

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

April 15, 2019 – 7:00 P.M.

Carl T. Secor Administration Building

Minutes

- I. **President** Lisa VanWhy called the meeting to order at 7:20 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 Andrews, Sue Andrews, Paul M. Bakner, Ben Brenneman, Louis Carbajal, Robin Daning, Robert Dilliplane, Sue Eden, Eric Forsyth, Donald Halker, Jimmi Harris, Marianne Harris, Diana Hutchinson, Scott Ihle, Alisa Keiper, Keith LaBar, Maria Lazowski, Phil Lazowski, Olivia Lesoine, Irene Livingston, Kaitlin Lopez, Tom McIntyre, Fred Mill, Jim Parton, Rose Perkins, Joanne Peters, Craig Reichl, William Riker, Janice Rodriguez, Patricia Rosado, Paul H. Schmid, Rick Stine, Bob Sutjak, Gillian Turner, William Vitulli, Nadia Worobij and Steve Zall. Christopher Brown, Solicitor.
- IV. **Community members present:** Jason Alicia, Marielle Alicia, Rebecca Bear, Bob Bibeau, Cheryl L.Caines, Jasmine Camacho, Jihan Colletta, Kate Curry, Robert Eden, Audry Garrett, Joy Gilmartin, Daniel Hays, Matthew Hogan, Nancy Hogan, Maria Hopkins, Roy Horton, Rich Hutchinson, Justine Kenyatta, Diane Krupski, Sharon Maly Cramer, Anthony Marchiano, Mitchell K. Marcus, Alexis McManus, Joseph C. Milne, Moshe Mitchell, Angelica Morales, Cyrus Morales, Jacob Morris, Tim Murray, Dulce Ramadan, Sarah Ramadan, Anthony Ramsue, Jonas Rivera, Darryl Sabino, Xander Shook, Ruben Torres, Patrick Turner, Shannon Vasiliuskas and Hailey Wood.
- Other:** Bill Cameron – Pocono Record
- V. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**
- a. An Executive Session was held on March 25, 2019 for the purpose of discussing personnel.
 - b. An Executive Session was held on April 4, 2019 for the purpose of discussing litigation.
 - c. An Executive Session was held this evening at 5:30 p.m. before this meeting for the purpose of discussing personnel, litigation and negotiations.
- VI. **ADOPTION OF AGENDA**

ACTION BY THE BOARD:

Motion was made by George Andrews to adopt this agenda for April 15, 2019, as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Keith Karkut.

Motion was made by Lisa VanWhy to add to the agenda the approval of the adjudication for the student hearing that was held on March 20, 2019. 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 Debbie Kulick to approve the minutes of the March 18, 2019 Board meeting. Motion was seconded by George Andrews and carried unanimously, 9-0.

VIII. REPORTS

a. America's Top Communities for Music Education

Jason Lopez, H.S. North student, said because of the district's support of music in East Stroudsburg Area School District, he has been able to participate in this year's district and regent chorus festival and most recently the PA Local All Jazz Festival.

Sam King, H.S. South student, said because of the district's support of music, he participated in PMEA events, district band and choir as well as County choir and band. He plans on attending Kutztown University in the fall as a music education major. The district's programs continue to help him grow in the music field.

Lindsay Hutchinson, H.S. North student, said just like Jason and Sam she has participated in many PMEA Festivals and all music events at High School North. The National Association for Music Merchants Foundation annually recognizes school districts from around the United States with the 2019 Best Communities for Music Education designation. The award is for the district's outstanding efforts by teachers, administrators, parents, students and community leaders for making Music Education accessible to all students. This is the 6th consecutive year that the East Stroudsburg Area School District has been included on this prestigious list. The students thanked the Board and Administrators for their support and presented a plaque to them.

b. Presentation to H.S. North

Mr. Roy Horton thanked everyone for their support in the arts. He presented a check in the amount of \$750.00 to the cast of High School North musical, The Whiz. They performed it at his showroom at Raymour and Flanigan last week. If anyone needs donations they can come and see him. Mrs. VanWhy said she heard the musicals were great. Unfortunately, she was not able to attend due to prior commitments. Mrs. Kulick said the musicals were great.

c. Monroe Career & Technical Institute Update

Mrs. Lisa VanWhy said that on the agenda tonight, they will find the district's share of \$176,483.00 that MCTI would like to retain for their Capital Reserve Fund, which requires Board approval. The Cosmetology Department will undergo a complete makeover through grant money. Today is the last day of their Annual Hair-a-thon with the old furniture. Next year they will have all new furniture. Mrs. VanWhy presented a short video on Skills USA Competition. There were 56 MCTI students who competed in 37 competitions and 27 of them placed.

d. Colonial IU 20 Update

Mr. Robert Huffman said he was unable to attend the previous meeting due to being hospitalized. Everything went according to plan at the meeting. Next meeting is next week.

e. Property/Facilities Committee Update

Mr. Wayne Rohner said that the Property/Facilities Committee met on April 4, 2019.

Items requiring Action

1. The district received Middle Smithfield Elementary indoor air quality reports from Hillman Consulting dated March 25th and April 2nd. These test results have no Federal or State standards or requirements with respect to healthy or unhealthy levels. According to the lab results, the school does not appear to be facilitating any microbial growth at this time.
2. The committee recommended that the district and the maintenance staff order a 36,000 ductless BTU outdoor air conditioning unit for the H.S. South shooting range and to install.
3. Payment of D'Huy Engineering invoice #48976 in the amount of \$8,943.76 for services rendered for the North Campus water heater replacement project.
4. Payment of D'Huy Engineering invoice #48974 in the amount of \$5,499.99 for the Resica Elementary roof replacement project.

5. Proposal from Benders Tree Service for \$500 to cut down three dead trees by the baseball field. They were the lowest bidder. Also, Bender was hired in March for an emergency tree cutting of a dead oak tree by the baseball field in the amount of \$1,000. This was not an emergency because the tree didn't suddenly die.
6. Proposal from Hill Top Auction to send old mowers to the auction.

Discussions held:

1. Presentation by Graybar Electrical Supply regarding converting to LED lighting for the exterior lights at H.S. North. This project will save the district money by using less energy and extending life. At the same time we can receive rebates that currently exist. Thank you, George Andrews for being persistent in moving our school district forward with this project. Keeping parking lights working has been a challenge at the North Campus due to wind velocity.
2. Decision to stop renting generator for the North Bus Garage and to table the purchase of a new John Deere Engine until we receive feedback from the letter that was sent by our Solicitor requesting assistance in replacing the failed engine since October 2018.

f. Finance Committee Update

Mr. Richard Schlameuss said the Finance Committee met on April 8, 2019. The following items were discussed: lunch balances, grants for the future and sports medicine services proposal. Items for approval were: the breakfast lunch prices, food and supply bids results, auditing services RFP, IU paper and janitorial bid results, waste management landfill dumping agreement, MCTI excess funds, the 2019-2020 budget update and the Lyman and Ash invoice in addition to the items that were presented by the Property & Facilities Committee.

g. Policy Review Committee Update

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

- Policy 210 Medications
- Policy 328 Compensation Plan
- Policy 346 Worker's Compensation (Repeal 446 & 546)
- Policy 347 Worker's Compensation Transitional Return-to-Work Program (Repeal 447 & 547)
- Policy 627 Tax Assessment Appeal

h. Student School Board Representatives –

Miss Jessika Gort, High School South, said the following happened this month:

