

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

May 20, 2019 – 7:00 P.M.

High School North - Auditorium

Minutes

- I. **President** Lisa VanWhy called the meeting to order at 7:10 p.m. and led those present in the Pledge of Allegiance. **Board Secretary**, Patricia Rosado called the roll.
- II. **Board Members present:** George Andrews, Larry Dymond, Jason Gullstrand, Robert Huffman, Keith Karkut, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy.
- Student School Board Representatives:** William Cordero and Jessika Gort.
- III. **School personnel present:** Sue Andrews, James Arnone, Jordan Baehr, Anthony Calderone, Eric Forsyth, Josh Fuller, Scott Ihle, Salvatore Lapadula, Ray Lenhart, Chris Ludwig, Tom McIntyre, Fred Mill, Debby Padavano, Craig Reichl, William Riker, Patricia Rosado, Paul H. Schmid, Bob Sutjak, Bill Vitulli, Nadia Worobij and Steve Zall. Christopher Brown, Solicitor.
- IV. **Community members present:** Donovan Acosta, Rebecca Bear, Audry Garrett, Diane Krupski and Darryl Sabino.
- Other:** Bill Cameron – Pocono Record
Chris Kulp – BRC – TV 13
Rob Thompson – EHD Insurance
- V. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**
- a. An Executive Session was held on April 16, 2019 for the purpose of discussing litigation and personnel.
 - b. An Executive Session was held on May 1, 2019 for the purpose of discussing personnel.
 - 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 Debbie Kulick to adopt this agenda for May 20, 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 Robert Huffman and carried unanimously, 9-0.

VII. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the minutes of the April 15, 2019 Policy Review Committee meeting and the April 15, 2019 Regular School Board meeting. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

VIII. **REPORTS**

- a. **Work Based Learning Program**
Mr. Joshua Fuller, H.S. North Assistant Principal, said he is here tonight to provide an update on the Work Based Learning Program, which is a transitional services for exceptional students. Their goal is to expand outside into the community. He thanked the Special Education and the Pupil Services Department as well as all of the Administrators and Board members for their support. Through ACCESS, they were able to help the students, who are 14 years and older meet their requirements by going out of the district to gain skills to help in their future. Before they

obtained the vans, the skills were obtained in school but since the Board allowed the purchase of the van, they were able to expand the program. They set up a lot of community partnerships, such as with Kalahari, Bushkill Outreach, Lowes, Shawnee Inn, etc. These students go out of the district and do jobs that require them to learn skills that tie up directly with the PA Career Standards. Mr. Fuller said that Mr. Sal Lapadula, Transitions Coordinator, along with Ms. Cruz, an aide, are here tonight to present a video on what types of jobs the students are doing out in the community. A video presentation was shown. Mr. Lapadula said this program has been six years in the making. The program started with four students and now they have over 50 students who are involved in the Internship Program. Many students will not be able to do the jobs but they are learning the skills. One student was offered a job as a dishwasher. He learned this skill in the cafeteria. In order for students to take part in an internship, they need to apply and be interviewed. Mrs. Kulick asked if they have a waiting list in order to be part of the program. Mr. Lapadula said all students take notices home giving them the opportunity to be part of the program. They all get some type of a job in-house or out in the community.

b. Monroe Career & Technical Institute Update

Mr. Larry Dymond said the year is winding down at MCTI. There was not a lot on the agenda. They are still waiting to hear if they are getting extra funding from the State. Planning for next year has started. Senate Bill #134 was discussed. Mrs. Lisa VanWhy said MCTI's graduation will be held on May 29th at the Stroudsburg High School at 5:30 p.m. Mr. Dymond said that beginning in July, Dr. Riker will take over as the Superintendent of Record for two years.

c. Colonial IU 20 Update

Mr. Robert Huffman said he was not able to attend the previous CIU 20 meeting due to illness. The next meeting is scheduled for this Wednesday and he will be attending the meeting in Easton.

d. Student School Board Representatives –

Miss Jessika Gort, High School South Representative, said this month at South, the school year is winding down as follows:

