

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

November 19, 2018 – 7:00 P.M.

Carl T. Secor Administration Building

Minutes

- I. **President** Robert Huffman called the meeting to order at 7:10 p.m. and led those present in the Pledge of Allegiance. **Board Secretary**, Patricia Rosado called the roll.
- II. **Board Members present:** George Andrews, Larry Dymond, Jason Gullstrand, Robert Huffman, Keith Karkut, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy.
- Student School Board Representatives:** William Cordero. Jessika Gort was absent.
- III. **School personnel present:** Sue Andrews, Brian Baddick, Louis Carbajal, Susan Eden, Joe Formica, Donald Halker, Scott Ihle, Phil Lazowski, Ray E. Lenhart, Kristin Lord, Tom McIntyre, Patricia Rosado, Paul Schmid and Robert Sutjak. Christopher Brown, Solicitor.
- IV. **Community members present:** Rebecca Bear, Autumn Canfield, Jihan Colletta, Devin Day, Kimberly DeBlasio, Robert Eden, Jaime Frailey, Maria Hopkins, Diane Krupski, Stacey McKran and Meghan Whitney.
- Other:** Annette Atkinson, Middle Smithfield Township Supervisor
Mark Oney, Middle Smithfield Township Supervisor
Mark Erickson, President of Northampton Community College
Matthew Connell, Dean of Northampton Community College
- V. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**
- a. An Executive Session was held on October 22, 2018, for the purpose of discussing a personnel matter.
 - b. An Executive Session was held this evening before this meeting for the purpose of discussing personnel, litigation and negotiations.

VI. **ADOPTION OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Keith Karkut to adopt this agenda for November 19, 2018, with additional items concerning the award of diploma to Charles Labar and reimbursement to Mr. Rohner for the purchase of School Laws books, and 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, 9-0.

VII. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the minutes of the October 9, 2018, October 15, 2018 and October 22, 2018 Board meetings with revisions to the October 15, 2018 minutes. Motion was seconded by George Andrews.

VIII. **REPORTS**

- a. **Monroe Career & Technical Institute Update**
Mrs. Lisa VanWhy said the Welding Project was completed and improvements have been made to the Café. MCTI received a grant for both projects. The grant money will go back into the Capital Fund. She asked the Board members to review the MCTI Comprehensive Plan that they presented at a previous meeting because, at

some point, the district will have to make a decision on whether or not they would like to accept it. All four districts will need to agree in order for it to occur.

b. Colonial IU 20 Update

Mr. Robert Huffman said he brought an IU 20 Newsletter for any Board member who may be interested in getting a copy. Also, the IU 20 opened a new office at 724 Phillips Street. You no longer have to travel to Easton. You can visit the office in Stroudsburg with any IU-related matter.

c. Property/Facilities Committee Update

Mr. Wayne Rohner said the Property/Facilities Committee met on November 1, 2018. The following items were recommended for approval:

1. The contract with D'Huy Engineering for Retainer Services to the District
2. The payment of invoice #48351 from D'Huy Engineering in the amount of \$1,726.10 for services rendered in September of 2018 for the JM Hill Concrete Replacement Project
3. The payment of invoice #48017 from D'Huy in the amount of \$8,179.67 for services rendered from June 30–July 27, 2018 for the Lehman/High School North Roof Replacement Investigation
4. The payment of invoice #48391 from D'Huy in the amount of \$1,295.33 for the Lehman/High School North Roof Replacement. The invoice is incorrect since it says for services rendered from September 29 to September 28
5. The proposal from Hilltop Sales & Service, Inc. in the amount of \$17,708.42 for the purchase of a John Deere Signature Series X738 Tractor plus attachments. Funds have been budgeted
6. The proposal from Ray Price in the amount of \$28,354.00 for the purchase of a 2018 Ford Transit 250 Van. Funds have been budgeted.
7. The proposal from Recreation Resource USA in the amount of \$30,000.00 for the purchase and installation of playground equipment at Smithfield Elementary School. The balance will be paid by their PTO. He thanked Irene Livingston for the work that was done.

Discussion was held about

1. The Lehman Intermediate gym floor repair that was damaged by a failed roof drain is nearing completion.
2. Lyman and Ash were in attendance and have requested from the district copies of executed contracts from the Middle Smithfield Elementary School addition. He's been notified that they have not received any documentation as of yet.
3. Mr. Rohner said he has been informed that indoor quality testing have been performed and the Board members have not received these results. He is aware of a Right-To-Know request on this issue. He is also aware that some teachers and support staff have been impacted by health issues. It is important that all appropriate information should be provided to Lyman and Ash so that we can pursue litigation.

