

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

February 25, 2019 – 7:00 P.M.

Carl T. Secor Administration Building

Minutes

- I. **President** Lisa VanWhy called the meeting to order at 7:09 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, Keith Karkut, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy. Robert Huffman was absent

Student School Board Representatives: William Cordero and Jessika Gort.
- III. **School personnel present:** Sue Andrews, Brian Baddick, Jenny Bogart, Brian Borosh, Louis Carbajal , Susan Eden, Joe Formica, Eric Forsyth, Josh Fuller, Donald Halker, Scott Ihle, Ann Marie Kizer, Gail Kulick, Phil Lazowski, Tom McIntyre, Fred Mill, Karen Peters, Craig Reichl, William Riker, John Rosado, Patricia Rosado, Paul H. Schmid, Bob Sutjak, and Bill Vitulli. Christopher Brown, Solicitor.
- IV. **Community members present:** Rebecca Bear, Kate Briegel, Patricia Briegel, Hunter Cobb, Ethan Cramer, Aryana Dixon, Robert Eden, Tomara Ellis, TreVaughn Ellis, Audry Garrett, Maria Hopkins, Bonnie Jardel, Leah Jardel, Diane Krupski, Sharon Maly-Cramer, Victoria Reid, Daryl Sabino and Shannon Yasiliowskas.

Other: Charlene Brennan – IU 20
SFC Anthony Ezman – JROTC Program
Dale Umbenhauer – Maillie
Dennis Virga – MCTI
Diane Serfass – MCTI
TV 13
- V. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**
 - a. An Executive Session was held on February 5, 2019 for the purpose of discussing personnel.
 - b. An Executive Session was held this evening before this meeting at 5:30 p.m. for the purpose of discussing personnel, litigation and negotiations.
- VI. **ADOPTION OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt this agenda for February 25, 2019, 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 Keith Karkut to add on the agenda two contracts, one for Backtrack Performance and one for Sharon Maricle. Motion was seconded by George Andrews and carried unanimously, 8-0.

Motion including additions on the agenda was carried unanimously, 8-0.

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the minutes of the January 28, 2019 Board meeting. Motion was seconded by Keith Karkut and carried unanimously, 8-0.

VIII. REPORTS

- a. Mr. Karkut said he would like to recognize some students that are part of the DECA Club. Some students made it to State Finals that were held in Hershey, PA. The district has a student, which became the State and National President, Donald LeCompte. The district also has an incoming District 7th State Representative, Kate Briegel. The current President is Leah Jardel and the President elect is TreVaughn Ellis. Mr. Karkut said the DECA group have good advisors and receive great support. Ms. Leah Jardel said she held several positions. DECA is the only dual club which has members from North and South High Schools. It helps them to prepare for public speaking, as well as helps them become emerging leaders and entrepreneurs who are preparing for careers in the fields of marketing, finance, hospitality and management. Leah thanked the Board for the DECA Club and for all the activities and clubs that are available to them in the district. Ms. Jenny Bogart, Club Advisor, said that DECA has 120 members and 77 of them went to the State Finals in Hershey this year.

- b. 2017-2018 Audit – Mr. Dale Umbenhauer, Maillie
Mr. Umbenhauer, Maillie LLP, said that the 2018 audit contains 14 more pages than last year due to the State mandates that were included. He spoke about the handout that everyone received. His explanation included:
Page 3 – Independent Auditors’ Report
Page 6 – Management Discussion and Analysis (unaudited)
Page 13 – Statement of Net Position
Page 14 – Statement of Activities
Page 15 – Balance Sheet – Governmental Funds
Page 16 – Reconciliation of Total Governmental Funds Balances to Net Position of Governmental Activities
Page 17 – Statement of Revenues, Expenditures and Changes in Fund Balances Governmental Funds
Page 18 – Reconciliation of the Governmental Funds Statement of Revenues, Expenditures and Changes in Fund Balances to the Statement of Activities
Page 19 – Statement of Net Position Proprietary Fund
Page 20 – Statement of Revenues, Expenses and Changes in Fund Net Position Proprietary Fund
Page 21 – Statement of Cash Flows - Proprietary Fund
Page 22 – Statement of Fiduciary Net Position – Fiduciary Funds
Page 23 – Statement of Changes in Fiduciary Net Position – Fiduciary Funds
Pages 24-63 – Notes to the Basic Financial Statements
Page 32 includes the cash and investments
Pages 34-36 includes the Long Term debt which are the bonds
Pages 43-44 include the payments being made
Pages 45-51 includes the new GASB 75 information
Pages 51-56 includes 9.5 million dollars of liability
Pages 57-59 includes the Single Employment Plan
Pages 60-61 includes that 29 million dollars of liability
Pages 71-72 include Independent Auditors’ Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance With Government Auditing Standards
Pages 73-74 include the Independent Auditors’ Report on Compliance for Each Major Federal Program and Report on Internal Control Over Compliance and Report in Accordance with the Uniform Guidance.
Pages 75-76 include the Schedule of Expenditures of Federal Awards
Page 77 includes Notes to the Schedule of Expenditures of Federal Awards
Page 78 include the Schedule of Findings and Questioned Costs
Mr. Umbenhauer also distributed a five-year summary.

- c. Monroe Career & Technical Institute Update
Mr. Larry Dymond and Mrs. Lisa VanWhy said there is nothing new to report on MCTI. However, Mr. Dennis Virga and Ms. Diane Serfass are here to present the 2019-2020 Budget.

Mr. Virga's 2019-2020 budget presentation included:

1. The Funding Formula which is determined by the ADM (enrollment based). The ADM increased due to higher enrollment.
2. Part I of the Operating Budget, which consists of 73.65% Instruction & Support, 15.32% Operations & Maintenance, 8.04% Administration, 2.27% Budgetary Reserve, and 0.72% Board Services. This year's budget totaled \$9,673,773.00 and next year will be \$9,616,961.00, which is a difference of \$56,812.00. Under Instruction and Support, there was an increase due to an additional Instructional Assistant, CIS Instructor and Program Equipment. There was a decrease in a special education position. Under Operations & Maintenance, there was an increase in maintenance supplies.
3. Capital Improvements completed and upcoming renovations. In the past, money that was received from PDE was automatically sent to the school districts. Last year, the district allowed MCTI to keep the districts' share of \$670,729.00 for capital improvements. MCTI hopes to keep the same amount this year to go towards the three-year capital improvement plan. Any amount above the \$670,729.00 will go back to the districts. It is projected that MCTI will have approximately, \$784,163.00 after the financial audit is completed.
4. Budget Overview – The total amount of the 2019-20 School Year MCTI Operating Budget is \$8,602,807.00 with the District's Share being \$1,921,937.00 and the Capital Improvement Budget in the total amount of \$670,729.00 with the District's share being \$149,846.00.

- d. Colonial IU 20 Update

Since, Mr. Huffman was not present at today's meeting no CIU 20 update was given.

- e. Property/Facilities Committee Update

Mr. Wayne Rohner said the Property/Facilities Committee met on February 7, 2019 at 5:30 p.m.

Items requiring action were as follows:

1. Payment to D'Huy Engineering for invoice #48715 in the amount of \$8,595.06 for services rendered from 11/24/18-12/31/18 for the HS North/Lehman Intermediate Roof Replacement Design, bidding, Construction, and Phase Services.
2. Payment to D'Huy Engineering for invoice #48716 in the amount of \$1,656.02 for services rendered from 11/24/18-12/31/18 for the Resica Elementary Roof Replacement project.
3. Payment to D'Huy Engineering for invoice #48714 in the amount of \$2,000.00 for services rendered from 11/24/18-12/31/18 as part of the District's Retainer Services.
4. Payment to Trane U.S. Inc. for Eddy Current Tube Testing on three Chillers in the amount of \$19,922.00 for H.S. North.
5. Payment to Eurofins QC LLC, for District-wide lead testing of water in the amount of \$5,005.00, to comply with Lead Act 39 which was enacted in 2018. Annual testing will be done.

Items for Discussion

1. Request for a copy of the construction plan for East Stroudsburg Elementary School's fire sprinkler system.
2. A review of J. T. Lambert Intermediate School and H.S. South's stage floors by D'Huy Engineering.
3. The Department of Environmental Protection submitted to the district a list of violations they must repair at the North Campus sewage plant. More discussion will be held at the next meeting since the district has kept a poor maintenance record.
4. A letter from the Department of Labor and Industry regarding the roof leaks and mold situation at Middle Smithfield Elementary School. He requested a letter be given to Lyman & Ash and was told they will receive the letter at the March Property/Facilities Committee meeting.

