

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

**March 18, 2019 – 7:00 P.M.**

**Carl T. Secor Administration Building**

**Minutes**

- I. **President** Lisa VanWhy called the meeting to order at 7:26 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 and Jessika Gort.
- III. **School personnel present:** Jennifer Agolino, Sue Andrews, Brian Baddick, Terrence Bomar, Brian Borosh, Louis Carbajal, Ann Catrillo, Mike Catrillo, Robin Daning, Erin Dreisbach, Sue Eden, Joe Formica, Kellie Fuehrer, Rebecca Halas, Donald Halker, Sue Hegarty, Scott Hnasko, Scott Ihle, Shahida Jones, Phillip Kerzner, Barry Krammes, Phil Lazowski, Lauren Lehman, Tom McIntyre, Nelson McKeithan, Fred Mill, Debra Padavano, Jo Parkes, Joanne Peters, William Riker, Patricia Rosado, Caren Senior, Lori Soskil, Bill Vitulli, Lisa Vitulli, Nadia Worobij and Steve Zall. Christopher Brown, Solicitor.
- IV. **Community members present:** Judith Acosta, Rebecca Bear, Damary Bonilla-Rodriguez, Cheryl L. Caines, Jihan Colletta, Dylan Doran, Robert Eden, Debra Faulhefer, Manuelar Halas, Sharone Jones, Thomas Jones, Richard Key, Diane Krupski, Mitchell K. Marcus, Kim Meier, Martin Perdomo, Michal Peterson, Rob Romagno, Daryl Sabino, J. M. Vandervliet, Kelly Vandervliet, Erin Weiss, Anikica Woolen and Dana Yenuzezak.
- Other:** Bill Cameron – Pocono Record
- V. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**  
An Executive Session was held this evening at 4:30 p.m. before this meeting for the purpose of discussing personnel, litigation and negotiations.
- VI. **ADOPTION OF AGENDA**

**ACTION BY THE BOARD:**

Motion was made by George Andrews to adopt this agenda for March 18, 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 Debbie Kulick.

Motion was made by Larry Dymond to add on the agenda the discussion and action on a Forensic Audit. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

Motion including addition on the agenda was carried unanimously, 9-0.

VII. **APPROVAL OF MINUTES**

**ACTION BY THE BOARD:**

Motion was made by George Andrews to approve the minutes of the February 25, 2019. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

## VIII. REPORTS

- a. Monroe Career & Technical Institute Update  
Mr. Larry Dymond said that at the JOC meeting they discussed the budget, which was presented to the Board at last month's Regular School Board meeting. The agenda was short and the other item of discussion was a personnel matter. Mrs. Lisa VanWhy said the MCTI's 2019-2020 budget and capital improvement budget is on the agenda tonight for the Board's consideration.
- b. Colonial IU 20 Update  
Mr. Robert Huffman said he could not attend the last IU 20 meeting but has the latest IU Newsletter available for any Board member who would like a copy.
- c. Property/Facilities Committee Update  
Mr. Wayne Rohner said the Property/Facilities Committee met on March 7<sup>th</sup>.  
Items requiring action were as follows:
  1. Payment to D'Huy Engineering for invoice # 48874 for \$2,000 for their monthly retainer fee.
  2. Payment to D'Huy Engineering for invoice #48878 in the amount of \$689.01 for services rendered from January 1 to January 25, 2019 for Trane's control oversight for the North campus. The contract amount for this project is \$26,255.00.
  3. Payment to D'Huy Engineering for invoice #48879 in the amount of \$1,556.24 for the North campus water heater replacement.
  4. Payment to D'Huy Engineering for invoice #48876 in the amount of \$7,793.98 for the Resica Elementary roof replacement.
  5. Payment to D'Huy Engineering for invoice #48875 in the amount of \$38,129.94 for the North campus roof replacement project with respect to design, bidding and construction phase services.
  6. The proposal from Integra One in the amount of \$64,953.00 for security cameras at the Resica Elementary School. The district is purchasing 51 Meraki cameras to replace the 18 Honeywell cameras which are currently at Resica as well as adding 33 cameras for increased security. An update was provided on the installation at Smithfield Elementary, TLC and Bus garage at J. T. Lambert Intermediate Schools. All of these areas were completed.
  7. The proposal from Winter Engine for the purchase and installation of a new John Deere 445 HF motor for \$17,736.00 for the North campus bus garage generator. Mr. Karkut said the motion was for a brand new John Deere engine with a full John Deere warranty for delivery within 2-4 weeks as presented by Winter Engine. Mr. Rohner said the lead time delivery of this engine is 2-4 weeks.
  8. The proposal from C & D Waterproofing Corp. in the amount of \$647,250.00 for Resica Elementary roof replacement, with Alternates 1 & 2 for a 30-year warranty and the infill of the existing sky light at an additional cost.
  9. The proposal from Jottan, Inc. roofing for \$6,556.857.00 for the North Campus roof replacement project which includes an additional \$451,768.00 for a 30-year warranty. This roof has had multiple leaks since day one. It should be under a 25-year warranty. The North Campus is just 19 years old and no one in Administration knows where the warranty is. This is an example of collusion and corruption.
  10. The proposal from Guyette Communication Industries Corp. for the North Campus Surveillance Camera Installation in the amount of \$342,736.00.

Also, D'Huy Engineering is coordinating with Trane for the bid results for the North Campus water heater replacement.

Mr. Rohner said that the district received a communication from the Department of Labor & Industry. It included a notice of violation for Middle Smithfield Elementary School. The school district along with the Middle Smithfield Township Board of Supervisors, Mitchell Marcus, Mark Dwyer and Annette Atkinson as well as the Solicitor violated the law as noted by the letter. The findings on the letter were multiple roof leaks throughout the building and mold was evident. He said that the notice dated February 11, 2019, stated that the findings from the Department of Labor & Industry were numerous roof leaks in 8 rooms, 2<sup>nd</sup> floor elevator lobby, gym rear entrance lobby and at the top and bottom of gym stair/ramp. Some leaks are significant and the school has placed buckets, trash cans and such to catch the water. The district has been tasked to: 1. Repair roof leaks, stop water infiltration, replace or repair drywall as needed in area of leaks and replace ceiling tiles as needed. 2. Contract with a certified independent agency to perform an air quality test throughout the building, which the district did a couple of months ago. Based on the findings of the test, report, complete an additional plan or remediation to comply with those findings. Upon completion of the plan of action, retest the areas in the building to assure that proper air quality is maintained. Reports of this inspection shall be provided to the Department of Labor and Industry for further review and action as

necessary by May 14<sup>th</sup>, 2019. There is an opportunity for a variance extension of time. Failure to comply may result in legal action and compromise the continued occupancy and use of this building. In summary, Mr. Rohner said the facts are he was a Building Code Official in Middle Smithfield Township (Township) during the construction of this addition. In 2012, he denied the building the Certificate of Occupancy. The pressure of school officials and guidance from the law firm, King Spry, which is a conflict of interest since they represented the school district since 2008 and then was appointed as the Solicitor for the Township in 2012, caused the Township to strip him of his title of Building Code Official in April 2012. He was told by the Township Supervisors that it was not due to his job performance but due to insurance reasons. According to Mitchell Marcus, the school district was threatening legal actions for his denial. In March or April of 2013, he, Wayne, denied the school district the zoning certificate of occupancy for not following the approved land development plan. By law, the school district had 30 days to appeal his denial of the Certificate of Occupancy, which they did. A public hearing with Zoning Hearing Board was scheduled for May 28, 2013. He was then ushered into an employment evaluation on Friday, May 10, 2013 and suspended without pay on May 14<sup>th</sup> and then terminated on May 23, 2013 for following the laws of the NPC to no avail. The public hearing was canceled. The Township issued a Certificate of Occupancy to the school district. The Supervisors violated their Oath of Office by breaking the laws of the Constitution of the State of PA. Their poor leadership is now costing the district millions of dollars due to all of the repairs that need to get done. Taxpayers should hold them all accountable for their irrational actions. Here we are with a notice of violation letter from the Dept. of Labor & Industry threatening legal action with a date of compliance of May 14<sup>th</sup>. They too, may revoke the Certificate of Occupancy for this school building. He is requesting that his report be entered into the minutes of this meeting. Mr. Rohner asked if there is any Board member who had an objection to his request. No one did. Mr. Karkut said he respects Mr. Rohner's report and believes it is factual. The only problem he has is that it was done under the committee report and not in another area. Mr. Rohner said that he thought it should be done under Property/Facilities Committee items, for transparency reasons, since there are media reports currently occurring. Mr. Karkut said there used to be an area on the agenda where Board members could speak but it was removed from the policy about half a year ago. Mrs. VanWhy said this should be relooked at so it can be added back on the agenda.

d. Finance Committee Update

Mr. Richard Schlameuss said the Finance Committee meeting met on March 11, 2019. Mr. Brown presented a draft of an Assessment Appeal Policy, which the Committee recommended it be forwarded to the Policy Review Committee. The Committee reviewed the Microsoft Agreement Renewal, which was presented by Mr. Borosh for the software products that are used in the district. The Committee heard a presentation regarding the School-Based ACCESS Program. Mr. McIntyre informed the Committee regarding the Auditor General Audit Report. A procurement manual discussion was held and more information will follow once the Committee irons out all details. Mr. McIntyre went over the budget transfers, payment of bills and treasury reports. Mr. McIntyre reviewed the whole process and will be explaining these items tonight.

The Committee recommended for approval all of the Property/Facilities items that Mr. Rohner mentioned minus the bus garage generator because it only had a 90-day warranty and not the full year. The Committee also recommended for approval the North roof, Resica roof and the North Campus security cameras as well as a Visitor Management System.

Mr. Schlameuss said the Board members received within their packets a Treasury Report, which Mr. McIntyre will explain tonight. Mr. McIntyre said the Board members received a document marked example and a treasury report. The example document has the numbers which match up with the treasury report. It indicates how each number comes directly from the bank statements. He went over and explained how they would find each section and each amount. The example document will help with each month's treasury report.

e. Policy Review Committee Update

Mr. Robert Huffman said that the Policy Review Committee meeting was cancelled for earlier this evening. However, at last month's meeting, the committee voted to post the following policies for public review during the month of February and for final approval on tonight's Board agenda:

- 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

f. Student School Board Representatives –  
Miss Jessika Gort, High School South Representative, reported as follows:

1. Patrick Gould placed 3<sup>rd</sup> in the PIAA State Wrestling Tournament at 126 pounds. He also broke the school record for qualifying for the most wrestling State tournaments, which is 3 years in a row.
2. The Boys' basketball team played in the first round of the PIAA State Tournament. They lost to Lower Merion
3. The Boys' Swim team broke school records at districts.
4. Spring sports started.
5. There was a fundraiser at Texas Roadhouse for the Minithon. The Minithon is an all-night event where money is raised for childhood cancer awareness.
6. A couple of weeks ago, students went to the Region Band Festival. Meliksah Dolap qualified for the All-State Band. Region Choir takes place this week.
7. On Sunday, the band students will march in the St. Patrick's Day Parade in Stroudsburg.
8. The AP Government students raised \$763 through Casual for a Cause Day and \$90 online for suicide prevention and to spread awareness.
9. The Musical Production of Mary Poppins will be held on March 29<sup>th</sup> and 30<sup>th</sup> at 7:00 p.m. as well as on March 31<sup>st</sup> at 3:00 p.m.
10. The Class of 2020 will host a talent show on April 5th.
11. The 17<sup>th</sup> Annual Perryman Keglovits Foundation All-Star Basketball Games will be held on March 31<sup>st</sup> in the Koehler Field House –ESU. Girls' Game begins at 4:00 p.m. and Boys' Game begins at 5:30 p.m.

Mr. William Cordero, High School North Representative, reported as follows:

1. North had a good start with Spring sports. Track finally used their field. The field is still drying out. The baseball and softball teams are sharing a field due to some snow that is on the other field. There is a track meet on the 25<sup>th</sup> in Stroudsburg. There will be a home baseball game on the 23<sup>rd</sup> against Palisades. There is a softball game on the 23<sup>rd</sup> at Southern Lehigh.
2. The Business classes went to Northampton Community College Career Day to obtain information for possible jobs or to get information on the military.
3. The High School North's Four Diamond Minithon Club began their fundraisers by selling gold t-shirts for the 2<sup>nd</sup> Annual Minithon and for research at the Penn State Pediatric Cancer Center. Cans were placed in homerooms for students to donate money. The class that raises the most money will get a free Perkins breakfast.
4. Some wrestlers Dylan Hogan, Moshe Mitchell, Cristofer Torres, Wayne McIntyre and Avia Bibeau have qualified at the regionals. Moshe Mitchell took 1<sup>st</sup> place at 160 and Dylan Hogan took 3<sup>rd</sup> place at 170.

g. Special Education Comprehensive Plan Goals

Mr. Brian Baddick presented the East Stroudsburg Area School District PA Department of Education Special Education Comprehensive Plan Goals.

PA Department of Education Requirements (PDE):

- Under the authority of PDE school Code Chapter 4 Academic Standards and Assessment
  - Subsection 4.13 Strategic Plans
  - Purpose: ensure ESASD compliance with all State and Federal mandates within Chapter(s) 14, 15, 16 of School Code.
  - Comprehensive Planning occurs tri-annually (every 3 years)
  - View of drafted goals only at ESASD Board meeting – March 18, 2019
  - Public view of complete drafted plan on-line @ district website in April 2019 – view for 28 days
  - Board action May, 2019
  - Plan submitted to PDE May 2019
  - Planning Team May-October 2019
  - Plan evaluated and completed by end of 2022

Goal One: Continue increase in annual academic growth rates within content areas of Mathematics, English Language Arts/Literature, and Science/Biology in the Special Education subgroup population.