1. There was a five-day All-State PMEA Conference that was held in Pittsburgh. It was a success. Four students participated, Matt Amori, Hailey Labar, Maliksha Dolap and Myles Betancourt. The band will be participating at the music adjudication that will be hosted at North at the end of the month.
2. Eight FBLA students competed in the States Competition. Two students will move on to the National Competition. Janine Baltazar placed 1st Place in Electronic Portfolio and Arsiana-Lia Ramos placed 2nd Place in Electronic Business.
3. The South baseball team beat north 11-1 in the Coca Cola Park Stadium. Our Softball team is 0-3 due to weather cancellations. The Boys' tennis is currently 1-10. Boys track is currently 3-6. Girls' track is currently 5-6. Gabriella Taylor and Powell Posten broke track records at Northampton last week in the 100m and 110m hurdles. The Rifle Team was invited by Mayor Martinelli to attend the Borough Council meeting tomorrow night to be recognized for their outstanding performances. Although all athletes are not doing too well, they are proud of all of their hard work.
4. The AP Government students are selling pinwheels for peace of \$1.00. All proceeds are going towards the Malala Fund to help girls get an education internationally.
5. TreVaughn Ellis was awarded a biography on Frederick Douglas for being nominated by Mr. Healey to Columbia University for AP Scholars.
6. On April 17th, the AP Government and Aspire students will be part of a student discussion with Congresswoman, Susan Wild, at the Pocono Cinema and Cultural Center.
7. Class of 2019's Prom is scheduled for May 4th at the Palace Center in Allentown.
8. Class of 2020 held a talent show on April 5th.
9. A Glow in the dark volley ball tournament was held on April 12th.
10. On Friday, the GSA students held a student vs. teacher dodgeball tournament to raise funds to participate in the New Hope Pride Festival.
11. On Friday, April 26th, the special needs students will host their Special Gala.

Mr. William Cordero, High School North, said the following happened this month.

1. The spring production of the Wiz. It was an outstanding show with amazing performers and fantastic vocalists.
2. The track team beat William Allen 80-63. Isaiah Venable has come in 1st place in shot put in every meet qualifying him for districts. Throwers, John Minor and Jaylon Noble are following close in his steps. Dylan Hogan won 1st place against William Allen in the boy's pole vault. The girls' track team beat Dieruff 92-56. The baseball and tennis teams have had a good season so far.
3. The TSA students' team went to Pittsburgh for the PA TSA States Competition. The team placed 6th in EDR qualifying for Nationals. Students who participated were Andrew Sokolowski, Jovic Marroquin, AJ Campea and Anthony Teo.
4. Some students went to Bloomsburg University's Annual Husky Dog Pound Shark Tank competition. They came in 16th out of 175 other teams. The team won \$200 for an all-natural energy drink that contained natural sweeteners and fresh fruit. The team comprised of Evan Tilton, James VanDerveer, Calvin Walsh and William Cordero. Their company's name was Northern Energy. The South team placed 21st for their idea of electric pants.

i. NSBA Conference Report – Conference Attendees

Mr. Jason Gullstrand said he attended the NSBA Conference in Philadelphia, from March 29-31, 2019. He attended a pre-conference workshop on Friday entitled – “Multi-Generational Community Engagement: How to Tell Your Story”. The workshop provided information on how to disseminate communication by identifying those generational communication gaps. On Saturday morning, he attended the Opening General Session with the Keynote Speaker. He then attended sessions called “Study Halls”. He attended “What does Successful School Turnaround Look Like?” The presenter spoke about how to increase academic success in the district. He then attended, A New Approach to Stem Lab Learning, which was presented by SMALLab. They spoke about an innovative approach to teaching STEM/STEAM learning in the classroom. His next study halls were Actionable Measures of School Climate and Student Engagement and Positive School Climate. They spoke about Keys to Success and how to use measurable student, community and staff surveys to make data actionable. The evening, he attended dinner at the Museum of the American Revolution. On Sunday he attended a “Google-licious” study hall, which spoke about the breakdown of the search engine on Google. It covered all the features of Google search function. Overall, the Board Association Conference was immeasurable and gained tremendous insight on how to communicate with the community, staff and most importantly students. All study halls helped him focus and narrow down on this area. On his way out, he visited some exhibition halls. (Mr. Gullstrand's full report will be included with the minutes).

Mr. Schlameuss said that he attended a lot of sessions that revolved around School Board development, organizational development and how to communicate with each other. Our School Board is responsible for creating the environment for trust, leadership and performance for the district. Boards that model and advocate for these principles will instill a higher work ethic, leading to improved district performance. Boards must invest time to learn these talents in themselves to create the environment that they want their district to emulate. In environments that create and reward benevolence, reliability, competence, honesty and openness, trust forms between members. Boards that model these behaviors in other districts, have demonstrated higher educational outcomes and district performance, as the district takes its cue from the Board and replicates these behaviors down the line. Board members that do not come to this table with the tools and expertise to function at high levels of trust, and as a result, do not immediately provide strong and appropriate district leadership. Building trust requires an intentional process to create opportunities for the team to learn to trust in each other. As trust is built, it also provides the momentum for the Board to demonstrate leadership as they become competent in their roles and responsibilities. He said what he learned was that it requires that the Board trust each other and the administrative team. If the Board members emulate trust the rest of the folks in the district see how they are doing it and will want to emulate the Board as leaders. The Board should take part in PSBA trainings and/or a retreat in order to help them learn those things that they should be doing and things they should not be doing in order to help the Board not micromanage as much. Mr. Karkut thanked Mr. Schlameuss for sending an email which contained information and worksheets about the conference. Mr. Karkut said that he felt that he attended the conference along with Mr. Schlameuss.

j. Cyber Academy

Mr. Ryan Moran said he and Dr. Vitulli are here to provide the Board with an update on our Cyber academy as well as inform them of their recommendations as they move into the second year of 2019/2020. A year ago, they discussed Dr. Vitulli's vision on how to transform our East Stroudsburg Area Cyber Academy into a blended approach. A lot of learning has been obtained by students and staff. There are successes and areas of needed

growth. They anticipated that 115 students would enroll; therefore, four staff members were needed. Currently, they have 320 students that enrolled in both semester. 232 were full time and 93 were part-time credit recovery students. This semester between fall and spring increased by 45 plus students. Dr. Bill Vitulli said that due to the increase in enrollment there is an increase in courses. This past marking period, they offered over 1,200 courses which was 500 more than last year. During the fall semester 85% of the students passed their courses. Normally, it is 50% or less. The grade averages went up. They had 35 students a day in the Blended model. Students attended on separate days for the intermediate school level and high school level. The student retention has been good. We are not losing them to other cyber charters. The current staffing structure is full-time teachers/coaches to coach and mentor students through courses as well as one-to-one help, where necessary. Currently, we have 25 teachers/coaches. It does not work for all students but they are helping students with school anxiety, relationships, health issues, etc. They come to a unique setting. Some come to the program because school is too slow or too fast. Our Cyber Program helps with various family circumstances. Attendance is quite good.