- f. Finance Committee Update

Mr. Larry Dymond said the Finance Committee met on February 11, 2019 at 5:30 p.m.

Items requiring action were as follows:

1. Copier Bid Results.
2. The bid from ePlus, for Cisco Switches as awarded under the PEPPM E-rate Mini bid.

3. The purchase of a 2019 Ford Expedition with the Police package.
4. Payment from Lyman and Ash in the amount of \$5,707.50.
5. The following payments to D'Huy Engineering:
 - a. Invoice #48715 in the amount of \$8,595.06 for the HS North/Lehman Intermediate Roof Replacement Design, bidding, Construction, and Phase Services.
 - b. Invoice #48716 in the amount of \$1,656.02 for the Resica Elementary Roof Replacement project.
 - c. Invoice #48714 in the amount of \$2,000.00 for District Retainer Services.
6. The proposal from Trane U.S. Inc. for Eddy Current Tube Testing on three Chillers in the amount of \$19,922.00.
7. The proposal from Eurofins QC LLC, for District-wide lead testing of water in the amount of \$5,005.00.

Items for Discussion

1. Budget Review – 8000 & 9000 Functions
2. Procurement Manual
3. 2019-20 Governor's Budget

g. Policy Review Committee Update

Mr. Wayne Rohner said the Policy Review Committee met earlier this evening and have recommended that administration post the following policies for public review during the month of February and subsequent Board action in March (pending final review by the district's legal counsel):

- Policy 103 Nondiscrimination/Discriminatory Harassment – School And Classroom Practices
- Policy 103.1 Nondiscrimination/Discriminatory Harassment – Qualified Students with Disabilities.
- Policy 104 – Nondiscrimination/Discriminatory Harassment – Employment/Contract Practices
- Policy 247 Hazing
- Policy 249 Bullying/Cyberbullying
- Policy 904 Public Attendance at School Events
- Policy 929.1 Crowdfunding

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

- Policy 121 Field Trips
- Policy 222 Tobacco – Students
- Policy 227 Controlled Substances
- Policy 229 Student Fundraising
- Policy 323 Tobacco – Employees (REPEAL Policies 423 and 523 – consolidated into Policy 323)
- Policy 707 Use of Facilities

h. Student School Board Representatives –

i. Miss Jessika Gort, High School South gave the following report:

During the month of February at H.S. South, great things happened:

- AP Government students hosted State Representative Maureen Madden in a youth discussion.
- Next Friday, AP Government will be holding a Casual for a Cause Day in our school for suicide prevention. Each student who participates will be receiving an AFSP rubber wristband with resources on it as well as a business card with resource hotlines and text lines.
- The Class of 2019 held a Valentine's Day Sadie Hawkins Dance for the students at South
- At the end of last month, we had many students who participated in the District 10 chorus festival and we had 6 students that qualified for Region Chorus. Congratulations to Hailey Labar, Emma Christman, Anna Holmwood, Frank Cloke, Matthew Ruiz, and Matthew Amori.
- This weekend, we had one student, Frank Cloke, who participated in the Region Orchestra festival. In a few weeks, we have 2 sophomores, Miguel Retto and Meliksah Dolap participating in the Region Band Festival.
- Last weekend, at J. T. Lambert's yearly Broadway Showstoppers, we had many students from both the North and South campuses who performed.

- Congratulations to the students who participated and placed at DECA States. Special congratulation to Kate Briegel on being elected as the new DECA District 7 Representative and TreVaughn Ellis on being elected the PA DECA President for the next school year. Two years in a row, East Stroudsburg has had students elected as the PA DECA President.
- The rifle team finished their season as undefeated Northeast PA Rifle League Champions. This year's rifle team also broke the school's record for having the highest score.
- Boys Basketball advanced to the quarterfinals at the District 11 Basketball Tournament on Saturday. We won by three points which advances them to semifinals that will take place this Wednesday at 6:00 p.m. against Parkland HS at Freedom.
- Wrestling will participate in the District 11 Tournament this weekend at Liberty High School and will also be at the Regional Competition.
- Swimming participates in the District 11 Competition this weekend at Parkland High School.
- We are also getting pumped and ready for spring sports to begin on March 4th.
- This Friday, March 1st, we will be having our yearly Department Concert in the South Auditorium. This concert is where grades 5-12 perform. Please come out and support the students.

ii. Mr. William Cordero, High School North, gave the following report:

- In Wrestling, Brian Finnerty placed 5th at 220 lbs at Districts at Liberty High School and qualified to go to Regionals. Also at JV Districts held at South, Moshe Mitchell placed 4th at 160 lbs, Kyle Harris placed 4th at 285 lbs and I, William Cordero, placed 6th at 170 lbs.
- North has a School-Wide Positive Behavior reward day. All who qualified watched Black Panther.
- SADD held a Hoops for Heart Basketball Tournament to raise money for the American Heart Association. They raised \$1,200.00.
- Tomorrow the Key & Leo Club will be holding a Blood Drive.

i. Colonial IU 20 – 2019-2020 Budget Presentation

Dr. Charlene Brennan, Executive Director of the IU 20, said the IU 20 is one of 29 intermediate units in Pennsylvania. They provide many services and if the Board wishes, they can come back another day to discuss the services with them. There are 45 separate budgets and the General Operating Budget is just one of them. Not all districts participate in all programs, which total budget is about 232 million dollars. The Generating Budget is \$3,578,320.00. This budget funds the basics. The School Code Requirement requires mandatory payment to the IU 20. The 2019-2020 General Operating Budget includes an overall budget increase of 1.5% (\$52,160). The increase to school district withholding amount is 2% (\$10,925). Some increases are due to PSERS and Healthcare obligations. Salaries are budgeted at 2.8% for Act 93 and 3.1% for support staff. Dr. Brennan went over her presentation, which included Summary of Revenue, Summary of Expenditures, Comparative Schedule of School District Contribution (includes a 2.0% increase to the 2018-2019 District withholding). The East Stroudsburg Area School District's increase totals \$825.41. The Colonial IU #20 General Operating Budget for the 2019-2020 school year is \$3,578,320.00 with the District's share is \$42,096.28. The Board members received pamphlets, which contained information about professional learning and student programs. Dr. Brennan informed the Board members and community that the IU 20 opened a site on Phillips Street in Stroudsburg, PA. She also informed everyone that she will be retiring as Executive Director as of June 30, 2019 after beginning her career as a teacher in 1983. The Board members thanked her and congratulated her on her retirement.

j. S.T.A.R. After School Club/JROTC Program

Mr. Moran said he is joined by Sergeant First Class (SFC) Anthony Ezman this evening. He said they have been reviewing several programs. Mr. Andrews and Mr. Dymond helped him to set up a meeting in order to begin this partnership. Last month, he and Mrs. Piperato spoke about pathways with relevance to helping students with college and career choices. This program is a continuation of this pathway. This program will help students who plan to pursue a career in the military.

SFC Ezman said The S.T.A.R. (Students Taking Active Roles) Club will meet weekly for one hour. The S.T.A.R. Club formalizes a partnership with local high schools to help provide student leadership, citizenship, and character development. The club is at no cost to the district. It is sponsored by the local Army. The Army provides the program of instruction. Soldiers provide structure, supervision and mentorship. Faculty advisor (educator) within the school provides school point of contact and club oversight. The curriculum will include items such as, time management, conflict resolution, bullying

prevention/intervention, problem solving, etc. Co-curriculum items include field trips, community service project, fundraisers, etc. The club also includes club resources. They do not require a service obligation, nor do they recruit for the Armed Forces or conduct combat skills training. SFC Ezman invited the Board members to any of their weekly meetings. The website to review their program is <http://www.usarmyjrotc.com/index.php>. Mr. Moran said that there will be a club at the North and South High School. The advisors are on the agenda tonight for the Board's approval.

IX. PUBLIC PARTICIPATION

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

- A. Mr. Don Halker, Support Staff Union President, said he would like to thank the Board members who were part of the Support Staff Negotiations Committee for their professionalism and pleasant discussions. The support staff union members voted in favor of the proposed contract with a vote of 273 yes and 45 no.

