	Doll	Donald	Volunteer Wrestling Coach	High School South	not applicable
18.	Lapping	Thomas	Volunteer Wrestling Coach	High School South	not applicable
19.	Bickel	Jessica	Assistant Director of School Productions	J. T. Lambert Intermediate	\$1,418.96
20.	Hanks-Cherry	Brandon	Director of School Productions	J. T. Lambert Intermediate	\$2,021.84
21.	Leap	Jason	Football Assistant Coach	J. T. Lambert Intermediate	\$1,479.15 (plus \$250.00 longevity stipend)
22.	Panepinto	Carrie	Intramural Keystone Algebra Prep Co-Advisor	J. T. Lambert Intermediate	\$23.46/hour (24 hour maximum)
23.	Schembeck	Angela	Intramural Keystone Algebra Prep Co-Advisor	J. T. Lambert Intermediate	\$23.46/hour (24 hour maximum)
24.	Munford	Samantha	Softball Head Coach	J. T. Lambert Intermediate	\$2,117.73
25.	Duval	Fabian	Boys' Basketball Assistant Coach	Lehman Intermediate	\$2,069.78
26.	Fetherman	Christopher	Wrestling Assistant Coach	Lehman Intermediate	\$2,985.83
27.	Tynemouth	Catherine	Choral Director	J. M. Hill Elementary	\$1,721.93 (plus \$250.00 longevity stipend)

e. **FINANCES**

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

ACTION BY THE BOARD:

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

1. Budget Transfers - (See pages 78-92)
2. Payment of Bills - (See pages 93-105)
3. Treasurer’s Report - (See page 106)

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

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the requests to establish the special activity funds listed. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

1. H.S. North – School Wide Positive Behavior
2. H.S. South – Faculty Fund

(See pages 107-108)

f. **OPERATIONS**

i. **818 – Contracted Services**

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, 9-0.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Anderson-Santilli, Marianne	Providing dance instruction and choreography for Lehman Intermediate School's Spring Production	\$1,000	Vocal Music Department	3/13/17-5/5/17
2.	Colonial IU 20	Unique Learning Curriculum Program This is a revision in the number of licenses in the contract approved on 8/21/17.	\$394.73 per license for 9 licenses Not to Exceed \$3,552.57	Special Education	8/28/17-6/30/18
3.	Parkins, Najwa	Jazz quartet will provide a master class to the North High School Jazz Lab class.	\$1,500.00	Instrumental Music Department	12/21/17
4.	Peterson, Bill and Donna	Mad Science Spin, Pop, Boom Assembly	\$400.00	Title I Grant	1/31/18

(See pages 109-115)

2. Contracts Totaling \$10,000 or more

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Devereux, PA, Children's IDD Services	Educational Placement and Services	\$34.00 per hour for 1:1 services (not to exceed \$36,720)	Special Ed/ District Funds	9/6/17-6/30/18

(See pages 116-120)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
December 18, 2017 - 7:00 P.M.
Carl T. Secor Administration Building**

Simultaneously Broadcasted at High School South - Auditorium

ADDENDUM A

d. PERSONNEL ITEMS

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.
[Subject to proper completion and receipt of all necessary documents and clearances, where applicable.]

vi. 303/404/405/504/505 – Employment

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
7.	Donovan, Christine	Temporary Student Aide (6.75 hour) This is a new position	Support	Lehman Intermediate	\$12.96/hour \$13.46/hour after satisfactory completion of probation period	December 19, 2017 through the last student day of the 2017-18SY.
8.	Teeple, Joshua	Maintenance II Worker (2 nd shift) Replaces Chad Crane who resigned.	Support	Maintenance	\$16.50/hour \$17.00/hour after satisfactory completion of probation period (plus \$.40/hour shift differential)	January 2, 2018

e. FINANCES

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

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the Payment of Bills as listed for the 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 Lisa VanWhy and carried unanimously, 9-0.

- 4. Payment of Bills for Capital Projects
 - a. D’Huy Engineering Invoice #46827 - \$13,378.55 (See pages 4-5)
 - b. D’Huy Engineering Invoice #46826 - \$350.00 (See page 6)

iii. **604 – Budget Adoption**

ACTION BY BOARD:

Motion was made by George Andrews to adopt the formal Resolution as presented at this meeting certifying that the District will not seek exceptions to the Act 1 Index and will not raise taxes in an amount that exceeds the Act 1 Index (3.3%) for the 2018-19 fiscal year, in accordance with the recommendation of the Finance Committee. Motion was seconded by Lisa VanWhy and passed 8-0-1 abstention. Keith Karkut abstained.

(See pages 8-9)

f. **OPERATIONS**

i. **818 – Contracted Services**

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy 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 Richard Schlameuss and carried unanimously, 9-0.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
5.	Berkone	Act 80 Comparison Services Bundle B – Basic Service including one (1) PDF copy of each report and one (1) CD or flash drive containing flat file of records processed.	\$715.00	Business Office	12/19/17
6.	Fraser	Copier for Food Service	\$1,710.00	Business Office	1/2018-6/2019
7.	Interpretek of Bloomsburg, Pennsylvania	American Sign Language Interpreting	Standard Rate of \$65.00 per hour	Special Education/District Funds	12/18/17-5/31/18
8.	Sapphire	Software data to export Medical ACCESS student information in a file in a comma-delimited format	\$550.00	Business Office	12/19/17
9.	Tyler Munis	Agreement Amendment	(\$20,295.00)	Business Office	12/19/17
10.	Tyler Munis	FICA & Medicare Reverse Utility	\$7,000.00	Business Office	12/19/17

(See pages 10-27)

2. Contracts Totaling \$10,000 or more

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
2.	Frontline	Time & Attendance System	\$16,900.00	Business Office	1/1/18-6/30/18
3.	Touchpoint	Time Clocks	\$45,970.00	Business Office	12/19/17

(See pages 28-38)

3.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to confirm the award of bids by the IU Joint Purchasing Board for #2 Fuel Oil, 5% Bio-diesel, and additives, and Off-road diesel effective July 1, 2018 for a period of one year per the fixed and fluctuating price bids received for the East Stroudsburg Area School District's requirements. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See page 39)

g. **PROPERTY**

i. **701 – Facilities Planning**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the Grant of Right-of-Way in favor of PPL Electric Utilities Corporation, as presented, to facilitate the operation of Verizon communications antennas pursuant to the school district's License Agreement with Verizon Wireless. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 40-41)

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to adjourn. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

XIV. ADJOURNMENT: 8:00 P.M.

Respectfully Submitted,

Patricia L. Rosado
Board Secretary