1. May 1st the Band Program went to a Tri-County Band Festival at Delaware Valley High School.
2. On May 11th, they held an annual alumni band concert, where the Alumni band get invited every five years. The next time they will be invited will be in 2024.
3. The Band Program is heading to Washington, D.C. on Friday for a weekend trip to tour places and play music at George Washington's House at Mount Vernon.
4. Marching Band will be starting for next year.
5. The Choir's Spring Concert will be on May 29th at 7:00 p.m.
6. Post Season competing include the softball team who will compete on Thursday night at DeSales University against Bangor in the semi-finals.
7. The Track team will go on to the State Competition at Shippensburg University on Friday and Saturday.
8. The Champion Quarter Zips were distributed to Patrick Gould and the Rifle Team for their undefeated season.
9. Athletics had college signing day on May 10th, where 12 seniors will participate in collegiate sports at all levels.
10. The Drama Class presented their play "Youth on the Roof".
11. Class of 2019 held their Senior Prom at the Palace Center on May 4.
12. The Yearly Special Olympics event was held on May 9th.
13. The Mini-thon Event will be held on May 31st. It is an all-night long event to raise funds for childhood cancer.
14. The Glee Club will be visiting the Spring Valley Retirement Home on May 30th.
15. The National Honors Induction took place on May 9th.
16. The Honors Awards will be held on May 21st.
17. The Senior Scholarship Awards will be on May 22nd.
18. On June 5th there will be the First Annual Worked-Based Learning Program breakfast for the Special Education Students who participated in the work program. Certificates of Achievement will be given to the students and Certificates of Appreciation will be given to the employers.
19. On May 31st, Ms. Mattias will be hosting a Mental Health presentation in the library.
20. Students who have zero demerits will attend a Cav Celebration, which is at field day.

Mr. William Cordero, High School North Representative, said that at North the following occurred:

1. On May 9th the North Regular and Special Education students attended the Special Olympics at South.
2. On May 12th the Spring round of Keystone Exams began with Algebra followed by Biology and then English.

3. Spring sports are wrapping up. Track Meets are just about done. Sophomore, Najai Moses is going to the State competition after coming in first place in district for the 300 meter hurdles.
4. North baseball team won against Notre Dame 12-2.
5. The EPC North vs EPC South all-star football game will take place on June 13th at Nazareth. Brian Finnerty and Dejon Richardson will represent North. The best of all football players will compete.
6. Honors Ceremony will be held on Thursday,
7. The Sophomore and Junior students had an assembly with Representatives from Northampton Community College regarding dual enrollment.

Ms. Kulick thanked Jessika and William for their excellent reporting throughout the year since this is the last meeting for them of the school year.

e. NSBA Conference Report 

Mrs. VanWhy said after reviewing the list of sessions, she chose to focus mainly on School Board/Superintendent partnerships due to her current role on the Board. The sessions she attended were, the Board and Superintendent Drive the Relationships in Your District, Avoiding (or Resolving) Dysfunction in the Board Room, Board/Superintendent Relations: We Can Make it Work - Goals Are Worked on Together, What Every School Board Member Needs to Know About School Law and The Roles and Responsibilities of the School Board and The Superintendent in Improving Student Outcomes. She said she emailed to the Board members some documents and/or slide shows about the sessions. She said one key point from one of the work sessions that stuck with her was “Student Outcomes Don’t Change Until Adult Behaviors Change...Starting With Me!”

Mr. Andrews said that he attended the following seminars:

- Follow the Blueprint for a More Successful Planning Process and Better Long-Term Results
- Leading With a Purpose
- Superintendent Selection: Proven Strategies for Getting It Right
- Roles and Responsibilities of the School Board and Superintendent in Improving Student Outcomes
- What Your Superintendent Would Love to Tell You but Probably Won’t
- Top 10 Strategies to Take Your Board to the Next Level
- Board/Superintendent Relationships:
- We Can Make This Work
- Building a Culture of Trust
- Board Leadership via a Framework of Effective Governance