X. OLD BUSINESS

- A. Mrs. VanWhy asked for direction on what to do about the RFP's that were received for a District solicitor. Mr. Dymond suggested that it be readvertised and then the Board can hold interviews. Mr. Andrews suggested forming a committee to handle this item. Mrs. VanWhy asked if we should add to the list of interested parties. Mr. Andrews said more companies are needed. Mr. Karkut asked if he can recommend someone that already submitted an RFP. Ms. Kulick said the Board members should send their recommendations to Tom McIntyre within a week or let him know if he should send another advertisement. Mrs. VanWhy said readvertising will incur an additional expense. Who should interview? All Board members? Mr. Schlameuss asked how the notice was advertised. Mr. McIntyre said the RFP notice was advertised in the Pocono Record, on PA Bids and placed on the district website. The district also sent it out to those companies that were interested when a similar advertisement was made several years ago. Mr. Karkut said that there are not many firms that specialize in School Board Law. Mrs. VanWhy said it is very hard to make a decision by just looking at a paper. Mr. Karkut said that a decision should be made by the end of this week if they plan to readvertise or recommend someone to interview. There is only three weeks in between the next Board meeting to make a decision. Mrs. VanWhy said they should hold interviews in March and make a decision in April.
- B. Mr. Dymond said that an RFP for a forensic audit was Board approved; therefore, when will it be advertised. Mrs. VanWhy said the district did not receive any guidelines which included a timeframe for the audit. Mr. Dymond said that a discussion was held that the audit would include at least the last two years. Mr. Karkut said he does not believe looking at the past will help the future. We need to focus on future years because we cannot change the past. Ms. Kulick said the district has implemented some mechanism to protect the future. Mr. Karkut said that the current Business Manager provides any information that a Board member requests. Mrs. VanWhy said Mr. McIntyre provides anything that is requested along with an explanation. Mr. Karkut said that if specific items cannot be pinpointed, it will be a waste of money. If there is concrete information, then it can be pursued. Mr. Dymond said that a Forensic Audit will reveal what occurred in the past. Mr. Schlameuss said unless the district can pursue litigation, the district will not recover any money. Mr. Dymond said the local and state audit does not check all details. Mr. Schlameuss said that the Board and District needs to move forward by ensuring that they are handling all monies in the correct way. The procurement process will help with this process. Lyman & Ash are looking over items to see what can be recovered. We should focus on them first. Mrs. VanWhy said the district is in a good place moving forward. We do not have all details needed to move forward with a forensic audit. Mr. Dymond said we are not going to get any evidence until they get a balance on the invoices. Mr. Karkut said if all Board members were part of the Finance Committee they can look at all line items and treasury reports. Mrs. VanWhy said she signs the checks; therefore, she reviews items and pulls invoices, when necessary. Mr. Brown said if it is the Board's wishes, they can rescind the motion to advertise for a RFP for Forensic Audit.

Public Participation:

- A. Mr. Robert Eden said that there's a cloud for some time over the district regarding the past projects and finances. They have an obligation to the taxpayers by looking back to reveal what happened in order to move forward.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to rescind the previous approval for the district to advertise for an RFP for a Forensic Audit, subject to further review by the Board. Motion was seconded by Debbie Kulick and passed, 6-2. Larry Dymond and Wayne Rohner voted no.

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

i. 003 – Functions

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt and repeal the Board Policies listed. Motion was seconded by Keith Karkut and carried unanimously, 8-0.

Adopt

- Policy 121 Field Trips
- Policy 222 Tobacco – Students
- Policy 227 Controlled Substances
- Policy 229 Student Fundraising
- Policy 323 Tobacco – Employees
- Policy 707 Use of Facilities

(See pages 18-52)

Repeal

- Policy 423 – Tobacco – Professional Employees
- Policy 523 – Tobacco – Support Staff

b. PROGRAMS

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

i. 121 – Field Trips

ACTION BY THE BOARD:

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

75 miles or more

	Name	Activity	Location	Dates
1.	Clogg, Katye (#05175)	H.S. North and South Band students to Conrad Weiser High School	Robesonia, PA	3/7/19

2.	Healey, Michael (#05182)	H.S. South UN Aspire Students to the International Slavery Remembrance United Nations Youth Summit	New York, NY	5/10/19
3.	LaBar, Keith (#05234)	H.S. North and South choir students to the Region 5 Choir at Muhlenberg H.S.	Reading, PA	3/21/19
4.	LaBar, Keith (#05240)	H.S. North Choir students to All State Jazz Choir at Pittsburgh Marriott North.	Cranberry Township, PA	4/3/19
5.	Lazowski, Phil (#05188)	Lehman Intermediate students to SeaPerch Underwater ROV Competition at Temple University.	Philadelphia, PA	3/8/19
6.	Lazowski, Phil (#05178)	Lehman Intermediate and H.S. North Stem club students to SeaPerch Underwater ROV Competition at Temple University.	Philadelphia, PA	3/9/19
7.	Ridner, Cara (#05120)	East Stroudsburg Elementary 2 nd grade students to the Adventure Aquarium.	Camden, NJ	4/11/19
8.	Strazzeri, Catherine (#05149)	H.S. North SADD students to the World Traffic Safety Symposium at Jacob Javitts Convention Center.	New York, NY	4/18/19
9.	Strazzeri, Catherine (#05210)	H.S. North SADD students to the PA State Capitol.	Harrisburg, PA	5/7/19

(See pages 53-70)

Overnight

	Name	Activity	Location	Dates
1.	Lazowski, Phillip (#05176 & 05177)	H.S. North, H.S. South, Lehman Intermediate and J. T. Lambert Intermediate students to the Seven Springs Resort for the Technology Student Association State Competition.	Champion, PA	4/10/19-4/13/19

(See pages 71-74)

c. **PUPILS**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

i.233 – Suspension and Expulsion

ACTION BY THE BOARD:

Motion was made by George Andrews 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. #157614
2. #157928

(See pages 75-82)

d. **PERSONNEL**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

i. 504 – Support Collective Bargaining Agreement

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Collective Bargaining Agreement between East Stroudsburg Board of Education and East Stroudsburg Area Education Support Professional Association 2017-2018 through 2021-2022. Motion was seconded by George Andrews and carried unanimously, 8-0.

(See pages 83-134)

ii. 311/411. Suspensions and Furloughs (Staffing Needs of the District)

ACTION BY THE BOARD:

Motion was made by Keith Karkut that the Superintendent and Administration:

- *Study the professional staffing needs of the District based upon instructional program requirements and student enrollment, and
- *determine the minimum professional staffing needs of the District for the upcoming school year, and
- *make recommendations to the Board no later than sixty (60) days prior to the date of adoption of a final budget, based upon the considerations set forth in the Pennsylvania School Code concerning whether any professional or temporary professional employee positions should be maintained, added, reduced or eliminated for economic purposes for the 2019-2020 school year, and
- *if the recommendation is made to eliminate or reduce positions, implement the established procedures through termination of specific temporary professional employees, suspension of specific professional employees or demotion of specific professional employees, obtaining approvals from the Pennsylvania Department of Education that may be required due to alteration or curtailment of educational programs, and
- *notify any temporary professional employees or professional employees affected by recommendations, and
- *consult with and work with District legal counsel to ensure correctness and completeness of the process.

Motion was seconded by Richard Schlameuss and carried unanimously, 8-0.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Richard Schlameuss and carried unanimously 8-0.

[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.	Medina, Angela	From: Cafeteria Worker (part-time, 4 hour) – High School North To: Cafeteria Worker (full-time, 7 hour) – High School North Temporarily replaces Diane Jensen who is on a leave.	Support	No change	October 4, 2018 now through March 25, 2019.
2.	Sympson, Pagette	From: Custodian (1 st shift) – High School North To: Head Custodian – North Campus Temporarily replaces Timothy Harris who is on a leave. Pagette will return to his custodian position at the conclusion of this temporary reassignment.	First Level Supervisor	\$28.78/hour	December 20, 2018 now through February 24, 2019.

iv. **334/434/534 – Sick Leaves**

	Name	Position	Classification	Location	Effective Date(s)
1.	Orak, Linda	Social Studies teacher	Professional	High School South	February 26, 2019 through March 27, 2019.
2.	Capizzi, Deborah	Paraprofessional	Support	Smithfield Elementary	October 10, 2018 now through March 29, 2019.
3.	Thomas, Glenn	Bus Driver	Support	Transportation	January 22, 2019 through April 22, 2019.

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Bealer, Brett	Health & PE teacher	Professional	Middle Smithfield Elementary	February 19, 2019 through April 2, 2019.
2.	Caamano, Debra	Special Education teacher	Professional	High School North	October 1, 2018 through the end of the 2018-2019 school year. This is an intermittent leave.
3.	Cox, Leslie	School Nurse	Professional	Lehman Intermediate	December 11, 2018 through April 15, 2019. This is an intermittent leave.
4.	Lehman, Lauren	Music teacher	Professional	Resica Elementary	November 28, 2018 now through February 11, 2019.
5.	Luchowski, Kara	Grade 5 teacher	Professional	East Stroudsburg Elementary	March 18, 2019 now through June 10, 2019.
6.	Lupinacci, Tina	Grade 3 teacher	Professional	Smithfield Elementary	February 14, 2019 through March 6, 2019.
7.	Mark, Kelly	Grade 4 teacher	Professional	Resica Elementary	February 15, 2019 through May 3, 2019.
8.	Orak, Linda	Social Studies teacher	Professional	High School South	November 13, 2018 now through February 25, 2019.
9.	Pattison, Gayle	Math Edge teacher	Professional	Lehman Intermediate	January 2, 2019 through January 18, 2019.
10.	Rowe, Pamela	Family & Consumer Science teacher	Professional	High School South	January 3, 2019 through January 25, 2019.