Mr. Karkut said he has some questions on agenda items and asked if he should discuss them now. Mr. Brown informed him to discuss them when the Board members are ready to take action on them.

d. Finance Committee Update –

Mrs. Lisa VanWhy said the John Deere Signature Tractor is replacing a 17 year old tractor that the district currently has and the 2018 Ford Transit Van is replacing a 1999 van. Both were budgeted and are being purchased through CoStar pricing. The Committee recommended that the contract with D'Huy Engineering to provide project oversight services for the Trane HVAC Controls Replacement at High School North and Lehman Intermediate schools be approved. They also recommended that the proposal from Faulkner Auto in the amount of \$41,646.00 for the purchase of a 2018 Isuzu NPR for the Food Services Department be approved. Three quotes were received and it was awarded to Faulkner due to their previous business with the district. The purchase is also through CoStar pricing.

e. Policy Review Committee Update

Mr. Robert Huffman said they did not hold a Policy Review Committee this evening. The next meeting will be in December.

f. Dress Code Committee Update

Ms. Debbie Kulick said they met on November 5th. She thanked the staff – (support, teachers, administrators) and the public who attended and participated. After various discussions at the meetings, they made two decisions that needed to be clarified for the Policy Review Committee. One is that all measurements will be made by use of the ID tag. Also the ID tags must be presented upon request; therefore, they must be on your person. Based on these two decisions and using the current policy in place, they concluded that their work is done and there is no need for any future meetings.

g. Student School Board Representatives

Mr. William Cordero, High School North, said the following events occurred:

1. On September 27th, SADD hosted the Regional Conference
2. On October 19th, the Student Government hosted a tailgate celebration during Senior Night.
3. On October 24th, SADD members held a school-wide Unity Day against bullying.
4. On October 31st, they had a field trip to Dorney Park's Fright Night.
5. The Freshman class sold pies as a fundraiser.
6. A Blood drive was held and enough blood was donated to save about 78 lives.
7. On November 16th, it was the start of winter sports.
8. Reading Olympics students held their Annual Turkey Wars contest as a way to fundraise enough funds to help with transportation for them to go to their competition. The rules of the contest are that the students donate money into staff members cans and the one that has the most money must wear a turkey costume for a day. The participants were: Ryan Delong, Dean, Renee Stevens, Assistant Principal, Ms. Marmo, English teacher, Mr. Cloward, Spanish teacher, and Mr. Vaccaro, Business teacher. Renee Stevens received the most money.
9. Congratulations, to the High School North's Art Club who won The Paint the Plow Art Contest of Monroe County and voted as the Fans' Choice for all High Schools.
10. High School North raised \$1,100 worth of food for Bushkill Outreach. The class that raised the most money received a free breakfast. This is the most money that has been raised at High School North.
11. The Senior Class is holding a Winter Formal Dance on Saturday, December 15, 2018, for grades 9-12. He invited everyone to their Choir Concert on December 6th and the Band Concert on December 13th. Both will be held in the auditorium at 7:00 p.m.

h. 2018 PASA-PSBA School Leadership Conference Report

Mr. George Andrews said this is the first PSBA conference that he attended. It was very interesting and enlightening. He met School Board members from other districts. The trade show was a good place to see new ideas in teaching math and science. He also learned what was going on in Pennsylvania as a whole from other School Board members from other school districts. There is a shortage of teachers especially in Pennsylvania. We need to give the teachers the benefit of the doubt and work with them. The same goes for Superintendents. He learned that the length that a Superintendents stays is three years. If we want to keep the Superintendent, we have to work with him. A copy of the written report will be included with the minutes.

Mr. Larry Dymond said he attended the PSBA Conference's all major events, meetings and classes on the subject of School Law, School Finance, Improving Education, Legislative updates and building a relationship with the Superintendent as well as safety in our schools. He spoke to vendors on school environmental, software of many types, school buses and maintenance of building and grounds. He feels he is much more prepared to help improve the quality of education in the district and to support the many functions of our students. A copy of the written report will be included with the minutes.

Mr. Wayne Rohner said the highlight of the PSBA Conference was the Seminar on School Law. He thanked George Andrews, Lisa VanWhy and Keith Karkut for their persistence in changing the decision on the student expulsion that occurred previously. They are trying to move away from zero tolerance and take each case on an individual bases. He believes the Board made the right decision in this case. He finds these conferences to be extremely educational because you will hear about transparency. The district has tremendous work to do with their collaboration with all parties, such as support staff, teachers, Board members and Administrators. The school district needs to be a kinder, gentler and better place to work at. It needs to improve the moral for those who work in the school district. Most importantly, a change needs to occur at the North Campus. These issues cannot be ignored but need to be resolved.

i. Northampton Community College

Dr. Mark Erickson, President, said he is here tonight along with Mr. Matthew J. Connell, Dean, to update the Board and to give them an overview of what is happening at Northampton Community College. The power point presentation included:

1. They constantly change the curriculum to accommodate the needs of the employers
2. They are the largest and most diverse college in Northeastern PA
3. They have 2,000 students
4. They were named #1 Consumer of Green Energy/Green Ribbon College.
5. They are the only community college in PA that have a residence hall.
6. They have students from 53 counties, 48 countries and 25 states.
7. The youngest student is 16 years old and the oldest is 85 years old
8. One of six students from East Stroudsburg Area School District goes to NCC
9. The majority of the students need financial aid. They give out about 46 million dollars in financial aid.
10. NCC tries hard to keep costs down
11. They have a Foundation of leaders who give generously through a private scholarship
12. Students do well after completing their education at NCC by going to work or continuing their education
13. 90% of students stay in their community
14. They have a big commitment to technology and are #1 in the country for their online dual enrollment program
15. They received a grant for workforce responsiveness
16. They connect with all high school students to help them think about what career they want to go into.
17. 640 students from ESASD which is about 16.6% go to NCC
18. They have clubs and organizations, such as a theatre program, athletic programs, etc.