He had meetings with a Representative from ESS, Blue Bird Bus and PSBA. He learned that planning for a school district is not easy or quick. Working together should include the Administrators, Board members, public, students and staff. Most of the seminars he attended were centered on this theme or talked about traits and interfacing. He said that he would like to speak about the long-term Strategic Plan that should be flexible since School Boards and Administrators do change and should include The Board members, Administration, Staff, Students, Parents and the Community. This will help to determine if the district is meeting their Mission and Goals and as a whole be on the same page. The Plan should include: Board authorized surveys, planning group and resources, planning group meetings, public input, action plan developed by staff, Board meetings to review plan and follow up. It may be tedious and long but there would be the long overdue transparency. The role of the School Board is very important but to make the Strategic Plan work we need commitment, leadership, strategies, goals, objectives, collaboration, consensus, accountability and ongoing and constant monitoring.

f. 2019-2020 Proposed General Fund Budget Presentation

Mr. Tom McIntyre said this will be the final proposed budget and the final budget is due by the June Board meeting.

Draft 2 Presentation included:
 Anticipated Revenues - \$161,083,616,
 Anticipated Expenses - \$161,468,302
 Deficit of \$384,686.

Since then adjustments have been made as follows:

Revenues
 ACCESS had an increase of \$600,000

Proceeds from Extended Financing of \$575,426, which is a wash
Social Security Reimbursement had an increase of \$24,039
PSERS Reimbursement had an increase of \$98,894

Expenses

Salaries had an increase of \$441,096 (due to position changes)
Benefits had an increase of \$477,164 (due to adjustments in Salaries)
Professional Services had a decrease of \$788,300 (due to positions, software and contract)
Contracted Services had a decrease of \$370,786 (due to copier lease savings, removal and additions of projects)
Other Purchased Services had an increase of \$40,585 (due to insurance renewals)
Supplies had a decrease of \$100,000 (due to reduction in curriculum programs)
Property had an increase of \$767,839 (due to an increase in computer purchases)
Other uses of Funds had an increase of \$426,375 (due to computer lease payments).

Proposed Final Budget

Anticipated Revenues \$162,381,975
Anticipated Expenses \$162,362,276
Balance of \$19,699

Tax Rates

Monroe County – 176.81 mills – 0.59% decrease
Pike County – 123.66 mills - \$0.00% increase

Eight Year Millage History includes -4.00 mills rate change at -2.21% for Monroe and -5.22 mills rate change at -4.05%. Due to a multi-county district some mills may go up or down, based on the formula that the State gives to the district to follow.

Next Steps

The budget will be placed on the website for a 30-day review.
If State Budget is passed, it will be reflected on the final budget.
Revise Salaries based on updated retirements
Board will need to approve the Final Budget at the June Board meeting.

Mrs. VanWhy said this is excellent news about the no tax increase. Mr. McIntyre said many districts have had to cut programs and staff. Our district has not cut staff and has added programs.

g. Property & Facilities Report

Mr. Wayne Rohner said that the Board had a joint committee meeting on May 7th. Items discussed were:

1. The district is still looking to move forward with the LED lighting for the North Campus.
2. The Board is expecting to receive a proposal for the J. T. Lambert Intermediate School and H.S. South stage floor replacement through a Costar contract.
3. Plans need to be put together to have the South Football Stadium Bleachers repainted.

IX. PUBLIC PARTICIPATION

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

- A. Mr. William Cordero said he would like the district to consider providing a wrestling room for the North Wrestling Team. South has one and feels that North should have the same opportunities they do. The North students have to schedule around others and it poses a disadvantage to the North students. It is also a safety issue when mats have to be cleaned right after use and then have to be put away so they do not have time to dry. Since they do not have one place to practice, it is inconvenient and takes time away from their practice. He would appreciate if the Board would consider providing a room for the wrestlers.
- B. Ms. Diane Krupski said her child was part of the Work-Based Learning Program and did great. He transitioned well and has a job. The program is wonderful. She said she would like the Board to entertain a latch key program at the elementary schools to help the parents. The district can offer a lower price to the parents of our community than what they are paying now. Teachers may want to become part of this program. She offered her assistance to research this program.

C. Ms. Rebecca Bear said that the district should reassess the bus routes because some buses go from one community to another which causes overcrowding. Three to a seat is too much especially when the students have equipment or instruments. She hopes that the millage rate goes down since property values going up may cause taxes to go up.

