

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
June 18 2018 – 7:00 P.M.
Carl T. Secor Administration Building
Simultaneously Broadcasted at High School South – Auditorium**

Minutes

- I. **President** Robert Huffman called the meeting to order at 7:07 p.m. and led those present in the Pledge of Allegiance. **Board Secretary**, Patricia Rosado called the roll.
- II. **Board Members present:** Larry Dymond, Robert Huffman, Keith Karkut, Debbie Kulick, Wayne Rohner, Richard Schlameuss, Judy Summers and Lisa VanWhy. George Andrews was absent.
- Student School Board Representatives:** Jessika Gort. Brian Paspuel was absent.
- III. **School personnel present in the Administration Center:** Jeff Bader, Brian Borosh, Marlene Camilleri-Yip, Mary Capulish, Louis Carbajal, Stephanie Clark, Katy Clogg, Robert Dilliplane, Heather Dunn, Erin Farley-Picciano, Charlene Fonash, Joe Formica, Eric Forsyth, Samantha Frevele, Diana Govus, Don Halker, Joe Iannia, Tania Iannia, Scott Ihle, Alisa Keiper, Barry Krammes, Kate Krammes, Phil Lazowski, Irene Livingston, Kenneth Livingston, Jennifer Marmo, Loriann Matulevich, Tom McIntyre, Barb Miller, Donna Noia, Debra Padavano, William Riker, Tammy Roberts, Tom Rogers, Patricia Rosado, Vicki Sayer, Paul Schmid, Caren Senior, Bob Sutjak, Bill Vitulli, Matt Whitney, Valerie Wickberg, Linda Wisneiski and Nadia Worobj. Christopher Brown, Solicitor.
- IV. **Community members present in the Administration Center:** Gifty Adjin-Tettey, Kylie Arneaud, Andre Askins, Sandra Autry, Alexander Avelino, Verenys Avelino, Stu Badner, Warren Bailey, Audrey Bailey-Hocker, Rebecca Bear, Benjamin Berry, Katie Berry, Kate Briegel, Tricia Briegel, Maly M. Brown, Kristine Bush, Autumn Cline, Jessica Cline, Will Cordero, Maria Correale, Garey Ellis, Tomora Ellis, Trevaughn Ellis, Gerald Fossett, Tieshia Fossett, Alan Frevele, Julia Gant, Wilson Gant, Joy Gilmartin, Jacob Gonzalez, Debbie Grant, Austin Idehen, Vanglee Idehen, Erica Idehen, Ronald Jeter, Chris Jones, Shamida Jones, Kelli Kammer, Diane Krupski, Jerry Krupski, Lindsey Livingston, Angelina London, Sharon Maly Cramer, Lynn Manza, Marissa Manza, Andrea Cato McQueen, Marcia Mrakovcich, Taylor Munoz, Laura M. Pride, Launie Qumarelle, Hunter Riker, Exodus Roberts, Sapphire Roberts, Richard D. Rugers, Chi Thealora, Patricia Trimble-Rugers, Jayna Velez, Oscar Velez and Troy Velez.
- V. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**
a. An executive session was held this evening at 5:30 p.m. before this meeting for the purpose of discussing personnel, litigation and negotiations.
- VI. **ADOPTION OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt this agenda for June 18, 2018, 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 Keith Karkut.

Motion was made by Richard Schlameuss to add to the agenda the rescission of Policy 221 that will be implemented in the 2018-2019 school year and to revert to the current policy. Motion was seconded by Keith Karkut and failed 3-5. Larry Dymond, Keith Karkut and Richard Schlameuss voted yes. Robert Huffman, Debbie Kulick, Wayne Rohner, Judy Summers and Lisa VanWhy voted no.

Motion was made by Lisa VanWhy to add to the agenda the affirmation of acceptance of bids for the natural gas basis pricing to UGI Energy Services. Motion was seconded by Judy Summers and carried unanimously, 8-0.

Motion to adopt the agenda with addition of the acceptance of bids for the natural gas basis prices was carried unanimously, 8-0.

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve the minutes of the May 21, 2018 meeting. Motion was seconded by Debbie Kulick and passed 7-1. Richard Schlameuss voted no.

VIII. REPORTS

a. Zones of Regulation

Mrs. Debra Padavano, Principal of Bushkill Elementary School, said that she along with Dr. Stuart Badner and Ms. Diana Govus are here tonight to discuss a curriculum, which they adopted to enhance their School-Wide Positive Behavior system. The curriculum is called Zones of Regulation. Written and created by Lia Kipper. This curriculum helps students gain the skills to consciously regulate their actions, which leads to an increase in self-control and problem solving abilities. Student, Benjamin spoke about the four zones, red, blue, yellow and green zones. Blue zone is that you are sad or sick. Green zone you are happy and calm, yellow zone you are a mess and red zone is angry and out of control. Student, Troy, said that his tools in the blue zone are taking deep breaths and he uses his imagination. In the green zone, he continues working even if someone is acting up. In the yellow zone you feel nervous so when he does, he goes and gets a drink of water. In the red zone he talks to a friend for advice so his day would not be ruined. Student, Autumn, said triggers are when you go from one zone to another. Some triggers are if someone is distracting or saying bad things to her, or having arguments and bullying takes her to a different zone. Knowing triggers help from getting out of control.

b. Monroe Career & Technical Institute (MCTI) Update

Mrs. Lisa VanWhy said that the MCTI awards ceremony was held on May 31st, which was hosted by the Stroudsburg Area School District, The JOC (Joint Operating Committee) approved Dennis Virga as Director. He went from Acting Director to Director of MCTI.

c. Colonial IU 20 Update

Mr. Robert Huffman said that at the last IU 20 meeting they were ready to purchase property from Red Roof Inn for the IU 20 parking problems. Red Roof Inn found out that they needed five acres of land so the entire sale was negated.

d. Property/Facilities Committee Update

Mr. Wayne Rohner said that the Property/Facilities Committee met on June 7th. Items requiring action were as follows:

1. Payment to D'Huy Engineering for invoice #47474 in the amount of \$2,162.50 and for invoice #47602 in the amount of \$3,892.50 for the concrete replacement at J.M. Hill Elementary for services rendered from 2/24/18-3/30/18 and 3/31/18-4/27/18.
2. Acceptance of the lowest bid from Northeast Masonry in the amount \$54,173.00 for the concrete replacement project. Mr. Rohner is requesting a copy of the bid bond be provided to the Committee at their next meeting on July 5th. The next lowest bid was from The Vanic Co. in the amount of \$69,377.25 and the highest bid was from Kolbalt Construction in the amount of \$187,000.00. It is expected that the staff apply for a zoning permit from the borough.
3. Payment to D'Huy Engineering for invoice #47601 in the amount of \$663.22 for services rendered from 3/31/18 – 4/27/18 for professional retainer services related to the Stormwater Pipe Investigation at the north campus.
4. Payment to Master Locators for invoice #38539 in the amount of \$6,000 for the Video Pipe inspection services for the north campus. Photos they received indicated defective work. The sinkhole problem is a result of poor construction.

Items of discussion:

1. Denise Rogers, South Athletic Director, presented a proposal from Nagle Athletic Services to resurface the javelin runway at a cost of \$24,990 under the State costar supplier contract. The committee supported adding a second javelin jump and relocation of the pole vault pit.
2. Replacement of the stadium turf at the football field to be added to the five year capital plan.

3. An estimate from PA Water Company in the amount of approximately \$375,000 to extend their water line from Big Ridge to Resica Elementary School was discussed. The Committee is researching the cost to drill a new well.

e. Finance Committee Update

Mrs. Lisa VanWhy said that the Finance Committee met on June 11, 2018 and they recommended that the following items be forwarded to the Board for their approval:

1. The proposal from Metro Alert for a police information system.
2. \$6,000,000 from the General Fund to the Capital Reserve to support pending capital projects
3. Adoption of the General Fund Budget for the 2018-19 fiscal year.
4. The tax rates listed below for the 2018-19 fiscal year.
5. The proposal from Government Software Services, Inc.
6. The appointment of the depositories for the district's accounts for the 2018-19 fiscal year
7. The Agreement with Postage Pros Plus to lease four (4) postage machines for a period of five (5) years at the rate listed.
8. The purchase of two school vans to be paid out of Special Education budget
9. The rescission of what was approved at the April Board meeting to purchase a 2018 Dodge Ram 2500 pickup truck with snow plow from Reagle Dodge and approve the purchase of a 2018 Dodge Ram 2500 pickup truck with snow plow from Reagle Dodge due to the unavailability of the previous model.
10. The rescission of what was approved at the May Board meeting to purchase a 2018 Dodge Ram 2500 pickup truck with snow plow from Reagle Dodge and approve the purchase of a 2018 Dodge Ram 3500 pickup truck with snow plow from Reagle Dodge due to the unavailability of the previous model.
11. To accept the grant from the AXA Foundation for High School North.
12. To affirm the acceptance of bids for natural gas basis pricing.
13. All items from the Property/Facilities Committee.

f. Policy Review Committee

Mrs. Judy Summers said that the Policy Review Committee did not meet this evening. The items that were on this month's agenda will be forwarded on the agenda for the July meeting.