11.	Harris, Timothy	Head Custodian	First Level Supervisor	North Campus	November 6, 2018 now through February 24, 2019.
12.	Aguiles, Amalia	Student Aide	Support	Lehman Intermediate	January 2, 2019 now through February 18, 2019.
13.	Benfield, David	Custodian	Support	High School North	January 7, 2019 through April 2, 2019.
14.	Gallo, Vincent	Bus Driver	Support	Transportation	January 22, 2019 through April 22, 2019.
15.	Marx, Claudia	Bus Driver	Support	Transportation	February 25, 2019 through May 21, 2019.
16.	Parkes, Jo	Paraprofessional	Support	Middle Smithfield Elementary	January 21, 2019 through June 30, 2019. This is an intermittent leave.
17.	Strunk, Geraldine	Bus Driver	Support	Transportation	November 19, 2018 through December 9, 2018.
18.	Sullivan, Kerry	Bus Driver	Support	Transportation	January 29, 2019 through February 25, 2019.

vi. **335/435/535 – Family and Medical Leaves and Childrearing Leave**

	Name	Position	Classification	Location	Effective Date(s)
1.	Farrell, Bonnie	Special Education teacher	Professional	Lehman Intermediate	Now effective March 7, 2019 through the end of the first semester of the 2019-2020 SY.

vii. **339/439/539 - Uncompensated Leaves of Absence**

	Name	Position	Classification	Location	Effective Date(s)
1.	Blackmore, Helen	Cafeteria Aide	Support	J. T. Lambert Intermediate	January 29, 2019 through March 1, 2019.
2.	Etienne-Poulis, Marcella	Cafeteria Worker	Support	J. T. Lambert Intermediate	January 2, 2019 through February 10, 2019.
3.	Jensen, Diane	Cafeteria Worker	Support	High School North	December 18, 2018 now through March 25, 2019.
4.	Straka, Joseph	School Police Officer	School Police Officer	Middle Smithfield Elementary	January 22, 2019 through July 17, 2019.
5.	Touma, Denise	Cafeteria Aide	Support	Bushkill Elementary	January 14, 2019 through February 18, 2019.

viii. **303/404/405/504/505 - Employment**

a. **Rescissions**

	Name	Position	Classification	Location
1.	Galluccio, Daniel	Baseball Head Coach	Schedule B	High School North
2.	Heller, Layton	Intramural Strength & Conditioning Advisor (winter)	Schedule B	J. T. Lambert Intermediate
3.	McGrath, Gerard	Baseball Varsity Assistant Coach	Schedule B	High School North
4.	Peeke, Lachlan	Intramural Engineering & Physics Advisor	Schedule B	J. T. Lambert Intermediate

(See pages 135-138)

b. **Resignations**

	Name	Position	Classification	Location	Effective Date(s)
1.	Nickischer, Dawn	Assistant Financial Officer	Act 93	Business Office	May 16, 2019 (end of workday)
2.	Employee #7314	Teacher	Professional	Resica Elementary	To be determined.
3.	Talbot, Robert	Bus Driver	Support	Transportation	February 8, 2019 (end of workday)
4.	Jacobs, Ashley	Paraprofessional (Reading) LTS	Support/LTS	J. M. Hill Elementary	February 22, 2019 (end of workday)
5.	Aguiles, Amalia	Senior Class Co-Advisor	Schedule B	High School North	February 11, 2019 (end of workday)

(See pages 139-143)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Connor, Jyl	Grade 3 teacher	Professional	J. M. Hill Elementary	End of the last teacher workday of the 2018-2019 SY
2.	Hay, James	Social Studies teacher	Professional	High School South	End of the last teacher workday of the 2018-2019 SY
3.	Milenkovic, Patricia	Library Science teacher	Professional	J. M. Hill and Smithfield Elementary	End of the last teacher workday of the 2018-2019 SY
4.	Lipe, Diane	Paraprofessional	Support	J. T. Lambert Intermediate	End of the last teacher workday of the 2018-2019 SY

(See pages 144-147)

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Padula, Patricia	Supervisor of Special Education K-5 (TPE) Replaces Colien Byers who resigned.	Act 93	District	\$60,710.00 (prorated)	February 6, 2019
2.	Tennis, Brendan	Maintenance II worker (2 nd shift) This is a new position.	Support	Maintenance	\$16.50/base hour (plus \$.40/hour shift differential) \$17.00/hour after satisfactory completion of probation period	February 11, 2019
3.	Hatter, Kahlasia	Paraprofessional (Reading) LTS Replaces Deborah Capizzi who is on a leave	Support/LTS	Smithfield Elementary	No change	October 8, 2018 now through March 29, 2019 (end of workday)

(See page 148)

e. Professional Staff Salary Change

	Name	Classification	From:	To:	Effective
1.	Mauro, Samantha	Professional	\$49,039.00 (prorated) Step 3, Column 11	\$49,658.00 (prorated) Step 3, Column 12	December 17, 2018

f. Professional Staff 2018-2019 Midpoint (Pay #14) Step Increases Effective January 28, 2019 (all salaries are prorated)

	Last Name	First Name	From:			To:		
			2018-19 Step	2018-19 Column	2018-19 Salary	2018-19 Step	2018-19 Column	2018-19 Salary
1.	Agosto	Caroline	13	9	\$ 72,302	14	9	\$ 72,302
2.	Aho	Nicole	11	5	\$ 64,663	12	5	\$ 64,663
3.	Aiello	Katrina	10	7	\$ 66,105	11	7	\$ 66,105
4.	Allison	Diana	12	10	\$ 67,728	13	10	\$ 72,869
5.	Allison	Richard	11	5	\$ 64,663	12	5	\$ 64,663
6.	Altorfer	Priscilla	5	7	\$ 50,681	6	7	\$ 50,681
7.	Andrews	Andronikki	8	7	\$ 57,107	9	7	\$ 57,107
8.	Angelopoulos	Eleni	8	7	\$ 57,107	9	7	\$ 57,107
9.	Aulisio	Lindsay	5	7	\$ 50,681	6	7	\$ 50,681
10.	Bakner	Paul	15	11	\$ 73,461	16	11	\$ 83,812
11.	Ballard	Nicole	8	7	\$ 57,107	9	7	\$ 57,107
12.	Baron	Meghan	12	7	\$ 66,105	13	7	\$ 71,246