X. OLD BUSINESS

None

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 003 – Functions

Policies for Discussion:

1. Policy 206 Assignment within District (with regard to Employees' children)

Dr. Riker sad at the previous Policy Review Committee meeting, the Committee discussed Policy 206. They had some ideas in reference to employees who live in the district as to where employee's children should go if they work in the district. The areas in red indicate what was discussed. The Board members can decide if they agree with what is in writing. Mr. Karkut said that at the meeting they referenced PIAA with regard to the students being able to attend which schools. He understands there are some PIAA regulation but what concerns him is that if a student starts in one area and then they have to change to attend a school where they are living. This also occurs with daycare students. They are allowed to go south or north for daycare purposes but when it comes to going to high school, they must return to their zoned school. Has anyone checked with PIAA? Dr. Riker said PIAA will allow this to occur. The Board can change the policy to allow students to remain in the same area they started as opposed to where they are zoned to attend. Mr. Karkut asked if they will be allowed to follow the same route that they began in if the Board approves it. Dr. Riker said that is correct. Mr. Rohner asked so does the policy they were given tonight indicate this change. Dr. Riker said it does not. The policy currently says that they must attend the high school where they reside. Mr. Rohner asked if this is different than what the district has been doing in the past. Dr. Riker said no. Mr. Rohner asked if a north student has participated as a south athlete. Dr. Riker said not to his knowledge. Mr. Rohner said that to his knowledge this has occurred in the past. As far as the North High School, do we have enough students participating in all athletic PIAA events, where if the South students have enough students and North does not, are we able to combine teams so that North students may be able to participate? Dr. Riker said to his knowledge you cannot have one team because if there are two high schools, there must be two teams or just one team from one or the other school. Mr. Rohner said but PIAA will allow for a North student to play South. Dr. Riker said that is correct. Mr. Andrews said the current policy does not allow it. Mr. Rohner asked if the current policy will restrict a student from participating. Dr. Riker said that is correct but it is up to the Board to change it. Mr. Karkut said we are speaking about two different things. We are speaking about a teacher's/employee's child if they start in one area should they be allowed to complete all grades in that area. Mr. Rohner asked is there another policy that speaks about PIAA or is this the one that will include both issues. Mr. Karkut said that is whole different policy that we want to look at or create. Mr. Schlameuss said that this is the policy that will have it. If you are saying that they want a student to continue in the same area, then they can. The revisions are in red; therefore, can be changed. For instance if a teacher lives in Stroudsburg and they want them to finish all schools in East Stroudsburg, they can. Dr. Riker said no. You must live within the East Stroudsburg district, but if the Board wants to have that conversation, too, we can. To Keith's point, the changes in the policy is specific to employees in the district. Mr. Karkut asked if the changes are just being discussed. Dr. Riker said he is correct. Mr. Schlameuss said the changes apply to the employees that live and work in the district. Mr. Karkut said this is to help the teachers who have daycare needs. I would like us to look at that even if a student that is not from an employee in the district, should be able to stay in the area that they started. It is also within this policy. The policy currently says if you go through daycare from K-8, then in 9th grade you go to where you reside. This is not fair to the students. Mr. Andrews said all this information is in this Policy 206. Mr. Karkut said it is all stated in this policy but this is not being changed. The changes are just for the teachers. What needs to be done to fix the PIAA situation? Dr. Riker said on page 5 of 6, there are two capitalized paragraphs one near the top and one on the bottom of the page that say the same thing. You just need to eliminate that language to make the change. Mr. Karkut asked if he just makes this recommendation to the Board. Mr. Schlameuss said he does not feel comfortable with a student who is an excellent athlete and who lives in the North but gets to go South because their parent works in the South. Mr. Karkut said what he is saying that if a parent wants their child to go North or South, that student should be able to continue the same path. Mr. Schlameuss said he understands this but this needs more thought. Mr. Karkut said that what he is saying is that the student should be able to continue in the area that they started and not

have them change halfway through their school years. Some parents are not taking job offers or moving because they want their child to finish where they started.

2. Policy 246 Student Wellness

Mr. Schlameuss asked for details on the competitive foods. Mr. Schmid said competitive foods are items that are not offered or sold to students on school campus during the school day, which are not part of the reimbursable school breakfast or lunch, such as a bottle of water or a pretzel. Pages 9-12 is placed in the policy verbatim from what was sent to us from PSBA. It has been reviewed by PDE and they feel it should be included in our policy.