- g. Miss Jessika Gort, High School South Student School Board Representative, said that during the month of June not much occurred due to it being the end of the school year. Graduation was a successful event. Sports are prepping for next year. Many fall sports begin next month. Many clubs and organizations are electing new leaders for next year. On behalf of all students, she thanked the Board members for all the clubs, classes and activities that students are given the opportunity to partake in. They are eager and ready for a new school year to begin.

h. 2018 Annual NSBA Conference Report

Mr. Wayne Rohner said that his evaluation of the ESASD is not a reflection of Dr. Riker's job performance. Many areas are in need of improvement. The school district has been operating poorly way before Dr. Riker was hired. School Board members have been controlled and manipulated for decades. He will be taking a stand moving forward. The focus of his report will be based upon his attendance at the COSA School Law Seminar. He mentioned Mr. Bradley, former School Board Director, who often spoke about the school district engaging in collusion and corruption time and time again. Mr. Rohner spoke about a pavilion that was stolen at Middle Smithfield Elementary School and events regarding Pleasant Valley School District, which are currently under investigation. At the COSA School Law Conference, he heard of current issues that all school districts are confronting. He heard current events and networked with other school districts. Moving forward he will no longer accept anyone who tries to interfere with any School Board Director who requests information. He is asking for fully itemized invoices before they are paid. In San Antonio, he found a great opportunity to change this district in a manner that is consistent with School Law. He suggested that all School Board Directors who have not attended any NSBA or PSBA conference should take the opportunity to attend these conferences because they are very educational. (Mr. Rohner's detailed report will be included with the minutes).

i. Work Session Discussion – Board Members

Mr. Huffman said that he received a request from Larry Dymond, George Andrews and Wayne Rohner to have a Work Session. A date and time needs to be established. Discussion was held and the Board members decided to meet on Friday, June 29, 2018 at 7:00 p.m. The Work Session announcement will be advertised.

IX. PUBLIC PARTICIPATION

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

Mr. Huffman read from the school code book as follows:

The public participation segment of the meeting is for citizen's comments and not for questions, answers, discussion or debate. The Board Members are not obligated to respond, vote or comment on issues arising from public participation. Groups should identify a single spokesperson so that repetition is avoided. Citizens should state name, affiliation with school district and what part of the agenda they are addressing.

He said the Board members are aware and have received all letters concerning the principals. The Board members are not involved with employees' move as noted on the agenda. It happens all that time and the administration is involved in this decision.

- A. Ms. Jennifer Marmo thanked the Board for the Zones of Regulation curriculum that was implemented into school since it helped her son with issues he was having. She commended the staff that worked with her son to succeed in second grade. She especially thanked the teachers and said they deserve a fair contract.
- B. Dr. Garey Ellis said that he is here to address the principal changes. He said East Stroudsburg Elementary School is doing well; therefore, Mrs. Livingston should not be changed. They should be making the decision based on what is best for the children.
- C. Ms. Tomora Ellis said she is here to speak on Policy #309 that says that the Superintendent has the right to unilaterally move staff around. She does not agree with this procedure and requests that a special meeting take place to rescind this decision and place Mrs. Livingston back at East Stroudsburg Elementary School.
- D. Mr. Trevaughn Ellis said he is here to speak against the dress code that has been approved for the 2018/19 school year. He believes education should be a concern and not the dress code.
- E. Mr. Andre Askins said as an active parent in the district, he is here to speak about Mrs. Livingston's move from East Stroudsburg Elementary. He said he has seen the fruits of her works; therefore, she should not be moved. Why are you trying to fix something that is not broken?
- F. Ms. Laura Pride said she is here to speak about the relationship between the Board members and teachers. Teachers are constantly working with students to help them feel safe, become smart, etc. Since the School Board is in charge of education, they should be supporting the children by giving teachers and support staff a fair contract.
- G. Miss Kate Briegel, V.P. of 2021 Class, said she is here to request that the 2018/19 be scrapped. The students would also be interested in meeting to discuss a compromise.
- H. Miss Marissa Manza said she is here to speak about the dress code. She believes staff can pick and choose who they want to apply the dress code to. They need to revise it and work with the students.
- I. Mr. Austin Idehen said he is also here today to express his outrage and opposition of Mrs. Livingston's transfer.
- J. Dr. Maly Brown said she is here to talk about the dress code. She is not in favor of the current policy. Although a dress code is needed, the district should include the students in the discussion.
- K. Ms. Kelli Kammer said she met with Dr. Riker and Mr. Baddick regarding her son. As a grandparent and guardian, she is requesting that he stay in the south campus even though she moved to the north campus.

- L. Ms. Marcia Mrakovcich said she's had many foster students in the district. Mrs. Livingston has helped many students that Ms. Mrakovcich has had and hopes the Board keeps Mrs. Livingston where she is.
- M. Ms. Tiesha Fossett said she is upset that Mrs. Livingston is being moved from East Stroudsburg Elementary. She hopes that this decision is stopped even if a special meeting has to be called. The parents and students should be considered with this decision.
- N. Mr. Gerald Fossett said two items disturbed him about the transfer of Mrs. Livingston. One items was that the Board did not meet on it and the other was that the Board President already made a pre-judgement on the matter.
- O. Miss Kylie Arneaud and Miss Angelina London spoke about their service learning project which their public speaking class worked on. It was about Education: "The Open Secret". They would like to see four areas of change with standardized testing, tracking system, curriculum, and would like a transformed school. Students should have choice, voice and relevancy. They invited the Board members to come visit and see what's going on.
- P. Ms. Audrey Bailey-Hocker said that Mrs. Livingston has the qualifications to be a Superintendent. As a Principal, Mrs. Livingston, was given a new school, East Stroudsburg Elementary School. She has done a marvelous job.
- Q. Ms. Debbie Grant said, as a coach to the Step Team at J. T. Lambert Intermediate School and High School, she received support from Mrs. Livingston by inviting the Step Team to her building. Since then the number of girls on the team has grown. She asked the Board to keep Mrs. Livingston at East Stroudsburg Elementary.
- R. Mr. Ronald Jeter said his children attend East Stroudsburg Elementary School. He said Mrs. Livingston is a leader. They should be having her teach others and not move her from her building.
- S. Ms. Rebecca Bear said she would like to recognize the bus drivers for the work they do and for getting the children to school safe every day. There are not just bus drivers with issues but the district has good drivers, too. She would like to thank them since they do not always get recognized.
- T. Miss Jessika Gort said that this is her third time speaking against the dress code. She does not agree because it does not change the behavior of the students, there are ways to get around the dress code, it causes a financial burden and lacks individuality. She suggested keeping the same dress code.
- U. Mr. Warren Bailey said that he is here to speak about Mrs. Livingston's transfer. Mrs. Livingston has been involved with the children hands on. He suggested not interrupting the parents and student's lives.
- V. Ms. Verenys Avelino said she is a parent whose students attend East Stroudsburg Elementary. East Stroudsburg Elementary has changed them and she is impressed on how they have blossomed and flourished because of Mrs. Livingston's leadership. The Board should think about this decision and take into consideration what the parents have said tonight. Why the change?
- W. Ms. Andrea McQueen said she is not here tonight to beg for Mrs. Livingston to stay at East Stroudsburg Elementary School. She is here to make the Board aware that there are many people here tonight in support of Mrs. Livingston. The Board should base their decision as if they are doing it for their own children.
- X. Ms. Diane Krupski said she is here to speak on behalf of the teachers. Our teachers are underpaid, with no contract for three years and with frozen wages in the past eight years. The teachers are the backbone of the school. Students and parents need the teachers. She asked the Board to give the teachers respect and back them economically. They deserve a fair contract.

X. OLD BUSINESS

None

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 003 – Functions

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt or repeal the Board Policies listed. Motion was seconded by Lisa VanWhy and passed 6-2. Keith Karkut and Richard Schlameuss voted no.

Adopt the following policies:

1. Policy 305 Employment of Substitute & Short-Term Employees
2. Policy 816 Social Media Policy

(See pages 23-31)

Repeal of the following policies:

1. Policy 227.1 Voluntary Student Drug & Alcohol Testing
2. Policy 405 Employment of Substitute Professional Employees
3. Policy 505 Employment of Substitute & Short-Term Employees

ii. 004 – Membership

i. Conference Attendance

1.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the attendance of Larry Dymond, Wayne Rohner and Keith Karkut at the 2018 PASA-PSBA School Leadership Conference in Hershey, PA from October 16, 2018 to October 19, 2018 in the approximate amount of \$1,450 each. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the attendance of William Riker at the PSBA Planning Institute at Kalahari Resorts and Conventions, Pocono Manor, PA from August 2, 2018 to August 3, 2018 in the approximate amount of \$280.00. Motion was seconded by Keith Karkut and carried unanimously, 8-0.