IX. PUBLIC PARTICIPATION

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

- A. Ms. Jaime Frailey said she is from the ES Little League. She was informed that they will be charged fees for the use of facilities. ES Little League just deals with ESASD North and South girl students. They have 85 players from ages 4 -16. They are a 501c3. They try to keep their registration cost low to get students to come out and be active. They have free winter clinics to keep students active. The district's activities start around the intermediate age but they start at a younger age. If they incur a fee, they will need to pass it along to the families, which may reduce participation. We would like the ESASD to collaborate with ES Little League. Mr. Rohner asked if the fee that is being charged is for the weekend or during a week night. Ms. Frailey said they meet during the week day and weekend. They were told that PTOs will also need to pay. Mr. Brown asked if the Use of Facilities Policy will be discussed at the next Policy Review Committee Meeting. Mr. Schlameuss and Mr. Karkut asked if ES Little League just serves ESASD students. Ms. Frailey said they only have ESASD students. Mr. Schlameuss said they are providing exclusive service to ESASD during the week; therefore, it is free but they will need to pay a fee over the weekend. Mr. Karkut said years ago feeder programs were not charged a fee. Ms. Frailey asked when will the policy meeting occur. Mr. Huffman said the next policy meeting is at 4:30 p.m. before the Board meeting on December 17th. Mr. Schlameuss recommended that Ms. Frailey review the Use of Facilities Policy 707 and 707A.
- B. Mr. Mark Oney, Middle Smithfield Township Supervisor, thanked the board members for placing their request, regarding LERTA on the agenda. They are here tonight to answer any questions. Ms. Annette Atkinson, Middle Smithfield Township Supervisor, invited the Board members to the hearing that was rescheduled to November 26 at Middle Smithfield Township.
- C. Ms. Rebecca Bear said that she hopes that when support staff negotiations take place, that they pass a contract because without any support staff, there will not be any custodians, nurses, secretaries, bus drivers etc. She urged them to get them a contract because they are just as important as the teachers. They deserve a fair and honest 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 the Board Policies listed. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

1. Policy 108 Adoption of Textbooks
2. Policy 203.1 HIV Infection
3. Policy 806 Child/Student Abuse

(See pages 16-31)

ii. 004 – Membership

1. Conference Attendance

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the attendance of William Riker at the PA Association of School Administrators – Leading the Future of Public Education in Harrisburg, PA from March 16, 2019 through March 18, 2019 in the approximate amount of \$960. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0

iii. 005 – Organization

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the contract with D’Huy Engineering for Retainer Services to the District, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See pages 32-45)

b. PROGRAMS

i. 121 – Field Trips

ACTION BY THE BOARD:

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

75 Miles or More

	Name	Activity	Location	Dates
1.	Dahl, Barbara (#04633)	Middle Smithfield Elementary students attending the State Capitol.	Harrisburg, PA	5/6/19
2.	Kiesling, Martha & Gisela Piedra (#04702)	H.S. South Class of 2022 students attending Rockefeller Center.	New York, NY	12/14/18
3.	Koretski, John & Annette O’Maley (#04713)	H.S. North and South students attending the Shark Tank H.S. Entrepreneurship Competition at Bloomsburg University.	Bloomsburg, PA	3/28/19

4.	LaBar, Keith (#04789)	H.S. North Choir students attending PA State Capitol for the Music in Our Schools Month Performance.	Harrisburg, PA	3/14/19
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(See page 46-53)

Overnight

	Name	Activity	Location	Dates
1.	Coke, Lucianna (#04495)	H.S. South students attending Kalahari for a State Workshop.	Pocono Manor, PA	11/3/18 – 11/5/18
2.	Rhoadhouse, Andrea (#04427)	J. T. Lambert Intermediate students to their Cavalier Voices 2019 Tour at the Grand Ole Opry.	Nashville, TN	6/13/19-6/16/19
3.	Van Winkle, Catherine (#04596)	H.S. North students to the Barclay Center.	Brooklyn, NY	12/21/18-12/22/18

(See pages 54-59)

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, 9-0.

1. #153342
2. #152538
3. #151462
4. #153367
5. #151299

(See pages 60-72)

d. **PERSONNEL**

i. **302 – Employment of Superintendent - Salary Compensations**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the 2017-2018 Fiscal Year (effective July 1, 2017 through June 30, 2018) salary compensation in the amount of a 3% increase from the 2016-2017 Fiscal Year and the 2018-2019 Fiscal Year (effective July 1, 2018 through June 30, 2019) salary compensation in the amount of a 3% increase from the 2017-2018 Fiscal Year for Dr. William Riker, Superintendent, in accordance with approved applicable policies, procedures and current employment Agreement. Motion was seconded by Wayne Rohner and passed 8-1. Keith Karkut voted no.

ii. 407 - Affiliation Agreement (Eastern University)

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the agreement between Eastern University and East Stroudsburg Area School District for use as a school nurse practicum site. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 73-79)

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 Wayne Rohner and passed 7-1-1. Keith Karkut voted no. Robert Huffman abstained.