Strategy #1: Student Progress Monitoring

Strategy #2 – Comprehensive and Compliant IEP/GIEP/504 Professional Development

Goal Two – Continue increase in annual daily attendance growth rate(s) in the Special Education subgroup population.

Strategy #1 Social Emotional Learning K-12 Plan (Safe and Comfortable Learning

Mrs. VanWhy asked if this information is an attempt to bring back services that we pay for outside of the district or is this in addition. Mr. Baddick said this is just to share with the Board members and the community the Comprehensive Plan Goals. What Mrs. VanWhy is speaking about will be discussed at a future Finance Committee meeting. His said this information is what he is required, as mandated by the State, to share. Mr. Karkut asked if the \$25,000 fund from the school safety and security grant is different from the grant that Chief Mill is using or is it the same. Dr. Riker said the grant is part A and B. This money is from part A and where every district that applied will get \$25,000. The district has not heard from part B. Mr. Baddick said that the district has a Comprehensive Plan and the Special Education Plan is within the Comprehensive Plan which has to be presented and submitted first. The Comprehensive Plan will follow.

h. Social Service Programming Update

Ms. Shahida Jones (K-5) & Ms. Erin Dreisbach (6-12), Coordinators of Social Services, are here tonight to give a presentation about Social Services.

Social Services

- Suicide Prevention Coordinators
- Provide Community Outreach
- Promote the ESASD with Judge Mark's Round Table, Systems of Care, Prosper Team and the Suicide Coalition
- Collaborate with community service providers
- Utilize the PA Youth Survey (PAYS) Data
- Provide Professional Development for Staff
- Create and run social work groups in emotional support classrooms and Blended Cyber
- Oversees existing services within all buildings.
- Collaborate with school buildings and blended cyber program.
- Provide project management for the sensory rooms.
- Work in collaboration with Middle Smithfield Elementary on Multi-tiered Systems of Support cohort.
- Engagement with families
- Develop a trauma-informed/trauma-sensitive school model
- Support the Social Emotional Learning Programs

Looking ahead

- Strengthening Families
- Truancy Improvement
- Evidence-Based Bullying Programs
- Social Emotional Learning
- Explore Evidence-Based Programs (EBP) for Drug and Alcohol Prevention
- Increase access to mental health supports for our students

Received part A of the School Safety Grant in the amount of \$25,000 for 2019 for professional development for creating Trauma Sensitive Schools. Dr. Melissa Sadin will work with the school district to meet the district's needs. The district will identify programs, develop action plans and identify assessments, data collection and work in identified cohorts with the district. The district is waiting to see if part B of the School Grant is accepted. If so, the district will get \$37,091.00, which will be used for continued professional development for creating Trauma-Sensitive Schools. Ms. Jones and Ms. Dreisbach invited everyone to Community Night which will be held on May 7<sup>th</sup> from 6:00 p.m. to 8:15p.m. at Northampton Community College Tannersville Campus-Pocono Hall. There will be a suicide awareness workshop facilitated by Aavidum students. Ms. Debbie Kulick asked if they are notified when there are suicide attempts within our district. Ms. Jones and Ms. Dreisbach said they are informed. Ms. Kulick asked if there are any bullying incidents, can a parent contact them. They said any parent can absolutely contact them.

## IX. PUBLIC PARTICIPATION

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

- A. Ms. Rebecca Bear said she has an issue with the mold at Middle Smithfield Elementary. She suggested that all schools be tested. The other issue is with the lack of counseling or assemblies given for parents. The event at Northampton Community College is not at a good time for parents to attend. Events should be held at later times or on the weekends. Also, bullying is occurring from teachers and students. Children should be allowed to speak their mind and seek help. Parents should be educated about the resources in the district.
- B. Mr. Richard Key said he finds it a little disturbing that we are not getting all the information about the Middle Smithfield Township occurrence. The attorney that the district hired represented Wayne Rohner personally and cost Middle Smithfield Township about \$20,000. Mr. Rohner wants everyone to feel sorry for him about how they treated him but he is not sharing all the information about his termination. The taxpayers are now paying more tax dollars for an attorney that represented him. How much money is going to him? He said he does not feel sorry for him and what he is saying has no place at this meeting. He said Mr. Rohner has been on the Board since 2015, so what has he done since he has been in the district? Mr. Rohner said, for the record, zero dollars are coming directly to him. Mr. Key said that he hopes the insurance carrier for Middle Smithfield Township go back to Mr. Rohner for the expense they paid on his lawsuit. It may help to alleviate some of the taxpayers' money.
- C. Mr. John Petrizzo said that he commends Mr. Rohner and everyone that helped him out. Middle Smithfield Township is one of the most corrupt areas to live in. Mr. Petrizzo said he was the main complainant against Middle Smithfield Township from the time they laid the foundation and the footers in 5 degrees below weather when the Building Officials Code Administrators (BOCA) code says 35 degrees and above. That area has been a disaster since the beginning. The roof leaks and structural beams are chopped out. There are issues throughout the entire school district. He had suggested that Mr. Rohner contact Lyman and Ash because they will get him his money back. Mr. Petrizzo said he contacted some business owners and three out of four of them said they will run their two-year tax notices out, hand the keys in and then move. These things have been going on for 20 plus years in the school district and he has specifics. He would like to enter into the record information of what Wayne Rohner's successor did in case anyone from law enforcement contact the district.
- D. Mr. Robert Eden said that last month he spoke about the forensic audit and suggested that the district do it. He continues to suggest that they take a serious look about doing it. The corruption and underlying current is there. It needs to be dug out.
- E. Ms. Kelly Vandervliet said she has a daughter at Middle Smithfield Elementary School. She is concerned that although the mission statement on the website speaks about effective communication it lacks in the district. She has to hear about issues that are occurring in the district and at her daughter's school on social media and the newspaper but not from the district. The district website also speaks about the health and wellness of the children. This is not being provided to the students and staff. We need to find a solution to fix these roof problems. We should own up to the mistakes and take the steps to fix the mistakes. The work needs to be done and the air needs to be retested; otherwise, it may cost the district more money down the road with all the lawsuits individuals will have about their health problems.
- F. Mr. George Andrews said the Board placed on the district website information about what they have been working on. They will continue to post updates in order to communicate with the public. Mrs. VanWhy said they are currently doing air quality testing at all schools. Ms. Vandervliet said the district should be proactive instead of reactive and not just post items on the website without prior communication. Mrs. VanWhy said the Board members are aware and are trying to reach everyone and do their best to handle all situations.
- G. Mr. Robert Romagno said that not enough has been discussed in public meetings about D'Huy Engineering who is acting as a general contractor for the improvement projects. This is something that was not needed in the past and now the district is spending a lot of money on them. This is a waste of money and the district should hire someone in-house to work as an engineer. Mrs. VanWhy said that in the past they did not have anyone to oversee the projects and that is why there are many issues. Mr. Romagno said the district should just hire people who do their job and can handle all the projects within the district. His other issue is the engine for the North bus garage that was approved by the Property/Facilities Committee but it was stalled. Now the district is wasting money on the rental while they take their time looking for another company that someone on the Board may have a personal interest in.

## X. OLD BUSINESS

Mr. Karkut said that last month he mentioned the possibility of joining the committees. This past month between the Property/Facilities Committee and the Finance Committee, they met for about nine hours in total. Half of the information that was discussed was repeated at the Finance Committee. It's a shame that the whole Board and the public was not able to hear Mr. McIntyre's presentation about the treasurer's report that cleared up many of his questions/misconceptions. Some Board members may think that it will be another long meeting but the committee meetings are repetitive. Mrs. VanWhy said she disagreed in the beginning with Mr. Karkut but now that she sees an item is being brought back to the Property/Facilities Committee, meeting altogether may help with making quicker decisions. It's up to the whole Board if they want to have the two meetings together for a couple of months. Mr. Karkut said we can try it for a couple of months because from a Board perspective, we have been communicating well as a Board. Some items like the generator was thrown back because the timeframe from the warranty was changed. Mrs. VanWhy asked are we considering abolishing the two committees or are we having a work session. Mr. Schlameuss said we can have the Property/Facilities Committee meeting followed by the Finance Committee Meeting. Mrs. Kulick asked will it be a Board meeting or a committee meeting. Mr. Karkut said that it will be a full meeting with approval of items since the whole Board will be there to address them. Mr. Schlameuss said then other items can be dealt with at the other Board meeting. Mrs. Kulick suggested that the Board have a second Executive Session a month, too. Mr. Schlameuss said we need to come up with a date. Mr. Rohner said that the Property/Facilities meets the first Thursday of every month. Mrs. VanWhy said MCTI meets on the first week of each month. Mr. Rohner said the reason the generator was kicked back to the Property/Facilities Committee was because it was not the same as what the Property Facilities Committee approved. Mr. Schlameuss said that the discussion on the table is about the date to meet. Mr. Karkut said why not look at Mondays for a meeting. Mr. Schlameuss said it does not have to be a Monday but some Board members have already cleared the Finance Committee meeting dates. Mrs. VanWhy said it should be every other week to meet aside from the third Monday. Mr. Brown said the Board will need to disband the committees. Mr. Schlameuss said maybe not disband the both Committees but have the two Committees meet on one night. Mrs. VanWhy suggests trying one meeting for a couple of months. Mr. Karkut said if the two Committees meet then the whole Board is not there; therefore, the rest of the Board members will have to trust our opinion. Mr. Gullstrand said that is what happens when the Committees meet. Mr. Karkut said the Committees are just advisory. Mr. Schlameuss said we can bring it back some dates next month in order to start in May. Mrs. VanWhy said they can have their Committee meetings in April and announce a date for May. Mr. Karkut asked if they change the Committee meetings in April, can the combined meeting be advertised in time for May. Mr. Brown said you only need to advertise a day in advance of when the meeting will take place.

## XI. NEW BUSINESS

### a. LOCAL BOARD PROCEDURES

#### i. 003 – Functions

#### **ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to adopt the Board Policies listed. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

- 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

(See pages 26-74)

**b. PROGRAMS**

**i. 115 – Career and Technical Education**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the Monroe County Career & Technical Institute’s Operating Budget for the 2019-20 school year in the amount of \$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 as previously distributed and presented to the Board. Motion was seconded by George Andrews and carried unanimously, 9-0.

**ii. 121 – Field Trips**

**ACTION BY THE BOARD:**

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

75 miles or more

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Angelopoulos, Eleni (#05513)	J. T. Lambert 8 <sup>th</sup> grade students to US Capitol.	Washington, DC	5/6/19
2.	Bixler, Patricia (#05148)	H.S. South students to Longwood Gardens.	Kennett Square, PA	5/28/19
3.	Bukoski, Gary (#05435)	J.T. Lambert 7 <sup>th</sup> grade students to Independence Mall area.	Philadelphia, PA	5/9/19
4.	Gavitt, Kym (#05444)	H.S. South students to Mutter Museum.	Philadelphia, PA	5/28/19
5.	Healey, Michael (#05246)	H.S. South AP US Government students to PA State Capitol.	Harrisburg, PA	4/30/19
6.	LaBar, Keith (#05155)	H.S. North Choir and Band students to Music in the Parks.	Annville, PA	5/24/19
7.	Piedra, Gisela (#05143)	H.S. South SADD students attending West Whitehall Township Police Department.	Exton, PA	3/14/19
8.	Rolando, Tina (#05342)	Bushkill Elementary 4 <sup>th</sup> grade and 5 <sup>th</sup> grade students to Liberty Science Center	Jersey City, NJ	5/15/19
9.	Strazzeri, Catherine (#05405)	H.S. North students to Medieval Times.	Lyndhurst, NJ	4/25/19
10.	Toth, Donald (#05336)	J. T. Lambert Media Design students to Javits Center.	New York, NY	4/23/19

(See pages 75-94)

Overnight

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Coke, Lucianna (#05244)	H.S. South FBLA students to State Competition.	Hershey, PA	4/7/19-4/10/19
2.	Nute, Katherine (#05485)	H.S. North Key and Leo Club students to Camp Conrad Weiser.	Reinholds, PA	4/26/19-4/28/19



3.	Nute, Katherine (#05486)	H.S. North Key and Leo Club students to Camp Victory.	Milleville, PA	5/10/19-5/12/19
4.	Sanker, Rick (#05396)	H.S. South Key Club students to Camp Conrad Weiser.	Reinholds, PA	4/26/19-4/28/19

(See pages 95-102)

c. **PUPILS**

i. **233 – Suspension and Expulsion**

**ACTION BY THE BOARD:**

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

1. #155719
2. #155720
3. #160666

(See pages 103-111)

d. **PERSONNEL**

1.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the Statement of Charges for Employee #9174 having concluded that the charges are sufficient to support termination. Motion was seconded by Debbie Kulick and passed 7-2. George Andrews and Keith Karkut voted no.

(See pages 112)

2.

**ACTION BY THE BOARD:**

Motion was made by George Andrews to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Debbie Kulick and carried unanimously, 9-0. Wayne Rohner abstained from item v. 303/404/405/504/505-Employment letter f. Support Staff 2017-2018 and 2018-2019 Salary Compensation - d. Cafeteria Aides #32 and Lisa VanWhy abstained from v. 303/404/405/504/505 - Employment letter f. Support Staff 2017-2018 and 2018-2019 Salary Compensation - g. Custodians #79.