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the attendance of William Riker at the 2018 PASA-PSBA School Leadership Conference in Hershey, PA from October 16, 2018 to October 19, 2018 in the approximate amount of \$1,450.00. Motion was seconded by Keith Karkut and carried unanimously, 8-0.

iii. 005 – Organization

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the following voting delegates, Larry Dymond, Wayne Rohner and Keith Karkut to attend the 2018 PSBA Delegate Assembly Meeting to be held on Friday, October 19, 2018, at the conclusion of regularly scheduled events of the main PASA-PSBA School Leadership Conference in Hershey, PA. Motion was seconded Debbie Kulick and carried unanimously, 8-0.

(See pages 32-33)

b. PROGRAMS

i. 113 – Special Education

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Release and Settlement Agreement between the East Stroudsburg Area School District and the parents of the student with case #RSA20180618A. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

(See pages 34-42)

ii. 121 – Field Trips

ACTION BY THE BOARD:

Motion was made by Keith Karkut to authorize the field trip listed. Motion was seconded by Richard Schlameuss and carried unanimously, 8-0.

Overnight

	Name	Activity	Location	Dates
1.	Polmounter, Amy (#03965)	FBLA H.S. South students to the National Leadership Conference	Baltimore, MD	6/26/18-7/2/18

(See pages 43-44)

iii. 123 – Interscholastic Athletics

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Student Athletic Handbook for the 2018-2019 school year, as presented. Motion was seconded by Judy Summers and passed 7-1. Keith Karkut voted no.

(See <http://www.esasd.net> > Board of Education > Agendas & Minutes > Draft of the Student Athletic Handbook for the 2018-2019 School Year)

2.

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve the agreement, as presented at this meeting, between the East Stroudsburg Area School District and the Pocono Hills Golf Course at The Villas for the use of its golf course for practices and matches by the High School North Golf Team for the 2018-19 season. Motion was seconded by Wayne Rohner and carried unanimously, 8-0.

(See page 45)

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the agreement, as presented at this meeting, between the East Stroudsburg Area School District and Stroud Township for the use of Yetter Park for practices and meets by the High School South Cross Country Team, as set forth in the Memorandum of Understanding, for the 2018-19 school year. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

(See page 46)

4.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner that the Director of Athletics and Activities be authorized to approve overnight accommodations for student-athletes and/or full teams representing the school district for PIAA/PMEA District, Regional or State level competitions, during the 2018-2019 school year, if the site of the event is deemed to be a great enough distance to warrant an overnight stay. This is necessary should any student or team qualify to participate at such events between regularly scheduled Board meetings. Motion was seconded by Richard Schlameuss and passed 7-1. Keith Karkut voted no.

iv. 146 – Student Services

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the Agreement to participate in the 2018-19 Pennsylvania School Based Access Program, in accordance with the recommendation of the Finance Committee. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

(See pages 47-48)

c. PUPILS

i. 233 – Suspension and Expulsion

ACTION BY THE BOARD:

Motion was made by Debbie Kulick 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 Keith Karkut and carried unanimously, 8-0.

- 1. #147084
- 2. #147434

(See pages 49-54)

d. PERSONNEL

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Debbie Kulick and passed 7-1. Keith Karkut voted no.

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

i. 301/401/501 – Creating a Position

	Position	Classification	Salary Range
1.	Coordinator of Federal Grants and Programs	Act 93	\$60,710 to \$82,786
2.	Coordinator of Child Accounting	Act 93	\$60,710 to \$82,786

(See pages 55-59)

ii. 309/409/509 – Assignments and Transfers

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Mill, Frederick	From: Chief of School Police – 1 st Level Supervisor To: Director of School Police – Act 93	Act 93	\$88,305.00	July 1, 2018
2.	Bonser, Janie	From: Cafeteria Worker (part-time, 4 hour) – J. T. Lambert Intermediate To: Cafeteria Worker (full-time, 7 hour) – J. T. Lambert Intermediate Replaces Sharon Fields who retired.	Support	No change	April 17, 2018
3.	Daye, Regine	From: Custodian (3 rd shift) – High School South To: Custodian (1 st shift) – East Stroudsburg Elementary Replaces Robert Vazquez who resigned.	Support	\$15.48/hour	June 19, 2018
4.	Iannia, Joseph	From: Maintenance I Worker - Grounds To: Maintenance II Worker – Grounds	Support	\$17.00/hour	February 1, 2018
5.	Orenstein, Carol	From: Student Aide (7 hour) – J. T. Lambert Intermediate To: Student Aide (6.75 hour) - Smithfield Elementary This position has been moved due to student needs.	Support	No change	May 23, 2018

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Catrillo, Michael	Principal	Act 93	High School South	April 24, 2018 now through June 22, 2018.
2.	Lord, Kristin	Assistant Principal	Act 93	High School South	May 2, 2018 through June 8, 2018
3.	Catrillo, Ann	English teacher	Professional	High School South	April 24, 2018 through June 22, 2018. This is an intermittent leave.
4.	Fleck, Taryn	Special Education teacher	Professional	Resica Elementary	June 18, 2018 for forty-three workdays
5.	Behme, Beth	Secretary	Support	Lehman Intermediate	June 13, 2018 through July 30, 2018
6.	Cali, Barbara	Paraprofessional	Support	Resica Elementary	March 6, 2018 now through April 20, 2018. This leave will be intermittent commencing April 9, 2018.
7.	Capizzi, Deborah	Paraprofessional	Support	Smithfield Elementary	May 5, 2018 through May 11, 2018
8.	Carmeci, Dawn	Information Technologist II	Support	Technology Services	July 1, 2018 through June 30, 2019. This is an intermittent leave.
9.	Ginlack, Willie	Custodian	Support	East Stroudsburg Elementary	June 12, 2018 for sixty workdays
10.	Prendergast, Francis	Paraprofessional	Support	Lehman Intermediate	May 23, 2018 through June 8, 2018
11.	Soto, Lourdes	Bus Driver	Support	Transportation	May 3, 2018 through June 19, 2018
12.	VanWhy, Rose	Cafeteria Cook	Support	Resica Elementary	May 29, 2018 through July 29, 2018

iv. 303/404/405/504/505 - Employment

a. Rescissions

	Name	Position	Classification	Location
1.	McGrath, Gerard	Baseball Junior Varsity Coach (2017-18)	Schedule B	High School North
2.	McKeithan, Nelson	Football Varsity Assistant Coach (2018-19)	Schedule B	High School North

3.	Reith, Daryl	Intramural Boys' Track & Field Coach (2017-18) (10.5 unused hours)	Schedule B	High School North
4.	Reith, Daryl	Intramural Girls' Track & Field Coach (2017-18) (14 unused hours)	Schedule B	High School North
5.	Winkler, Mary	Program Teacher/Quick Start to Kindergarten (2017-18)	Schedule B	East Stroudsburg Elementary

(See pages 60-64)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Hopkins, Lynda	Director of Pupil Services	Act 93	Special Education	To be determined
2.	Bertola, Francis	Bus Driver	Support	Transportation	June 8, 2018 (end of workday)
3.	Catalano, Anthony	Maintenance II Worker	Support	Maintenance	June 14, 2018 (end of workday)
4.	Sheats, Michele	Secretary	Support	East Stroudsburg Elementary	June 8, 2018 (end of workday)
5.	Simonds, Kevin	Paraprofessional	Support	J. M. Hill Elementary	August 20, 2018
6.	Vitulli, William Jr.	Information Technologist II	Support	Technology Services	June 11, 2018 (end of workday)
7.	Rosado, Annette	Custodian (2 nd shift) (LTS)	Support/LTS	J. T. Lambert Intermediate	May 28, 2018 (end of workday)
8.	Romano, Christopher	Baseball Junior Varsity Coach (2017-18)	Schedule B	High School North	April 11, 2018 (end of workday)

(See pages 65-72)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Emp. # 901	Health & PE teacher	Professional	Lehman Intermediate	June 19, 2018 (end of workday)
2.	Loughren, Deborah	Vocal Music teacher	Professional	J. T. Lambert Intermediate	June 20, 2018
3.	Durco, Jay	Bus Driver	Support	Transportation	June 1, 2018 (end of workday)
4.	Ginlack, Willie	Custodian	Support	East Stroudsburg Elementary	October 8, 2018 (end of workday)
5.	Miller, Linda	Bus Driver	Support	Transportation	June 6, 2018 (end of workday)

(See pages 73-77)

d. Termination

	Name	Position	Classification	Location	Effective Date(s)
1.	Torres, Lourdes	Bus Driver	Support	Transportation	June 18, 2018