3. Policy 349 Health Insurance Benefits for Retirees (Repeal 449 & 549)

Mr. McIntyre said this policy is solely to consolidate three policies into one. The word changes show that all agreements have been placed into one. The plans are pretty much driven by the contracts and that is also indicated in this one policy.

4. Policy 541 Benefits for Part-Time Personnel (Change to Policy 341)

Mr. McIntyre said this the same situation as the policy stated above. Since we are self-insured, we set the insurance perimeters. The wording in the last paragraph protects the district from having to provide benefits for personnel that are not eligible. The insurance company cannot dictate who gets the benefits.

5. Policy 702.1 Commercial Sponsorships and Advertising

Mr. McIntyre said the one change came from another policy to protect the district; therefore, if the district is not in agreement with the advertisement, the district has the right to terminate. Mr. Rohner asked is the district or is the Board terminating the agreement. What is the policy saying? If we are trying to promote sponsorship, what would be a reason to terminate a sponsorship? Ms. Kulick said she believe if they invalidate their contract with us, we can terminate their agreement. Other reasons for termination may be if they suddenly change something that they are supposed to be providing or do or say something that is not in compliance. Mr. McIntyre said as the policy reads: failure to adhere to this policy, the terms of the Commercial Sponsorship agreement, or district or school building rules, the district is under no obligation to reimburse the sponsor for the portion of the agreed-upon sponsorship period. Mr. Andrews said Wayne's question was who will make the decision the Board or the District. Dr. Riker said the Board can. Mrs. VanWhy asked if it should say the Board may terminate the commercial sponsorship. Mr. Rohner said he is asking because the policy was adopted only eight months ago. Mr. Brown said he sees no issue with the policy saying the Board. Mr. Rohner said he would like to think that the district is encouraging all businesses to work with the district like they do all across the nation. Mrs. VanWhy said she does not believe it says that we are discouraging them. Mr. Brown said in the paragraph with the red notations, it is implicit in the first sentence of the paragraph as opposed to the second sentence that if the district or Board may terminate commercial sponsorship, the district would reimburse the sponsor for the portion of the agreed-upon sponsorship period. For example, if one of the sponsors is involved in a scandalous press coverage, then the district or Board may want to terminate their agreement and give them their money back. Mrs. VanWhy asked are we changing the policy to say the Board or is it staying the district. Mr. Brown said earlier in the policy, it says the Board approves the sponsorships; therefore, it makes sense to say the Board may terminate them.

6. Policy 704 Maintenance

Dr. Riker said this policy was discussed at last month's meeting and changes were made and reflected on this new draft. Mrs. VanWhy asked if any of the Policy Review Committee members have any questions or concerns with any of the changes. Mr. Karkut said that he does not understand why something that deals with maintenance in the school level is relying on the principal since we do not have maintenance personnel at each building but just district level. The policy reads that there is maintenance and custodial personnel at the building. A principal can work with one person one day and then another on another day on the same issue. Why is the Director of Facilities not involved in this process? Mr. Schlameuss asked if a chart or something about the number of work orders that they have in the beginning of the month and then at the end of the month can be added on the policy to note the progress. Can this be included in the policy or maybe have a maintenance plan? Dr. Riker said he can get the Board this information on a weekly basis.

(See pages 17-50)

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to authorize and direct the administration to post the following items with noted revisions for public review during the month of May and subsequent Board Action in June. Motion was seconded by Keith Karkut and passed 7-2. Keith Karkut and Wayne Rohner voted no.

- 1. Policy 246 Student Wellness
- 3. Policy 349 Health Insurance Benefits for Retirees (Repeal 449 & 549)
- 4. Policy 541 Benefits for Part-Time Personnel (Change to Policy 341)
- 5. Policy 702.1 Commercial Sponsorships and Advertising (with one change)
- 6. Policy 704 Maintenance

2.

ACTION BY THE BOARD:

Motion was made by Robert Huffman to adopt or repeal the Board Policies listed. Motion was seconded by Debbie Kulick and passed 8-1. Keith Karkut voted no.