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

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

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Lock, Gina	From: Student Aide (6.75 hour) – Smithfield Elementary To: Paraprofessional (Emotional Support) – Smithfield Elementary Replaces Samantha Paz who resigned.	Support	\$16.72/hour	March 11, 2019
2.	Palmer, Michelle	From: Student Aide (7 hour) – High School South To: Paraprofessional (Library) – High School South Replaces Ruthann Eilber who resigned.	Support	\$16.72/hour	February 5, 2019

3.	Saffer, Michelle	From: Student Aide (6.5 hour) – Middle Smithfield Elementary To: Student Aide – High School South Replaces Michelle Palmer who was reassigned.	Support	No change	February 11, 2019
4.	Weiss, Donna	From: Student Aide (6.5 hour) – Middle Smithfield Elementary To: Paraprofessional – Resica Elementary Replaces Alicia Saffer who was reassigned.	Support	\$16.72/hour	March 20, 2019

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Luchowski, Kara	Grade 5 teacher	Professional	East Stroudsburg Elementary	Now effective March 14, 2019 through June 10, 2019.
2.	Strunk, Geraldine	Bus Driver	Support	Transportation	January 2, 2019 through June 30, 2019. This is an intermittent leave.
3.	Tayburn, Cynthia	Student Aide	Support	Bushkill Elementary	January 30, 2019 through March 13, 2019.

iii. 335/435/535 – Family and Medical Leave and Childrearing Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Brescancine, Stacy	Reading Specialist	Professional	Smithfield Elementary	October 5, 2018 now through April 12, 2019.

iv. 339/439/539 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Mora, Nellie	Cafeteria Worker	Support	Bushkill Elementary	November 28, 2018 through June 24, 2019.
2.	Oke, Toyin	Cafeteria Aide	Support	J. T. Lambert Intermediate	March 27, 2019 through May 8, 2019.

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

a. Rescissions

	Name	Position	Classification	Location
1.	Hanks-Cherry, Brandon	Director of School Productions	Schedule B	J. T. Lambert Intermediate
2.	Roadhouse, Andrea	Choral Director (Grades 7 & 8)	Schedule B	J. T. Lambert Intermediate

(See pages 113-114)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Coletti, Brandon	Information Technologist I	Support	Technology Services	March 15, 2019 (end of workday)
2.	Hall, Rebecca	Paraprofessional	Support	Lehman Intermediate	March 18, 2019 (end of workday)
3.	Bedell, Elaine	Mentor for Evan Scott	Schedule B	J. T. Lambert Intermediate	February 22, 2019

(See pages 115-117)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Employee #2092	Teacher	Professional	J. T. Lambert Intermediate	Last teacher workday of the 2018-2019 SY.
2.	Zipp, Christine	ESL teacher	Professional	J. M Hill Elementary	Last teacher workday of the 2018-2019 SY.
3.	Jensen, Diane	Cafeteria Worker	Support	North Campus	March 29, 2019

March 18, 2019

4.	Rourke, Jennifer	Paraprofessional	Support	Resica Elementary	June 30, 2019
5.	Schumann, Linda	Paraprofessional	Support	J. T. Lambert Intermediate	Last teacher workday of the 2018-2019 SY.

(See pages 118-122)

**d. Appointments**

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Zall, Denise	Spanish teacher (TPE) Replaces Melissa Ennico who was reassigned.	Professional	High School North	\$43,630.00 (prorated) Step 3 Column 1	February 25, 2019
2.	Burrows, Nicole	Cafeteria Aide (3 hour) Replaces Diane Mallalieu who retired	Support	High School South	\$13.28/hour	January 25, 2019
3.	Ferebee, James	Paraprofessional (Learning Support) Replaces Laurel Bishow who retired.	Support	High School South	\$16.72/hour	March 7, 2019
4.	Trimboli, Joseph Jr.	Maintenance II Worker (2 <sup>nd</sup> shift) This is a new position.	Support	Maintenance	\$21.00/hour Plus \$.40/per hour shift differential	April 1, 2019

(See page 123)

**e. Professional Staff Salary Changes**

	Name	Classification	From:	To:	Effective
1.	Barry, Lori	Professional	\$49,396.00 Step 7, Column 5	\$49,821.00 Step 7, Column 6	2007-2008
2.	Barry, Lori	Professional	\$50,493.00 Step 8, Column 5	\$50,918.00 Step 8, Column 6	2008-2009
3.	Barry, Lori	Professional	\$51,601.00 Step 9, Column 5	\$52,026.00 Step 9, Column 6	2009-2010
4.	Barry, Lori	Professional	\$60,937.00 Step 10, Column 5	\$61,367.00 Step 10, Column 6	2010-2011
5.	Barry, Lori	Professional	\$61,547.00 Step 11, Column 5	\$61,980.00 Step 11, Column 6	2011-2012
6.	Barry, Lori	Professional	\$61,547.00 Step 11, Column 5	\$62,600.00 Step 11, Column 6	2012-2013
7.	Barry, Lori	Professional	\$62,162.00 Step 12, Column 5	\$62,600.00 Step 12, Column 6	2013-2014
8.	Barry, Lori	Professional	\$63,662.00 Step 12, Column 5	\$64,100.00 Step 12, Column 6	2014-2015
9.	Barry, Lori	Professional	\$69,803.00 Step 13, Column 5	\$70,241.00 Step 13, Column 6	2015-2016
10.	Barry, Lori	Professional	\$69,803.00 Step 13, Column 5	\$70,241.00 Step 13, Column 6	2016-2017
11.	Barry, Lori	Professional	\$69,803.00 Step 14, Column 5	\$70,242.00 Step 14, Column 6	2017-2018
12.	Barry, Lori	Professional	\$69,804.00 Step 15, Column 5	\$70,242.00 Step 15, Column 6	2018-2019

**f. Support Staff 2017-2018 and 2018-2019 Salary Compensations**

**a. Business Office Personnel**

	Last Name	First Name	Position	Class	2016-2017 (as of 6/30/17)	2017-2018
1.	Burch	Sonya	Bookkeeper	BOP II	\$18.07	\$18.52
2.	Cassieri	Donna Marie	Bookkeeper	BOP II	\$19.38	\$19.83
3.	Kelly	Diane	Accountant	BOP III	\$23.38	\$23.83
4.	LaFemina-Adams (eff 5/1/18)	AnnMarie	Accounts Payable	BOP II		\$18.07
5.	Morabito	Deana	Payroll Clerk	BOP II	\$18.07	\$18.52
6.	Nicolais	Elizabeth	Registration Secretary	BOP I	\$17.88	\$18.33
7.	Nietz	Deborah	Payroll Clerk	BOP II	\$19.38	\$19.83
8.	Quinn	Jill	Payroll Clerk	BOP II	\$18.07	\$18.52
9.	Rosado	John	Accounts Payable	BOP II	\$18.88	\$19.33
10.	Vitulli	Susan	Bookkeeper	BOP III	\$21.32	\$21.77
11.	Wescott (part-time, .6)	Jeanne	Bookkeeper	BOP III	\$30.68	\$31.13

**g. Business Office Personnel (Reclassification effective 7/1/18)**

	Last Name	First Name	Position	Class	2018-2019
1.	Burch	Sonya	Bookkeeper	BOP II	\$21.32
2.	Cassieri (retired 2/15/19)	Donna Marie	Bookkeeper	BOP II	\$21.32
3.	Kelly	Diane	Accountant	BOP II	\$24.28
4.	LaFemina-Adams	AnnMarie	Accounts Payable	BOP I	\$18.52
5.	Morabito	Deana	Payroll Clerk	BOP I	\$18.97
6.	Nicolais	Elizabeth	Registration Secretary	BOP I	\$18.78
7.	Nietz	Deborah	Payroll Clerk	BOP I	\$20.28
8.	Quinn	Jill	Payroll Clerk	BOP I	\$18.97
9.	Rosado	John	Accounts Payable	BOP I	\$19.78
10.	Vitulli	Susan	Bookkeeper	BOP II	\$22.22
11.	Wescott	Jeanne	Bookkeeper	BOP II	\$31.58

**h. Bus Drivers**

	Last Name	First Name	Position	2016-2017 (as of 6/30/17)	2017-2018	2018-2019
1.	Abrams (eff 8/13/18)	Donna	Bus Driver			\$16.49
2.	Almodovar	Matilde	Bus Driver	\$17.13	\$17.58	\$18.03
3.	Anderson	Diane	Bus Driver	\$16.49	\$16.94	\$17.39
4.	Bader	Vicky	Bus Driver	\$20.41	\$20.86	\$21.31
5.	Bailey	Donnell	Bus Driver	\$16.49	\$16.94	\$17.39
6.	Been (eff 2/1/19)	Brianna	Bus Driver			\$16.49
7.	Bisbing	Charlene	Bus Driver	\$22.34	\$22.79	\$23.24
8.	Blaha	Timothy	Bus Driver	\$16.49	\$16.94	\$17.39
9.	Brenner	Vivianna	Bus Driver	\$16.49	\$16.94	\$17.39
10.	Camara (retired 8/4/17)	Trindade	Bus Driver	\$18.85	\$19.30	
11.	Candelario (eff 8/27/18)	Eliezer	Bus Driver			\$16.49
12.	Cando	Maribel	Bus Driver	\$16.49	\$16.94	\$17.39
13.	Carter	Bernadette	Bus Driver	\$16.49	\$16.94	\$17.39
14.	Cassidy (retired 8/28/18)	Tina	Bus Driver	\$20.41	\$20.86	\$21.31
15.	Cavanaugh	Lorraine	Bus Driver	\$18.85	\$19.30	\$19.75
16.	Cestone (retired 1/2/18)	Victor	Bus Driver	\$17.13	\$17.58	
17.	Class	Flor	Bus Driver	\$16.49	\$16.94	\$17.39
18.	Cole (retired 7/2/18)	Marie	Bus Driver	\$22.34	\$22.79	\$23.24
19.	Conklin	Cheryl	Bus Driver	\$17.72	\$18.17	\$18.62
20.	Counterman	Boyd	Bus Driver	\$30.45	\$30.90	\$31.35
21.	Cramer (eff 12/13/17)	Kathaleen	Bus Driver		\$16.49	\$16.94
22.	Curran (eff 5/22/18)	James	Bus Driver		\$16.49	\$16.94
23.	Curras	Odette	Bus Driver	\$18.05	\$18.50	\$18.95
24.	Curtis	Joseph	Bus Driver	\$16.49	\$16.94	\$17.39
25.	Dalfol (retired 2/13/18)	Nilo	Bus Driver	\$16.49	\$16.94	
26.	Daly-Rispin	Mary	Bus Driver	\$16.49	\$16.94	\$17.39
27.	Donovan	Sharon	Bus Driver	\$16.49	\$16.94	\$17.39
28.	Draksin	Peter	Bus Driver	\$16.49	\$16.94	\$17.39
29.	Durco (retired 6/1/18)	Jay	Bus Driver	\$16.49	\$16.94	
30.	Dymond (retired 1/5/18)	Patricia	Bus Driver	\$17.72	\$18.17	

31.	Dymond (retired 12/4/17)	Larry	Bus Driver	\$18.85	\$19.30	
32.	Eccleston (eff 8/13/18)	Barbara	Bus Driver			\$16.49
33.	Fahl	Sharon	Bus Driver	\$19.53	\$19.98	\$20.43
34.	Fennell-Raby	Beverly	Bus Driver	\$16.49	\$16.94	\$17.39
35.	Ferdinand	Marc	Bus Driver	\$16.49	\$16.94	\$17.39
36.	Fisher	James	Bus Driver	\$16.49	\$16.94	\$17.39
37.	Francis (eff 4/17/18)	Donald	Bus Driver		\$16.49	\$16.94
38.	Fylstra	Stephen	Bus Driver	\$20.41	\$20.86	\$21.31
39.	Gaggero (retired 1/4/19)	Janet	Bus Driver	\$17.13	\$17.58	\$18.03
40.	Gallo	Vincent	Bus Driver	\$16.49	\$16.94	\$17.39
41.	Garcia	Rachel	Bus Driver	\$16.49	\$16.94	\$17.39
42.	Gargan	Michael	Bus Driver	\$17.13	\$17.58	\$18.03
43.	Gawlik	Irena	Bus Driver	\$17.13	\$17.58	\$18.03
44.	Giannolla	Janice	Bus Driver	\$18.85	\$19.30	\$19.75
45.	Gonzales	Jesse	Bus Driver	\$16.49	\$16.94	\$17.39
46.	Gonzalez	Jeffrey	Bus Driver	\$16.49	\$16.94	\$17.39
47.	Gramberg	Karen	Bus Driver	\$17.13	\$17.58	\$18.03
48.	Graver	Clifford	Bus Driver	\$20.41	\$20.86	\$21.31
49.	Greenway (retired 8/1/17)	Teresa	Bus Driver	\$16.49	\$16.94	
50.	Hagman (eff 8/15/17)	Brigitte	Bus Driver		\$16.49	\$16.94
51.	Hamilton	Crystal	Bus Driver	\$20.41	\$20.86	\$21.31
52.	Harding (eff 2/27/18)	Peter	Bus Driver		\$16.49	\$16.94
53.	Harris	Jimmie	Bus Driver	\$16.49	\$16.94	\$17.39
54.	Hedgelon	Denise	Bus Driver	\$17.72	\$18.17	\$18.62
55.	Hendel	Marianne	Bus Driver	\$17.72	\$18.17	\$18.62
56.	Holva	Michelle	Bus Driver	\$16.49	\$16.94	\$17.39
57.	Honicker	Nona	Bus Driver	\$16.49	\$16.94	\$17.39
58.	Johnson	Annie	Bus Driver	\$18.85	\$19.30	\$19.75
59.	Kelly (eff 2/1/19)	James	Bus Driver			\$16.49
60.	Kishbaugh	Maureen	Bus Driver	\$16.49	\$16.94	\$17.39
61.	Kishbaugh	Constance	Bus Driver	\$18.85	\$19.30	\$19.75
62.	Knitter	Jefferey	Bus Driver	\$17.13	\$17.58	\$18.03
63.	Kurtz	Ninette	Bus Driver	\$17.13	\$17.58	\$18.03
64.	Lanese (eff 2/27/18)	Benjamin	Bus Driver		\$16.49	\$16.94
65.	Lanese (eff 12/19/17)	Chad	Bus Driver		\$16.49	\$16.94
66.	Lavin (eff 10/25/17)	Danielle	Bus Driver		\$16.49	\$16.94
67.	Lebar	Edward	Bus Driver	\$27.05	\$27.50	\$27.95
68.	Lewis	Baron	Bus Driver	\$16.49	\$16.94	\$17.39
69.	Ludwig	Christopher	Bus Driver	\$16.49	\$16.94	\$17.39
70.	Lynch	Linda	Bus Driver	\$20.41	\$20.86	\$21.31
71.	Lyons	Scott	Bus Driver	\$16.49	\$16.94	\$17.39
72.	Madera	Wanda	Bus Driver	\$16.49	\$16.94	\$17.39
73.	Madison	Dale	Bus Driver	\$28.67	\$29.12	\$29.57
74.	Mahan	Eileen	Bus Driver	\$16.49	\$16.94	\$17.39
75.	Marx	Claudia	Bus Driver	\$16.49	\$16.94	\$17.39