(See page 78-81)

e. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Jones, Shahida	Coordinator of Social Services – Elementary This is a new position fully funded by the Ready to Learn Grant.	Act 93	District	\$60,710.00	July 2, 2018
2.	Dreisbach, Erin	Coordinator of Social Services – Secondary This is a new position fully funded by the Ready to Learn Grant.	Act 93	District	\$60,710.00	To be determined
3.	Bock, Elizabeth	Blended Program teacher (PE) This position is fully funded by the Ready to Learn Grant.	Professional	TLC	\$57,107.00 Step 9 Column 7	August 21, 2018

4.	Greiner, Katie	Kindergarten teacher (TPE) Replaces Vicki Sayer who retired. This position was moved due to District needs.	Professional	East Stroudsburg Elementary	\$45,793.00 Step 1 Column 7	August 21, 2018
5.	Simonds, Kevin	Grade 2 teacher (TPE) Replaces Carol Geiges who retired. This position was moved due to District needs.	Professional	East Stroudsburg Elementary	\$43,630.00 Step 2 Column 1	August 21, 2018
6.	Mastrandricos, Veronica	Cafeteria Worker (part-time, 3 hour) Replaces Dorothy Litts who resigned.	Support	Middle Smithfield Elementary	\$12.92/hour \$13.42/hour after satisfactory completion of probation period	June 11, 2018
7.	Rosado, Annette	Custodian (2 nd shift) Replaces Jon Bellis who resigned.	Support	Smithfield Elementary	\$14.98/hour (plus \$.40/per hour shift differential) \$15.48/base hour after satisfactory completion of probation period	May 29, 2018
8.	Smith, Diane	Cafeteria Worker (part-time, 4 hour) (LTS) Replaces Cindy Foley who was on a leave.	Support/LTS	High School South	\$12.92/hour	March 12, 2018 through May 18, 2018 (end of workday)

(See pages 82-86)

f. Temporary Summer Maintenance Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Bomar, Terrence	Temporary Maintenance Worker/Grounds	Support/Temporary	District	\$14.00/hour	June 19, 2018 through August 17, 2018
2.	Fylstra, Stephen	Temporary Maintenance Worker/Grounds	Support/Temporary	District	\$14.00/hour	June 19, 2018 through August 17, 2018
3.	Heller, Layton	Temporary Maintenance Worker/Grounds	Support/Temporary	District	\$14.00/hour	June 19, 2018 through August 17, 2018
4.	McGrath, Gerard	Temporary Maintenance Worker/Grounds	Support/Temporary	District	\$14.00/hour	June 19, 2018 through August 17, 2018
5.	Pollack, Haydn	Temporary Maintenance Worker/HVAC	Support/Temporary	District	\$14.00/hour	June 19, 2018 through August 17, 2018

g. Salary Change

	Last Name	First Name	Position/location	From:	To:	Effective:
1.	Simonds	Kevin	Grade 4 teacher (LTS) J. M. Hill Elementary	\$43,037.00, prorated Step 1 Column 2	\$42,599.00, prorated Step 1 Column 1	February 26, 2018 through June 19, 2018 (end of workday).

h. Workday Hour Changes

	Last Name	First Name	Position	From:	To:	Effective:
1.	Anderson	Diane	Bus Driver	6 hour	7 hour	September 11, 2017 through the last student day of the 2017-2018 school year only.

- i. Support Staff - Summer Staff for Food Services. Temporary summer cafeteria worker under the direction of Paul Schmid, Director of Food Services. This appointment will be at different locations for the Seamless Summer Program effective June 18, 2018 through August 17, 2018. Rate is \$12.00 per hour.

Appointment for the Summer of the 2017-2018 School Year

	Last Name	First Name
1.	White	Kristen

j. **Substitute Appointments**

	Name	Position(s)	Classification	Effective Date(s)
1.	Jimenez, Samantha	Substitute teacher	Professional	2017/2018 School Year
2.	Shamey, Alexis	School Nurse	Professional	2017/2018 School Year
3.	Berlin, Lori	Cafeteria Worker	Support	2017/2018 Fiscal Year
4.	Eccleston, Barbara	Bus Driver	Support	2017/2018 Fiscal Year
5.	Harding, Peter	Bus Mechanic	Support	2017/2018 Fiscal Year
6.	Moon, Richard Sr.	Cafeteria Aide, Cafeteria Worker, Custodian	Support	2017/2018 Fiscal Year
7.	Oni, Helen	Secretary	Support	2017/2018 Fiscal Year
8.	Shamey, Alexis	Health Room Nurse	Support	2017/2018 Fiscal Year
9.	Snapp, Donna	Student Aide	Support	2017/2018 Fiscal Year

k. **2018-2019 School Year Professional Substitute Rate**

Position	Rate	Bonus
Teacher/School Nurse	\$100.00 per day	\$500.00 after thirty (30) days of professional substituting. The thirty (30) days do not have to be consecutive and are calculated for time substituted within the 2018-2019 school year and will not carry over to subsequent school years.

l. **2018-2019 Fiscal Year Support Substitute Rates**

Position	Per Hour
Bus Driver	\$15.00
Bus Mechanic	\$13.00
Business Office	\$10.00
Cafeteria Aide	\$ 8.00
Cafeteria Worker	\$ 8.00
Crossing Guard	\$ 8.25
Custodian	\$ 9.75
Front Desk Receptionist	\$ 7.50

Position	Per Hour
Health Room Nurse	\$12.00
Information Technologist	\$11.00
Maintenance I Worker	\$10.50
Paraprofessional	\$11.00
Attendance Officer	\$13.00
School Police Officer	\$13.50
Secretary	\$ 9.50
Security Officer	\$10.00
Student Aide	\$10.00

m. **Quick Start to Kindergarten Program for the Summer of the 2017-2018.** This position is fully funded by Title I.

	Name	Position	Classification	Location	Compensation
1.	Mauro, Samantha	Program Teacher	Professional	East Stroudsburg Elementary	\$28.56 per hour, not to exceed 57 hours

n. **Schedule B Position Appointments**

2017-2018 School Year

	Last Name	First Name	Position	Building	Rate
1.	Bakner	Paul	Summer Band Advisor	High School North	\$28.56/hour (not more than 44 hours)
2.	Clogg	Katye	Summer Band Advisor	High School South	\$28.56/hour (not more than 44 hours)

	Last Name	First Name	Position	Building	Rate
3.	Flicker	Matthew	Summer Band Advisor	Lehman Intermediate, Bushkill & Resica Elementary	\$28.56/hour (not more than 62 hours)
4.	Horne	Kevin	Summer Band Advisor	J. T. Lambert Intermediate	\$28.56/hour (not more than 52 hours)
5.	Perkins	Rose	Summer Band Advisor	Bushkill, J. M. Hill & Resica Elementary	\$28.56/hour (not more than 54 hours)
6.	Shamp	Melodie	Summer Band Advisor	East Stroudsburg, Middle Smithfield & Smithfield Elementary	\$28.56/hour (not more than 47 hours)
7.	Whitney	Matthew	Summer Band Advisor	J. T. Lambert Intermediate	\$28.56/hour (not more than 47 hours)
8.	Bridges	Ryan	Stage Co-Manager Effective 5/21/18	High School South	\$3,784.57 (prorated)
9.	Camaerei	Albert	Intramural Weight Room Co-Advisor (summer)	High School South	\$23.46 (44 hour maximum)
10.	Ellison	Aimee	Intramural Weight Room Co-Advisor (summer)	High School South	\$23.46 (44 hour maximum)
11.	Romano	Christopher	Baseball Junior Varsity Coach (effective 3/5/18-4/11/18)	High School North	\$3,100.48 (prorated)
12.	McGrath	Gerard	Baseball Junior Varsity Coach (effective 4/12/18-5/10/18)	High School North	\$3,100.48 (prorated)
13.	McGrath	Gerard	Softball Junior Varsity Coach (effective 3/5/18-4/11/18)	High School North	\$3,100.48 (prorated)
14.	Best	Marc	Intramural Boys' Track & Field Coach	High School North	\$23.46 (10.5 hour maximum)
15.	Best	Marc	Intramural Girls' Track & Field Coach	High School North	\$23.46 (14 hour maximum)

o. **Security Officer 2018-2019 Fiscal Year Salary Compensations.** Effective July 1, 2018 through June 30, 2019.