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

iii. 309/409/509 – Assignments and Transfers

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Reveron, Evelyn	From: Paraprofessional – J. M. Hill Elementary To: ESL teacher – High School North and Lehman Intermediate (LTS) Replaces Angelica Lowe who is on a leave. Evelyn will return to her paraprofessional position at the conclusion of this temporary assignment.	Professional	No change	April 11, 2018 now through the end of the 2018-2019 3 rd marking period.

iv. 334/434/534 – Sick Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Capizzi, Deborah	Paraprofessional	Support	Smithfield Elementary	October 10, 2018 now through February 11, 2019.
2.	Menditto, Marguerite	Secretary	Support	High School North	October 23, 2018 through October 26, 2018.
3.	Pearson, Eileen	Paraprofessional	Support	Lehman Intermediate	November 30, 2018 through December 5, 2018.

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Englert, Lorraine	Reading (Grade 7) teacher	Professional	Lehman Intermediate	November 12, 2018 through January 2, 2019.
2.	Harris, Timothy	Head Custodian	First Level Supervisor	North Campus	November 6, 2018 through February 12, 2019.
3.	Darlington, Harry	Cafeteria custodian	Support	High School South	September 28, 2018 now through November 9, 2018.
4.	Leeds, Dorothylee	Health Room Nurse	Support	High School North	October 8, 2018 through November 12, 2018.
5.	Menditto, Marguerite	Secretary	Support	High School North	July 27, 2018 through October 22, 2018.
6.	Pearson, Eileen	Paraprofessional	Support	Lehman Intermediate	August 21, 2018 now through November 29, 2018.
7.	Schumann, Linda	Paraprofessional	Support	J. T. Lambert Intermediate	October 22, 2018 through January 18, 2019.

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Carson, Jessica	English teacher	Professional	High School North	Now effective September 25, 2018 and now through the end of the 2018-2019 1 st semester.
2.	Lowe, Angelica	ESL teacher	Professional	High School North and Lehman Intermediate	April 6, 2018 now through the end of the 2018-2019 3 rd marking period.
3.	Munford, Samantha	Health & Physical Education teacher	Professional	High School South	Now effective October 1, 2018 through the end of the 2018-2019 1 st semester.

vii. Military Leaves

	Name	Effective Date(s)
1.	Employee #4791	October 11, 2018; October 12, 2018; November 2, 2018; January 11, 2019; March 15, 2019.
2.	Employee #8497	November 19, 2018 through April 26, 2019.

viii. 339/439/539 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Ekstrom, Susan	Bus Driver	Support	Transportation	September 17, 2018 through November 15, 2018.
2.	Gatpo, Reynaldo	Custodian	Support	High School South	November 8, 2018 through November 29, 2018.
3.	Lavin, Danielle	Bus driver	Support	Transportation	October 4, 2018 through September 6, 2019.

ix. 304/404/405/504/505 – Employment

a. Rescissions

	Name	Position	Classification	Location
1.	Tischler, Julia	Intramural Art Advisor	Schedule B	High School North
2.	Tosh, Jacqueline	Intramural Student Council Advisor	Schedule B	East Stroudsburg Elementary

(See pages 80-81)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Bompane, Peggy	School Nurse	Professional	J. T. Lambert Intermediate	October 26, 2018 (end of workday)
2.	Rasely-Philipps, Susanne	ESL/Spanish teacher	Professional	High School South	October 25, 2018 (end of workday)
3.	Avelino, Alexander	Cafeteria Aide	Support	East Stroudsburg Elementary	October 31, 2018 (end of workday)
4.	Flaherty, Stephanie	Paraprofessional (Reading)	Support	Resica Elementary	November 20, 2018 (end of workday)
5.	Medina, Edwin	Bus driver	Support	Transportation	October 11, 2018 (end of workday)
6.	Paz, Samantha	Paraprofessional	Support	Smithfield Elementary	November 2, 2018 (end of workday)
7.	Rodriguez, Lizzette	Health Room Nurse	Support	Lehman Intermediate	October 28, 2018
8.	Shavel, David	Bus Driver (LTS)	Support/LTS	Transportation	November 19, 2018 (end of workday)
9.	Adams, Sarah	Guidance Co-Chairperson	Schedule B	all Elementary schools	September 17, 2018
10.	Conti, Ronda	Intramural Homework Advisor	Schedule B	Bushkill Elementary	October 19, 2018
11.	Conti, Ronda	Detention Supervisor	Schedule B	Bushkill Elementary	October 19, 2018
12.	Hill, Jessica	Intramural Science Olympiad Co-Advisor	Schedule B	Lehman Intermediate	October 18, 2018

13.	Kemp, Christopher	Assistant Football Coach	Schedule B	High School North	September 24, 2018 (end of workday)
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(See pages 82-93)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Harris, Timothy	Head Custodian	First Level Supervisor	North Campus	April 3, 2019 (end of workday)
2.	Miller, Steven	Bus Driver	Support	Transportation	July 2, 2018

(See pages 94-95)

d. Workday Hour Changes

	Name	Position	Classification	Location	From/To	Effective Date(s)
1.	Francis, Donald	Bus Driver	Support	Transportation	From: 6 hour To: 7 hour	November 1, 2018 through end of the 2018-2019 SY only.
2.	Gonzales, Jeffrey	Bus Driver	Support	Transportation	From: 8 hour To: 6 hour	November 15, 2018 through end of the 2018-2019 SY only.
3.	Schmidt, Elizabeth	Bus Driver	Support	Transportation	From: 6 hour To: 8 hour	September 24, 2018 through end of the 2018-2019 SY only.
4.	Smith, Kesha	Bus Driver	Support	Transportation	From: 6 hour To: 8 hour	November 7, 2018 through end of the 2018-2019 SY only.

e. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Campbell, Bridget	Special Education teacher (TPE) Replaces Katherine Nute who was reassigned.	Professional	High School North	\$42,599.00 (prorated) Step 1 Column 1	November 14, 2018
2.	Rodriguez, Lizzette	School Nurse (TPE) Replaces Peggy Bompane who resigned	Professional	J. T. Lambert Intermediate	\$43,037.00 (prorated) Step 1 Column 2	October 29, 2018
3.	Avelino, Alexander	Custodian (2 nd shift) Replaces Willie Ginlack who retired.	Support	East Stroudsburg Elementary	\$14.98/hour \$15.48/hour after satisfactory completion of probation period (plus \$.40/hour shift differential)	November 1, 2018
4.	Azikiwe, Emmanuela	Paraprofessional Replaces Ronda Conti who was reassigned.	Support	Bushkill Elementary	\$16.22/hour \$16.72/hour after satisfactory completion of probation period	November 27, 2018
5.	Berlin, Lori	Cafeteria Worker (part-time, 3 hour) Replaces Veronica Mastrandricos who resigned.	Support	Middle Smithfield Elementary	\$12.92/hour \$13.42/hour after satisfactory completion of probation period	October 16, 2018
6.	Berry, Judith	Cafeteria Worker (part-time, 4 hour) Replaces Janie Bonser who was reassigned.	Support	J. T. Lambert Intermediate	\$13.42/hour	November 27, 2018
7.	Burnett, Jolita	Cafeteria Aide (3.25 hour) Replaces Kathryn Patrick who resigned.	Support	East Stroudsburg Elementary	\$12.78/hour \$13.28/hour after satisfactory completion of probation period	November 20, 2018

8.	Carey, Jason	Maintenance II Worker (2nd shift) This is a new position.	Support	Maintenance	\$16.50/hour \$17.00/hour after satisfactory completion of probation period (plus \$.40/hour shift differential)	December 10, 2018
9.	Huffman, Jennifer	Secretary (10 month, part-time, 3 hour) This is a new position.	Support	Food Services	\$14.06/hour \$14.56/hour after satisfactory completion of probation period	November 20, 2018
10.	Konawalik, Leanne	Secretary Replaces Joyce Barnes who retired.	Support	High School South	\$14.06/hour \$14.56/hour after satisfactory completion of probation period	January 3, 2019
11.	Rabello-Keller, Zeina	Paraprofessional Replaces Rebecca Kuse who resigned.	Support	Middle Smithfield Elementary	\$16.22/hour \$16.72/hour after satisfactory completion of probation period	November 28, 2018
12.	Reyes, Samuel	Bus Driver (6 hour) Replaces Edwin Medina resigned.	Support	Transportation	\$15.99/hour \$16.49/hour after satisfactory completion of probation period	November 20, 2018
13.	Shavel, David	Bus Driver (6 hour) Replaces Steve Miller who retired.	Support	Transportation	\$15.99/hour \$16.49/hour after satisfactory completion of probation period	November 20, 2018
14.	Ortiz, Jackeline	Cafeteria Aide (3.25 hour) Replaces Alexander Avelino who was reassigned.	Support	East Stroudsburg Elementary	\$12.78/hour \$13.28/hour after satisfactory completion of probation period	November 20, 2018

(See pages 96-97)

f. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Bompane, Peggy	School Nurse	Professional	2018/2019 School Year
2.	Creed, Jenna	School Nurse	Professional	2018/2019 School Year
3.	Bompane, Peggy	Health Room Nurse	Support	2018/2019 Fiscal Year
4.	Been, Brianna	Bus Driver, Cafeteria Aide, Cafeteria Worker	Support	2018/2019 Fiscal Year
5.	Bloom, Nicholas	Custodian	Support	2018/2019 Fiscal Year
6.	Burrows, Nicole	Cafeteria Aide, Cafeteria Worker, Paraprofessional, Student Aide	Support	2018/2019 Fiscal Year
7.	Creed, Jenna	Health Room Nurse	Support	2018/2019 Fiscal Year
8.	Griffin, Larry Jr.	Paraprofessional, Student Aide	Support	2018/2019 Fiscal Year
9.	Kelly, James	Bus Driver	Support	2018/2019 Fiscal Year
10.	Reyes, Samuel	Bus Driver	Support	2018/2019 Fiscal Year
11.	Quiles, Lorry	Custodian	Support	2018/2019 Fiscal Year
12.	Simmons, Doraida	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2018/2019 Fiscal Year
13.	Sonvico, Heather	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2018/2019 Fiscal Year

g. Schedule B Position Appointments

2018-2019 School Year (Athletics/Activities)