76.	Mattern (eff 4/17/18)	Kathy	Bus Driver		\$16.49	\$16.94
77.	McFarlane	Holly	Bus Driver	\$16.49	\$16.94	\$17.39
78.	Miller (retired 6/6/18)	Linda	Bus Driver	\$27.05	\$27.50	
79.	Miller (retired 7/2/18)	Steven	Bus Driver	\$16.49	\$16.94	\$17.39
80.	Molloy	Nannette	Bus Driver	\$17.13	\$17.58	\$18.03
81.	O'Grady	Joseph	Bus Driver	\$17.72	\$18.17	\$18.62
82.	Olsen (eff 10/24/17)	Danielle	Bus Driver		\$16.49	\$16.94
83.	Ortiz	Nersy	Bus Driver	\$16.49	\$16.94	\$17.39
84.	Ortiz	Michelle	Bus Driver	\$16.49	\$16.94	\$17.39
85.	Parciasepe	Rudolph	Bus Driver	\$16.49	\$16.94	\$17.39
86.	Peters	Kimberlee	Bus Driver	\$16.49	\$16.94	\$16.94
87.	Presco	Debra	Bus Driver	\$21.24	\$21.69	\$22.14
88.	Prunkel	Jennifer	Bus Driver	\$16.49	\$16.94	\$17.39
89.	Ramirez	Marlene	Bus Driver	\$16.49	\$16.94	\$17.39
90.	Resto (eff 11/6/17)	Enid	Bus Driver		\$16.49	\$16.94
91.	Reyes (eff 11/20/18)	Samuel	Bus Driver			\$16.49
92.	Roberts	Elaine	Bus Driver	\$20.41	\$20.86	\$21.31
93.	Rocheny (retired 9/8/17)	Patricia	Bus Driver	\$16.49	\$16.94	
94.	Rodriguez	Bernadette	Bus Driver	\$17.13	\$17.58	\$18.03
95.	Rogers	Charlene	Bus Driver	\$19.53	\$19.98	\$20.43
96.	Rosario (eff 10/15/18)	Maryann	Bus Driver			\$16.49
97.	Scarnecchia (retired 9/8/17)	Nancy	Bus Driver	\$18.88	\$19.33	
98.	Schmidt	Elizabeth	Bus Driver	\$16.49	\$16.94	\$17.39
99.	Schroeder	Tammy	Bus Driver	\$17.72	\$18.17	\$18.62
100.	Schuler (eff 9/25/17)	Patrick	Bus Driver		\$16.49	\$16.94
101.	Scott	Malika	Bus Driver	\$16.49	\$16.94	\$17.39
102.	Shavel (eff 11/20/18)	David	Bus Driver			\$16.49
103.	Smith (eff 9/25/17)	Kesha	Bus Driver		\$16.49	\$16.94
104.	Snow	Kathleen	Bus Driver	\$16.49	\$16.94	\$17.39
105.	Soto	Lourdes	Bus Driver	\$17.72	\$18.17	\$18.62
106.	Stang	Jennene	Bus Driver	\$16.49	\$16.94	\$17.39
107.	Steimer	Cheryl	Bus Driver	\$18.85	\$19.30	\$19.75
108.	Stofik	Jennifer	Bus Driver	\$16.49	\$16.94	\$17.39
109.	Strunk	Geraldine	Bus Driver	\$18.85	\$19.30	\$19.75
110.	Sullivan (eff 9/18/17)	Kerry	Bus Driver		\$16.49	\$16.94
111.	Thomas	Glenn	Bus Driver	\$17.72	\$18.17	\$18.62
112.	Trabucco	Richard	Bus Driver	\$16.49	\$16.94	\$17.39
113.	Tullo	Richard	Bus Driver	\$16.49	\$16.94	\$17.39
114.	Turner	Sandra	Bus Driver	\$22.34	\$22.79	\$23.24
115.	Turner	Cory	Bus Driver	\$28.67	\$29.12	\$29.57
116.	VanWhy (eff 9/20/18)	Carrie	Bus Driver			\$16.49
117.	Venslosky (eff 10/25/17)	Dana	Bus Driver		\$16.49	\$16.94
118.	Walsh	Robert	Bus Driver	\$16.49	\$16.94	\$17.39
119.	Warlix-Williams	Kathy	Bus Driver	\$16.49	\$16.94	\$17.39
120.	Wells	Barbara	Bus Driver	\$18.85	\$19.30	\$19.75

121.	Wilczewski	Bogdan	Bus Driver	\$16.49	\$16.94	\$17.39
122.	Wolfe	Ellen	Bus Driver	\$18.85	\$19.30	\$19.75

**i. Cafeteria Aides**

	Last Name	First Name	Position	2016-2017 (as of 6/30/17)	2017-2018	2018-2019
1.	Avelino (through 10/31/18)	Alexander	Cafeteria Aide		\$13.28	\$13.73
2.	Barvig	Eileen	Cafeteria Aide	\$13.28	\$13.73	\$14.18
3.	Blackmore	Helen	Cafeteria Aide	\$15.99	\$16.44	\$16.89
4.	Bongiorno	Nora	Cafeteria Aide	\$13.28	\$13.73	\$14.18
5.	Brown (eff 11/28/17)	Michelle	Cafeteria Aide		\$13.28	\$13.73
6.	Burnett (eff 11/20/18)	Jolita	Cafeteria Aide			\$13.28
7.	Caputo-Cottone	Linda	Cafeteria Aide	\$13.28	\$13.73	\$14.18
8.	Corey	Gail	Cafeteria Aide	\$13.28	\$13.73	\$14.18
9.	De La Rosa (eff 8/28/17)	Ashley	Cafeteria Aide		\$13.28	\$13.73
10.	Gaines (eff 1/2/18)	Ann	Cafeteria Aide		\$13.28	\$13.73
11.	Goorahoo (eff 1/12/18)	Reshma	Cafeteria Aide		\$13.28	\$13.73
12.	Gould	Susan	Cafeteria Aide	\$13.28	\$13.73	\$14.18
13.	Hezel	Deborah	Cafeteria Aide	\$15.99	\$16.44	\$16.89
14.	Horn	Mary	Cafeteria Aide	\$13.28	\$13.73	\$14.18
15.	Kluz	Diana	Cafeteria Aide	\$13.28	\$13.73	\$14.18
16.	Komorowski	Ellen	Cafeteria Aide	\$13.28	\$13.73	\$14.18
17.	Kump	Lucia	Cafeteria Aide	\$13.28	\$13.73	\$14.18
18.	Leung (eff. 9/18/18)	Louise	Cafeteria Aide			\$13.28
19.	Loo (eff 8/31/17-10/24/17)	Jennifer	Cafeteria Aide		\$13.28	
20.	Mallalieu (retired 1/18/19)	Diane	Cafeteria Aide	\$19.26	\$19.71	\$20.16
21.	Monke	Marion	Cafeteria Aide	\$13.77	\$14.22	\$14.67
22.	Montague	Margaret	Cafeteria Aide	\$16.92	\$17.37	\$17.82
23.	Nigro	Kathy	Cafeteria Aide	\$15.99	\$16.44	\$16.89
24.	Nubile	Linda	Cafeteria Aide	\$14.55	\$15.00	\$15.45
25.	Ocker (eff 8/31/17)	Jacqueline	Cafeteria Aide		\$13.28	\$13.73
26.	Oke (eff 8/28/17)	Toyin	Cafeteria Aide		\$13.28	\$13.73
27.	Orley	James	Cafeteria Aide	\$19.26	\$19.71	\$20.16
28.	Ortiz (eff 11/20/18)	Jackeline	Cafeteria Aide			\$13.28
29.	Paolucci	Lucy	Cafeteria Aide	\$13.28	\$13.73	\$14.18
30.	Quiles	Lorry	Cafeteria Aide	\$13.28	\$13.73	\$14.18
31.	Roberts	Tammy	Cafeteria Aide	\$13.28	\$13.73	\$14.18
32.	Rohner	Nancy	Cafeteria Aide	\$13.28	\$13.73	\$14.18
33.	Schuon	Kelly	Cafeteria Aide	\$13.77	\$14.22	\$14.67
34.	Touma	Denise	Cafeteria Aide	\$13.28	\$13.73	\$14.18
35.	Vitale	Luciana	Cafeteria Aide	\$14.55	\$15.00	\$15.45
36.	Walsh	Linda	Cafeteria Aide	\$13.28	\$13.73	\$14.18
37.	Zicaro	Crystal	Cafeteria Aide	\$13.28	\$13.73	\$14.18

**j. Cafeteria Workers**

	Last Name	First Name	Position	2016-2017 (as of 6/30/17)	2017-2018	2018-2019
1.	Anderson	Dawn	Cafeteria Worker	\$13.92	\$14.37	\$14.82
2.	Berlin (eff 10/16/18)	Lori	Cafeteria Worker			\$13.42
3.	Berry (eff 11/27/18)	Judith	Cafeteria Worker			\$13.42
4.	Bonser	Janie	Cafeteria Worker	\$13.42	\$13.87	\$14.32
5.	Brown	Velma	Cafeteria Worker	\$13.42	\$13.87	\$14.32

6.	Bulay (eff 8/23/17)	Lisa	Cafeteria Worker		\$13.42	\$13.87
7.	Carmel	Lisa	Cafeteria Worker	\$14.62	\$15.07	\$15.52
8.	Casals	Jennifer	Cafeteria Worker	\$13.42	\$13.87	\$14.32
9.	Colao	Mary Jane	Cafeteria Worker	\$13.42	\$13.87	\$14.32
10.	Craig	Theresa	Cafeteria Worker	\$13.42	\$13.87	\$14.32
11.	Cuff	Lena	Cafeteria Worker	\$13.42	\$13.87	\$14.32
12.	De Silva	Marianie	Cafeteria Worker	\$13.42	\$13.87	\$14.32
13.	Dekmar	Bonnie	Cafeteria Worker	\$15.34	\$15.79	\$16.24
14.	Diaz	Denise	Cafeteria Worker	\$13.42	\$13.87	\$14.32
15.	Drakos	Nuriya	Cafeteria Worker	\$13.42	\$13.87	\$14.32
16.	Etienne-Poulis (eff 9/29/17)	Marcella	Cafeteria Worker		\$13.42	\$13.87
17.	Foley	Cindy	Cafeteria Worker	\$15.34	\$15.79	\$16.24
18.	Gallagher	Cathy	Cafeteria Worker	\$13.42	\$13.87	\$14.32
19.	Green	Regina	Cafeteria Worker		\$13.42	\$13.87
20.	Harlander	Janette	Cafeteria Worker	\$15.34	\$15.79	\$16.24
21.	Hicks	Donna	Cafeteria Worker	\$13.42	\$13.87	\$14.32
22.	Hossain	Denise	Cafeteria Worker	\$12.92	\$13.37	\$13.82
23.	Huffman	Jennifer	Cafeteria Worker	\$13.42	\$13.87	\$14.32
24.	Iacono	Rosanna	Cafeteria Worker	\$13.42	\$13.87	\$14.32
25.	Ivory	Georgina	Cafeteria Worker	\$13.42	\$13.87	\$14.32
26.	Jensen	Diane	Cafeteria Worker	\$14.71	\$15.16	\$15.61
27.	Jesus	Carmen	Cafeteria Worker	\$13.92	\$14.37	\$14.82
28.	Jezowski	Alicja	Cafeteria Worker	\$15.34	\$15.79	\$16.24
29.	Johnson	Kay	Cafeteria Worker	\$14.62	\$15.07	\$15.52
30.	Kastner (eff 10/18/17)	Justine	Cafeteria Worker		\$13.42	\$13.87
31.	Kleiner	Bonnie	Cafeteria Worker	\$14.62	\$15.07	\$15.52
32.	Langlois-Sosa	Cindy	Cafeteria Worker	\$13.42	\$13.87	\$14.32
33.	Lapping (through 8/27/17)	Sarah	Cafeteria Worker	\$13.07	\$13.52	
34.	Liao	Lyudmila	Cafeteria Worker	\$13.42	\$13.87	\$14.32
35.	Litts	Anne	Cafeteria Worker	\$15.34	\$15.79	\$16.24
36.	Loo (eff 10/25/17)	Jennifer	Cafeteria Worker		\$13.42	\$13.87
37.	Magdziak	Malgorzata	Cafeteria Worker	\$13.42	\$13.87	\$14.32
38.	Majestic	Sandra	Cafeteria Worker	\$13.42	\$13.87	\$14.32
39.	Maldonado (eff 2/27/18)	Jacqueline	Cafeteria Worker		\$13.42	\$13.87
40.	Marsach	Miriam	Cafeteria Worker	\$13.42	\$13.87	\$14.32
41.	Martinez	Dianne	Cafeteria Worker	\$14.62	\$15.07	\$15.52
42.	Medina	Angela	Cafeteria Worker	\$14.62	\$15.07	\$15.52
43.	Mora	Nellie	Cafeteria Worker	\$13.42	\$13.87	\$14.32
44.	Ng	Miriam	Cafeteria Worker	\$13.42	\$13.87	\$14.32
45.	Pollack	Tamara	Cafeteria Worker	\$13.42	\$13.87	\$14.32
46.	Rios-Ortega	Diane	Cafeteria Worker	\$13.42	\$13.87	\$14.32
47.	Rogalinski	Kathleen	Cafeteria Worker	\$13.92	\$14.37	\$14.82
48.	Sargent	Veronica	Cafeteria Worker	\$13.42	\$13.87	\$14.32
49.	Sasso	Deborah	Cafeteria Worker	\$13.42	\$13.87	\$14.32
50.	Scalerccio	Susan	Cafeteria Worker	\$15.34	\$15.79	\$16.24