	Last Name	First Name	Shift/Position	2018-2019
1.	Altreche	Ricardo	1st shift, 10 month	\$17.18
2.	Careri	William	1st shift, 10 month	\$17.18
3.	Ciccone	Judy	1st shift, 10 month	\$19.33
4.	Fetherman	John	1st shift, 10 month	\$17.18
5.	Genovese	Patricia	1st shift, 10 month	\$17.18
6.	Huffman	Brooke	1st shift, 10 month	\$19.33
7.	Johnson	Robeen	1st shift, 10 month	\$17.18
8.	Livingston	Kenneth	1st shift, 12 month	\$17.85
9.	Long	Damon	1st shift, 10 month	\$16.18
10.	Pinto (Lubischer)	Carol	1st shift, 10 month	\$16.18
11.	Malvagno	Victor	1st shift, 10 month	\$19.33
12.	Maye, Jr.	Riley	1st shift, 10 month	\$17.18
13.	Parham	Hasana	1st shift, 10 month	\$17.18
14.	Pietrofere	Maria	1st shift, 10 month	\$17.85
15.	Rafaniello	Ronald	1st shift, 10 month	\$17.18
16.	Reali	Susan	1st shift, 10 month	\$17.18
17.	Santi	Nathanael	1st shift, 10 month	\$17.18
18.	Santos	Raquel	1st shift, 10 month	\$17.18
19.	Sochinsky	Dorothy	1st shift, 10 month	\$17.18

p. **School Police Officers – Stipends payable the last pay date in June 2018.**

	Last Name	First Name	Position	Second Stipend
1.	Cullen	Thomas	School Police Officer (12 month)	\$2,500.00

2.	Fehrle	Richard	School Police Officer (12 month)	\$2,500.00
3.	Zito	John	School Police Officer (10 month)	\$2,083.33

q. **School Police Officer 2018-2019 Fiscal Year Salary Compensations. Effective July 1, 2018 through June 30, 2019.**

	Last Name	First Name	Position	2018-2019
1.	Cullen	Thomas	(12 month, 3 rd shift) (plus \$.50/per hour shift differential)	\$17.79
2.	Donohue	Robert	(10 month, 1 st shift)	\$17.03
3.	Fehrle	Richard	(12 month, 1 st shift)	\$17.03
4.	Gouger	William	(12 month, 2 nd shift) (plus \$.40/per hour shift differential)	\$19.85
5.	Grant	Roscoe	(10 month, 1 st shift)	\$17.03
6.	Harrison	Stacy	(10 month, 1 st shift)	\$17.03
7.	Hughes	Jeremiah	(10 month, 1 st shift)	\$17.03
8.	Milford, Jr.	Gregory	(10 month, 1 st shift)	\$17.03
9.	Robinson	Tarjamond	(10 month, 1 st shift)	\$17.03
10.	Smith	Albert	(10 month, 1 st shift)	\$17.03
11.	Straka	Joseph	(10 month, 1 st shift)	\$17.03
12.	Zito	John	(10 month, 1 st shift)	\$17.03

r. **Administrative Assistants 2018-2019 Fiscal Year Salary Compensations. Effective July 1, 2018 through June 30, 2019.**

	Last Name	First Name	Position	2018-2019
1.	Cirnigliaro	Roseria	Administrative Assistant - Human Resources	\$22.89
2.	Farmer	Patricia	Administrative Assistant - Human Resources	\$28.51
3.	Horton	Marisela	Administrative Assistant – Business Office	\$23.75
4.	Mayrhauser	Christine	Administrative Assistant - Human Resources	\$22.89
5.	Rosado	Patricia	Administrative Assistant - Superintendent	\$28.25
6.	Schnaitman	Jennifer	Benefits Coordinator - Business Office	\$25.66
7.	Wisotsky	Debra	Administrative Assistant - Superintendent	\$23.75

s. **First Level Supervisor 2018-2019 Fiscal Year Salary Compensations. Effective July 1, 2018 through June 30, 2019.**

	Last Name	First Name	Position	2018-2019
1.	Flynn	Denise	Assistant Food Services Director - South (10 month position)	\$31.23
2.	Possinger	Marilyn	Assistant Food Services Director - North (10 month position)	\$31.23
3.	Moore	Mary Ann	Transportation Dispatcher (10 month position)	\$33.87
4.	Harris	Timothy	Custodial (Working) Supervisor	\$31.01
5.	Feal	Joseph	Custodial (Working) Supervisor	\$28.78
6.	Pryor	Kieran	Custodial (Working) Supervisor	\$35.99
7.	Beam	Curtis	Maintenance (Working) Supervisor	\$28.78
8.	Schantzen	Patrick	Mechanic (Working) Supervisor	\$31.83
9.	Miller	Daryle	Grounds Maintenance (Working) Supervisor	\$32.76

t. **School Nurses/Dental Hygienist Additional Hours for the Summer of the 2017-2018 School Year.** All rates are \$28.56 per hour, based on a 7.5 hour workday.

1. School Nurses – up to a maximum of 7 days
2. Dental Hygienist – up to a maximum of 5 days
3. Department Chairperson – up to a maximum of 7 additional days

u. **Supplemental Days for School Counselors/Consultant the 2018-2019 Fiscal Year**

1. Elementary School Counselors – up to a maximum of 13 days
2. Intermediate School Counselors – up to a maximum of 16 days
3. Secondary School Counselors – up to a maximum of 20 days
4. Out of District Consultant – up to a maximum of 20 days
5. Department Chairpersons – up to a maximum of 3 additional days

v. **Professional Staff – Teachers on Special Assignment/Dean of Students**

	Name	Location	Temporary Assignment	Compensation	Effective
1.	DeLong, Ryan	High School North	Dean of Students	No additional compensation	2018-2019 school year
2.	Polmouter, Amy	High School South	Dean of Students	No additional compensation	2018-2019 school year
3.	Judd, Jeremy	East Stroudsburg Elementary	.45 Dean of Students .55 Music teacher	No additional compensation	2018-2019 school year

w. **Act 93 Administrative Staff 2018-2019 Fiscal Year Salary Compensations.** Effective July 1, 2018 through June 30, 2019.

	Last Name	First Name	Position	2018-2019
1.	Krauss	Matthew	Access Coordinator	\$61,320.02
2.	Hendel	Thomas	Assistant Director of Transportation	\$73,212.71
3.	Forsyth	Eric	Director of Administrative Services	\$93,974.52
4.	Ihle	Scott	Director of Facilities	\$90,040.70
5.	Schmid	Paul	Director of Food Services	\$92,007.61
6.	Borosh	Brian	Director of Instructional Technology	\$112,571.40
7.	Casciotta	Marialena	Director of Pupil Services	\$112,657.48
8.	Hopkins	Lynda	Director of Pupil Services	\$114,917.06
9.	Bradley	Tabitha	Director of Elementary Education	\$105,060.00
10.	Piperato	Heather	Director of Secondary Education	\$118,450.00
11.	Sutjak	Robert	Director of Transportation	\$90,040.70
12.	Arnold	Michelle	Elementary Principal	\$109,332.66
13.	Baker	David	Elementary Principal	\$103,823.59
14.	Kulick	Gail	Elementary Principal	\$118,926.92
15.	Livingston	Irene	Elementary Principal	\$111,974.82
16.	Padavano	Debra	Elementary Principal	\$98,632.00
17.	Vitulli	William	Blended Program Principal	\$101,295.79
18.	Dailey	Dawn	High School Assistant Principal	\$95,493.02
19.	Fuller	Joshua	High School Assistant Principal	\$89,168.65

20.	Lord	Kristin	High School Assistant Principal	\$89,168.65
21.	Stevens	Renee	High School Assistant Principal	\$89,168.65
22.	Brenneman	Benjamin	High School Principal	\$110,919.67
23.	Catrillo	Michael	High School Principal	\$135,643.04
24.	Bohrman	Joanne	Intermediate Assistant Principal	\$90,040.70
25.	Livingston	Lauren	Intermediate Assistant Principal	\$90,040.70
26.	VanVoorhis	Jason	Intermediate Assistant Principal	\$88,510.89
27.	Dilliplane	Robert	Intermediate Principal	\$117,135.08
28.	Reichl	Craig	Intermediate Principal	\$107,481.53
29.	Hendershot	Colien	Supervisor of Elementary Special Education	\$81,895.31
30.	Deane-Gardner	Carol	Supervisor of Secondary Special Education	\$81,895.31
31.	Padula	Patricia	Supervisor of Elementary Special Education (LTS)	\$59,229.00

x. **Professional Staff – Teacher on Special Assignment/Federal Programs Director & Stipend (Angela Byrne)**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve payment of a stipend in the amount of \$5,000 to Angela Byrne for services performed in connection with Grants and Federal Programs. Angela is a teacher on special assignment for the 2018-2019 school year assigned as the Federal Programs Director under the direction of Ryan Moran, Assistant Superintendent for Curriculum and Instruction K-12. This stipend is for the 2018-2019 school year only and is fully funded by Title I. Motion was seconded by Richard Schlameuss and carried unanimously, 8-0.

v. **408 – Employment Contract (Professional Employee)**

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve a waiver of the requirement to provide written notice of retirement prior to March 1 of the applicable retirement year in accordance with the current East Stroudsburg Area Education Association Collective Bargaining Agreement as contained in Article XII-Employee Benefits Item G, Payment for Unused Sick Leave at Retirement Eligibility. This provision relates to payment of unused sick days at retirement for Employee #901 who will retire June 19, 2018. Motion was seconded by Wayne Rohner and carried unanimously, 8-0.