Mental and social emotional needs under special education is growing substantially. Increased communication with counselor and administrators. We are requesting an additional staffing of school counselor and special education teacher. Mr. Moran said it is a team effort. Many staff members support the program. The students' counselors help and special education teachers from the sending schools, serve as case managers. The challenge is that there is a disconnect. We want to make sure there is increased enrollment and support. The average savings cost per student who attend outside cyber charter programs and brick and mortar charter programs is an average of \$17,900. That figure comes from taking an average of cost for a student that receives regular services or special services, which can be \$34,000. Enrollment cost for the students who are currently in the program is over 4 million dollars which is for 232 students at \$17,900 each. The anticipated savings is there. Expectations are still high with performance and attendance. Dr. Vitulli works with families and some may return to the building or leave the district. Competing brick and mortar charter schools have grown to 7 and cyber charter to 14. Current cyber charter enrollment is 228. In K-5 there are 71 students and in the secondary level there are 228. In the Brick and mortar schools there are 44 which is a total of 4.8 million dollars for 272 student at \$17,900 each. We are spending on outside charter schools. We would like to expand to elementary since the district does not have it. Currently 11 kindergarten students are attending cyber charter schools for many different reasons. K-5 charters are growing. Losing one special education kindergarten student is about \$412,000 and the pattern follows with each sibling. Their recommendations for the 2019-20 School Year is to implement an elementary program, K-5 with assistance from the satellite programs at the highs schools, direct registration would be through the school website and LMS Learning Management similar to Edgenuity. Students would utilize computer, workbooks, and have hands on materials. They are recommending one teacher to begin the modified blended program, have parent training and use current chrome books which will align well with the needs. Annual subscription to LMS per student is \$1,485. Materials cost \$100 per student. Professional development cost \$2,500 and the Elementary's teacher salary is \$81,000 which includes benefits. If 20 students enroll it would be \$31,700 plus the teacher's salary at a total of \$112,700. Savings for keeping 20 students out of charter is \$385,000 less expense of \$112,700 at a total potential savings of \$245,300. They will provide focused learning space for students to take online learning courses which can be supervised by a trained instructional aide to help, not instruct. It may alleviate stress on overbooked courses. Mr. Moran said the program is more growing rapidly than expected. Our student academic demographics cover the entire spectrum of our district. There is significant need for a school counselor and additional special education teacher. Elementary Cyber provides a worthwhile opportunity for the district.

Mr. Karkut said that currently in the senate they are talking about a Cyber Charter legislation. If the home school has a cyber charter, the parents would have to pay out of pocket. Is this being taken into consideration since some more students may want to come back? Mr. Moran said it is being taken into consideration and that is why they are trying to implement an elementary school, too. This Cyber Charter Legislation has been considered previously and it has not been successful. The district is looking at the financial aspect of it as well as the academic program. Mr. Karkut said with the growth that they are anticipating, will the current building be able to hold extra students or will other space be needed. Mr. Vitulli said the satellite idea will help the situation. We can do a roving elementary school where not all students come in on the same day. At the moment it is fine.

k. 2019-20 Budget Presentation

Tom McIntyre said a few months ago he presented Draft 1 of the budget which included:

Anticipate revenues of \$159,417,071

Anticipated Expenses of \$164,326,728

Expenses of \$4,909,657 (deficit)

Adjustments for Revenues were made as follows:

Based on last three years on Real Estate Transfer Tax reflected an increase of \$100,000 increase

Based on increase in Ratio Rates reflected a \$250,500 increase

Social Security Reimbursement from the state reflected an increase of \$219,626 increase

PSERS Reimbursement reflected an increase of \$1,096,419 increase

Adjustments for Expenses were made as follows:

Salaries was decreased by \$19,264.00 due to changes in professional staff's salaries

Fringe Benefits decreased by \$106,587 due to professional staff retirements.

Professional Services decreased by \$1,168,255 due to maintenance agreement, substitutes service, IU cost reduction, security training, and reduction in professional services.

Contracted Services decreased by \$1,208,596 due to removing the seal coating parking lot project at Bushkill, Resica and Smithfield Elementaries.

Other Purchases Services decreased by \$14,856 due to IU 20 budget, increased Chapter 15 services, Charter School payment reductions, increase in MCTI budget and lowered insurance premiums.

Supplies decreased by \$40,467 due to headsets for both football teams, library costs, reduction in energy, reduction in supplies.

Property decreased by \$240,200 due to removal of purchase of bucket truck, dump truck, lawn mower and police vehicle.

Other objects decreased by \$60,200 due to reduction in senior rebates.

Proposed Budget Draft 2

Anticipated Revenues \$161,083, 616

Anticipated Expenses \$161,468,302

Expenses > Revenues \$384,686 (deficit)

Additional Staffing requests not in current proposed budget

Three Elementary Assistant Principals

Seven District Psychologists to the staff to replace the 8 Psychologists contracted with CIU #20

Next Steps

Continue to evaluate staffing needs

Reflect cost savings on the computer leases

Reflect cost savings on new copier lease agreement

Insurance renewals

The Board will need to approve a Proposed Final Budget at the May Board meeting and the Final Budget at the June meeting.

Mr. Huffman said that Mr. McIntyre should be commended for his work in reducing the deficit in the budget and knows that he will continue to do so. Mr. McIntyre said that it was a team effort. Mr. Karkut asked how is the removal of the Smithfield repair of the inch-wide cracks in the parking lot a savings. If it continues to get wider, he does not see the savings since we will end up paying more next year. How is eliminating the purchase of the bucket truck saving the district money since items were not able to get done. Mr. McIntyre said the district has a bucket truck but it needed to be fixed and now it has been. Mr. Karkut said he hopes that fixing the parking lots at Smithfield Elementary is reconsidered before the final budget is done.

IX. PUBLIC PARTICIPATION

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

A. Ms. Maria Hopkins thanked Mr. Karkut for suggesting that they discuss changing the graduation date for the students who are entering the military and hopes the Board members will consider it.

B. Ms. Diane Krupski said graduation is an important day and it deserves the time and attention warranted. Having graduation on a weeknight takes away from the excitement since parents have to work and families live out of state. She would like the Board to consider moving graduation to the weekend.

- C. Ms. Kate Curry, said the Board should reconsider the graduation date. Her son is shipping out so if we do not change the date he will have to choose between leaving on this date or go to graduation. The decision to decide to enlist in the service takes a lot of courage. We should not have them wait to serve. Other districts have had seniors graduate early.
- D. Mr. Jacob Morris said he would like to state his support of the presentation of the cyber academy and their requests, especially for wanting to establish the elementary cyber school. It will set up a pipeline for the later grades. He noticed on the presentation that there is a component regarding health issues of the young people. Is there a matrix of how many are attending due to asthma and has it been explored regarding an establishment of an asthma program to reduce absenteeism. He recommends this be looked at and the district should contact the Lung Association about this. He thanked the staff who worked on his request regarding the energy bills. They were very responsive. The information was about 200 pages long. He liked the way the Board members commended each other on the LED lighting. This is called teamwork.
- E. Staff Sgt. Hays said he is a local army recruiter. When someone renegotiates a contract like for graduation date, they have to wait and renegotiate. In turn some items may no longer be available to them like their bonuses which can range up to \$40,000. He is the leader of the Star Program at High School North. The program started with 16 students and now they have 26 students. He has received multiple phone calls and letters from parents regarding the overall change they have seen in their student. He teaches leadership skills and it has nothing to do with being a recruiter. He teaches them life skills that will help them for the rest of their life. They need resiliency skills to help them bounce back. He is trying to adapt a program for South because there is not a massive amount of participation. He trains soldiers and students. He also does classroom presentations. He would like to expand his presentations beginning with 5th grade and up. It will benefit our children.
- F. Ms. Shannon Vasiliwskas said her brother joined the military in 2001 when he was graduating. This occurred right before 9/11. They went to war and graduation was important to them then, as it is now. She suggested that the Board consider the change in date so they can celebrate with their classmates.
- G. Mr. Mitchell Marcus said he is a former Middle Smithfield Township Supervisor. He asked if the district has a worker's compensation safety program. Mr. McIntyre said we have one districtwide. Mr. Marcus asked if the district applies for the 5% discount every year. Mr. McIntyre said the district is self-funded now. Mr. Marcus asked if the district has a mechanism for a savings each year. Mr. McIntyre said there is not mechanism since the district is self-funded.
- H. Miss Alexis McManus said she is currently a senior and has a lot of friends that have summer programs; therefore, will not be able to walk. She requested that the graduation date be moved. Also, will the students be able to decorate their caps. Please reconsider graduation date and the idea about the graduation caps being decorated.
- I. Mr. Bob Bibeau said he is the Youth Wrestling Coach at High School North. He thanked the Board for allowing to have the youth program and providing them a place to practice. It's important for the youth to be able to have activities. He said they need a room for the wrestling team. High School North is the only school without a wrestling room. Others, such as the football team, tennis team and band have their room but no wrestling room. Other districts have a room for their students. It takes time for his group and the district's wrestling team to get set up and break down. They also need a weight room since the football weight room is always full. It's about time that they get a room where they can practice and a weight room. South has it, why not North?