51.	Schmidt	Diane	Cafeteria Worker	\$13.42	\$13.87	\$14.32
52.	Shamey	Carol	Cafeteria Worker	\$15.34	\$15.79	\$16.24
53.	Shevlin	Daisy	Cafeteria Worker	\$13.42	\$13.87	\$14.32
54.	Stasolla	Deborah	Cafeteria Worker	\$14.62	\$15.07	\$15.52
55.	Tumminello	Tracy	Cafeteria Worker	\$15.34	\$15.79	\$16.24
56.	Van Why	Susan	Cafeteria Worker	\$15.34	\$15.79	\$16.24
57.	Villanueva	Monique	Cafeteria Worker	\$13.42	\$13.87	\$14.32
58.	Wickberg	Valerie	Cafeteria Worker	\$13.42	\$13.87	\$14.32
59.	Zayas	Santina	Cafeteria Worker	\$13.42	\$13.87	\$14.32

**k. Cafeteria Cooks (plus an additional \$1.75/per hour cook differential)**

	Last Name	First Name	Position	2016-2017 Base Hourly	2017-2018 Base Hourly	2018-2019 Base Hourly
1.	Krueger	Rosanne	Cafeteria Cook	\$15.34	\$15.79	\$16.24
2.	Litts	Lorrie	Cafeteria Cook	\$15.34	\$15.79	\$16.24
3.	Marasco	Amy	Cafeteria Cook	\$13.42	\$13.87	\$14.32
4.	Mayo	Eileen	Cafeteria Cook	\$13.42	\$13.87	\$14.32
5.	Searfoss	Barbara	Cafeteria Cook	\$15.34	\$15.79	\$16.24
6.	Smith	Eileen	Cafeteria Cook	\$13.92	\$14.37	\$14.82
7.	Stockman	Susan	Cafeteria Cook	\$13.42	\$13.87	\$14.32
8.	VanWhy	Rose	Cafeteria Cook	\$14.62	\$15.07	\$15.52

**l. Custodians (2<sup>nd</sup> shift = plus an additional \$.40/per hour)  
(3<sup>rd</sup> shift = plus an additional \$.50/per hour)**

	Last Name	First Name	Position	2016-2017 Base Hourly	2017-2018 Base Hourly	2018-2019 Base Hourly
1.	Altemose (retired 7/31/17)	Dale	Custodian 1st shift	\$16.82	\$17.27	
2.	Avelino (eff 11/1/18)	Alexander	Custodian 2nd shift			\$15.48
3.	Bachelder	Lorne	Custodian 2nd shift (Tues-Sat)	\$15.48	\$15.93	\$16.38
4.	Bass	James	Custodian 1st shift	\$18.35	\$18.80	\$19.25
5.	Bell	Morris	Custodian 3rd shift	\$15.48	\$15.93	\$16.38
6.	Benfield	David	Custodian 3rd shift	\$18.35	\$18.80	\$19.25
7.	Bentzoni	Kyle	Custodian 1st shift	\$18.35	\$18.80	\$19.25
8.	Bompane	Gregory	Custodian 3rd shift	\$15.48	\$15.93	\$16.38
9.	Bowman (retired 10/24/17)	LeRoy	Custodian 2nd shift	\$15.48	\$15.93	
10.	Cardillo	Gerard	Custodian 2nd shift	\$18.35	\$18.80	\$19.25
11.	Cox	James	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
12.	Cross	Donald	Custodian 3rd shift	\$18.35	\$18.80	\$19.25
13.	Darlington	Harry	Custodian-Food Services (1 <sup>st</sup> shift)	\$19.53	\$19.98	\$20.43
14.	Daye	Regine	Custodian 1st shift	\$15.48	\$15.93	\$16.38
15.	Del Guercio	Anthony	Custodian 1st shift	\$18.35	\$18.80	\$19.25
16.	Doyle	John	Custodian 1st shift	\$19.53	\$19.98	\$20.43
17.	Figueroa	Anthony	Custodian 2nd shift	\$18.35	\$18.80	\$19.25
18.	Floran	Alexis	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
19.	Fredette (eff 8/7/17)	Christopher	Custodian 3rd shift		\$15.48	\$15.93

20.	Fuzio	Antonio	Custodian 2nd shift	\$18.35	\$18.80	\$19.25
21.	Gannon	Michael	Custodian 3rd shift	\$15.48	\$15.93	\$16.38
22.	Garris	Richard	Custodian 1st shift	\$16.07	\$16.52	\$16.97
23.	Garris	Steven	Custodian 2nd shift	\$21.55	\$22.00	\$22.45
24.	Garris	Randy	Custodian 1st shift	\$23.22	\$23.67	\$24.12
25.	Gatpo	Reynaldo	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
26.	Gatpo	Wilma	Custodian 2nd shift	\$17.44	\$17.89	\$18.34
27.	Ginlack (retired 10/8/18)	Willie	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
28.	Goeller	Robert	Custodian 1st shift	\$18.35	\$18.80	\$19.25
29.	Gomez	Brenda	Custodian 2nd shift	\$16.07	\$16.52	\$16.97
30.	Goodridge	Marcia	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
31.	Gould	Richard	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
32.	Halker	Donald	Custodian 1st shift	\$15.48	\$15.93	\$16.38
33.	Harris	Deann	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
34.	Houghtaling	Richard	Custodian–Food Services (1 <sup>st</sup> shift)	\$18.35	\$18.80	\$19.25
35.	Jacobsen	Norman	Custodian 3rd shift	\$15.48	\$15.93	\$16.38
36.	Johnson	Robert	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
37.	Jones	Thomas	Custodian 2nd shift	\$18.35	\$18.80	\$19.25
38.	Kelly	James	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
39.	Kofel (retired 9/20/17)	John	Custodian 1st shift	\$19.53	\$19.98	
40.	Kraeber	Jeanie	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
41.	Lapping	Thomas	Custodian 1st shift (Tues-Sat)	\$15.48	\$15.93	\$16.38
42.	Lassiter	Wayne	Custodian 2nd shift	\$18.35	\$18.80	\$19.25
43.	Liatto	Cheryl	Custodian 3rd shift	\$15.48	\$15.93	\$16.38
44.	Liatto (retired 7/28/17)	Joseph	Custodian 3rd shift	\$15.48	\$15.93	
45.	Martinez	Hector	Custodian 3rd shift	\$15.48	\$15.93	\$16.38
46.	Miller	Thomas	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
47.	Montalvo	Eric	Custodian 2nd shift	\$17.54	\$17.99	\$18.44
48.	Montuori	Jason	Custodian 1st shift	\$18.35	\$18.80	\$19.25
49.	Nagele	Michael	Custodian 3rd shift	\$15.48	\$15.93	\$16.38
50.	Nannery	William	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
51.	Napodano	Anthony	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
52.	Parton	Matthew	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
53.	Philhower	Kyle	Custodian 1st shift	\$15.48	\$15.93	\$16.38
54.	Piccoli	Arthur	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
55.	Pollack	Victor	Custodian 1st shift	\$15.48	\$15.93	\$16.38
56.	Prothro	Robert	Custodian 1st shift	\$15.48	\$15.93	\$16.38
57.	Prothro	Clotelda	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
58.	Renna	Domenick	Custodian 1st shift	\$21.55	\$22.00	\$22.45
59.	Rivera (eff 4/25/18)	Ana	Custodian 2nd shift		\$15.48	\$15.93
60.	Romanowski	Joseph	Custodian 2nd shift	\$16.09	\$16.54	\$16.99
61.	Rosado	John	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
62.	Rosado (eff 5/29/18)	Annette	Custodian 2nd shift		\$15.48	\$15.93
63.	Rosenberger	Jeffery	Custodian 3rd shift	\$15.48	\$15.93	\$16.38
64.	Santiago	George	Custodian 2nd shift	\$18.35	\$18.80	\$19.25

65.	Schmid (eff 11/21/17)	Justin	Custodian 3rd shift		\$15.48	\$15.93
66.	Schmidt (eff 10/16/18)	James	Custodian 3rd shift			\$15.48
67.	Schoonover	Jonathan	Custodian 2nd shift	\$18.35	\$18.80	\$19.25
68.	Schubert	Edwin	Custodian 3rd shift	\$15.48	\$15.93	\$16.38
69.	Shoemaker	Michael	Custodian 3rd shift	\$17.44	\$17.89	\$18.34
70.	Siproth	Kenneth	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
71.	Smith	Yolanda	Custodian 2nd shift	\$18.35	\$18.80	\$19.25
72.	Spannagel	Edward	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
73.	Suarez	Nicholas	Custodian 2nd shift	\$15.48	\$15.93	\$16.38
74.	Sympson	Pagette	Custodian 1st shift	\$15.48	\$15.93	\$16.38
75.	Townsend	Johnathan	Custodian 1st shift (ESE)	\$15.48	\$15.93	\$16.38
76.	Townsend (eff 1/23/18)	Johnathan	Custodian 2nd shift (JTL)		\$15.48	\$15.93
77.	Transue	Scott	Custodian 1st shift	\$15.48	\$15.93	\$16.38
78.	Tyree	Otis	Custodian 3rd shift	\$15.48	\$15.93	\$16.38
79.	VanWhy	Scott	Custodian-Courier (1 <sup>st</sup> shift)	\$15.48	\$15.93	\$16.38
80.	Velez	Arquelio	Custodian-Food Services (1 <sup>st</sup> shift)	\$17.44	\$17.89	\$18.34
81.	Vezzosi	Salvatore	Custodian 1st shift	\$15.48	\$15.93	\$16.38
82.	Vitale	Thomas	Custodian 3rd shift	\$15.48	\$15.93	\$16.38
83.	Wickberg	Arthur	Custodian 2nd shift		\$15.48	\$15.93

**m. Front Desk Receptionists**

	Last Name	First Name	Position	2016-2017 (as of 6/30/17)	2017-2018	2018-2019
1.	Albornoz	Doris	Front Desk Receptionist	\$12.80	\$13.25	\$13.70
2.	Barrett	Maureen	Front Desk Receptionist	\$12.80	\$13.25	\$13.70
3.	Beniamino	Robin	Front Desk Receptionist	\$12.80	\$13.25	\$13.70
4.	Clare	Linda	Front Desk Receptionist	\$12.80	\$13.25	\$13.70
5.	Furst	Pamela	Front Desk Receptionist	\$13.69	\$14.14	\$14.59
6.	Mertz	Susan	Front Desk Receptionist	\$12.80	\$13.25	\$13.70
7.	Miller	Karen	Front Desk Receptionist	\$12.80	\$13.25	\$13.70
8.	Rose	Tracy	Front Desk Receptionist	\$12.80	\$13.25	\$13.70
9.	Scozzafava (eff 8/31/17)	Theresa	Front Desk Receptionist		\$12.80	\$13.25
10.	Williams	Vivian	Front Desk Receptionist	\$12.80	\$13.25	\$13.70

**n. Health Room Nurses**

	Last Name	First Name	Position	2016-2017 (as of 6/30/17)	2017-2018	2018-2019
1.	Caiazzo	Nancy	Health Room Nurse	\$17.27	\$17.72	\$18.50
2.	Fritz (eff 12/18/18)	Andrea	Health Room Nurse			\$18.50
3.	Gearhart (eff 5/4/18)	Jenna	Health Room Nurse		\$17.27	\$18.50
4.	Leeds	Dorothylee	Health Room Nurse	\$17.94	\$18.39	\$18.84
5.	Nicholls	Rhonda	Health Room Nurse	\$19.57	\$20.02	\$20.47
6.	Reilly	Margaret	Health Room Nurse	\$17.27	\$17.72	\$18.50