	Last Name	First Name	Position	Building	Rate
1.	Carson	Wayne	Mentor for William Brady (effective October 9, 2018)	High School South	\$612.06 (prorated)
2.	Hansen	Jillian	Mentor for Alexandria Gallo (effective October 15, 2018)	Resica Elementary	\$612.06 (prorated)
3.	Ruhl	Jessica	Mentor for Lance Soodeen (effective October 30, 2018)	J. T. Lambert Intermediate	\$612.06 (prorated)
4.	Cotto	Judith	Detention Supervisor	Bushkill Elementary	\$28.56
5.	DeRosa	Susan	Detention Supervisor	Bushkill Elementary	\$28.56
6.	Simonds	Kevin	Intramural Student Council Advisor (all year)	East Stroudsburg Elementary	\$23.46/hour (16 hour maximum)
7.	Kidwell	Yasmin	Intramural Ski Group Advisor	J. M. Hill Elementary	\$23.46/hour (48 hour maximum)
8.	States-DelCane	Denise	Intramural Substitute Advisor for Environmental Group	Smithfield Elementary	\$23.46/hour
9.	Struhala	Jennifer	Intramural Substitute Advisor for Environmental Group	Smithfield Elementary	\$23.46/hour
10.	States-DelCane	Denise	Intramural Substitute Advisor for Girls on the Run	Smithfield Elementary	\$23.46/hour
11.	Struhala	Jennifer	Intramural Substitute Advisor for Girls on the Run	Smithfield Elementary	\$23.46/hour
12.	States-DelCane	Denise	Intramural Substitute Advisor for Homework Group	Smithfield Elementary	\$23.46/hour
13.	Struhala	Jennifer	Intramural Substitute Advisor for Homework Group	Smithfield Elementary	\$23.46/hour
14.	Flanagan	Lori	Director of School Productions	J. T. Lambert Intermediate	\$2,021.84
15.	Capuano	Meredith	Intramural Field Hockey Advisor	Lehman Intermediate	\$23.46/hour (24 hour maximum)
16.	Morales	Venus	Intramural Ski Advisor (Grades 7 & 8)	Lehman Intermediate	\$23.46/hour (30 hour maximum)
17.	Cabrera	Courtney	Newspaper Co-Advisor	Lehman Intermediate	\$1,555.65 (prorated)
18.	Harris	Susan	Newspaper Co-Advisor	Lehman Intermediate	\$1,555.65 (prorated)
19.	Galluccio	Daniel	Baseball Head Coach	High School North	\$4,879.14
20.	Roughan	Justin	Football Freshman Assistant Coach	High School North	\$3,839.66
21.	Seeuwen	Natalile	Intramural Art Co-Advisor	High School North	\$23.46/hour (48 hour maximum split between advisors)
22.	Tischler	Julie	Intramural Art Co-Advisor	High School North	\$23.46/hour (24 hour maximum)
23.	Galluccio	Daniel	Intramural Baseball Advisor	High School North	\$23.46/hour (24 hour maximum)
24.	Holtzer	Adam	Intramural Boys' Basketball Advisor	High School North	\$23.46/hour (24 hour maximum)
25.	Miller	Lynda	Intramural Faith Advisor	High School North	\$23.46/hour (48 hour maximum)
26.	Gallagher	Carly	Intramural Girls' Basketball Advisor	High School North	\$23.46/hour (24 hour maximum)
27.	Anger	Lacey	Intramural Swim Team Co-Advisor	High School North	\$23.46/hour (12 hour maximum)

	Last Name	First Name	Position	Building	Rate
28.	Harris	Shoshanah	Intramural Swim Team Co-Advisor	High School North	\$23.46/hour (12 hour maximum)
29.	Anger	Lacey	Swimming Head Coach	High School North	\$4,612.89
30.	Harris	Shoshanna	Swimming Varsity Assistant Coach	High School North	\$3,264.32
31.	Bomar	Terrence	Volunteer Boys Basketball Advisor	High School North	not applicable
32.	Briggs-Reichert	Alexandria	Volunteer Creative Crafts Advisor	High School North	not applicable
33.	Prince	Samantha	Volunteer Junior States of America Advisor	High School North	not applicable
34.	Orlando	Luke	Yearbook Editor Advisor (effective 9/25/18-end of 1 st semester)	High School North	\$2,601.26 (prorated)
35.	Saker	Connor	Boys' Basketball Varsity Assistant Coach	High School South	\$4,102.84
36.	Jacobs	Joseph	Chess Team Coach	High School South	\$1,619.92
37.	Kernan	Paul	Intramural Aavidum Co-Advisor	High School South	\$23.46/hour (48 hour maximum split between advisors)
38.	Munford	Shawn	Intramural Boys' Basketball Advisor	High School South	\$23.46/hour (24 hour maximum)
39.	Cole	Adam	Intramural Girls' Basketball Advisor	High School South	\$23.46/hour (24 hour maximum)
40.	Armitage	Jay	Intramural Rifle Team Advisor	High School South	\$23.46/hour (24 hour maximum)
41.	Newman	Katrina	Volunteer Dance Advisor	High School South	not applicable
42.	Phillips	Daniel	Volunteer Game Advisor	High School South	not applicable
43.	Phillips	Daniel	Volunteer Glee Advisor	High School South	not applicable
44.	Grant	Deborah	Volunteer Step Team Advisor	High School South	not applicable
45.	Grant	Disya	Volunteer Step Team Advisor	High School South	not applicable

e. **FINANCES**

i. **605 – Tax Levy**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to exonerate all currently outstanding real property taxes on Pike County tax parcel #196.03-07-85 pursuant to the authority granted by 72 P.S. § 5511.37 concerning uncollectible taxes. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 98-99)

2.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the agreement with Keystone Realty Advisors, LLC as presented for a term to end on October 31, 2022. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See pages 100-106)