- 1. Policy 210 Medications
- 2. Policy 328 Compensation Plan
- 3. Policy 346 Worker’s Compensation (Repeal 446 & 546)
- 4. Policy 347 Worker’s Compensation Transitional Return-to-Work Program (Repeal 447 & 547)
- 5. Policy 627 Tax Assessment Appeal

(See pages 51-63)

ii. **004 – Membership**

1. **Conference Attendance**

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the attendance of William R. Riker at the CIU 20 2019 Summer Administrative Workshop in Tannersville, PA on June 20, 2019, in the approximate amount of \$105.00. Motion was seconded by George Andrews and carried unanimously, 9-0.

iii. **005 – Organization**

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the agreement presented with Christopher S. Brown to serve as District Solicitor for the 2019-2020 school year at an annual retainer of \$42,000 and an hourly rate of \$150.00 for non-retainer work. Motion was seconded by Debbie Kulick and passed 8-1. Wayne Rohner voted no.

(See pages 64-66)

b. **PROGRAMS**

i. **118 – Online Courses & The East Stroudsburg Area Cyber Academy**

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the East Stroudsburg Area School District Cyber Academy Elementary - Level program at an estimated cost of \$112,700.00, effective for the 2019-2020 school year. This includes the cost of and authorization for the hiring of one (1) Elementary School Teacher and the Edgenuity Learning Management System. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

ii. 121 – Field Trips

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to authorize the field trip listed. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

	Name	Activity	Location	Dates
1.	Lurry, Trenee (#05682)	H.S. North students from the Life Skills class attending Medieval Times.	Lyndhurst, NJ	5/28/19

(See pages 67-68)

c. PUPILS

i. 217 – Graduation Requirements

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the issuance of a high school certificate (diploma) to each candidate listed, subject to their individual successful completion of the prescribed course of instruction and graduation requirements established by this Board as part of the school district’s Comprehensive Plan. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

(See pages 69-84 - to be included with the minutes)

ii. 233 – Suspension and Expulsion

ACTION BY THE BOARD:

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

1. #162340
2. #163309

(See pages 85-92)

d. PERSONNEL

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 Robert Huffman 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.	Medina, Angela	From: Cafeteria Worker (part-time, 4 hour) – High School North To: Cafeteria Worker (full-time, 7 hour) - High School North Temporarily replaces Diane Jensen who is on a leave.	Support	No change	October 4, 2018 now through March 29, 2019.
2.	Medina, Angela	From: Cafeteria Worker (part-time, 4 hour) – High School North To: Cafeteria Worker (full-time, 7 hour) - High School North Replaces Diane Jensen who retired.	Support	No change	April 1, 2019

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Byrne, Angela	Coordinator of Federal Programs/Grants	Act 93	Central Administration	April 29, 2019 through May 19, 2019.
2.	Mark, Kelly	Grade 4 teacher	Professional	Resica Elementary	February 15, 2019 now through May 10, 2019.
3.	Montes, Mary	Special Education teacher	Professional	High School South	May 20, 2019 through August 20, 2019.
4.	Cox, James	Custodian	Support	High School South	March 21, 2019 through June 14, 2019.
5.	Gallo, Vincent	Bus Driver	Support	Transportation	January 22, 2019 now through April 26, 2019.
6.	Gargan, Michael	Bus Driver	Support	Transportation	April 9, 2019 through January 1, 2020. This is an intermittent leave.
7.	Gearhart, Jenna	Health Room Nurse	Support	Itinerant	May 6, 2019 through July 15, 2019.
8.	Harris, Jimmie	Bus Driver	Support	Transportation	April 5, 2019 through May 31, 2019.
9.	Lapping, Sarah	Student Aide	Support	Middle Smithfield Elementary	April 1, 2019 now through June 10, 2019.
10.	Marx, Claudia	Bus Driver	Support	Transportation	February 25, 2019 now through April 22, 2019.
11.	Peters, Karen	Paraprofessional	Support	High School South	May 13, 2019 through May 14, 2019.
12.	Sochinsky, Dorothy	Security Officer	Security Officer	High School South	April 29, 2019 through May 19, 2019.
13.	Starkes, Alonzo	Maintenance I Worker	Support	Transportation	June 7, 2019 through July 5, 2019.