X. **OLD BUSINESS**

None

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 005 – Organization

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to schedule and duly advertise the following General Purpose meetings of the Board of School Directors: Motion was seconded by Keith Karkut and carried unanimously, 9-0.

May 7, 2019 – 6:00 PM in the Cart T. Secor Administration Center Board Room
June 4, 2019 – 6:00 PM in the Cart T. Secor Administration Center Board Room
July 9, 2019 – 6:00 PM in the Cart T. Secor Administration Center Board Room

2.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to cancel the following, previously scheduled and advertised, meetings of the Property/Facilities, Finance and Policy Review Committees. The work of the committees for these meetings will instead be performed by the Board as a Committee of the Whole at the General Purpose meetings previously approved: Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

Property/Facilities Committee Meetings

May 2, 2019 – 5:30 PM in the Cart T. Secor Administration Center Board Room
June 6, 2019 – 5:30 PM in the Cart T. Secor Administration Center Board Room
July 3, 2019 – 5:30 PM in the Cart T. Secor Administration Center Board Room

Finance Committee Meetings

May 13, 2019 – 5:30 PM in the Cart T. Secor Administration Center Board Room
June 10, 2019 – 5:30 PM in the Cart T. Secor Administration Center Board Room
July 8, 2019 – 5:30 PM in the Cart T. Secor Administration Center Board Room

Policy Review Committee Meetings

May 20, 2019 – 5:30 PM in the Cart T. Secor Administration Center Board Room
June 24, 2019 – 5:30 PM in the Cart T. Secor Administration Center Board Room
July 15, 2019 – 5:30 PM in the Cart T. Secor Administration Center Board Room

b. PROGRAMS

i. 100 – Comprehensive Planning

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Special Education Plan Report of the East Stroudsburg Area School District (ESASD) Comprehensive Plan as submitted. The ESASD Special Education Plan Report will encompass July 1, 2019- June 30, 2022. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

(Special Education Plan Report posted on the Website)

ii. **107 – Adoption of Planned Instruction**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Program of Studies for the 2019-2020 School Year, with no changes. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

(Program of Studies posted on the Website)

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

ACTION BY THE BOARD:

Motion was made by Larry Dymond to approve the request of the MCTI Joint Operating Committee to distribute \$784,163.00 in 2017-18 excess funds to the MCTI Capital Reserve Fund, in accordance with the recommendation of the Finance Committee. East Stroudsburg's share is \$176,483. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See page 17)

iv. **121 – Field Trips**

ACTION BY THE BOARD:

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

75 Miles or More

	Name	Activity	Location	Dates
1.	Nute, Katherine (#05571)	H.S. North, Lehman & J. T. Lambert Civic Engagement students to Freedoms Foundation.	Valley Forge, PA	5/28/19
2.	Toth, Terry (#05537)	J. T. Lambert Media Design students to the What's So Cool About Manufacturing State Awards at the Capital.	Harrisburg, PA	4/30/19
3.	Toth, Terry (05527)	J. T. Lambert Media Design students to the Middle School State Competition.	Carlisle, PA	5/22/19
4.	Wescott, Shawn (#05557)	J. T. Lambert and J M. Hill Regional Stem Challenge winners to Stem Design State Tournament.	Harrisburg, PA	5/17/19

(See pages 18-25)

Overnight

	Name	Activity	Location	Dates
1.	Carson, Wayne (#05542)	H.S. South Media Design students to compete in the PA Media and Design State Competition.	Carlisle, PA	5/20/19 to 5/21/19

(See pages 26-27)

c. **PUPILS**

i. **233 – Suspension and Expulsion**

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the Recommendation to Modify Expulsion Requirement/Agreed Upon Expulsion, Waiver of School Board Hearing and Release Agreements for the cases listed in substantially the same form as presented at this meeting [contingent upon the receipt of any Manifestation Determinations indicating the infractions were not manifestations of a disability, where applicable], subject to final review by the school district’s administration and legal counsel. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

1. #161166
2. #162324
3. #162332
4. #162347
5. #162500

(See pages 28-40)

d. **PERSONNEL**

1.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by George Andrews and carried unanimously, 9-0.
[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.	Reveron, Evelyn	From: Paraprofessional (Reading) – J. M. Hill Elementary To: ESL teacher – High School North and Lehman Intermediate (LTS) Replaces Angelica Lowe who is on a leave. Evelyn will return to her paraprofessional position effective April 9, 2019.	Professional/LTS	No change	April 11, 2018 now through April 8, 2019 (end of workday)
2.	DeJesus, Jonathan	From: Secretary – Access To: Bookkeeper (BOP II) – Administrative Services Replaces Jessica Waller-Wade who resigned.	Support	\$21.32/hour	March 25, 2019

ii. **334/434/534 – Sick Leaves**

	Name	Position	Classification	Location	Effective Date(s)
1.	Orak, Linda	Social Studies teacher	Professional	High School South	February 26, 2019 now through April 29, 2019.
2.	Capizzi, Deborah	Paraprofessional	Support	Smithfield Elementary	October 10, 2018 now through April 18, 2019.

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Burke, Mary	Educational Consultant	Professional	District	March 11, 2019 through June 3, 2019 This is an intermittent leave.
2.	Caamano, Debra	Special Education teacher	Professional	High School North	October 1, 2019 now through January 31, 2019. This was an intermittent leave.
3.	Nace, Kevin	Social Studies teacher	Professional	High School North	March 26, 2019 through April 12, 2019.
4.	Segond, Angelic	Grade 3 teacher	Professional	Resica Elementary	Now effective March 29, 2019 through the end of the 2018-2019 SY.
5.	Cali, Charlotte	Student Aide	Support	Lehman Intermediate	January 2, 2019 through April 25, 2019
6.	Hedgelon, Denise	Bus Driver	Support	Transportation	April 15, 2019 through May 10, 2019.
7.	Lapping, Sarah	Student Aide	Support	Middle Smithfield Elementary	April 1, 2019 through May 6, 2019.
8.	Martinez, Dianne	Cafeteria Worker	Support	High School North	March 7, 2019 through June 3, 2019.
9.	Philhower, Kyle	Custodian	Support	J. T. Lambert Intermediate	March 19, 2019 through April 4, 2019.
10.	Sullivan, Kerry	Bus Driver	Support	Transportation	January 29, 2019 now through March 1, 2019.

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Lowe, Angelica	ESL teacher	Professional	High School North and Lehman Intermediate	April 6, 2018 now through April 5, 2019.

v. 339/439/539 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Blackmore, Helen	Cafeteria aide	Support	J. T. Lambert Intermediate	January 3, 2019 now through March 29, 2019.
2.	Cali, Charlotte	Student Aide	Support	Lehman Intermediate	April 26, 2019 end of the 2018-2019 SY.
3.	Martinez, Dianne	Cafeteria Worker	Support	High School North	June 4, 2019 through September 30, 2019.

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

a. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Employee #7314	Teacher	Professional	Resica Elementary	April 15, 2019 (end of workday).
2.	Aguiles, Amalia	Student Aide	Support	Lehman Intermediate	March 22, 2019
3.	Coletti, Brandon	Information Technician I	Support	Technology Services	Now effective March 18, 2019 (end of workday).
4.	Kelly, Diane	Accountant (BOP II)	Support	Business Office	May 5, 2019
5.	Rodriguez, Richard	Information Technician I	Support	Technology Services	March 27, 2019 (end of workday).