13.	Barry	Lori	15	6	\$ 70,242	16	6	\$ 80,593
14.	Bealer	Brett	15	9	\$ 72,302	16	9	\$ 82,653
15.	Bealer	Heather	14	7	\$ 71,246	15	7	\$ 71,246
16.	Beckworth	Douglas	4	15	\$ 55,524	5	15	\$ 55,524
17.	Berryman	John	14	8	\$ 71,761	15	8	\$ 71,761
18.	Bibler	Elizabeth	10	7	\$ 66,105	11	7	\$ 66,105
19.	Bomar	Terrence	5	15	\$ 55,524	6	15	\$ 55,524
20.	Boylan	Brian	8	6	\$ 56,103	9	6	\$ 56,103
21.	Breiner	Robert	13	12	\$ 74,080	14	12	\$ 74,080
22.	Brescancine	Stacey	7	9	\$ 58,163	8	9	\$ 58,163
23.	Briggs-Reichart	Alexandria	4	2	\$ 47,925	5	2	\$ 47,925
24.	Britton	Angela	6	7	\$ 50,681	7	7	\$ 57,107
25.	Buksa	Erik	13	5	\$ 69,804	14	5	\$ 69,804
26.	Caamano	Debra	15	11	\$ 73,461	16	11	\$ 83,812
27.	Caamano	Lawrence	14	7	\$ 71,246	15	7	\$ 71,246
28.	Camilleri-Yip	Marlene	14	12	\$ 74,080	15	12	\$ 74,080
29.	Campbell	Sarah	3	7	\$ 46,824	4	7	\$ 50,681
30.	Cannell	Marianne	11	5	\$ 64,663	12	5	\$ 64,663
31.	Caplette	Tara	7	5	\$ 55,665	8	5	\$ 55,665
32.	Capuano	Meredith	3	3	\$ 44,506	4	3	\$ 48,363
33.	Capulish	Mary	15	9	\$ 72,302	16	9	\$ 82,653
34.	Carr	Kathleen	14	15	\$ 76,089	15	15	\$ 76,089
35.	Carson	Jessica	15	7	\$ 71,246	16	7	\$ 81,597
36.	Casella	Lois	9	5	\$ 55,665	10	5	\$ 64,663
37.	Cassidy	Kelly	15	5	\$ 69,804	16	5	\$ 80,155
38.	Casto	Juliana	2	7	\$ 46,293	3	7	\$ 46,824
39.	Chestnut	Patricia	13	10	\$ 72,869	14	10	\$ 72,869
40.	Christopher	Michelle	14	7	\$ 71,246	15	7	\$ 71,246
41.	Clogg	Katy	11	7	\$ 66,105	12	7	\$ 66,105
42.	Coke	Lucianna	10	10	\$ 67,728	11	10	\$ 67,728
43.	Condelli	Stephanie	5	7	\$ 50,681	6	7	\$ 50,681
44.	Contino	Diane	9	6	\$ 56,103	10	6	\$ 65,101
45.	Coppola	Michael	11	13	\$ 69,583	12	13	\$ 69,583
46.	Corso	Christopher	11	7	\$ 66,105	12	7	\$ 66,105
47.	Corson	Deborah	5	6	\$ 49,677	6	6	\$ 49,677
48.	Cox	Leslie	13	7	\$ 71,246	14	7	\$ 71,246
49.	Cramer	Bryan	10	5	\$ 64,663	11	5	\$ 64,663
50.	Crawford	Cassandra	4	7	\$ 50,681	5	7	\$ 50,681
51.	Croom	Jamie	2	9	\$ 47,349	3	9	\$ 47,880
52.	Crosswell	Hadiyah	8	7	\$ 57,107	9	7	\$ 57,107
53.	Cruz	Iveliz	15	7	\$ 71,246	16	7	\$ 81,597
54.	Cunningham	Rebecca	15	10	\$ 72,869	16	10	\$ 83,220
55.	Curry	Jessica	7	7	\$ 57,107	8	7	\$ 57,107
56.	Cykosky	Tamara	4	12	\$ 53,515	5	12	\$ 53,515
57.	Dalton	Sarabeth	5	1	\$ 47,487	6	1	\$ 47,487

58.	Daning	Robin	14	7	\$ 71,246	15	7	\$ 71,246
59.	Davidge	Samuel	11	6	\$ 65,101	12	6	\$ 65,101
60.	DeFazio	Mary	11	5	\$ 64,663	12	5	\$ 64,663
61.	DeLong	Jennifer	10	7	\$ 66,105	11	7	\$ 66,105
62.	DeLong	Ryan	14	7	\$ 71,246	15	7	\$ 71,246
63.	DeRobertis	Michelle	3	1	\$ 43,630	4	1	\$ 47,487
64.	Dolph	Tyler	6	5	\$ 49,239	7	5	\$ 55,665
65.	Doran	Amanda	13	7	\$ 71,246	14	7	\$ 71,246
66.	Dreisbach	Ashley	8	7	\$ 57,107	9	7	\$ 57,107
67.	Dunlap	Courtney	4	7	\$ 50,681	5	7	\$ 50,681
68.	Edelbaum	Jacqueline	11	7	\$ 66,105	12	7	\$ 66,105
69.	English	Elizabeth	11	5	\$ 64,663	12	5	\$ 64,663
70.	Ennico	Melissa	6	5	\$ 49,239	7	5	\$ 55,665
71.	Espinoza	Marilyn	15	6	\$ 70,242	16	6	\$ 80,593
72.	Etienne-Daniels	Tamara	3	3	\$ 44,506	4	3	\$ 48,363
73.	Everett	Dareen	7	8	\$ 57,622	8	8	\$ 57,622
74.	Falbo	David	10	15	\$ 70,948	11	15	\$ 70,948
75.	Falbo	Tina	15	15	\$ 76,089	16	15	\$ 86,440
76.	Farley-Picciano	Erin	6	7	\$ 50,681	7	7	\$ 57,107
77.	Farrell	Bonnie	10	7	\$ 66,105	11	7	\$ 66,105
78.	Fekula	Nathan	10	6	\$ 65,101	11	6	\$ 65,101
79.	Florentino	Dawn	8	6	\$ 56,103	9	6	\$ 56,103
80.	Fluhr	Joseph	12	6	\$ 65,101	13	6	\$ 70,242
81.	Follis	Laura	9	8	\$ 57,622	10	8	\$ 66,620
82.	Francios	Maria	7	6	\$ 56,103	8	6	\$ 56,103
83.	Fuehrer	Kellie	13	12	\$ 74,080	14	12	\$ 74,080
84.	Fuller	Jennifer	10	9	\$ 67,161	11	9	\$ 67,161
85.	Furst	Kane	8	8	\$ 57,622	9	8	\$ 57,622
86.	Gagnon	Diane	3	2	\$ 44,068	4	2	\$ 47,925
87.	Garlette	Claudia	14	15	\$ 76,089	15	15	\$ 76,089
88.	Giaquinto	Lori	5	5	\$ 49,239	6	5	\$ 49,239
89.	Gittens	Linda	12	6	\$ 65,101	13	6	\$ 70,242
90.	Goida	Christine	7	7	\$ 57,107	8	7	\$ 57,107
91.	Gouger III	William	4	3	\$ 48,363	5	3	\$ 48,363
92.	Granquist	Mark	3	1	\$ 43,630	4	1	\$ 47,487
93.	Greenwood	Jill	12	7	\$ 66,105	13	7	\$ 71,246
94.	Grindle	Aliya	6	12	\$ 53,515	7	12	\$ 59,941
95.	Guerin	Leanne	6	5	\$ 49,239	7	5	\$ 55,665
96.	Hansen	Jillian	4	7	\$ 50,681	5	7	\$ 50,681
97.	Hargrave	Betsy	5	7	\$ 50,681	6	7	\$ 50,681
98.	Harris	Susan	13	7	\$ 71,246	14	7	\$ 71,246
99.	Healey	Michael	13	7	\$ 71,246	14	7	\$ 71,246
100.	Hegarty	Susan	11	6	\$ 65,101	12	6	\$ 65,101
101.	Hendricks McGee	Amanda	11	5	\$ 64,663	12	5	\$ 64,663
102.	Hendricks McGee	Sara	15	7	\$ 71,246	16	7	\$ 81,597

103.	Henritz	Heather	12	6	\$ 65,101	13	6	\$ 70,242
104.	Hepner	Loni	4	6	\$ 49,677	5	6	\$ 49,677
105.	Hewitt	Erin	11	15	\$ 70,948	12	15	\$ 70,948
106.	Hochriner-Firth	Christy	4	7	\$ 50,681	5	7	\$ 50,681
107.	Horn	Maria	14	8	\$ 71,761	15	8	\$ 71,761
108.	Horne	Kevin	4	7	\$ 50,681	5	7	\$ 50,681
109.	Householder	Laura	13	9	\$ 72,302	14	9	\$ 72,302
110.	Hubert	Erin	15	5	\$ 69,804	16	5	\$ 80,155
111.	Iannazzo	Julia	5	1	\$ 47,487	6	1	\$ 47,487
112.	Ilch	Erin	2	1	\$ 43,099	3	1	\$ 43,630
113.	Jennings	Jill	10	9	\$ 67,161	11	9	\$ 67,161
114.	Johnson	Lisa	13	9	\$ 72,302	14	9	\$ 72,302
115.	Jones	Gwendolyn	14	7	\$ 71,246	15	7	\$ 71,246
116.	Karas	Jillian	3	1	\$ 43,630	4	1	\$ 47,487
117.	Karpe	Michael	8	7	\$ 57,107	9	7	\$ 57,107
118.	Keiper	Alisa	10	5	\$ 64,663	11	5	\$ 64,663
119.	Keller	Mary	2	8	\$ 46,808	3	8	\$ 47,339
120.	Kerdzaliev	Amanda	13	5	\$ 69,804	14	5	\$ 69,804
121.	Kerestur	Kelly	14	10	\$ 72,869	15	10	\$ 72,869
122.	Kern	Sara	11	6	\$ 65,101	12	6	\$ 65,101
123.	Kerzner	Phillip	10	8	\$ 66,620	11	8	\$ 66,620
124.	Kessel	Brielle	4	4	\$ 48,801	5	4	\$ 48,801
125.	Kesselring	William	12	7	\$ 66,105	13	7	\$ 71,246
126.	Kiesling	Martha	3	7	\$ 46,824	4	7	\$ 50,681
127.	Kintz	Jana	11	5	\$ 64,663	12	5	\$ 64,663
128.	Kirkpatrick	Jason	12	5	\$ 64,663	13	5	\$ 69,804
129.	Kishel	Danielle	11	9	\$ 67,161	12	9	\$ 67,161
130.	Koberlein	Wayne	14	6	\$ 70,242	15	6	\$ 70,242
131.	Korb	Michael	10	5	\$ 64,663	11	5	\$ 64,663
132.	Koretski	John	6	11	\$ 52,896	7	11	\$ 59,322
133.	Krammes	Barry	11	5	\$ 64,663	12	5	\$ 64,663
134.	Krammes	Kate	5	9	\$ 51,737	6	9	\$ 51,737
135.	Krupski	David	9	6	\$ 56,103	10	6	\$ 65,101
136.	LaBar	Jacqueline	2	3	\$ 43,975	3	3	\$ 44,506
137.	LaBar	Keith	10	5	\$ 64,663	11	5	\$ 64,663
138.	Lakatos	Vincent	6	5	\$ 49,239	7	5	\$ 55,665
139.	Lapadula	Sal	7	5	\$ 55,665	8	5	\$ 55,665
140.	Lashinski	Jennie	3	4	\$ 44,506	4	4	\$ 48,801
141.	Lazowski	Maria	14	12	\$ 74,080	15	12	\$ 74,080
142.	Lehman	Lauren	11	6	\$ 65,101	12	6	\$ 65,101
143.	Lehr	John	6	7	\$ 50,681	7	7	\$ 57,107
144.	Lesoine	Olivia	11	10	\$ 67,728	12	10	\$ 67,728
145.	Lewis	Tara	9	10	\$ 58,730	10	10	\$ 67,728
146.	Libecap	Charles	13	7	\$ 71,246	14	7	\$ 71,246
147.	Lloyd	Amy	10	6	\$ 65,101	11	6	\$ 65,101