**o. Information Technologists**

	Last Name	First Name	Position	2016-2017 (as of 6/30/17)	2017-2018
1.	Biddulph (retired 8/25/17)	George	Info Tech III	\$26.22	\$26.67
2.	Booth (eff 1/8/18)	Steven	Info Tech II		\$22.97
3.	Carmeci (through 1/23/17)	Dawn	Info Tech I	\$22.39	
4.	Carmeci (eff 1/24/17)	Dawn	Info Tech II	\$22.97	\$23.42
5.	Rodriguez	Richard	Info Tech II	\$22.97	\$23.42
6.	Calderone	Anthony	Info Tech II	\$22.97	\$23.42
7.	Carbajal	Louis	Info Tech III	\$26.22	\$26.67
8.	Chamberlin	James	Info Tech III	\$25.40	\$25.85
9.	Cooper	David	Info Tech III	\$25.40	\$25.85
10.	Fitzpatrick	Brad	Info Tech III	\$29.11	\$29.56
11.	MacMahon	Gary	Info Tech III	\$25.40	\$25.85
12.	Malave	Edwin	Info Tech III	\$29.11	\$29.56
13.	Page	Manvel	Info Tech III	\$26.22	\$26.67

**p. Information Technologists (Reclassifications effective 7/1/18)**

	Last Name	First Name	Position	2018-2019
1.	Booth	Steven	Info Tech I	\$23.42
2.	Carmeci	Dawn	Info Tech I	\$23.87
3.	Coletti (8/21/18-3/15/19)	Brandon	Info Tech I	\$22.97
4.	Rodriguez	Richard	Info Tech I	\$23.87
5.	Calderone (through 10/21/18)	Anthony	Info Tech I	\$23.87
6.	Calderone (eff 10/22/18)	Anthony	Info Tech II	\$25.40
7.	Carbajal	Louis	Info Tech II	\$27.12
8.	Chamberlin	James	Info Tech II	\$26.30
9.	Cooper	David	Info Tech II	\$26.30
10.	Fitzpatrick	Brad	Info Tech II	\$30.01
11.	MacMahon	Gary	Info Tech II	\$26.30
12.	Malave	Edwin	Info Tech II	\$30.01
13.	Page	Manvel	Info Tech II	\$27.12

**q. Maintenance Workers (plus an additional \$.40/per hour shift differential when working 2<sup>nd</sup> shift)**

	Last Name	First Name	Position	Shift	2016-2017 Base Hourly	2017-2018 Base Hourly	2018-2019 Base Hourly
1.	Klein	Donald	Maintenance I	1 <sup>st</sup> shift	\$17.83	\$18.28	\$18.73
2.	Monik	Kevin	Maintenance I	2 <sup>nd</sup> shift	\$15.68	\$16.13	\$16.58
3.	Sourwine	Arthur	Maintenance I	2 <sup>nd</sup> shift	\$16.35	\$16.80	\$17.25
4.	Starkes	Alonzo	Maintenance I	1 <sup>st</sup> shift	\$17.83	\$18.28	\$18.73
5.	Buncich (eff 1/23/18)	Milan	Maintenance II	2 <sup>nd</sup> shift		\$17.00	\$21.00
6.	Counterman, Jr.	Boyd	Maintenance II	1 <sup>st</sup> shift	\$19.71	\$20.16	\$21.00
7.	Furlong (eff 8/13/18)	Michael	Maintenance II	2 <sup>nd</sup> shift			\$21.00
8.	Hafler	Douglas	Maintenance II	2 <sup>nd</sup> shift	\$19.71	\$20.16	\$21.00
9.	Hirsch	Matthew	Maintenance II	1 <sup>st</sup> shift	\$17.20	\$17.65	\$21.00
10.	Iannia (through 1/31/18)	Joseph	Maintenance I	1 <sup>st</sup> shift	\$16.35	\$16.80	

11.	Iannia (maint II eff 2/1/18)	Joseph	Maintenance II	1 <sup>st</sup> shift		\$17.00	\$21.00
12.	Joseph (eff 1/22/19)	Jean	Maintenance II	2 <sup>nd</sup> shift			\$21.00
13.	Lesoine	Frederick	Maintenance II	1 <sup>st</sup> shift	\$17.20	\$17.65	\$21.00
14.	Miller (eff 1/22/19)	John	Maintenance II	2 <sup>nd</sup> shift			\$21.00
15.	O'Neill (eff 8/22/18)	Daniel	Maintenance II	2 <sup>nd</sup> shift			\$21.00
16.	Pearson	Glenn	Maintenance II	2 <sup>nd</sup> shift	\$17.20	\$17.65	\$21.00
17.	Roberts	Jeffrey	Maintenance II	2 <sup>nd</sup> shift	\$17.20	\$17.65	\$21.00
18.	Romansky (retired 1/5/18)	John	Maintenance II	2 <sup>nd</sup> shift	\$22.02	\$22.47	
19.	See (eff 9/4/18)	Kenneth	Maintenance II	2 <sup>nd</sup> shift			\$21.00
20.	Teeple (eff 1/2/18)	Joshua	Maintenance II	1 <sup>st</sup> shift		\$17.00	\$21.00
21.	Tennis (eff 2/11/19)	Brendan	Maintenance II	2 <sup>nd</sup> shift			\$21.00
22.	Young, Jr.	William	Maintenance II	1 <sup>st</sup> shift	\$19.71	\$20.16	\$21.00

**r. Mechanics**

	Last Name	First Name	Position	2016-2017 (as of 6/30/17)	2017-2018	2018-2019
1.	Bartron	Troy	Mechanic	\$19.08	\$19.53	\$19.98
2.	Craver	Joshua	Mechanic	\$19.08	\$19.53	\$19.98
3.	Fleming	Timothy	Mechanic	\$19.84	\$20.29	\$20.74

**s. Paraprofessionals**

	Last Name	First Name	Position	2016-2017 (as of 6/30/17)	2017-2018	2018-2019
1.	Allen	Nichelle	Paraprofessional	\$16.72	\$17.17	\$17.62
2.	Ambrose	Joanne	Paraprofessional	\$18.22	\$18.67	\$19.12
3.	Andrews	Julie	Paraprofessional	\$16.72	\$17.17	\$17.62
4.	Aponte	Betty	Paraprofessional	\$19.43	\$19.88	\$20.33
5.	Azikiwe (eff 11/27/18)	Emmanuela	Paraprofessional			\$16.72
6.	Banks	Anne	Paraprofessional	\$18.22	\$18.67	\$19.12
7.	Bastian	Debra	Paraprofessional	\$17.35	\$17.80	\$18.25
8.	Berardi	Ann Marie	Paraprofessional	\$18.22	\$18.67	\$19.12
9.	Bergen (eff 5/8/18)	Lori	Paraprofessional		\$16.72	\$17.17
10.	Bianchi	Mary	Paraprofessional	\$16.72	\$17.17	\$17.62
11.	Bianchi	Elaine	Paraprofessional	\$19.43	\$19.88	\$20.33
12.	Bianco	Ellen	Paraprofessional	\$16.72	\$17.17	\$17.62
13.	Bigio	Camille	Paraprofessional	\$19.43	\$19.88	\$20.33
14.	Bioh	Magdalene	Paraprofessional	\$16.72	\$17.17	\$17.62
15.	Bishow (retired 1/2/19)	Laurel	Paraprofessional	\$17.35	\$17.80	\$18.25
16.	Bogart	Jenny	Paraprofessional	\$19.00	\$19.45	\$19.90
17.	Branigan	Linda	Paraprofessional	\$19.43	\$19.88	\$20.33
18.	Cali	Barbara	Paraprofessional	\$19.43	\$19.88	\$20.33
19.	Camaerei	Albert	Paraprofessional	\$19.43	\$19.88	\$20.33
20.	Capizzi	Deborah	Paraprofessional	\$19.43	\$19.88	\$20.33
21.	Careri	Karen	Paraprofessional	\$16.72	\$17.17	\$17.62
22.	Cavanaugh	Theresa	Paraprofessional	\$16.72	\$17.17	\$17.62
23.	Cepin	Marisol	Paraprofessional	\$19.43	\$19.88	\$20.33
24.	Clarke	Lisa	Paraprofessional	\$16.72	\$17.17	\$17.62
25.	Conforti	Susan	Paraprofessional	\$16.72	\$17.17	\$17.62

26.	Connors	Patricia	Paraprofessional	\$19.43	\$19.88	\$20.33
27.	Conti	Ronda	Paraprofessional	\$16.72	\$17.17	\$17.62
28.	Cotto (eff 8/24/17)	Judith	Paraprofessional		\$16.72	\$17.17
29.	Cruz (eff 8/21/18)	Lisa	Paraprofessional			\$16.72
30.	Degraffenreid (eff 8/22/17)	Jacqueline	Paraprofessional		\$16.72	\$17.17
31.	Dell'Orto	Roberta	Paraprofessional	\$19.43	\$19.88	\$20.33
32.	DeRosa (eff 3/13/18)	Susan	Paraprofessional		\$16.72	\$17.17
33.	Deuerlein	Alice	Paraprofessional	\$19.43	\$19.88	\$20.33
34.	Dicola	Michelle	Paraprofessional	\$16.72	\$17.17	\$17.62
35.	Donald (eff 8/22/17)	Dawn	Paraprofessional		\$16.72	\$17.17
36.	Donegan	Siobhan	Paraprofessional	\$16.72	\$17.17	\$17.62
37.	Donovan (eff 9/18/18)	Christine	Paraprofessional			\$16.72
38.	Douglas	Patricia	Paraprofessional	\$19.00	\$19.45	\$19.90
39.	Drake (eff 9/8/17)	Alexis	Paraprofessional		\$16.72	\$17.17
40.	Fetherman	Jane	Paraprofessional	\$17.35	\$17.80	\$18.25
41.	Finn (eff 8/22/18)	Kelly	Paraprofessional			\$16.72
42.	Finver	Maryellen	Paraprofessional	\$19.43	\$19.88	\$20.33
43.	Fonash	Charlene	Paraprofessional	\$16.72	\$17.17	\$17.62
44.	Francis	Gail	Paraprofessional	\$16.72	\$17.17	\$17.62
45.	Gabriel (retired 1/2/18)	Sheila	Paraprofessional	\$16.72	\$17.17	
46.	Gallagher (eff 8/21/18)	Matthew	Paraprofessional			\$16.72
47.	Giove (eff 8/22/17)	Miriam	Paraprofessional		\$16.72	\$17.17
48.	Gregory	Clare	Paraprofessional	\$16.72	\$17.17	\$17.62
49.	Hall	Rebecca	Paraprofessional	\$16.72	\$17.17	\$17.62
50.	Hatter (10/8/18-3/29/19)	Kahlasia	Paraprofessional (LTS)			\$16.72
51.	Hennings	Gina	Paraprofessional	\$18.22	\$18.67	\$19.12
52.	Hernandez	Belinda	Paraprofessional	\$18.22	\$18.67	\$19.12
53.	Hunt (eff 8/21/18)	Sabryna	Paraprofessional			\$16.72
54.	Hutchinson (eff 8/23/17)	Diana	Paraprofessional		\$16.72	\$17.17
55.	Illingworth	Sharon	Paraprofessional	\$19.43	\$19.88	\$20.33
56.	Israel	Alicia	Paraprofessional	\$17.35	\$17.80	\$18.25
57.	Jablonski	Alison	Paraprofessional	\$19.43	\$19.88	\$20.33
58.	Jagger	Darlene	Paraprofessional	\$19.43	\$19.88	\$20.33
59.	Johnson	Joann	Paraprofessional	\$19.43	\$19.88	\$20.33
60.	Keesser	Bridget	Paraprofessional	\$16.72	\$17.17	\$17.62
61.	Kelly	Joni-Beth	Paraprofessional	\$16.72	\$17.17	\$17.62
62.	Kidwell (eff 8/21/18)	Yasmin	Paraprofessional			\$16.72
63.	Kizer	Ann Marie	Paraprofessional	\$19.43	\$19.88	\$20.33
64.	Konitsky	Carol	Paraprofessional	\$19.43	\$19.88	\$20.33
65.	Korculanic	Ginger	Paraprofessional	\$17.35	\$17.80	\$18.25
66.	Leone	Pauline	Paraprofessional	\$16.72	\$17.17	\$17.62
67.	Lipe	Diane	Paraprofessional	\$19.43	\$19.88	\$20.33
68.	Matthews	Ann	Paraprofessional	\$16.72	\$17.17	\$17.62
69.	McCue	Catherine	Paraprofessional	\$16.72	\$17.17	\$17.62