(See page 87)

vi. **516 - School Police Officers/Security Officers**

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the proposal from Metro Alert for a police information system in the amount of \$7,429.00, subject to the review of the Solicitor and Chief Financial Officer, in accordance with the recommendation of the Finance Committee. Motion was seconded by Richard Schlameuss and carried unanimously, 8-0.

(See pages 88-112)

e. **FINANCES**

i. **602 – Budget Planning**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the transfer of \$6,000,000 from the General Fund to the Capital Reserve to support pending capital projects, in accordance with the recommendation of the Finance Committee. Motion was seconded by Richard Schlameuss and passed 7-1. Keith Karkut voted no.

ii. 604 – Budget Adoption (ROLL CALL VOTE)

ACTION BY THE BOARD:

Motion was made by Debbie Kulick that the East Stroudsburg Area School District does hereby adopt its General Fund Budget for the 2018-19 fiscal year in the amount of \$155,797,475 in the amounts and categories as set forth below and as posted and advertised in accordance with the law and in accordance with the recommendation of the Finance Committee. The General Fund Budget includes funds from state and federal governments in addition to the taxes hereafter levied, after proper additions and amendments. Motion was seconded by Lisa VanWhy. A roll call vote was taken and passed 7-1. Larry Dymond, Robert Huffman, Debbie Kulick, Wayne Rohner, Richard Schlameuss, Judy Summers and Lisa VanWhy voted yes. Keith Karkut voted no.

(See pages 113-138)

		FINAL BUDGET 2018-19
1100	REGULAR INSTRUCTION	
100	PAYROLL	\$ 31,099,751
200	BENEFITS	\$ 21,198,402
300	PROFESSIONAL SERVICES	\$ 91,240
400	CONTRACTED SERVICES	\$ 197,275
500	OTHER PURCHASED SERVICES	\$ 2,035,170
600	SUPPLIES	\$ 1,764,184
700	PROPERTY	\$ 18,025
800	OTHER OBJECTS	\$ 8,942
	REGULAR INSTRUCTION	\$ 56,412,989
1200	SPECIAL EDUCATION	
100	PAYROLL	\$ 9,596,724
200	BENEFITS	\$ 8,322,527
300	PROFESSIONAL SERVICES	\$ 4,346,115
400	CONTRACTED SERVICES	\$ -
500	OTHER PURCHASED SERVICES	\$ 1,841,175
600	SUPPLIES	\$ 172,950
700	PROPERTY	\$ -
800	OTHER OBJECTS	\$ -
	SPECIAL EDUCATION	\$ 24,279,491
1300	VOCATIONAL EDUCATION	
100	PAYROLL	\$ 522,630
200	BENEFITS	\$ 370,204
300	PROFESSIONAL SERVICES	\$ -
400	CONTRACTED SERVICES	\$ -
500	OTHER PURCHASED SERVICES	\$ 1,884,758
600	SUPPLIES	\$ 14,146

700	PROPERTY	\$	-
800	OTHER OBJECTS	\$	-
900	OTHER USES OF FUNDS	\$	-

VOCATIONAL EDUCATION	\$ 2,791,738
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1400 OTHER INSTR PROGRAMS

100	PAYROLL	\$	182,623
200	BENEFITS	\$	123,717
300	PROFESSIONAL SERVICES	\$	865,000
400	CONTRACTED SERVICES	\$	1,000
500	OTHER PURCHASED SERVICES	\$	330,000
600	SUPPLIES	\$	4,400
700	PROPERTY	\$	-
800	OTHER OBJECTS	\$	-

OTHER INSTR PROGRAMS	\$ 1,506,740
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1500 NONPUBLIC SCHOOLS

300	PROFESSIONAL SERVICES	\$	39,672
500	OTHER PURCHASED SERVICES	\$	-

NONPUBLIC SCHOOLS	\$ 39,672
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1800 PRE-KINDERGARTEN

100	PAYROLL	\$	-
200	BENEFITS	\$	-
300	PROFESSIONAL SERVICES	\$	-
500	OTHER PURCHASED SERVICES	\$	-
600	SUPPLIES	\$	4,600
700	PROPERTY		

PRE-KINDERGARTEN	\$ 4,600
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2100 PUPIL SERVICES

100	PAYROLL	\$2,676,559
200	BENEFITS	\$1,842,954
300	PROFESSIONAL SERVICES	\$1,040,247
400	CONTRACTED SERVICES	\$ 5,277
500	OTHER PURCHASED SERVICES	\$ 80,025
600	SUPPLIES	\$ 45,817
700	PROPERTY	\$ 1,500
800	OTHER OBJECTS	\$ 5,564

PUPIL SERVICES	\$5,697,943
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2200	INSTRUCTIONAL SUPPORT	
100	PAYROLL	\$1,308,763
200	BENEFITS	\$ 820,956
300	PROFESSIONAL SERVICES	\$ 232,698
400	CONTRACTED SERVICES	\$ 1,579
500	OTHER PURCHASED SERVICES	\$ 29,438
600	SUPPLIES	\$ 180,972
700	PROPERTY	\$ 3,000
800	OTHER OBJECTS	\$ 6,300

INSTRUCTIONAL SUPPORT **\$2,583,706**

2300	ADMINISTRATION	
100	PAYROLL	\$3,667,518
200	BENEFITS	\$2,418,541
300	PROFESSIONAL SERVICES	\$ 504,400
400	CONTRACTED SERVICES	\$ 54,426
500	OTHER PURCHASED SERVICES	\$ 168,739
600	SUPPLIES	\$ 57,250
700	PROPERTY	\$ 4,800
800	OTHER OBJECTS	\$ 52,734

ADMINISTRATION **\$6,928,409**

2400	PUPIL HEALTH	
100	PAYROLL	\$1,077,305
200	BENEFITS	\$ 789,237
300	PROFESSIONAL SERVICES	\$ 25,250
400	CONTRACTED SERVICES	\$ 1,316
500	OTHER PURCHASED SERVICES	\$ 1,820
600	SUPPLIES	\$ 17,224
700	PROPERTY	\$ -
800	OTHER OBJECTS	\$ 1,740

PUPIL HEALTH **\$1,913,892**

2500	BUSINESS AFFAIRS	
100	PAYROLL	\$ 697,658
200	BENEFITS	\$ 503,067
300	PROFESSIONAL SERVICES	\$ 57,000
400	CONTRACTED SERVICES	\$ 2,650
500	OTHER PURCHASED SERVICES	\$ 6,000
600	SUPPLIES	\$ 148,504
700	PROPERTY	\$ 50,000
800	OTHER OBJECTS	\$ 2,500

BUSINESS AFFAIRS **\$1,467,379**

2600	PLANT OPS & MAINTENANCE	
100	PAYROLL	\$5,623,926
200	BENEFITS	\$4,706,791

300	PROFESSIONAL SERVICES	\$ 51,600
400	CONTRACTED SERVICES	\$ 995,205
500	OTHER PURCHASED SERVICES	\$ 326,581
600	SUPPLIES	\$2,524,960
700	PROPERTY	\$ 143,000
800	OTHER OBJECTS	\$ 750

PLANT OPS & MAINTENANCE \$14,372,813

2700 TRANSPORTATION

100	PAYROLL	\$ 3,439,897
200	BENEFITS	\$ 3,346,318
300	PROFESSIONAL SERVICES	\$ 55,000
400	CONTRACTED SERVICES	\$ 109,750
500	OTHER PURCHASED SERVICES	\$ 621,547
600	SUPPLIES	\$ 427,355
700	PROPERTY	\$ 4,541,400
800	OTHER OBJECTS	\$ 5,600

TRANSPORTATION \$12,546,867

2800 CENTRAL SUPPORT

100	PAYROLL	\$ 1,078,341
200	BENEFITS	\$ 772,540
300	PROFESSIONAL SERVICES	\$ 82,490
400	CONTRACTED SERVICES	\$ 133,691
500	OTHER PURCHASED SERVICES	\$ 188,900
600	SUPPLIES	\$ 748,273
700	PROPERTY	\$ 1,835,365
800	OTHER OBJECTS	\$ 4,055

CENTRAL SUPPORT \$ 4,843,655

2900 OTHER SUPPORT

100	PAYROLL	
200	BENEFITS	
300	PROFESSIONAL SERVICES	
400	CONTRACTED SERVICES	
500	OTHER PURCHASED SERVICES	\$ 45,000
600	SUPPLIES	\$ -
700	PROPERTY	\$ -
800	OTHER OBJECTS	\$ -

OTHER SUPPORT \$ 45,000

3200 STUDENT ACTIVITIES

100	PAYROLL	\$ 919,968
200	BENEFITS	\$ 430,488
300	PROFESSIONAL SERVICES	\$ 171,745
400	CONTRACTED SERVICES	\$ 86,336
500	OTHER PURCHASED SERVICES	\$ 299,548
600	SUPPLIES	\$ 177,446

700	PROPERTY	\$	13,200
800	OTHER OBJECTS	\$	33,721

	STUDENT ACTIVITIES		\$ 2,132,452
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3300 COMMUNITY SERVICES