(See pages 41-45)

b. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Corson, Deborah	School Nurse	Professional	J. M. Hill Elementary	Last teacher workday of the 2018-2019 SY.
2.	Cunningham, Rebecca	Special Education teacher	Professional	High School South	Last teacher workday of the 2018-2019 SY.

3.	Reinhardt, Judith	School Nurse	Professional	Smithfield Elementary	Last teacher workday of the 2018-2019 SY.
4.	Rowe, Pamela	Family & Consumer Science teacher	Professional	High School South	Last teacher workday of the 2018-2019 SY.
5.	Vitchers, Elyse	Grade 5 teacher	Professional	Bushkill Elementary	August 16, 2019
6.	Johnson, Gail	Secretary	Support	High School North	July 1, 2019 (end of workday).
7.	Konitsky, Carol	Paraprofessional	Support	J. T. Lambert Intermediate	Last teacher workday of the 2018-2019 SY.

(See pages 46-52)

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Arnone, James	Information Technologist I Replaces Brandon Coletti who resigned.	Support	Technology Services	\$22.97/hour	To be determined
2.	Baehr, Jordan	Information Technologist I Replaces Richard Rodriguez who resigned.	Support	Technology Services	\$22.97/hour	To be determined
3.	Duran, Mildred	Paraprofessional Replaces Rebecca Hall who resigned.	Support	Lehman Intermediate	\$16.72/hour	April 16, 2019
4.	Fetherman, Christopher	Secretary – Athletics Replaces Gail Johnson who retired.	Support	High School North	\$14.56/hour	July 2, 2019
5.	Ford, Tara	Cafeteria Worker (part-time, 4 hour) Replaces Sandra Majestic who was reassigned.	Support	J. T. Lambert Intermediate	\$13.42/hour	March 19, 2019
6.	Harris, Shoshanah	Paraprofessional (LTS) Replaces Julissa Perez who is in a temporary teaching assignment.	Support/LTS	Lehman Intermediate	\$16.72/hour	April 16, 2019 through the end of the last teacher workday of the 2018-2019 SY.
7.	Hatter, Kahlasia	Paraprofessional (Reading) (LTS) Replaces Deborah Capizzi who is on a leave.	Support/LTS	Smithfield Elementary	No change	October 8, 2018 now through April 18, 2019 (end of workday)
8.	Trebilcock, Colleen	Cafeteria Worker (part-time, 4 hour) (LTS) Replaces Nellie Mora who is on a leave.	Support/LTS	Bushkill Elementary	\$13.42/hour	November 9, 2018 through the last student day of the 2018-2019 SY.

(See pages 56)

e. Professional Staff 2018-2019 Salary Compensations effective April 18, 2019

	Name	From:	To:
1.	Bird, Shelli	\$82,653.00 (Step 16, Column 9)	\$83,220.00 (Step 16, Column 10)
2.	Briggs-Reichert, Alexandria	\$47,925.00 (Step 5, Column 2)	\$48,363.00 (Step 5, Column 3)
3.	DeRobertis, Michelle	\$47,487.00 (Step 4, Column 1)	\$47,925.00 (Step 4, Column 2)
4.	Ilch, Erin	\$43,630.00 (Step 3, Column 1)	\$44,068.00 (Step 3, Column 2)
5.	Judd, Jeremy	\$81,597.00 (Step 16, Column 7)	\$82,112.00 (Step 16, Column 8)
6.	Lakatos, Vincent	\$55,665.00 (Step 7, Column 5)	\$57,107.00 (Step 7, Column 7)
7.	Lashinski, Jennie	\$48,801.00 (Step 4, Column 4)	\$49,239.00 (Step 4, Column 5)
8.	Mauro, Samantha	\$53,515.00 (Step 4, Column 12)	\$54,159.00 (Step 4, Column 13)

9.	Moretto, Destiny	\$50,681.00 (Step 5, Column 7)	\$51,737.00 (Step 5, Column 9)
10.	Munch, Laura	\$50,681.00 (Step 6, Column 7)	\$51,196.00 (Step 6, Column 8)
11.	Przybylski, Anna	\$50,681.00 (Step 6, Column 7)	\$51,196.00 (Step 6, Column 8)
12.	Seeuwen, Natalie	\$51,737.00 (Step 6, Column 9)	\$52,304.00 (Step 6, Column 10)
13.	Stevens, Hillary	\$67,728.00 (Step 10, Column 10)	\$68,320.00 (Step 10, Column 11)
14.	Stricker, Stefanie	\$74,724.00 (Step 13, Column 13)	\$75,393.00 (Step 13, Column 14)
15.	Wisnieski, Linda	\$80,593.00 (Step 16, Column 6)	\$81,597.00 (Step 16, Column 7)
16.	Zajac, Mary	\$65,101.00 (Step 11, Column 6)	\$68,320.00 (Step 11, Column 11)

f. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Reinhardt, Judith	School nurse	Professional	2019/2020 School Year
2.	Autar, Leah	Paraprofessional	Support	2018/2019 Fiscal Year
3.	Dougher, Laura	Cafeteria Aide, Cafeteria Worker, Custodian, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2018/2019 Fiscal Year
4.	Ednie, Sean	Custodian	Support	2018/2019 Fiscal Year
5.	Glowiak, Edward	Cafeteria Worker	Support	2018/2019 Fiscal Year
6.	Greene, Donna	Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2018/2019 Fiscal Year
7.	Hatter, Kahlasia	Paraprofessional	Support	2018/2019 Fiscal Year
8.	Pizzuto, Debra	Student Aide	Support	2018/2019 Fiscal Year

g. 2019 Title I Summer STEAM*R Program. For the purpose of planning and preparing the Summer 2019 Title I STEAM*R Summer Enrichment Program. Effective dates: March 18, 2019 – July 1, 2019. These positions are fully funded by the Title I grant.

	Name	Position	Classification	Location	Compensation
1.	DeLuca, Nicole	Pre-program Coordinator	Professional	Smithfield Elementary	\$29.06 per hour, not to exceed 20 total hours.

h. Middle Smithfield Elementary After School STEM Book Club. For the purpose of planning and facilitating after school reading and STEM activities to engage students and parents. Effective dates: March 12, 2019 – April 23, 2019. These positions are fully funded by the Title I grant.

	Name	Position	Classification	Location	Compensation
1.	Heeter, Patricia	Facilitator	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 14 total hours
2.	Kresge, Nicole	Facilitator	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 14 total hours.
3.	Tobin, Snoann	Facilitator	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 6 total hours.

i. ESL Family Diversity Game Night at Resica Elementary School – Effective date: April 10, 2019. All positions are fully funded by the Title III grant.

	Name	Position	Classification	Location	Compensation
1.	Barry, Lori	Facilitator	Professional	Resica Elementary	\$29.06 per hour, not to exceed 5 total hours
2.	Ennico, Melissa	Facilitator	Professional	Resica Elementary	\$29.06 per hour, not to exceed 5 total hours

3.	Gittens, Linda	Facilitator	Professional	Resica Elementary	\$29.06 per hour, not to exceed 5 total hours
4.	Keiper, Alisa	Facilitator	Professional	Resica Elementary	\$29.06 per hour, not to exceed 5 total hours
5.	Lowe, Angelica	Facilitator	Professional	Resica Elementary	\$29.06 per hour, not to exceed 5 total hours
6.	Rodriguez, Janice	Facilitator	Professional	Resica Elementary	\$29.06 per hour, not to exceed 5 total hours
7.	Weeks, Laura	Facilitator	Professional	Resica Elementary	\$29.06 per hour, not to exceed 5 total hours
8.	Zimmerman, Lindsey	Facilitator	Professional	Resica Elementary	\$29.06 per hour, not to exceed 5 total hours
9.	Zipp, Christine	Facilitator	Professional	Resica Elementary	\$29.06 per hour, not to exceed 5 total hours

j. 2019 Title I STEAM*R Summer Enrichment Program. Effective April 16, 2019 to allow for pre-planning and preparation. Program dates: July 1 – July 25, 2019. These positions are fully funded by the Title I Grant.