3.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to declare this Board's intent to authorize a tax exemption pursuant to the Local Economic Revitalization Tax Assistance Act for Monroe County Parcel No. 9/10/1/86, PIN 09-7334-00-03-3428, commonly known as 119 Tom X Road in Middle Smithfield Township, and to direct the Solicitor to prepare a Resolution to that effect for consideration at the Board's next regular meeting. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

ii. **613 – Cooperative Purchasing**

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the proposal from Faulkner Auto in the amount of \$41,646.00 for the purchase of a 2018 Isuzu NPR with a 14 foot Morgan Body and lift gate pursuant to COSTARS Municipal Work Vehicle Contract #025-016, in accordance with the recommendations of the Finance Committee. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

(See pages 107-124)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposal from Hilltop Sales & Service, Inc. in the amount of \$17,708.42 for the purchase of a John Deere Signature Series X738 Tractor plus attachments on State Contract #4400011369, Quote ID: 18288122, in accordance with the recommendations of the Finance Committee. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 125-129)

3.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the proposal from Ray Price, CoStars #426951 in the amount of \$28,354.00 for the purchase of a 2018 Ford Transit 250 Van, in accordance with the recommendations of the Finance Committee. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See page 130)

4.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposal from Recreation Resource USA in the amount of \$30,000.00 for the purchase and installation of playground equipment pursuant to COSTARS Contract #014-074, the Smithfield Elementary PTO to cover any costs over the Board-approved amount, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See pages 131-144)

iii. **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 and 2018-2019 fiscal years, 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 6-2-1. Keith Karkut and Wayne Rohner voted no. George Andrews abstained.

1. Budget Transfers - (See pages 145-201)
2. Payment of Bills - (See pages 202-216)
3. Treasurer’s Report - (See page 217-222)

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

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the requests to renew the already established student activity funds listed. Motion was seconded by Lisa VanWhy and passed 7-1-1. Keith Karkut voted no. Jason Gullstrand abstained.

J.T. Lambert Intermediate
JTL National Junior Honor Society
JTL Builders Club
High School North
EHN Student Gov't Association (SGA)
EHN Key & Leo
EHN Creative Crafts
EHN Students Against Destructive Decisions (SADD)
EHN Class of 2019
EHN Class of 2020
EHN Class of 2021
EHN Reading Olympics
EHN Yearbook
EHN National Honor Society
EHN Junior States of America (JSA)
High School South
EHS Class of 2019
EHS Class of 2020
EHS Class of 2021
EHS DECA
EHS FBLA
EHS Gay Straight Alliance
EHS Key Club
EHS Four Diamonds Mini Thon
EHS National Honor Society
EHS Student Government
EHS Newspaper Club
EHS SADD
EHS Tri-M Music Honors Society
EHS UN Aspire (Committee for Multicultural Affairs)
EHS Yearbook

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the requests to establish the student activity funds listed. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

J.T. Lambert Intermediate
JTL Student Council
High School North
EHN Gay Straight Alliance (SGA)
EHN Class of 2022
EHN Varsity Video Game Club
EHN MiniThon (Four Diamonds Club)
High School South
EHS Class of 2022
EHS Game Club
EHS Glee Club

(See pages 223-230)

3.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the requests to renew the already established special activity funds listed. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

Administration Building	High School North
Community Program Support	EHN Technology Student Association (TSA)
East Stroudsburg Education Foundation	EHN Faith Club
Bushkill Elementary	EHN School Wide Positive Behavior
BES Teachers / Sunshine Committee	EHN School Store
BES Principal / SPA	EHN Band Uniform
East Stroudsburg Elementary	EHN Spring Production – Musical
ESE Musical Theater Club	EHN Chorus Special Activity
ESE Principal / SPA	EHN Varsity Golf
ESE School Wide Positive Behavior Support	EHN Cross Country
J.M. Hill Elementary	EHN Girls Soccer
JMH Principal / SPA	EHN Girls Basketball
JMH K-Kids Club	EHN Boys Basketball
JMH Sunshine Committee	EHN Varsity Girls Tennis
Middle Smithfield Elementary	EHN Varsity Football
MSE Principal / SPA	EHN Varsity Track & Field
MSE Teacher's Fund	EHN Principal / SPA
MSE Price Chopper Fund	EHN Field Trip
Resica Elementary	High School South
RES Student Council	EHS Band Uniform
RES Principal / SPA	EHS Cavalier Justice Academy (incl. Big Brothers/Big Sisters)
Smithfield Elementary	EHS Chorus - Choralettes/ Choraliers
SME Principal / SPA	EHS Faculty Fund
	EHS Field Trip
J.T. Lambert Intermediate	EHS General/SPA
JTL 7/8 Grade Band	EHS Musical
JTL Special Olympics	EHS Special Athletes (Special Olympics)
JTL Memory Book (Yearbook)	EHS Special Spring Gala
JTL Spring Production	EHS Spirit Club
JTL Principal / SPA	EHS Tech Ed Club
JTL After School Activity	EHS Wilderness Club
JTL Teachers Fund	EHS Cavalier Rifle Team

JTL Project LIT	EHS Track and Field
Lehman Intermediate	EHS Cheer
LIS Principal / SPA	
LIS Crew Club	
LIS Spring Production	
LIS Field Trip	
LIS Student Council	
LIS Teacher's Fund	
LIS Casual for a Cause	
LIS National Junior Honor Society	
LIS Interpretive Trail	
LIS Memory Book	
LIS French Club	
LIS Girls Soccer	
LIS 6 Silver Team	
LIS 6 Blue Team	
LIS 7 Blue Team	
LIS 7 Silver Team	
LIS 8 Silver Team	
LIS 8 Blue Team	
LIS Reading Olympics	
LIS Eric Jacobsen Memorial Fund	