iii. **334/434/534 – Sick Leaves**

	Name	Position	Classification	Location	Effective Date(s)
1.	Orak, Linda	Special Education teacher	Professional	High School South	February 26, 2019 now through May 31, 2019.
2.	Gallo, Vincent	Bus Driver	Support	Transportation	April 27, 2019 through May 9, 2019.
3.	Thomas, Glenn	Bus Driver	Support	Transportation	January 22, 2019 now through May 5, 2019.

iv. **339/439/539 – Uncompensated Leaves**

	Name	Position	Classification	Location	Effective Date(s)
1.	Gallo, Vincent	Bus Driver	Support	Transportation	May 10, 2019 through May 14, 2019.
2.	Oke, Toyin	Cafeteria Aide	Support	J. T. Lambert Intermediate	March 27, 2019 now through April 30, 2019.

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

a. **Rescissions**

	Name	Position	Classification	Location
1.	Timpson, Daniel	Boys' Soccer Assistant Coach	Schedule B	J. T. Lambert Intermediate
2.	Trauschke, Billie	Program Teacher (P/T) STEAM*R Summer Enrichment Program	Schedule B	Middle Smithfield Elementary

(See pages 93-94)

b. **Resignations**

	Name	Position	Classification	Location	Effective Date(s)
1.	McCormick, Cara	Special Education teacher	Professional	J. T. Lambert Intermediate	July 31, 2019
2.	Martin, Hannah	School Nurse	Professional	Bushkill Elementary	June 18, 2019 (end of workday)
3.	Perez, Julissa	Paraprofessional	Support	Lehman Intermediate	March 8, 2019

(See pages 95-97)

c. **Retirements**

	Name	Position	Classification	Location	Effective Date(s)
1.	Dilliplane, Robert	Principal	Act 93	Lehman Intermediate	June 30, 2019
2.	Baylor, Charles	Math teacher	Professional	High School South	July 8, 2019
3.	Bukoski, Gary	Social Studies teacher	Professional	J. T. Lambert Intermediate	June 18, 2019 (end of workday)
4.	Pryor, Kieran	Custodial Supervisor	First Level Supervisor	High School South	May 3, 2019 (end of workday)
5.	Harris, Jimmie	Bus Driver	Support	Transportation	May 1, 2019 (end of workday)
6.	Renna, Domenick	Custodian	Support	High School South	July 1, 2019 (end of workday)
7.	Straka, Joseph	School Police Officer	School Police	Middle Smithfield	April 15, 2019

(See pages 98-104)

d. **Salary Changes**

	Name	Position	Classification	2016-17	2017-18	2018-19
1.	Boyle, Cecilia	Bus Driver	Support	\$16.49	\$16.94	\$17.39 (through 1/4/19)
2.	DeRosa, Susan	Student Aide	Support	\$13.46	\$13.91 (9/6/17-3/12/18)	

e. **Professional Staff 2018-2019 Salary Compensations effective April 18, 2019.** All salaries are prorated.

	Name	From:	To:
1.	Fuller, Jennifer	\$67,161.00 (Step 11, Column 9)	\$67,728.00 (Step 11, Column 10)
2.	Lurry, Trenee	\$47,487.00 (Step 5, Column 1)	\$48,363.00 (Step 5, Column 3)
3.	McCormick, Cara	\$68,320.00 (Step 10, Column 11)	\$68,939.00 (Step 10, Column 12)
4.	Parker, Joseph	\$47,487.00 (Step 4, Column 1)	\$47,925.00 (Step 4, Column 2)
5.	Schulte, Gloria	\$57,622.00 (Step 9, Column 8)	\$58,163.00 (Step 9, Column 9)
6.	Scott, Sara	\$44,068.00 (Step 3, Column 2)	\$44,506.00 (Step 3, Column 3)
7.	Winkler, Mary	\$43,630.00 (Step 3, Column 1)	\$44,068.00 (Step 3, Column 2)

f. **Appointment**

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Syfor, Nicole	Student Aide (6.75 hour) Replaces Amalia Aguilera who resigned.	Support	Lehman Intermediate	\$13.46/hour	May 24, 2019

- g. **Support Staff - Summer Staff for Food Services.** Temporary summer cafeteria workers under the direction of Paul Schmid, Director of Food Services. These appointments will be at different locations for the Seamless Summer Program effective June 19, 2019 through August 16, 2019. All rates are \$13.00 per hour.