100	PAYROLL	\$	-
200	BENEFITS	\$	-
300	PROFESSIONAL SERVICES	\$	19,000
400	CONTRACTED SERVICES	\$	-
500	OTHER PURCHASED SERVICES	\$	1,887
600	SUPPLIES	\$	57,779
700	PROPERTY	\$	-
800	OTHER OBJECTS	\$	-

	COMMUNITY SERVICES		\$ 78,666
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5100 DEBT SERVICE

100	PAYROLL		
200	BENEFITS		
300	PROFESSIONAL SERVICES	\$	-
400	CONTRACTED SERVICES		
500	OTHER PURCHASED SERVICES		
600	SUPPLIES		
700	PROPERTY		
800	OTHER OBJECTS	\$	5,993,221
900	OTHER USES OF FUNDS		\$11,808,243

	DEBT SERVICE		\$17,801,464
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5200 FUND TRANSFER

800	OTHER OBJECTS	\$	-
900	OTHER USES OF FUNDS	\$	-

	FUND TRANSFER		\$ -
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5900 BUDGETARY RESERVE

800	OTHER OBJECTS	\$	350,000
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	BUDGETARY RESERVE		\$ 350,000
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	TOTAL		\$155,797,475
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iii. **605 – Tax Levy (ROLL CALL VOTE)**

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the tax rates listed below for the 2018-19 fiscal year. These rates represent a 0.00 mill change for Monroe County and a 0.75 mill increase for Pike County, in accordance with the recommendation of the Finance Committee. Motion was seconded by Richard Schlameuss. A roll call vote was taken and passed 6-2. Larry Dymond, Robert Huffman, Debbie Kulick, Richard Schlameuss, Judy Summers and Lisa VanWhy voted yes. Keith Karkut and Wayne Rohner voted no.

- a. Be it resolved that a tax of 177.86 mills be proposed on real estate in the Monroe County portion of the East Stroudsburg Area School District for the 2018-19 fiscal year; and
- b. Be it resolved that a tax of 123.66 mills be proposed on real estate in the Pike County portion of the East Stroudsburg Area School District for the 2018-19 fiscal year; and
- c. Be it resolved that the 1% Earned Income Tax be proposed to remain in effect and be placed on all residents of the District for the 2018-19 fiscal year, of which 0.5% is shared with local municipalities; and
- d. Be it resolved that the \$10.00 Occupational Privilege Tax be proposed to remain in effect and to be placed on all workers in the District for the 2018-19 fiscal year; and
- e. Be it resolved that the 1% Real Estate Transfer Tax be proposed to remain in effect for the 2018-19 fiscal year, of which 0.5% is shared with the municipalities.

2.

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve the formal resolution as presented to the Board for the 2018 Homestead & Farmstead Exclusion. This will result in a maximum tax reduction of \$431.70 for each approved homestead and farmstead within the School District for the 2018 tax year. Motion was seconded by Wayne Rohner and passed 7-1. Keith Karkut voted no.

(See pages 139-140)

iv. **606 – Tax Collection**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposal from Government Software Services, Inc. to provide tax bill printing services effective July 1, 2018 for the collection of school real estate taxes for Lehman and Porter Townships at the rates as set forth in the agreement presented, in accordance with the recommendation of the Finance Committee. Motion was seconded by Lisa VanWhy and passed 7-1. Keith Karkut voted no.

(See page 141)

v. **608 – Bank Accounts**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the appointment of the following depositories for the accounts listed for the 2018-19 fiscal year, in accordance with the recommendation of the Finance Committee. Motion was seconded by Richard Schlameuss and carried unanimously, 8-0.

1. ESSA Bank and Trust, East Stroudsburg, PA – General Fund, Payroll, Tax Collections, Tax Escrow, Workers’ Comp Escrow, Scholarship Accounts, Special Activity Accounts (North and South), Student Activity Accounts (North and South), Cafeteria Fund, Concession Fund, and PayPal
2. Pennsylvania School District Liquid Asset Fund, Lancaster, PA – General Fund
3. Pennsylvania Local Government Investment Trust, Harrisburg, PA – General Fund, Cafeteria Fund, and Capital Reserve

vi. **610 – Purchases Subject to Bid**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the bid from Northeast Masonry in the amount of \$54,173.00, the lowest responsible bidder for the J M Hill Concrete project, subject to the review of the Solicitor, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Keith Karkut and carried unanimously, 8-0.

(See page 142)

vii. 611 – Purchases Budgeted

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the Agreement with Postage Pros Plus to lease four (4) postage machines at an annual rate of \$2,827.20 per machine for a period of five (5) years, subject to the review of the Solicitor and Chief Financial Officer, in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

(See pages 143-145)

viii. 613 – Cooperative Purchasing

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the purchase of two school vans from New Holland Auto Group at a cost of \$28,177.00 each, in accordance with the recommendation of the Finance Committee. Pricing is per Costars Contract #026-039. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

(See pages 146-150)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to rescind Board approval at the April Board meeting to purchase a 2018 Dodge Ram 2500 pickup truck with snow plow from Reagle Dodge in the amount of \$35,483.00 and approve the purchase of a 2018 Dodge Ram 2500 pickup truck with snow plow from Reagle Dodge in the amount of \$36,373.00 due to the unavailability of the previous model, in accordance with the recommendation of the Finance Committee. Pricing is per Costars Contract #025-220. Motion was seconded by Richard Schlameuss and carried unanimously, 8-0.

(See page 151)

3.

ACTION BY THE BOARD:

Motion was made by Judy Summers to rescind Board approval at the May Board meeting to purchase a 2018 Dodge Ram 2500 pickup truck with snow plow from Reagle Dodge in the amount of \$32,423.00 and approve the purchase of a 2018 Dodge Ram 3500 pickup truck with snow plow from Reagle Dodge in the amount of \$33,990.00 due to the unavailability of the previous model, in accordance with the recommendation of the Finance Committee. Pricing is per Costars Contract #025-220. Motion was seconded by Richard Schlameuss and carried unanimously, 8-0.

(See page 152)

ix. 616 – Payment of Bills

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 Richard Schlameuss and passed 6-2. Keith Karkut and Wayne Rohner voted no.

1. Budget Transfers - (See pages 153-191)
2. Payment of Bills - (See pages 192-200)
3. Treasurer's Report - (See page 201-208)

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

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the request to establish the student fund listed. Motion was seconded by Keith Karkut and carried unanimously, 8-0.

- i. Wilderness Club – H.S. South

(See page 209)

f. **PROPERTY**

- i. **702 – Gifts, Scholarships and Donations**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to accept the grant from the AXA Foundation in the amount of \$1,000 to High School North to be used in support of their School-wide Positive Behavior Program, in accordance with the recommendation of the Finance Committee. Motion was seconded by Keith Karkut and carried unanimously, 8-0.

(See pages 210-211)

- ii. **704 – Maintenance**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve D’Huy Engineering invoices # 47474 in the amount of \$2,162.50 and #47602 in the amount of \$3,892.50 for work on the J. M. Hill Concrete project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Wayne Rohner and carried unanimously, 8-0.

(See pages 212-213)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve Master Locators Invoice #38539 in the amount of \$6,000.00 for video investigation of the stormwater system at Lehman Intermediate School, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Keith Karkut and carried unanimously, 8-0.

(See page 214)

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve D’Huy Engineering’s Invoice #47601 in the amount of \$663.22 for the Lehman Intermediate School stormwater project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

(See page 215)

g. **OPERATIONS**

i. **818 – Contracted Services**

1.