	Name	Position	Classification	Location	Compensation
1.	Christiansen, Marie	Floating Teacher	Professional	Bushkill Elementary	\$29.06 per hour, not to exceed 88 total hours.
2.	English, Elizabeth	Program Teacher	Professional	Bushkill Elementary	\$29.06 per hour, not to exceed 103 total hours.
3.	Lowris, Joel	Technology Education	Professional	Bushkill Elementary	\$29.06 per hour, not to exceed 103 total hours.
4.	Sands, Deborah	Program Teacher	Professional	Bushkill Elementary	\$29.06 per hour, not to exceed 103 total hours.
5.	Summerville, Launie	Program Teacher	Professional	Bushkill Elementary	\$29.06 per hour, not to exceed 103 total hours.
6.	Wisneiski, Linda	Program Coordinator	Professional	Bushkill Elementary	\$29.06 per hour, not to exceed 83 total hours.
7.	Finver, Mary	Paraprofessional	Support	Bushkill Elementary	\$20.78 per hour, not to exceed 83 total hours.
8.	Campbell, Bridget	Computer Coding Teacher (P/T)	Professional	East Stroudsburg Elementary	\$29.06 per hour, not to exceed 57 total hours.
9.	Dobrowolski, Darrin	Program Teacher	Professional	East Stroudsburg Elementary	\$29.06 per hour, not to exceed 103 total hours.
10.	Gagnon, Diane	Health/Mindfulness Teacher (P/T)	Professional	East Stroudsburg Elementary	\$29.06 per hour, not to exceed 57 total hours.
11.	Greiner, Katie	Floating Teacher (P/T)	Professional	East Stroudsburg Elementary	\$29.06 per hour, not to exceed 66 total hours.
12.	Hegarty, Susan	Program Coordinator	Professional	East Stroudsburg Elementary	\$29.06 per hour, not to exceed 83 total hours.
13.	Patrick, Lauren	Floating Teacher (P/T)	Professional	East Stroudsburg	\$29.06 per hour, not to

				Elementary	exceed 17 total hours.
14.	Steakin, Susan	Program Teacher	Professional	East Stroudsburg Elementary	\$29.06 per hour, not to exceed 103 total hours.
15.	Winkler, Mary	Program Teacher	Professional	East Stroudsburg Elementary	\$29.06 per hour, not to exceed 103 total hours.
16.	Yohe, Zahra	Program Teacher	Professional	East Stroudsburg Elementary	\$29.06 per hour, not to exceed 103 total hours.
17.	Rodriguez, Stephanie	Paraprofessional	Support	East Stroudsburg Elementary	\$17.62 per hour, not to exceed 83 total hours.
18.	Bianco, Ellen	Program Teacher (P/T)	Professional	JM Hill Elementary	\$29.06 per hour, not to exceed 51 total hours.
19.	Bianco, Ellen	Floating Teacher (P/T)	Professional	JM Hill Elementary	\$29.06 per hour, not to exceed 44 total hours.
20.	Gress, Heather	Program Teacher	Professional	JM Hill Elementary	\$29.06 per hour, not to exceed 103 total hours.
21.	Hogan, Karin	Program Coordinator (P/T)	Professional	JM Hill Elementary	\$29.06 per hour, not to exceed 42 total hours.
22.	Ilch, Erin	Art Teacher (P/T)	Professional	JM Hill Elementary	\$29.06 per hour, not to exceed 57 total hours.
23.	Krajewski, Michelle	Program Teacher	Professional	JM Hill Elementary	\$29.06 per hour, not to exceed 103 total hours.
24.	Munch, Laura	Program Teacher (P/T)	Professional	JM Hill Elementary	\$29.06 per hour, not to exceed 57 total hours.
25.	Munch, Laura	Floating Teacher (P/T)	Professional	JM Hill Elementary	\$29.06 per hour, not to exceed 39 total hours.
26.	Rubino, Julie	Program Coordinator (P/T)	Professional	JM Hill Elementary	\$29.06 per hour, not to exceed 42 total hours.
27.	Ryno, Jamie	Program Teacher	Professional	JM Hill Elementary	\$29.06 per hour, not to exceed 103 total hours.
28.	Tynemouth, Catherine	Music Teacher (P/T)	Professional	JM Hill Elementary	\$29.06 per hour, not to exceed 51 total hours.
29.	Poloway, Mary	Paraprofessional	Support	JM Hill Elementary	\$18.70 per hour, not to exceed 83 total hours.
30.	Bioh, Magdalene	Program Teacher	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 103 total hours.
31.	Dickerson, Stacy	Program Teacher (P/T)	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 55 total hours.
32.	Heard, Jeffrey	Librarian	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 103 total hours.
33.	Heeter, Patricia	Program Teacher	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 103 total hours.

34.	Hutchinson, Diana	Program Coordinator	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 88 total hours.
35.	Jennings, Jill	Program Teacher	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 103 total hours.
36.	Shaffer, Nancy	Floating Teacher	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 88 total hours.
37.	Tobin, Snoann	Program Teacher	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 103 total hours.
38.	Trauschke, Billie	Program Teacher (P/T)	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 51 total hours.
39.	Keesser, Bridget	Paraprofessional	Support	Middle Smithfield Elementary	\$18.07 per hour, not to exceed 83 total hours.
40.	Ammerman, Stacie	Program Coordinator	Professional	Resica Elementary	\$29.06 per hour, not to exceed 83 total hours.
41.	Bergoffen, Demetria	Program Teacher	Professional	Resica Elementary	\$29.06 per hour, not to exceed 103 total hours.
42.	Crosswell, Hadiyah	Program Teacher	Professional	Resica Elementary	\$29.06 per hour, not to exceed 103 total hours.
43.	Cruz, Carolyn	Program Teacher	Professional	Resica Elementary	\$29.06 per hour, not to exceed 103 total hours.
44.	Marrone, Ashley	Program Teacher	Professional	Resica Elementary	\$29.06 per hour, not to exceed 103 total hours.
45.	Nordmark, Barbara	Librarian	Professional	Resica Elementary	\$29.06 per hour, not to exceed 103 total hours.
46.	Senior, Caren	Program Teacher	Professional	Resica Elementary	\$29.06 per hour, not to exceed 103 total hours.
47.	Shaffer, Alicia	Program Teacher	Professional	Resica Elementary	\$29.06 per hour, not to exceed 103 total hours.
48.	Mignosi, Lisa	Paraprofessional	Support	Resica Elementary	\$19.57 per hour, not to exceed 83 total hours.
49.	Davidge, Samuel	Health/Nutrition Teacher (P/T)	Professional	Smithfield Elementary	\$29.06 per hour, not to exceed 25 total hours.
50.	DeLuca, Nicole	Program Coordinator	Professional	Smithfield Elementary	\$29.06 per hour, not to exceed 83 total hours.
51.	Giaquinto, Lori	Program Teacher (P/T)	Professional	Smithfield Elementary	\$29.06 per hour, not to exceed 57 total hours.
52.	Henritz, Heather	Floating Teacher (P/T)	Professional	Smithfield Elementary	\$29.06 per hour, not to exceed 44 total hours.
53.	Karas, Jillian	Floating Teacher (P/T)	Professional	Smithfield Elementary	\$29.06 per hour, not to exceed 39 total hours.
54.	Kresge, Taryn	Program Teacher (P/T)	Professional	Smithfield	\$29.06 per hour, not to