148.	Lopez	Kaitlin	9	5	\$ 55,665	10	5	\$ 64,663
149.	Loughren	Ryan	6	7	\$ 50,681	7	7	\$ 57,107
150.	Lowe	Angelica	12	6	\$ 65,101	13	6	\$ 70,242
151.	Lowe	Deatrice	12	7	\$ 66,105	13	7	\$ 71,246
152.	Lowris	Joel	10	5	\$ 64,663	11	5	\$ 64,663
153.	Luchowski	Kara	9	7	\$ 57,107	10	7	\$ 66,105
154.	Lucykanish	Devon	14	7	\$ 71,246	15	7	\$ 71,246
155.	Luhrs	Melinda	8	6	\$ 56,103	9	6	\$ 56,103
156.	Lurry	Trene	4	1	\$ 47,487	5	1	\$ 47,487
157.	Majeski	David	12	13	\$ 69,583	13	13	\$ 74,724
158.	Marmo	Jennifer	14	6	\$ 70,242	15	6	\$ 70,242
159.	Marston-Roses	Dawn	9	6	\$ 56,103	10	6	\$ 65,101
160.	Martin	Hannah	3	3	\$ 44,506	4	3	\$ 48,363
161.	Massa	Anthony	9	6	\$ 56,103	10	6	\$ 65,101
162.	Matisko	Danielle	4	7	\$ 50,681	5	7	\$ 50,681
163.	Matulevich	Loriann	9	11	\$ 59,322	10	11	\$ 68,320
164.	Mauro	Samantha	3	12	\$ 49,658	4	12	\$ 53,515
165.	McClure	Katie	3	1	\$ 43,630	4	1	\$ 47,487
166.	McCormick	Cara	9	11	\$ 59,322	10	11	\$ 68,320
167.	McCracken	Sean	6	5	\$ 49,239	7	5	\$ 55,665
168.	McNamara (.5)	Bryan	4	7	\$ 50,681	5	7	\$ 50,681
169.	Medina	Sandra	9	6	\$ 56,103	10	6	\$ 65,101
170.	Meglio	Stephen	4	12	\$ 53,515	5	12	\$ 53,515
171.	Meola	Rachel	5	5	\$ 49,239	6	5	\$ 49,239
172.	Metaxas	Carolyn	8	7	\$ 57,107	9	7	\$ 57,107
173.	Metzgar	Shannon	13	7	\$ 71,246	14	7	\$ 71,246
174.	Millard	John	12	6	\$ 65,101	13	6	\$ 70,242
175.	Miller	Beth Ann	14	5	\$ 69,804	15	5	\$ 69,804
176.	Miller	Lynda	4	3	\$ 48,363	5	3	\$ 48,363
177.	Miller	Robbi Jean	10	11	\$ 68,320	11	11	\$ 68,320
178.	Minnichbach	Joseph	11	11	\$ 68,320	12	11	\$ 68,320
179.	Minnichbach	Lisa	15	11	\$ 73,461	16	11	\$ 83,812
180.	Moraski	Donna	4	7	\$ 50,681	5	7	\$ 50,681
181.	Moretto	Destiny	4	7	\$ 50,681	5	7	\$ 50,681
182.	Moskovitz	Scott	9	8	\$ 57,622	10	8	\$ 66,620
183.	Mowrer	Taryn	5	7	\$ 50,681	6	7	\$ 50,681
184.	Mullaney	Matthew	12	5	\$ 64,663	13	5	\$ 69,804
185.	Munch	Laura	5	7	\$ 50,681	6	7	\$ 50,681
186.	Munford	Samantha	8	14	\$ 61,254	9	14	\$ 61,254
187.	Muniz	Kathleen	9	15	\$ 61,950	10	15	\$ 70,948
188.	Newman	Julianne	15	7	\$ 71,246	16	7	\$ 81,597
189.	Newman	Katrina	4	1	\$ 47,487	5	1	\$ 47,487
190.	Newman	Shelley	9	5	\$ 55,665	10	5	\$ 64,663
191.	Neyhart	Mary Louise	11	13	\$ 69,583	12	13	\$ 69,583
192.	Nichols	Monica	10	8	\$ 66,620	11	8	\$ 66,620

193.	Niznik	Tosha	15	7	\$ 71,246	16	7	\$ 81,597
194.	North	Alison	14	7	\$ 71,246	15	7	\$ 71,246
195.	Novak	Judy	14	8	\$ 71,761	15	8	\$ 71,761
196.	Nute	Katherine	9	9	\$ 58,163	10	9	\$ 67,161
197.	O'Donnell	Paul	15	7	\$ 71,246	16	7	\$ 81,597
198.	O'Donnell	Rebecca	8	5	\$ 55,665	9	5	\$ 55,665
199.	Olver	Ginger	9	9	\$ 58,163	10	9	\$ 67,161
200.	O'Malley	Letitia	15	13	\$ 74,724	16	13	\$ 85,075
201.	Orak	Linda	6	7	\$ 50,681	7	7	\$ 57,107
202.	Orlando	Luke	1	6	\$ 44,789	2	6	\$ 45,289
203.	Osmun	Jonathan	8	9	\$ 58,163	9	9	\$ 58,163
204.	Panepinto	Carrie	15	7	\$ 71,246	16	7	\$ 81,597
205.	Pappalardo	Lynn	15	5	\$ 69,804	16	5	\$ 80,155
206.	Paradis	Lindsay	5	5	\$ 49,239	6	5	\$ 49,239
207.	Parker	Joseph	3	1	\$ 43,630	4	1	\$ 47,487
208.	Parrish	Jill	10	15	\$ 70,948	11	15	\$ 70,948
209.	Patascher	Daniel	15	15	\$ 76,089	16	15	\$ 86,440
210.	Pattison	Gayle	12	15	\$ 70,948	13	15	\$ 76,089
211.	Pecha	Kaitlin	4	3	\$ 48,363	5	3	\$ 48,363
212.	Pellington	Cynthia	12	10	\$ 67,728	13	10	\$ 72,869
213.	Perkins	Rose	9	7	\$ 57,107	10	7	\$ 66,105
214.	Peruso	Jennifer	12	5	\$ 64,663	13	5	\$ 69,804
215.	Peters	Joanne	14	10	\$ 72,869	15	10	\$ 72,869
216.	Piedra	Gisela	15	9	\$ 72,302	16	9	\$ 82,653
217.	Plytage	Michael	12	7	\$ 66,105	13	7	\$ 71,246
218.	Prince	Samantha	10	7	\$ 66,105	11	7	\$ 66,105
219.	Prusik	Julia	10	7	\$ 66,105	11	7	\$ 66,105
220.	Przybylski	Anna	5	7	\$ 50,681	6	7	\$ 50,681
221.	Quire	Taylor	2	1	\$ 43,099	3	1	\$ 43,630
222.	Rade	Ronald	15	10	\$ 72,869	16	10	\$ 83,220
223.	Rayhon	Dannielle	3	2	\$ 44,068	4	2	\$ 47,925
224.	Reese	Stephanie	6	7	\$ 50,681	7	7	\$ 57,107
225.	Reichert	Eric	15	12	\$ 74,080	16	12	\$ 84,431
226.	Reichl	Jeffrey	13	15	\$ 76,089	14	15	\$ 76,089
227.	Reyes	Claudia	9	5	\$ 55,665	10	5	\$ 64,663
228.	Rhoadhouse	Andrea	3	1	\$ 43,630	4	1	\$ 47,487
229.	Ridner	Cara	12	5	\$ 64,663	13	5	\$ 69,804
230.	Ridner, Jr.	Fred	13	5	\$ 69,804	14	5	\$ 69,804
231.	Rode	Kaley	3	7	\$ 46,824	4	7	\$ 50,681
232.	Rodriguez	Laura	5	7	\$ 50,681	6	7	\$ 50,681
233.	Rogers	Thomas	15	6	\$ 70,242	16	6	\$ 80,593
234.	Rolando	Tina	12	6	\$ 65,101	13	6	\$ 70,242
235.	Romagno	Jennifer	2	6	\$ 45,289	3	6	\$ 45,820
236.	Rothwell	Donna	14	12	\$ 74,080	15	12	\$ 74,080
237.	Rovi	Lauren	12	7	\$ 66,105	13	7	\$ 71,246