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 Debbie Kulick and carried unanimously, 8-0.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	East Stroudsburg University	Graduate Athletic Trainer Program for High School North	Not to Exceed \$8,000.00	Athletics Dept.	8/6/18 through Spring Athletic Season 2019
2.	East Stroudsburg University	Graduate Athletic Trainer Program for High School South	Not to Exceed \$8,000.00	Athletics Dept.	8/6/18 through Spring Athletic Season 2019
3.	IU 20	Online CPR/First Aid Certification account to purchase online CPR/First Aid Certifications	\$25.99 per Certification Approximately \$519.80	ACCESS Funds	7/1/18-6/30/19
4.	Lastra, Steven (Dr. Planet)	Presenter at East Stroudsburg Elementary during the Summer STEAM-R Program	\$350.00	Title I Grant	7/25/18
5.	Mackevich, Pete (PLM Enterprises)	Live animal presentation at Smithfield Elementary.	\$300.00	Title I Grant	7/11/18
6.	Mackevich, Pete (Wildlife Encounters of PLM Enterprises)	Presentation of approximately 10 animals, mostly reptiles with a skunk and amphibian at Resica Elementary.	\$300.00	Title I Grant	7/12/18
7.	Mackevich, Pete (Wildlife Encounters of PLM Enterprises)	Animal presentation and show students how local wildlife use engineering to create habitats.	\$300.00	Title I Grant	7/31/18
8.	Monroe County Conservation District	Designing a one week Biology through Ecology Unit to complement all levels of existing Biology I courses on the high school level.	\$2,065.00 (East Stroudsburg School District) \$2,065.00 (Monroe County Conservation District)	H.S. South	2018/2019 School Year
9.	Peterson, Bill and Donna (Mad Science of Lehigh Valley)	Up, Up Away Assembly for STEAM-R Summer School Program at Middle Smithfield Elementary	\$400.00	Title I Grant	7/31/18
10.	Petterson, Donna (Mad Science of Lehigh Valley)	Fire & Ice Presentation at Resica Elementary.	\$400.00	Title I Grant	8/1/18
11.	Petterson, Bill & Donna (Mad Science of Lehigh Valley)	Sixty-Minute interactive science assembly for Smithfield Elementary during the STEAM-R Summer Camp.	8/2/18	Title I Grant	8/2/18

12.	Pocono Environmental Education Center (PEEC)	Facilitate Team Building through Group Initiatives Workshops with students attending STEAM-R summer program at Middle Smithfield Elementary	\$500.00	Title I Grant	7/12/18
13.	Scott, Derek (PEEC)	Animal Adventures presentation and Going Green presentation at Resica Elementary	\$200.00	Title I Grant	7/10/18 and 7/24/18
14.	Suburban EMS	Standby Ambulance Coverage for designated football Games at J. T. Lambert Intermediate.	\$55 per hour (22.25 hours) 2.75 to 3 hours per game (approximately) \$1,223.75	Athletics Dept.	9/6/18, 9/12/18, 9/20/18, 9/26/18, 10/3/18, 10/17/18, 10/25/18 & 11/1/18
15.	Suburban EMS	Standby Ambulance Coverage for designated Varsity, Junior Varsity and Junior High football Games at South stadium.	\$55 per hour (48.75 hours) 3.5 to 4.5 hours per game (approximately) \$2,681.25	Athletics Dept.	<u>JTL</u> 9/4/18, 9/10/18, 9/24/18, 10/8/18 & 10/22/18
16.	Thomas, Angela	Author of the Hate U Give will be providing a Google Hangout Session with approximately fifty students for H.S. North and South students.	\$500.00	Library	5/21/18

(See pages 216-261)

Contracts Totaling Over \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	East Stroudsburg University	Affiliation Agreement for Clinical Practice Internship at J. T. Lambert Intermediate School Athletics	Not to Exceed \$22,755.00	Athletics Dept.	8/6/18 through Spring Athletic Season 2019
2.	East Stroudsburg University	Affiliation Agreement for Clinical Practice Internship at Lehman Intermediate School Athletics	Not to Exceed \$22,755.00	Athletics Dept.	8/6/18 through Spring Athletic Season 2019
3.	IU 20	Twelve (12) educational evaluations at eight (8) hours per evaluation to determine eligibility of service(s) and placements(s)	\$122.02/per hour Total cost up to \$11,714.00	Pupil Services and Special Education ACCESS reimbursement	6/19/18-9/3/18

(See pages 262-276)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Agreement with ESS to provide substitute teacher services per their proposal submitted June 4, 2018, subject to the review of the Solicitor and Chief Financial Officer, in accordance with the recommendation of the Finance Committee. Motion was seconded by Wayne Rohner and passed 7-1. Keith Karkut voted no.

(See pages 277-288)

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to affirm the acceptance of bids by Direct Energy of \$0.5310/DTH for Rate NT (Low Volume) and UGI Energy Services of \$0.2850/DTH for Rate DS (High Volume), the lowest responsible bidders, for natural gas basis pricing for the period July 1, 2019 to June 30, 2022. Motion was seconded by Richard Schlameuss and carried unanimously, 8-0.

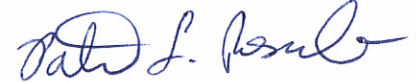
(Backup provided)

ACTION BY THE BOARD:

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

XI. ADJOURNMENT: 9:16 P.M.

Respectfully submitted,



Patricia L. Rosado
Board Secretary

The National School Board Association Conference
In San Antonio, a city rich in American History...
April 2018

My report is an Evaluation of our school district. Once again, I need to make it perfectly clear that this report is not a reflection of Dr. Riker's job performance. We have many areas that need improvement moving forward. You will most likely find this report to be a direct and blunt assessment of how poorly this school district has been operating way before Dr. Riker even considered applying for this Superintendent position. This school district has been controlling and manipulating members of the school board for decades. I can tell you tonight that we as elected officials are at a critical crossroad. I for one am going to take my stand moving forward. Therefore, the focus of my report is based upon my attendance at the COSA School Law Seminar.

First of all, I want to acknowledge Ron Bradley, former school board director, and I might add, a true American Hero for his service in the Vietnam War. A recipient of a Purple Heart for his uncommon valor. Ron would always remind our taxpayers that our school district engaged in collusion and corruption, time and again. The taxpayers need to know that the addition at Middle Smithfield Elementary School is a prime example of corruption. Our taxpayers need to be made aware of the fact that someone has stolen the original pavilion, and that this theft forced the school district to execute a change order for the purchase of another pavilion to replace the one that was stolen.

I have taken notice of recent events regarding Pleasant Valley School District, which is currently under investigation by Monroe County District Attorney's office for alleged criminal activity. That investigation continues to grow in scope as we speak. This school district, along with Middle Smithfield Township deliberately and willingly violated the laws in the Pa. Municipal Planning Code. Evidently the oath of office to uphold and abide by the laws of the constitution of the US and of the state of Pa has no legal meaning in today's society. This is an example of collusion and corruption.

Attending the COSA School Law Seminar highlights the current issues that all school districts across the nation are confronting. These conferences provide

school board directors an educational experience relating to current events, and at the same time, allows us to network with other school districts to find out how they operate and govern themselves. A recurring theme keeps popping up. Our school district continues to be non-transparent, and we continue to disregard school policies. We continue to violate school law. Moving forward, I am letting everyone know that I am highly motivated and determined to change this school district with the help of our Superintendent, who has my support. I understand the forces at hand. I have all intentions of dealing with those forces with unrelenting pursuit until everyone realizes that school policy and school law will be followed without any excuses being offered. We all need to adapt, these are great jobs. A lot of people would love to have these jobs.

Moving forward, I will no longer accept anyone who tries to interfere with any school board director who requests information so that they may analyze to see if any potential trends are occurring that might just help the district improve in a positive manner. As elected officials of this school district we are tasked with the responsibility of managing taxpayer funds. I find it embarrassing and shameful that this school board has been denied financial statements for God knows how many years. This is no longer acceptable behavior.

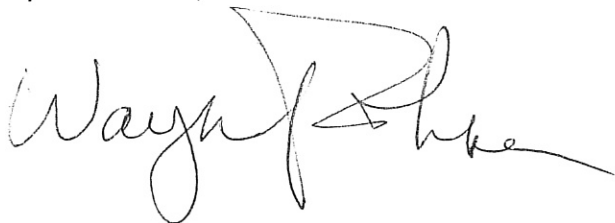
For example, this school district adopted Policy 616 on August 19, 2002 which states that "each bill or obligation, (these are invoices), of this district must be fully itemized, verified and approved by the Board before a check can be drawn for its payment. Now I know why Ron Bradley always voted no to the payment of bills. He knew he was being disrespected. Once again, members of our administration are still trying to control and manipulate elected officials. It was Keith Karkut who made me think about this issue when he too voted no to the payment of bills, knowing that we were approving payment to vendors that had already cashed their school district checks. This is proof that we do not follow school law. Evidently our school district is above the law. Supporting any revision to Policy 616 is a gross dereliction of duty for any elected school board director.

Moving forward, I have no intentions of accepting any snibbling with respect to copies. I find members of our staff who do not follow direction to be insubordinate in their job duties. In corporate America, those employees who are insubordinate, should be terminated from employment.

In summary, it is important to note that this school district is my "Alamo" how freaking symbolic this is to me. I have no intentions of surrendering to anyone who interferes in the rights of elected officials. I sit here tonight to let the "Good Ole Boy Network" know that I am highly motivated and determined to wipe out your influence in my school district. For those of you who don't know your history and I can thank President Theodore Roosevelt for this, I have decided to volunteer, which is what a school board director is, I have decided to volunteer and to dedicate myself as a new member of the Rough Riders Team. I found that history lesson to be noteworthy.

I also found San Antonio to be a great opportunity to change this district in a manner consistent with School Law and routing out the evil that thrives in this County. My suggestion to other school board directors that have not attended a NSBA or PSBA conference, you should set time a side for next year's NSBA conference being held in Philadelphia, they are very educational and highlights the issues we have and that we must deal with daily.

Thank you,
Wayne Rohner, School Board Director

A handwritten signature in cursive script that reads "Wayne Rohner". The signature is written in black ink and is positioned below the typed name.