4.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the requests to establish the special activity funds listed. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

J.T. Lambert Intermediate
JTL Stem Club
Lehman Intermediate
LIS Jr. High Wrestling
High School North
EHN Varsity Boys Tennis
High School South
EHS Baseball Program

(See pages 231-234)

5.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the requests to close the student and special activity funds listed. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

Student Activity Funds
J.T. Lambert Intermediate
JTL Side Steppers
JTL Gay Straight Alliance

(See pages 235-236)

Special Activity Funds
J.T. Lambert Intermediate
JTL Cheerleading Squad
JTL Pace Club

(See pages 237-238)

f. **PROPERTY**

i. **704 – Maintenance**

1.

ACTION BY THE BOARD:

Motion was made by Larry Dymond to approve to contract with D’Huy Engineering to provide project oversight services for the Trane HVAC Controls Replacement at High School North and Lehman Intermediate schools in the amount of \$26,255.00, in accordance with the recommendation of the Finance Committee. Motion was seconded by Richard Schlameuss and passed 8-1. Keith Karkut voted no.

(See page 239-253)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the payment of invoice #48351 from D’Huy Engineering in the amount of \$1,726.10 for the JM Hill Concrete Replacement Project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See page 254)

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the payment of invoice #48017 from D’Huy in the amount of \$8,179.67 for the Lehman/High School North Roof Replacement Investigation, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See page 255)

4.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the payment of invoice #48391 from D’Huy in the amount of \$1,295.33 for the Lehman/High School North Roof Replacement, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0. Mr. Rohner said invoice is incorrect because the date says September 29 to September 28. Motion was approved based on the date being corrected.

(See page 256)

ii. **705 – Safety**

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to affirm the contents of the letter directed to the Pennsylvania Commission on Crime and Delinquency dated October 25, 2018, as presented. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 257)

g. **OPERATIONS**

i. **810 – Transportation**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the contract with Eastern Pennsylvania Alliance for Clean Transportation to prepare and submit a grant application on behalf of the District to the Commonwealth of Pennsylvania’s Alternative Fuels Incentive Grant program for the purchase of propane school buses subject to the review of the Solicitor and the Chief Financial Officer, in accordance with the recommendations of the Finance Committee. If the grant is successful, the District will pay Eastern Pennsylvania Alliance for Clean Transportation a fee of \$5,000 per year for a minimum of three years. Motion was seconded by Richard Schlameuss and passed 8-1. Keith Karkut voted no.

(See page 258)

ii. **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.	Jones, Kitty (Kids Interactive Theatre)	Performing two Assemblies at East Stroudsburg Elementary School	\$1,200.00	Title I Parent Involvement Funds	5/16/19
2.	Jones, Kitty (Kids Interactive Theatre)	Performing three Assemblies at Resica Elementary School’s Family Reading Event	\$1,350.00	Title I Parent Involvement Funds	12/7/18
3.	McMahon, Amy	Yoga, Meditation, Self-Care Tools at H.S. South	\$150.00	H.S. South Physical Education Dept.	12/7/18, 3/1/19 & 5/3/19
4.	The ReDCo Group Behavioral Health Services	Renewal 2018/2019 Service Agreement as Inter-agency Communication and Collaboration	No Cost	N/A	11/20/18-12/31/19
5.	Rodriguez, Richard	DJ Services for the H.S. South Homecoming Dance on 10/5/18.	\$300.00	Principal’s Special Activity Acct.	10/5/18
6.	Rostock, Paul	Jazz Group performance at High School North and will provide masterclass for H.S. North’s Jazz Combo.	\$1,500.00	Instrumental Music Dept.	12/18/18
7.	RP Productions (Robert Prothro)	DJ Services for H.S. South 2019 Prom at The Palace Center in Allentown, PA.	\$1,000.00	H.S. South Class of 2019 Account	5/4/19
8.	Smith, Ken (IU20)	Observe student in general education program to provide team support, suggestions on strategies and assist in review of FBA & Development of Behavior Plan.	\$1,502.50	Special Education Department	11/27/18-TBD
9.	Straka, Mike (Benmor Enterprise)	Rocks, Minerals & Fossil Show at Resica Elementary School.	\$350.0	Resica Elementary	1/4/19

10.	Whipple, Rand	Two Stem Assemblies at East Stroudsburg Elementary School.	\$685.00	Title I Parent Involvement Fund	2/28/19
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(See pages 259-279)

h. COMMUNITY

i. 912 – Relations with Educational Institutions

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Settlement Agreement and Mutual Release with Agora Cyber Charter School, as presented. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See pages 280-284)

ACTION BY THE BOARD:

Motion was made by Keith Karkut to award an East Stroudsburg Area School District diploma to Charles LaBar, subject to Administrators' and Solicitor's review. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to reimburse Wayne Rohner for the purchase a copy of the Levin's School Law, upon presentation of a purchase invoice. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adjourn. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

XII. ADJOURNMENT 8:33 P.M.

Respectfully Submitted,

Patricia L. Rosado
Board Secretary