				Elementary	exceed 51 total hours.
55.	Moskovitz, Scott	Health/Nutrition Teacher (P/T)	Professional	Smithfield Elementary	\$29.06 per hour, not to exceed 31 total hours.
56.	Souffrant, Fabiola	Program Teacher	Professional	Smithfield Elementary	\$29.06 per hour, not to exceed 103 total hours.
57.	Wetherhold, Barbara	Art Teacher (P/T)	Professional	Smithfield Elementary	\$29.06 per hour, not to exceed 57 total hours.
58.	Witcraft, Laura	Program Teacher	Professional	Smithfield Elementary	\$29.06 per hour, not to exceed 103 total hours.
59.	Finn, Kelly	Paraprofessional	Support	Smithfield Elementary	\$17.17 per hour, not to exceed 83 total hours.

k. Athletic Event Worker's Pay Scale for the 2019-2020 School Year

<u>Position:</u>	<u>Hourly Rate:</u>
Game Manager	\$18.00
Ticket Manager	\$16.50
Concession Manager	\$16.50
Scoreboard Operator	\$16.50
Statistician	\$16.50
Ticket Seller	\$16.50
Announcer	\$16.50
Chain Crew	\$16.50
Ticket Taker	\$15.00
Faculty Security/Event Worker	\$15.00
Speech and Debate Judge	\$15.00
Other Event Worker(s)	\$15.00

l. Schedule B Position Appointments

2018-2019 School Year

	Last Name	First Name	Position	Building	Rate
1.	Cruz	Iveliz	Mentor for Julissa Perez (effective 3/18/19)	Lehman Intermediate	\$613.00 (prorated)
2.	Green	Karen	Mentor for Jennifer Peckally (effective 3/11/19)	East Stroudsburg Elementary	\$613.00 (prorated)
3.	McCracken	Sean	Mentor for Evan Scott (effective 3/22/19)	J. T. Lambert Intermediate	\$613.00 (prorated)
4.	Trauschke	Thomas	Mentor for Allison Osborne (effective 3/18/19)	East Stroudsburg Elementary	\$613.00 (prorated)
5.	Carbajal	Louis	Intramural Girls' Soccer Advisor	J. T. Lambert Intermediate	\$23.96/hour (24 hour maximum)
6.	DeLeon	Daniel	Baseball Head Coach	Lehman Intermediate	\$2,781.00
7.	Leonard	Jacilyn	Intramural Dance Squad Advisor	J. M. Hill Elementary	\$23.96/hour (48 hour maximum)
8.	Sullivan	Caitlin	Intramural Homework Co-Advisor	J. T. Lambert Intermediate	\$23.96/hour (12 additional hours)
9.	Watson	Mark	Intramural Volleyball Advisor	J. T. Lambert Intermediate	\$23.96/hour (12 hour maximum)
10.	West	Melissa	Intramural Homework Co-Advisor	J. T. Lambert Intermediate	\$23.96/hour (12 additional hours)

2019-2020 School Year

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
1.	Buksa	Erik	Associate Athletic Director	High School North	\$8,765.00	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
2.	Dailey	Charles	Athletic Director	High School North	\$10,605.00	
3.	Van Winkle	Zachary	Boys' Soccer Head Coach	High School North	\$5,584.00	
4.	Corso	Christopher	Cross Country Head Coach	High School North	\$4,392.00	
5.	McKeithan	Nelson	Football Freshman Head Coach	High School North	\$5,419.00	
6.	Schaller	Derek	Football Head Coach (0 to 10 years)	High School North	\$9,171.00	
7.	Altreche	Ricardo	Football Varsity Assistant Coach	High School North	\$6,025.00	
8.	Wood	Cori	Girls' Soccer Head Coach	High School North	\$5,584.00	
9.	Best	Marc	Girls' Soccer Junior Varsity Coach	High School North	\$3,975.00	
10.	Reith	Daryl	Girls' Volleyball Varsity Assistant Coach	High School North	\$3,330.00	
11.	Dolph	Tyler	Golf Head Coach	High School North	\$3,770.00	
12.	Lehr	John	Intramural Golf Advisor	High School North	\$24.21/hour (24 hour maximum)	
13.	Lehr	John	Volunteer Golf Advisor	High School North	not applicable	
14.	Andrews	Jennifer	Associate Athletic Director	High School South	\$8,765.00	
15.	Rogers	Denise	Athletic Director	High School South	\$10,605.00	
16.	Bowman	Daniel	Football Varsity Assistant Coach	High School South	\$6,025.00	
17.	Armitage	Jay	Rifle Team Head Coach	High School South	\$3,378.00	(plus \$250.00 longevity stipend)
18.	Munford	Samantha	Swim Team Head Coach	High School South	\$6,183.00	
19.	Saffer	Michele	Swim Team Varsity Assistant Coach	High School South	\$3,961.00	
20.	Boylan	Brian	Volunteer Baseball Coach	High School South	not applicable	
21.	Kessel	Brielle	Volunteer Ultimate Frisbee Advisor	High School South	not applicable	
22.	Mitchell	Daniel	Associate Athletic Director	J. T. Lambert Intermediate	\$5,533.00	
23.	Timpson	Daniel	Boys' Soccer Assistant Coach	J. T. Lambert Intermediate	\$2,333.00	(plus \$250.00 longevity stipend)
24.	Peeke	Lachlan	Cross Country Head Coach	J. T. Lambert Intermediate	\$2,809.00	(plus \$250.00 longevity stipend)
25.	Lambert	Emma	Field Hockey Assistant Coach	J. T. Lambert Intermediate	\$2,333.00	(plus \$250.00 longevity stipend)
26.	Kessel	Brielle	Field Hockey Head Coach	J. T. Lambert Intermediate	\$2,809.00	
27.	Leap	Jason	Football Assistant Coach	J. T. Lambert Intermediate	\$2,333.00	(plus \$250.00 longevity stipend)
28.	Mitchell	Daniel	Football Head Coach	J. T. Lambert Intermediate	\$2,809.00	(plus \$250.00 longevity stipend)
29.	Watson	Mark	Girls' Volleyball Head Coach	J. T. Lambert Intermediate	\$2,809.00	(plus \$250.00 longevity stipend)

2.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the employment action listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Robert Huffman and passed 8-1. Keith Karkut voted no.
[Subject to proper completion and receipt of all necessary documents and clearances, where applicable.]

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

c. Termination

	Name	Position	Classification	Location	Effective Date(s)
1.	Employee #9174	Bus Driver	Support	Transportation	April 15, 2019

(See 53-55)

3.

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the employment action listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Robert Huffman. A roll call vote was taken and failed 4-5. Jason Gullstrand, Robert Huffman, Debbie Kulick and Lisa VanWhy voted yes. George Andrews, Larry Dymond, Keith Karkut, Wayne Rohner and Richard Schlameuss voted no.
[Subject to proper completion and receipt of all necessary documents and clearances, where applicable.]

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

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Kelly, Diane	Assistant Financial Officer Replaces Dawn Nickischer who resigned.	Act 93	Business Office	\$71,748.00 (prorated)	May 6, 2019

4.

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the employment action listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Keith Karkut. A roll call vote was taken and failed 2-7. Robert Huffman and Debbie Kulick voted yes. George Andrews, Larry Dymond, Jason Gullstrand, Keith Karkut, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted no.
[Subject to proper completion and receipt of all necessary documents and clearances, where applicable.]