70.	McKeithan	Nelson	Paraprofessional	\$16.72	\$17.17	\$17.62
71.	McMahon	Beverly	Paraprofessional	\$17.35	\$17.80	\$18.25
72.	Melvin	Carmen	Paraprofessional	\$17.35	\$17.80	\$18.25
73.	Mignosi	Lisa	Paraprofessional	\$18.22	\$18.67	\$19.12
74.	Miller (eff 8/30/18)	Lorin	Paraprofessional			\$16.72
75.	Morales (eff 8/22/17)	Venus	Paraprofessional		\$16.72	\$17.17
76.	Morris	Gary	Paraprofessional	\$16.72	\$17.17	\$17.62
77.	Mounts	Yvonne	Paraprofessional	\$16.72	\$17.17	\$17.62
78.	Noia	Donna	Paraprofessional	\$19.43	\$19.88	\$20.33
79.	O'Brien	Patricia	Paraprofessional	\$19.43	\$19.88	\$20.33
80.	Parkes	Jo	Paraprofessional	\$16.72	\$17.17	\$17.62
81.	Pavlovsky (eff 3/26/18)	Anna	Paraprofessional		\$16.72	\$17.17
82.	Pearson	Eileen	Paraprofessional	\$19.43	\$19.88	\$20.33
83.	Perez (eff 1/23/18)	Julissa	Paraprofessional		\$16.72	\$17.17
84.	Peters	Karen	Paraprofessional	\$18.22	\$18.67	\$19.12
85.	Poloway	Mary	Paraprofessional	\$17.35	\$17.80	\$18.25
86.	Prendergast (retired 10/30/18)	Frances	Paraprofessional	\$18.22	\$18.67	\$19.12
87.	Rabelo-Keller (eff 11/28/18)	Zeina	Paraprofessional			\$16.72
88.	Rambone	Kelly	Paraprofessional	\$19.43	\$19.88	\$20.33
89.	Randall (eff 8/21/18)	Michele	Paraprofessional			\$16.72
90.	Reveron	Evelyn	Paraprofessional	\$16.72	\$17.17	\$17.62
91.	Rodriguez (eff 8/22/17)	Stephanie	Paraprofessional		\$16.72	\$17.17
92.	Romano	Nicole	Paraprofessional	\$16.72	\$17.17	\$17.62
93.	Rosenberger (retired 6/19/18)	Janice	Paraprofessional	\$19.43	\$19.88	
94.	Rourke	Jennifer	Paraprofessional	\$19.43	\$19.88	\$20.33
95.	Rowinski	Lisa	Paraprofessional	\$19.43	\$19.88	\$20.33
96.	Sanita	Sharon	Paraprofessional	\$16.72	\$17.17	\$17.62
97.	Schoenmakers (eff 8/28/17)	Gwendolyn	Paraprofessional		\$16.72	\$17.17
98.	Schumann	Linda	Paraprofessional	\$19.43	\$19.88	\$20.33
99.	Shaffer (eff 8/22/17)	Alicia	Paraprofessional		\$16.72	\$17.17
100.	Sherman	Diane	Paraprofessional	\$19.43	\$19.88	\$20.33
101.	Shukaitis	Sandra	Paraprofessional	\$17.35	\$17.80	\$18.25
102.	Sileikis (eff 12/18/18)	Danine	Paraprofessional			\$16.72
103.	Slama	Susan	Paraprofessional	\$16.72	\$17.17	\$17.62
104.	Smith	Donna	Paraprofessional	\$18.22	\$18.67	\$19.12
105.	Snapp	Donna	Paraprofessional	\$18.22	\$18.67	\$19.12
106.	States-Delcane	Denise	Paraprofessional	\$17.35	\$17.80	\$18.25
107.	Struhala (eff 8/22/17)	Jennifer	Paraprofessional		\$16.72	\$17.17
108.	Summerville	Launie	Paraprofessional	\$16.72	\$17.17	\$17.62
109.	Sutton	Deanna	Paraprofessional	\$18.22	\$18.67	\$19.12
110.	Tassinari	Lori	Paraprofessional	\$16.72	\$17.17	\$17.62
111.	Thompson	Teresa	Paraprofessional	\$16.72	\$17.17	\$17.62
112.	Totero (eff 8/22/17)	Stacy	Paraprofessional		\$16.72	\$17.17
113.	Tritto	Joann	Paraprofessional	\$16.72	\$17.17	\$17.62
114.	Vigorito	Brenda	Paraprofessional	\$16.72	\$17.17	\$17.62

115.	Villanueva	Stephanie	Paraprofessional	\$16.72	\$17.17	\$17.62
116.	Weber	Sarah	Paraprofessional	\$17.35	\$17.80	\$18.25
117.	Wetklow	Nancy	Paraprofessional	\$16.72	\$17.17	\$17.62
118.	Zepeda	Carmen	Paraprofessional	\$19.43	\$19.88	\$20.33

**t. Secretaries**

	Last Name	First Name	Position	2016-2017 (as of 6/30/17)	2017-2018	2018-2019
1.	Antoni	Barbara	Secretary	\$16.59	\$17.04	\$17.49
2.	Arawjo	Karen	Secretary	\$14.56	\$15.01	\$15.46
3.	Balmoos	Linda	Secretary	\$22.99	\$23.44	\$23.89
4.	Barnes (retired 1/2/19)	Joyce	Secretary	\$16.59	\$17.04	\$17.49
5.	Behme	Beth Ann	Secretary	\$15.62	\$16.07	\$16.52
6.	Borer	Robin	Secretary	\$16.59	\$17.04	\$17.49
7.	Brown	Deborah	Secretary	\$16.59	\$17.04	\$17.49
8.	Chamberlin	Annemarie	Secretary	\$15.62	\$16.07	\$16.52
9.	Crowl	Maureen	Secretary	\$16.59	\$17.04	\$17.49
10.	De Jesus	Jonathan	Secretary	\$14.56	\$15.01	\$15.46
11.	Determan	Martha	Secretary	\$16.59	\$17.04	\$17.49
12.	Dolinish	Kris	Secretary	\$22.99	\$23.44	\$23.89
13.	Dunleavy	Susan	Secretary	\$14.56	\$15.01	\$15.46
14.	Ecenbarger	Debra	Secretary	\$14.56	\$15.01	\$15.46
15.	Fuller	Jeanine	Secretary	\$14.56	\$15.01	\$15.46
16.	Grimaldi (eff 5/29/18)	Lynnette	Secretary		\$14.56	\$15.01
17.	Heitz	Maria	Secretary	\$14.56	\$15.01	\$15.46
18.	Holden	Kira	Secretary	\$14.56	\$15.01	\$15.46
19.	Huffman (eff 11/20/18)	Jennifer	Secretary (10 month, part-time, 3 hour)			\$14.56
20.	Johnson	Gail	Secretary	\$16.59	\$17.04	\$17.49
21.	Kirk	Joyce	Secretary	\$16.59	\$17.04	\$17.49
22.	Kirschner	Karen	Secretary	\$15.62	\$16.07	\$16.52
23.	Kolcun	Elizabeth	Secretary	\$16.59	\$17.04	\$17.49
24.	Konawalik (eff 1/3/19)	Leanne	Secretary			\$14.56
25.	Lafemina-Adams (through 4/30/18)	Annmarie	Secretary	\$14.56	\$15.01	
26.	Lohmann	Jessie	Secretary	\$14.56	\$15.01	\$15.46
27.	Lopez	Rebecca	Secretary	\$14.56	\$15.01	\$15.46
28.	Lopresti (eff 8/21/18)	Maddalena	Secretary			\$14.56
29.	Males	Linda	Secretary	\$17.77	\$18.22	\$18.67
30.	Massaro	Ellen	Secretary	\$15.62	\$16.07	\$16.52
31.	Mcgrath	Francine	Secretary	\$14.56	\$15.01	\$15.46
32.	Menditto	Marguerite	Secretary	\$15.62	\$16.07	\$16.52
33.	Michaels	Kristine	Secretary	\$21.46	\$21.91	\$22.36
34.	Nevin	Angela	Secretary	\$14.56	\$15.01	\$15.46
35.	Newberry	Jessica	Secretary	\$15.62	\$16.07	\$16.52
36.	Oney	Kelli	Secretary	\$14.56	\$15.01	\$15.46
37.	Osmanski	Tammy	Secretary	\$16.59	\$17.04	\$17.49



38.	Piccoli	Barbara	Secretary	\$14.56	\$15.01	\$15.46
39.	Rivadeneira	Gloria	Secretary	\$14.56	\$15.01	\$15.46
40.	Romansky	Patricia	Secretary	\$14.56	\$15.01	\$15.46
41.	Rosado	Lorena	Secretary	\$14.56	\$15.01	\$15.46
42.	Salmon	Lynn	Secretary	\$16.29	\$16.74	\$17.19
43.	Schaal	Denise	Secretary	\$14.56	\$15.01	\$15.46
44.	Schnaitman	Dana	Secretary	\$14.56	\$15.01	\$15.46
45.	Skidmore	Rose	Secretary	\$14.56	\$15.01	\$15.46
46.	Snyder	Amy	Secretary	\$17.77	\$18.22	\$18.67
47.	Sourwine	Judy	Secretary	\$16.59	\$17.04	\$17.49
48.	Varner	Lisa	Secretary	\$16.59	\$17.04	\$17.49
49.	Vazquez	Daisy	Secretary	\$14.56	\$15.01	\$15.46
50.	Walck	Martha	Secretary	\$16.59	\$17.04	\$17.49
51.	Walsh	Tammy	Secretary	\$14.56	\$15.01	\$15.46
52.	Wright	Patricia	Secretary	\$16.59	\$17.04	\$17.49

**u. Student Aides**

	Last Name	First Name	Position	2016-2017 (as of 6/30/17)	2017-2018	2018-2019
1.	Ace (eff 10/8/18)	Rebecca	Student Aide			\$13.46
2.	Aguiles	Amalia	Student Aide	\$13.46	\$13.91	\$14.36
3.	Burke	Michelle	Student Aide	\$13.46	\$13.91	\$14.36
4.	Butz	Connie	Student Aide	\$13.46	\$13.91	\$14.36
5.	Calascibetta	Joan	Student Aide	\$13.46	\$13.91	\$14.36
6.	Cali	Charlotte	Student Aide	\$13.46	\$13.91	\$14.36
7.	Carey	Ronnise	Student Aide	\$13.46	\$13.91	\$14.36
8.	Catalano (eff 10/9/18)	John	Student Aide			\$13.46
9.	Ciucci	Margaret	Student Aide	\$13.46	\$13.91	\$14.36
10.	Cotto (through 8/23/17)	Judith	Student Aide	\$13.46	\$13.91	
11.	Cramer	Leslie Ann	Student Aide	\$14.12	\$14.57	\$15.02
12.	Cruz (through 8/20/18)	Lisa	Student Aide	\$13.46	\$13.91	\$14.36
13.	Dalia	Teresa	Student Aide	\$14.12	\$14.57	\$15.02
14.	Degraffenreid (through 8/21/17)	Jacqueline	Student Aide	\$13.46	\$13.91	
15.	DeRosa (9/6/17-3/12/18)	Susan	Student Aide		\$13.46	
16.	DiSanto	Patricia	Student Aide	\$13.46	\$13.91	\$14.36
17.	Donald (through 7/31/17)	Dawn	Student Aide	\$13.46	\$13.91	
18.	Donovan (through 9/17/18)	Christine	Student Aide		\$13.46	\$13.91
19.	Duval	Elvira	Student Aide	\$14.12	\$14.57	\$15.02
20.	Eilers	Deborah	Student Aide	\$13.46	\$13.91	\$14.36
21.	Finn (through 8/21/18)	Kelly	Student Aide	\$13.46	\$13.91	\$14.36
22.	Fish	Joy	Student Aide	\$14.12	\$14.57	\$15.02
23.	Foran (eff 8/22/18)	Widya	Student Aide			\$13.46
24.	Frevele	Samantha	Student Aide	\$13.46	\$13.91	\$14.36
25.	Gilmore (10/10/18-end 18-19SY)	Khadijah	Student Aide (Temporary)			\$13.46
26.	Giove (through 8/21/17)	Miriam	Student Aide	\$13.46	\$13.91	
27.	Glinska	Izabella	Student Aide	\$13.46	\$13.91	\$14.36

28.	Glynn	Gerardine	Student Aide	\$13.46	\$13.91	\$14.36
29.	Graziano	Amy	Student Aide	\$13.46	\$13.91	\$14.36
30.	Green (10/10/18-end 18-19SY)	Kelly	Student Aide (Temporary)			\$13.46
31.	Hanson	Jennifer	Student Aide	\$13.46	\$13.91	\$14.36
32.	Harris	Marianne	Student Aide	\$14.12	\$14.57	\$15.02
33.	Henry (retire 8/22/18)	Judy	Student Aide	\$14.12	\$14.57	\$15.02
34.	Hutchinson (through 8/21/17)	Diana	Student Aide	\$13.46	\$13.91	
35.	Imbert	Lisa	Student Aide	\$14.12	\$14.57	\$15.02
36.	Jackson	Jacquelyn	Student Aide	\$13.46	\$13.91	\$14.36
37.	Johnson	Mark	Student Aide	\$13.46	\$13.91	\$14.36
38.	Johnson	Beverly	Student Aide	\$13.46	\$13.91	\$14.36
39.	Justiniano	Edward	Student Aide	\$13.46	\$13.91	\$14.36
40.	Lang (retired 9/18/17)	Marta	Student Aide	\$13.46	\$13.91	
41.	Lapping (eff 8/28/17)	Sarah	Student Aide		\$13.46	\$13.91
42.	Locke (through 3/10/19)	Gina	Student Aide	\$13.46	\$13.91	\$14.36
43.	Lopez	Myrna	Student Aide	\$13.46	\$13.91	\$14.36
44.	McDermott	Amy	Student Aide	\$13.46	\$13.91	\$14.36
45.	Meduri	Nancy	Student Aide	\$13.46	\$13.91	\$14.36
46.	Mohamed	Bibi	Student Aide	\$13.46	\$13.91	\$14.36
47.	Morales (through 7/31/17)	Venus	Student Aide	\$13.46	\$13.91	
48.	Orenstein	Carol	Student Aide	\$15.94	\$16.39	\$16.84
49.	Ortiz	Gladys	Student Aide	\$14.61	\$15.06	\$15.51
50.	Palmer (through 2/4/19)	Michelle	Student Aide	\$13.46	\$13.91	\$14.36
51.	Parmer	Mary	Student Aide	\$13.46	\$13.91	\$14.36
52.	Pavlovsky (through 3/25/18)	Anna	Student Aide	\$13.46	\$13.91	
53.	Peltz	Robin	Student Aide	\$13.46	\$13.91	\$14.36
54.	Perez	Wanda	Student Aide	\$14.12	\$14.57	\$15.02
55.	Perry	Raymond	Student Aide	\$14.12	\$14.57	\$15.02
56.	Root	Maria	Student Aide	\$13.46	\$13.91	\$14.36
57.	Rue	Viola	Student Aide	\$15.48	\$15.93	\$16.38
58.	Saffer (eff 8/28/17-2/10/19)	Michele	Student Aide		\$13.46	\$13.91
59.	Salerno	Martene	Student Aide	\$13.46	\$13.91	\$14.36
60.	Shortino	Debra	Student Aide	\$15.48	\$15.93	\$16.38
61.	Stitch	Melody	Student Aide	\$13.46	\$13.91	\$14.36
62.	Tayburn	Cynthia	Student Aide	\$13.46	\$13.91	\$14.36
63.	Tonkin	Lisa	Student Aide	\$15.94	\$16.39	\$16.84
64.	Totero (through 8/21/17)	Stacy	Student Aide	\$15.94	\$16.39	
65.	Weiss (through 3/17/19)	Donna	Student Aide	\$13.46	\$13.91	\$14.36
66.	Wesselius	Kathleen	Student Aide	\$13.46	\$13.91	\$14.36
67.	Wilson	Robin	Student Aide	\$13.46	\$13.91	\$14.36

v. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Duran, Mildred	Front Desk Receptionist, Secretary	Support	2018/2019 Fiscal Year
2.	Johnson, Carissa	Business Office, Front Desk Receptionist, Secretary	Support	2018/2019 Fiscal Year
3.	O'Brien, Samuel	Custodian, Paraprofessional, Student Aide	Support	2018/2019 Fiscal Year

w. Schedule B Appointments

2018-2019

	Last Name	First Name	Position	Building	Rate
1.	DeRosa	Susan	Intramural Homework Advisor (all year-shared position)	Bushkill Elementary	\$23.96/hour (80 hour maximum split between advisors)
2.	Tischler	Julie	Assistant Director of School Productions (Spring)	High School North	\$1,596.00 (plus \$250.00 longevity stipend)
3.	Gerhart	George	Baseball Varsity Assistant Coach	High School North	\$4,072.00
4.	VanWinkle	Zachary	Intramural Softball Co-Advisor	High School North	\$23.96/hour (4 additional hours)
5.	Carson	Jessica	Intramural Varsity Video Game Advisor	High School North	\$23.96/hour (24 hour maximum)
6.	White	Michael	Softball Assistant Varsity Coach	High School North	\$4,072.00
7.	Mengel	Justin	Choral Co-Director (Grades 7 & 8)	J. T. Lambert Intermediate	\$2,412.00 (prorated)
8.	Rhoadhouse	Andrea	Choral Co-Director (Grades 7 & 8)	J. T. Lambert Intermediate	\$2,412.00 (prorated)
9.	Hanks-Cherry	Brandon	Assistant Director of School Productions (Spring)	J. T. Lambert Intermediate	\$1,596.00
10.	Spering	Laureen	Intramural Volleyball Advisor	Lehman Intermediate	\$23.96/hour (24 hour maximum)

2019-2020

	Last Name	First Name	Position	Building	Rate
1.	Shanley	Edward	Football Varsity Assistant Coach	High School South	\$6,025.00
2.	Longo	Jennifer	Cheerleading Varsity Assistant Coach (fall)	High School South	\$1,755.00
3.	Marrone	Ashley	Cheerleading Head Coach (fall)	High School South	\$2,572.00

e. FINANCES

i. 605 – Tax Levy

1.

**ACTION BY THE BOARD:**

Motion was made by Keith Karkut to approve the settlement of the tax assessment appeal indexed to Monroe County Court of Common Pleas No. 8096 CV 2018 as set forth on the Settlement Stipulation presented, and to authorize the Solicitor to sign the Settlement Stipulation on behalf of the school district. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

(See pages 124-127)

2.

**ACTION BY THE BOARD:**

Motion was made by George Andrew to ratify and affirm the authority of the Superintendent, Board, President, and Board Secretary to execute and submit to the Pennsylvania Department of Education an Application for Payment pursuant to Section 604 of the School Code for payment in lieu of taxes for property acquired by the Commonwealth for the National Recreation Area project located in Lehman Township, Pike County in the form as presented at this meeting and in accordance with the recommendation of the Finance Committee. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See page 128)

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

1.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the proposal from Jottan, Inc., the lowest responsible bidder for the High School North and Lehman Intermediate roof replacement, to install a Garland Roof in the amount of \$6,556,867.00 with Alternate 1, which includes a 30-year warranty in the additional amount of \$451,768.00, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by George Andrews and passed 8-1. Keith Karkut voted no.

(See pages 129-164)

2.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the proposal from C & D Waterproofing Corp., the lowest responsible bidder for the Resica Elementary roof replacement, to install a Garland Roof in the amount of \$647,250.00 with Alternate 1, which includes a 30-year warranty in the additional amount of \$9,700.00 and Alternate 2 to infill the existing Sky Light for an additional \$10,765.00, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Richard Schlameuss and passed 8-1. Keith Karkut voted no.

(See pages 165-246)

3.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the proposal from Guyette Communication Industries Corp., the lowest responsible bidder for the North Campus Surveillance Camera Installation, to install Security Cameras at the North Campus in the amount of \$342,736.00, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

(See pages 247-275)

iii. **613 – Cooperative Purchasing**

1.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve package B of the participation agreement with Microsoft Corporation in the amount of \$68,543.45 annually starting July 1, 2019 through June 30, 2024 in accordance with the recommendation of the Finance Committee. Pricing is in accordance with the Lancaster Lebanon Intermediate Unit 13 agreement. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 276-278)

2.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the proposal from IntegraOne for the purchase of security cameras, wall mounts, and software licenses at the Resica Elementary School in the amount of \$64,953.00, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Wayne Rohner and passed 8-1. Keith Karkut voted no.

(See pages 279-284)

**iv. 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 Robert Huffman and passed 8-1. Wayne Rohner voted no.

- 1. Budget Transfers - (See pages 285-295))
- 2. Payment of Bills - (See pages 296-302)
- 3. Treasurer’s Report - (See page 303-331)

**v. 619 – District Audit**

**ACTION BY THE BOARD:**

Motion was made by Richard Schlameuss to approve the response to the Department of the Auditor General detailing adoption of the D.A.G.’s recommendations, as presented and in accordance with 4 Pa.Code §501.3. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See page 332)

**f. PROPERTY**

**i. 704 – Maintenance**

1.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the payment of invoice #48879 from D’Huy Engineering in the amount of \$1,556.24 for the design and bidding of the North/Lehman Intermediate Water Heater replacement project, in accordance with the recommendation of the Property & Facilities and Finance Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See page 333)

2.

**ACTION BY THE BOARD:**

Motion was made by George Andrews to approve the payment of invoice #48878 from D’Huy Engineering in the amount of \$689.01 for Oversight of the Control Replacement project at the North campus, in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See page 334)

3.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the payment of invoice #48875 from D’Huy Engineering in the amount of \$38,129.94 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 passed 8-1. Keith Karkut voted no.

(See page 335)

4.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the payment of invoice #48876 from D’Huy Engineering in the amount of \$7,793.98 for the Resica Elementary Roof Replacement project, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by George Andrews and passed 8-1. Keith Karkut voted no.

(See page 336)

5.

**ACTION BY THE BOARD:**

Motion was made by George Andrews to approve the proposal from Raptor Technologies for a district-wide visitor management system in the amount of \$20,243.00, in accordance with the recommendations of the Finance Committee. The installation and first year Software costs will be covered by a 2018-2019 Safe School Targeted Equipment Grant. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

(See pages 337-349)

**g. OPERATIONS**

**i. 818 – Contracted Services**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the contracts listed for their specific services, rates and effective dates, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

**1. Contracts Totaling Under \$10,000**

	<b>NAME</b>	<b>SERVICE</b>	<b>RATE</b>	<b>PAYMENT FROM</b>	<b>EFFECTIVE DATE</b>
1.	Developmental Neuropsychology of Haverford, PA	Independent Educational Evaluation (IEE at public expense)	\$4,500.00 for a student evaluation, \$300 for travel expenses. An Additional fee of \$300 if for any subsequent meeting(s)	Special Education	3/19/19-6/28/19
2.	Magical Occasions	Photo Booth Rental for H.S. South Prom	\$800.00	Class of 2019	5/4/19
3.	McCloskey, Midge (The Shawnee Playhouse)	Performance at Bushkill Elementary School	\$500.00	Title I Grant	4/30/19

4.	National Constitution Center	Group Sales Contract for J. T. Lambert Students to attend Independence Mall in Philadelphia, PA	\$1,170.00 (approximate amount)	J. T. Lambert Intermediate School	5/9/19
5.	Sadin, Melissa (Ducks and Lions: Trauma Sensitive Resources, LLC)	Two days of Professional Development in creating a trauma sensitive school program.	\$6,000.00	PCCD School Safety and Security Grant	6/24/19 & 6/25/19

(See pages 350-357)

2. Contracts Totaling \$10,000 and over

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	The Palace Center	H.S. South Prom Venue	\$21,048.00 (approximate amount)	Class of 2020	5/16/20

(See pages 358-359)

h. COMMUNITY

i. 914 – Relations with Intermediate Unit

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve the Colonial IU #20 General Operating Budget for the 2019-20 school year in the amount of \$3,578,320.00 with the District's share being \$42,096.28, as previously distributed and presented to the Board. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 360)

Mr. Karkut said that in the Board previously discussed having a forensic audit done. He believes the district should look at the EBTEP Trust, which is an account that is controlled by the IU 20. We are putting a lot of money in that trust and they should be looked at. Mr. Schlameuss said that we cannot request an audit of an account that is not controlled by the ESASD. Mr. Dymond said the EBTEP Trust pays all the medical bills for the individuals that are part of that group. We should have access to what medications and all expenses that were paid for the district employees. Ms. Kulick said that they cannot request this information because it would be a HIPPA violation. Mr. Schlameuss said you cannot do a forensic audit from another organization that spends the money on our behalf. Mr. Karkut said the reason he is suggesting this audit is because the district still keeps paying a certain amount without knowing all expenses. Mr. Schlameuss said a better option is to have someone from EBTEP come to the district to explain how the money is being spent. Therefore, for example, if the district puts in 10 million dollars and the EBTEP Trust pays out 8 million dollars, then the district should get back two million dollars. Otherwise, they can explain where the 2 million dollars goes. If all questions are not answered, then the district can pursue an audit, if we have the legal authority to do so. Mr. Andrews said Mr. McIntyre should have the details of where all the money goes. We should have the first conversation with him. Mr. Rohner said he thought the Board members were looking to do forensic audit for 2017-2018 school year on all a-z debits and credits. Mrs. VanWhy asked if they will also include the activity funds. Mr. Rohner said he suggests all accounts. Mr. Schlameuss said is there a limit on the amount that will be spent on this audit. Ms. Kulick suggest getting the RFP together and then discuss the cost.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick for the district to advertise an RFP for a Forensic Audit of all accounts that are owned and operated by the School District for the 2017/2018 fiscal year. Motion was seconded by Rich Schlameuss and carried unanimously, 9-0.

Mr. Dymond said that an RFP for a District Solicitor has not been redone. Mrs. VanWhy said we already had an RFP sent out and at the last Board meeting she asked if the Board members wanted to redo the RFP. The majority said no; therefore, they will work from the list that we have. A few Board members wanted to add names to the list but the majority of the Board members did not. Mr. Dymond said we had that discussion but we only had 3 firms that responded to the RFP. Mrs. VanWhy said five firms responded. Mr. Dymond said none of the firms were local. Mr. Karkut said local firms did respond. Mr. Schlameuss said the interviews need to be set up.

**ACTION BY THE BOARD:**

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

XII. **ADJOURNMENT: 9:33 P.M.**

Respectfully submitted,

Patricia L. Rosado  
Board Secretary



**John Petrizzo**

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**From:** "Rainbow Ridge Farm" <rainbowridgefarm@verizon.net>  
**Date:** Sunday, February 24, 2019 2:27 PM  
**To:** <Harpoonjp@verizon.net>  
**Subject:** Bedminster Lawsuit

Hi John, I'm sorry I couldn't talk with you today, but I am recovering from Major surgery so I am still pretty weak. Shawn McGlynn did nothing but harass us for years and it got especially bad when we wanted to construct the Indoor, I also had 3 idiot neighbors who said I was ruining the neighborhood by putting up the Indoor arena, we actually only bought the arena to accommodate our Therapeutic riding program. We fought for 2 years, we went thru all the phases, but township meetings and local courts are no good as they are all in bed together, we didn't start to win until we went to the Philadelphia courts, the township appealed all our wins, until we asked for a judgment from the supreme court who said we were in our rights to build the structure as it was agricultural in nature but can also be used commercially. No permits needed..I don't know what you are trying to do but I hired independent inspectors from day 1 just to make sure my structure was safe for all of us to use. Even though it wasn't required. The township law firm was Grimm,Biehm and Thatcher attorney John Rice out of Doylestown that the township uses for Everything. I would recommend that you or your lawyer contact the lawyer I used Ed Wild in Doylestown. He can discuss the strategy that he used with you, He may charge you but it would be worth it he is very clever. Just be careful how far you go, I was pissed off and spent all my savings for that fight, I did this as I was harrassed by other zoning officers in other townships in regards to my farming business and had actually moved because of it, I was tired of people being pushed around...I won but I couldn't afford to finish the structure and actually had to declare bankruptcy a year later. I am still trying to recover...

Good Luck, and feel free to e-mail me with any questions, I will help if I can..

Lorie Miller  
Rainbow Ridge Farm Inc.