238.	Saeger	Blaec	13	5	\$ 69,804	14	5	\$ 69,804
239.	Sandy	Jasmine	15	7	\$ 71,246	16	7	\$ 81,597
240.	Sanker	Donald	10	6	\$ 65,101	11	6	\$ 65,101
241.	Schaller	Derek	3	2	\$ 44,068	4	2	\$ 47,925
242.	Schembeck	Angela	4	6	\$ 49,677	5	6	\$ 49,677
243.	Schnatter	Dawn	11	7	\$ 66,105	12	7	\$ 66,105
244.	Schulte	Gloria	8	8	\$ 57,622	9	8	\$ 57,622
245.	Schweppenheiser	Christine	5	6	\$ 49,677	6	6	\$ 49,677
246.	Scott	David	7	7	\$ 57,107	8	7	\$ 57,107
247.	Scott	Sara	2	2	\$ 43,537	3	2	\$ 44,068
248.	Seeman	Deziree	8	13	\$ 60,585	9	13	\$ 60,585
249.	Seeuwen	Natalie	5	9	\$ 51,737	6	9	\$ 51,737
250.	Segond	Angelica	11	6	\$ 65,101	12	6	\$ 65,101
251.	Senior	Caren	4	6	\$ 49,677	5	6	\$ 49,677
252.	Shaffer	Nancy	11	13	\$ 69,583	12	13	\$ 69,583
253.	Shumbris	Robyn	15	7	\$ 71,246	16	7	\$ 81,597
254.	Sierra	Pamela	1	9	\$ 46,849	2	9	\$ 47,349
255.	Signorello	Amanda	12	7	\$ 66,105	13	7	\$ 71,246
256.	Siptroth	Michelle	15	15	\$ 76,089	16	15	\$ 86,440
257.	Smith	Jennifer	10	5	\$ 64,663	11	5	\$ 64,663
258.	Smith	Kelly Jo	11	5	\$ 64,663	12	5	\$ 64,663
259.	Smith	Matthew	12	6	\$ 65,101	13	6	\$ 70,242
260.	Souffrant	Fabiola	7	7	\$ 57,107	8	7	\$ 57,107
261.	Spering	Laureen	13	5	\$ 69,804	14	5	\$ 69,804
262.	Stalker	Michael	13	9	\$ 72,302	14	9	\$ 72,302
263.	Steakin	Susan	12	13	\$ 69,583	13	13	\$ 74,724
264.	Stein	Sarah	13	5	\$ 69,804	14	5	\$ 69,804
265.	Stevens	Hillary	9	10	\$ 58,730	10	10	\$ 67,728
266.	Stevens	Miriam	4	2	\$ 47,925	5	2	\$ 47,925
267.	Stokes	Evan	4	6	\$ 49,677	5	6	\$ 49,677
268.	Strain	Scott	4	7	\$ 50,681	5	7	\$ 50,681
269.	Strazzeri	Catherine	4	7	\$ 50,681	5	7	\$ 50,681
270.	Stricker	Stefanie	12	13	\$ 69,583	13	13	\$ 74,724
271.	Suarez	Elizabeth	3	7	\$ 46,824	4	7	\$ 50,681
272.	Sullivan	Caitlin	2	6	\$ 45,289	3	6	\$ 45,820
273.	Swineford	John	13	5	\$ 69,804	14	5	\$ 69,804
274.	Szepietowski	Waldemar	9	5	\$ 55,665	10	5	\$ 64,663
275.	Timpson	Daniel	12	6	\$ 65,101	13	6	\$ 70,242
276.	Tinney	Bridget	8	7	\$ 57,107	9	7	\$ 57,107
277.	Tobin	Snoann	9	11	\$ 59,322	10	11	\$ 68,320
278.	Torres	Tina	10	5	\$ 64,663	11	5	\$ 64,663
279.	Tosh	Christopher	11	7	\$ 66,105	12	7	\$ 66,105
280.	Tosh	Jacqueline	11	7	\$ 66,105	12	7	\$ 66,105
281.	Turner	Gillian	8	8	\$ 57,622	9	8	\$ 57,622
282.	Vaccaro	Mark	10	12	\$ 68,939	11	12	\$ 68,939

283.	Vagni	Alexis	7	7	\$ 57,107	8	7	\$ 57,107
284.	VanWinkle	Catherine	10	6	\$ 65,101	11	6	\$ 65,101
285.	Varkanis	Samantha	3	7	\$ 46,824	4	7	\$ 50,681
286.	Varner	Amanda	15	7	\$ 71,246	16	7	\$ 81,597
287.	Vitulli	Lisa	11	7	\$ 66,105	12	7	\$ 66,105
288.	Walters	Jessica	7	5	\$ 55,665	8	5	\$ 55,665
289.	Ware	James	15	6	\$ 70,242	16	6	\$ 80,593
290.	Warner	Amberly	4	7	\$ 50,681	5	7	\$ 50,681
291.	Weeks	Laura	14	7	\$ 71,246	15	7	\$ 71,246
292.	Weiss	Erin	10	5	\$ 64,663	11	5	\$ 64,663
293.	West	Melissa	15	8	\$ 71,761	16	8	\$ 82,112
294.	Whitney	Matthew	9	7	\$ 57,107	10	7	\$ 66,105
295.	Widger	Stephanie	9	7	\$ 57,107	10	7	\$ 66,105
296.	Winkler	Mary	2	1	\$ 43,099	3	1	\$ 43,630
297.	Wisneiski	Linda	15	6	\$ 70,242	16	6	\$ 80,593
298.	Wood	Cori	5	1	\$ 47,487	6	1	\$ 47,487
299.	Wysocki	Lauren	1	1	\$ 42,599	2	1	\$ 43,099
300.	Yeomans	Brett	2	1	\$ 43,099	3	1	\$ 43,630
301.	Yohe	Zahra	9	7	\$ 57,107	10	7	\$ 66,105
302.	Zabriskie	Lisa	11	7	\$ 66,105	12	7	\$ 66,105
303.	Zajac	Mary	10	6	\$ 65,101	11	6	\$ 65,101
304.	Zanella	Ann	8	7	\$ 57,107	9	7	\$ 57,107
305.	Zavertnik	Louise	12	7	\$ 66,105	13	7	\$ 71,246
306.	Zelinski	Jan	13	7	\$ 71,246	14	7	\$ 71,246
307.	Zerfoss	Jon	14	7	\$ 71,246	15	7	\$ 71,246
308.	Zimmerman	Lindsey	11	7	\$ 66,105	12	7	\$ 66,105

g. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Abrams, Donna	Custodian	Support	2018/2019 Fiscal Year
2.	Duran, Mildred	Paraprofessional, Student Aide	Support	2018/2019 Fiscal Year
3.	Gonzalez, Susan	Cafeteria Aide, Cafeteria Worker, Custodian	Support	2018/2019 Fiscal Year
4.	Iaconetti, Angelo III	Custodian	Support	2018/2019 Fiscal Year
5.	Justiniano, Edward	Custodian	Support	2018/2019 Fiscal Year
6.	Messana, Amy	Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2018/2019 Fiscal Year
7.	Scarnecchia, Nancy	Bus Driver	Support	2018/2019 Fiscal Year
8.	White, Kristen	Cafeteria Aide, Cafeteria Worker, Paraprofessional, Student Aide	Support	2018/2019 Fiscal Year

h. Schedule B Position Appointments. These positions are fully funded by the Curriculum office.