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

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Johnson, Carissa	Bookkeeper (BOP II) Replaces Donna Cassieri who retired.	Support	Administrative Services	\$21.32/hour	March 25, 2019

e. FINANCES

i. 613 – Cooperative Purchasing

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to confirm the award of bids by the IU Joint Purchasing Board for paper and custodial supplies effective July 1, 2019 for a period of one year in the estimated quantities and unit prices as presented, in accordance with the recommendation of the Finance Committees. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See page 57)

ii. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the Budget Transfers, Payment of Bills and Treasurer’s Report listed in this agenda for 2018-2019 fiscal year, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the Auditor General. Motion was seconded by Richard Schlameuss and passed 8-1. Wayne Rohner voted no.

1. Budget Transfers - (See pages 58-75)
2. Payment of Bills - (See pages 76-82)
3. Treasurer’s Report - (See page 83-121)

2.

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the payment of the following invoices for services rendered, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

- HS North/Lehman Water Heater Replacement – D’Huy Engineering – Invoice #48976 \$8,943.76
- Resica Roof Replacement – D’Huy Engineering – Invoice #48974 - \$5,499.99
- Tree Removal Services – Bender’s Tree Service – \$500.00

(See pages 122-124)

3.

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the payment of invoice #3125 from Lyman and Ash in the amount of \$3,335.00 for Special Construction Counsel, in accordance with the recommendation of the Finance Committee. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

(See page 125)

iii. **619 – District Audit**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve issuing a Request for Proposal for Auditing Services, in accordance with the recommendation of the Finance Committee. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

(See pages 126-134)

iv. **626 – Federal Fiscal Compliance**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve Attachment A, Notice of Adoption of Policies, Procedures and Use of Funds by School District as presented and authorize the District Superintendent to execute the same and submit it to the Colonial IU 20. This documentation is required in connection with the IDEA Part B sub-grantee agreement between the District and Colonial IU 20. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See page 135) (Policies and procedures posted on the Website)

f. **PROPERTY**

i. **704 – Maintenance**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the agreement with Waste Management of PA, Inc. for Industrial Waste and Disposal Services as presented, in accordance with the recommendation of the Finance Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 136-138)

g. **OPERATIONS**

i. **803 – School Calendar**

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the revised 2018-2019 school calendar, as amended to account for inclement weather and to set the high school graduation dates. Motion was seconded by Richard Schlameuss,

Motion was made by Lisa VanWhy to revise the calendar to include the following:

- Graduation Practice on June 1, 2019 and June 8, 2019.
- H.S. North Graduation on June 14, 2019 at 5:00 P.M.
- H.S. South Graduation on June 15, 2019 at 12:00 P.M.

Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 139)

ii. **805 – Emergency Preparedness**

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the American Red Cross shelter agreements in substantially the same format as presented in accordance with the provisions of Policy 805 and subject to final review and modification by our Solicitor. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 140-170)

iii. **808 – Food Services**

1.

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the cafeteria school lunch prices for the 2019-20 school year as follows (a \$.10 increase in lunch prices), in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and passed 8-1. Keith Karkut voted no.

Elementary	\$2.55	Adult	\$3.50
Intermediate	\$2.65	Ala Carte Milk	\$0.50
Secondary	\$2.65	Reduced Price Meal	\$0.40

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the cafeteria school breakfast prices for the 2019-20 school year as follows (no price increase), in accordance with the recommendation of the Finance Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

Elementary	\$1.45	Adult	\$1.75
Intermediate	\$1.45	Ala Carte Milk	\$0.50
Secondary	\$1.45	Reduced Price Meal	\$0.30

3.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the award of the Food Service Bids in the estimated quantities and at the unit prices as presented, in accordance with the recommendation of the Finance Committee. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

(See pages 171-183)

iv. **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 passed 8-1. Keith Karkut voted no.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Bianchi, Vinnie	Celebration of the Arts	\$500.00	Resica Elementary	5/17/19
2.	Camfel Productions	A three-screen student Development Experience – It’s My Life	\$895.00	H.S. south	5/30/19
3.	Children’s Hospital of Philadelphia (CHOP) School Program	Home (Hospital) Bound Instruction	\$29.06/hour per eligible day of service offered up to 1 hour of instruction per day for a maximum of up to 5 hours per week	Pupil Services	4/16/19 to 6/28/19
4.	Dialed Action Agency, LLC	BMX Assembly for J. T. Lambert’s end of year Pride day.	2,250.00	J. T. Lambert Intermediate	6/12/19
5.	East Stroudsburg University	Fee for J. T. Lambert Intermediate 6 th grade students to attend the Planetarium at ESU.	\$300.00	J. T. Lambert Intermediate	5/16/19
6.	Freedoms Foundation at Valley Forge	Fee for H.S. North, Lehman Int. and J. T. Lambert students to attend a guided Tour of Valley Forge National Historical Park.	\$2,800.00	H.S. North/Lehman/JTL	5/28/19
7.	Lexicon Timing, LLC (Alexis Mercado)	Timing Services for 4 dual meets	\$1,800.00	H.S. South	3/25/19, 3/28/19, 4/1/19 & 4/8/19

8.	Lexicon Timing, LLC (Alexis Mercado)	Timing Services Cavalier Invitational	\$1,500.00	H.S. South	4/26/19
9.	Loughren, Deborah	To provide instruction for the North High School oboe student.	\$200.00	Instrumental Music Department	3/19/19
10.	Maricle, Sherrie	To provide instruction for the North High School drum set students	\$500.00	Instrumental Music Department	3/26/19 & 4/30/19
11.	Museum of the American Revolution	Fee for J. T. Lambert Intermediate 7th grade students to attend the museum in Philadelphia.	\$2,836.00	J. T. Lambert Intermediate	5/9/19
12.	Pocono Services for Families & Children Head Start Program	Head Start Supplemental Assistance Program Contract Renewal	N/A	N/A	7/1/18-6/30/19
13.	Rodriguez, Santos	Translating for a parent/teacher conference at Middle Smithfield Elementary.	\$29.06	ESL	2/22/19
14.	Rosa, Elizabeth	To provide instruction for the North High School bassoon student.	\$200.00	Instrumental Music Department	4/8/19 & 5/13/19
15.	Rostock, Paul	To provide instruction for the North High School string bass students.	\$200.00	Instrumental Music	4/17/19 & 5/13/19
16.	Shawnee Playhouse (Midge McClosky)	Presentation of School House Rock at J.M. Hill Elementary's Spring Into Reading Family event.	\$500.00	Title I Grant	5/20/19
17.	Sherman Theater	Chairs, Stage, Lighting for Graduation	\$5,310.00	H.S. South	6/15/19

(See pages 184-225)

h. COMMUNITY

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

i. 914 – Relations with the Intermediate Unit

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to appoint Robert Huffman to serve a three-year term, from July 1, 2019 through June 30, 2022, on the Colonial I.U. #20 Board. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the adjudications with regard to the student expulsion hearing respectively held on March 20, 2019. Motion was seconded by George Andrews and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to rescind/reconsider the approval of the employment action listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

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

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

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Kelly, Diane	Assistant Financial Officer Replaces Dawn Nickischer who resigned.	Act 93	Business Office	\$71,748.00 (prorated)	May 6, 2019

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the employment action listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Debbie Kulick. A roll call vote was taken and passed 5-4. Jason Gullstrand, Robert Huffman, Debbie Kulick, Richard Schlameuss and Lisa VanWhy voted yes. George Andrews, Larry Dymond, Keith Karkut and Wayne Rohner voted no.

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

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

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Kelly, Diane	Assistant Financial Officer Replaces Dawn Nickischer who resigned.	Act 93	Business Office	\$71,748.00 (prorated)	May 6, 2019

ACTION BY THE BOARD:

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

XII. ADJOURNMENT: 9:51 P.M.

Respectfully submitted,

Patricia L. Rosado
Board Secretary