	Last Name	First Name	Position	Building	Rate
1.	Campbell	Bridget	Intramural S.T.A.R. Co-Advisor	High School North	\$23.96/hour (15 hour maximum split between advisors)
2.	Lapadula	Salvatore	Intramural S.T.A.R. Co-Advisor	High School North	\$23.96/hour (15 hour maximum split between advisors)
3.	Scott, Evan		Intramural S.T.A.R. Advisor	High School South	\$23.96 per hour not to exceed 15 hours

i. **Robotics Intramurals.** This position is fully funded by the Curriculum office.

	Name	Position	Classification	Location	Compensation
1.	Lazowski, Philip	Robotics Advisor	Professional	J. T. Lambert Intermediate	\$23.96/hour, an additional 25 hours.

j. **Schedule B Position Appointments**

2018-2019 School Year

	Last Name	First Name	Position	Building	Rate
1.	Rovi	Lauren	Mentor for Kerilyn Klamerus Effective 10/9/18–4/30/19	Middle Smithfield Elementary	\$613.00 (prorated)
2.	Matisko	Danielle	Intramural Dance Squad Co-Advisor	J. M. Hill Elementary	\$23.96/hour (48 hour maximum split between advisors)
3.	Caamano	Lawrence	Intramural Keep it Reel Fishing Co-Advisor	J. T. Lambert Intermediate	\$23.96/hour (24 hour maximum)
4.	LaBar	Robert	Intramural Keep it Reel Fishing Co-Advisor	J. T. Lambert Intermediate	\$23.96/hour (24 hour maximum)
5.	Munford	Samantha	Softball Head Coach	J. T. Lambert Intermediate	\$2,781.00
6.	Schmidt	James	Baseball Junior Varsity Coach	High School North	\$3,960.00
7.	McGrath	Gerard	Boys' Baseball Head Coach	High School North	\$5,942.00
8.	Krupski	David	Boys' Track and Field Varsity Assistant Coach	High School North	\$3,948.00
9.	Corso	Christopher	Girls' Track and Field Head Coach	High School North	\$6,065.00
10.	VanWinkle	Zachary	Intramural Softball Co-Advisor	High School North	\$23.96/hour (20 hour maximum)
11.	Koretski	John	Senior Class Co-Advisor Effective 2/12/19	High School North	\$1,449.00 (prorated)
12.	Schaller	Derek	Intramural Weight Room Supervisor (spring)	High School North	\$23.96/hour (140 hour maximum)
13.	VanWinkle	Catherine	Softball Head Coach	High School North	\$5,942.00
14.	VanWinkle	Zachary	Softball Junior Varsity Coach	High School North	\$3,960.00
15.	Lurry	Trene	Volunteer NAACP advisor	High School North	not applicable
16.	Conti	Ronda	Detention Supervisor	High School South	\$29.06/hour

2019-2020 School Year

	Last Name	First Name	Position	Building	Rate
1.	Jacona	Joseph	Boys' Soccer Head Coach	High School South	\$5,584.00
2.	Martinelli	Armand	Athletic Trainer	High School South	\$11,944.00 (plus \$250.00 longevity stipend)

e. **FINANCES**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

i. **611 – Purchases Budgeted**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve a lease agreement with Fraser Advanced Information Systems for 53 replacement copiers in a basic Equipment Lease, in an amount not to exceed \$90,703.59 per year for three (3) years and an annual maintenance cost of \$65,438.92, with the terms and conditions of the lease documents subject to the review, revision, and approval of the Solicitor, Bond Counsel, and Chief Financial Officer, and in accordance with the recommendation of the Finance Committee. The annual maintenance cost may fluctuate due to increasing or decreasing copy usage. Motion was seconded by Keith Karkut and carried unanimously, 8-0.

(See pages 149-152)

ii. **613 – Cooperative Purchasing**

1.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to accept the bid from ePlus, for Cisco Switches in the amount of \$101,210.35, as awarded under the PEPPM E-rate Mini bid. The District's share of the cost is \$20,242.07 with the balance to be paid by the E-rate Funds in accordance with the recommendation of the Finance Committee. Motion was seconded by Larry Dymond and carried unanimously, 8-0.

(See pages 153-158)

2.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the proposal from New Holland Ford in the amount of \$42,487.00 for the purchase of a 2019 Ford Expedition with the Police package, in accordance with the recommendations of the Finance Committee. This purchase will be in lieu of the purchase of the 2019 Ford Police Interceptor that was Board-approved on September 17, 2018 in the amount of \$36,998.00. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

(See page 159)

iii. **616 – Payment of Bills**

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the Budget Transfers, Payment of Bills and Treasurer's Report listed in this agenda for 2018-2019 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 Debbie Kulick. A roll call vote was taken and failed 4-3-1 abstention. Jason Gullstrand, Debbie Kulick, Richard Schlameuss and Lisa VanWhy voted yes. Larry Dymond, Keith Karkut and Wayne Rohner voted no. George Andrews abstained.

Motion was made by Keith Karkut to rescind the previously taken vote. Motion was seconded by George Andrews and passed 7-1. Wayne Rohner voted no.

Motion was made by Keith Karkut to approve the Budget Transfers, Payment of Bills and Treasurer's Report listed in this agenda for 2018-2019 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. Larry Dymond and Wayne Rohner voted no.

1. Budget Transfers - (See pages 160-171)
2. Payment of Bills - (See pages 172a-175)
3. Treasurer's Report - (See page 176-188)

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

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the requests to establish the special activity funds listed. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

1. H.S. North Girls' Softball Team
2. Middle Smithfield - School-Wide Positive Behavior Team

(See pages 189-190)

f. **PROPERTY**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

iii. **704 – Maintenance**

1.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the payment of invoice #48715 from D'Huy Engineering in the amount of \$8,595.06 for the HS North/Lehman Intermediate Roof Replacement Design, bidding, Construction, and Phase Services, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by George Andrews and carried unanimously, 8-0.

(See page 191)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the payment of invoice #48716 from D'Huy Engineering in the amount of \$1,656.02 for the Resica Elementary Roof Replacement project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Richard Schlameuss and carried unanimously, 8-0.

(See page 192)

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposal from Trane U.S. Inc. for Eddy Current Tube Testing on three Chillers in the amount of \$19,922.00, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by George Andrews and carried unanimously, 8-0.

(See pages 193-199)

4.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposal from Eurofins QC LLC, for District-wide lead testing of water in the amount of \$5,005.00, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Richard Schlameuss and carried unanimously, 8-0.

(See pages 200-203)

g. **OPERATIONS**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

iv. **818 – Contracted Services**

1.

ACTION BY THE BOARD:

Motion was made by George Andrews 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 Keith Karkut and carried unanimously, 8-0.

3. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Boyer, Jeff	Big Bubble Bonanza Performance at Bushkill Elementary School.	\$1,900.00	Bushkill Elementary/PTO	3/6/19
2.	McCrone, Laura	Spring Into Technology: Using Technology for Universal Screeners and Progress Monitoring in Kindergarten and Grade 1	\$50.00	Staff Development	3/23/19 (snow date 4/6/19)

(See pages 204-207)

Additional Contracts

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
3.	Backtrack Performance Contract	Band will conduct three 40-minute assemblies	\$2,000.00	J. T. Lambert Intermediate	11/13/18
4.	Maricle, Sharon	Clinic-Type/performing jazz music with instrumental and choral students	\$750.00	H.S. South Instrumental Music	12/18-1/17/19

2.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to terminate the Agreement with ESS Northeast, LLC to provide substitute teacher services effective June 30, 2019. Motion was seconded by Richard Schlameuss and carried unanimously, 8-0.

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the payment of invoice #3119 from Lyman and Ash in the amount of \$5,707.50 for Special Construction Counsel, in accordance with the recommendation of the Finance Committee. Motion was seconded by Keith Karkut and carried unanimously, 8-0.

(See pages 208-209)

4.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the payment of invoice #48714 from D'Huy Engineering in the amount of \$2,000.00 for District Retainer Services, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by George Andrews and carried unanimously, 8-0.

(See page 210)

ACTION BY THE BOARD:

Motion was made by Keith Karkut to adjourn. Motion was seconded by George Andrews and carried unanimously, 8-0.

XII. **ADJOURNMENT: 9:28 p.m.**

Respectfully submitted,

Patricia L. Rosado
Board Secretary