Appointments for the Summer of the 2018-2019 School Year

	Last Name	First Name
1.	Anderson	Dawn
2.	Beaulieu	Amy
3.	Berry	Judith
4.	Bonser	Janie
5.	Gallagher	Cathy
6.	Huffman	Jennifer
7.	Kleiner	Bonnie
8.	Langlois-Sosa	Cindy
9.	Loo	Jennifer
10.	Majestic	Sandra
11.	Marsach	Miriam
12.	Mayo	Eileen
13.	Medina	Angela
14.	Ng	Miriam
15.	Pollack	Tamara
16.	Rios-Ortega	Diane
17.	Rogalinski	Kathleen
18.	Searfoss	Barbara
19.	Shamey	Carol
20.	Shevlin	Daisy
21.	Stockman	Susan
22.	Tumminello	Tracy

h. **Substitute and Homebound Appointments**

	Name	Position(s)	Classification	Effective Date(s)
1.	Little, Joann	School Nurse	Professional	2018/2019 School Year
2.	Descavish-Bloom, Barbara	Homebound	Professional	2018/2019 School Year
3.	Bennett, Monica	Front Desk Receptionist, Student Aide	Support	2018/2019 Fiscal Year
4.	Burrows, Nicole	Custodian, Front Desk Receptionist, Paraprofessional, Student Aide	Support	2018/2019 Fiscal Year
5.	Couchon, Christina	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2018/2019 Fiscal Year
6.	Galicki, Joanna	Cafeteria Aide, Cafeteria Worker	Support	2018/2019 Fiscal Year
7.	Gaines, Ann Marie	Custodian, Paraprofessional, Secretary, Student Aide	Support	2018/2019 Fiscal Year
8.	Harding, Peter	Bus Mechanic	Support	2018/2019 Fiscal Year
9.	Harris, Jimmie	Bus Driver	Support	2018/2019 Fiscal Year
10.	Gilham, Amy	Paraprofessional	Support	2018/2019 Fiscal Year
11.	Huber, Colleen	Bus Driver	Support	2018/2019 Fiscal Year
12.	Little, Joann	Health Room Nurse	Support	2018/2019 Fiscal Year
13.	Roberts, Michele	Bus Driver, Front Desk Receptionist, Secretary	Support	2018/2019 Fiscal Year
14.	Van Voorhis, Carl	Bus Driver	Support	2018/2019 Fiscal Year
15.	Williams, James	Bus Driver	Support	2018/2019 Fiscal Year
16.	Wills, Natasha	Bus Driver	Support	2018/2019 Fiscal Year

- i. **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. This position is fully funded by the Title I Grant.

	Name	Position	Classification	Location	Compensation
1.	Follis, Laura	Program Teacher (P/T)	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 51 total hours.

- j. **2019 Title I STEAM*R Summer Enrichment Program.** Effective May 20, 2019 to allow for pre-planning and preparation. Program dates: July 1 through July 25, 2019. These positions are fully funded by the Title I Grant.

	Name	Position	Classification	Location	Compensation
1.	Scott, Jessica	Floating Teacher	Professional	Resica Elementary	\$29.06 per hour, not to exceed 88 total hours.
2.	Millard, John	Program Teacher (P/T)	Professional	Smithfield Elementary	\$29.06 per hour, not to exceed 83 total hours.
3.	Scott, Evan	Program Teacher	Professional	Smithfield Elementary	\$29.06 per hour, not to exceed 103 total hours.

- k. **Quick Start to Kindergarten Program, Summer 2019.** Effective May 20, 2019 for planning/training. Program dates: July 29, 2019 to August 9, 2019. Support positions will work during the 2019-2020 fiscal year. These positions are fully funded by Title I.

	Name	Position	Classification	Location	Compensation
1.	Govus, Diana	Program Teacher	Professional	Bushkill Elementary	\$29.06 per hour, not to exceed 57 hours
2.	Rolando, Tina	Parent Presentation Facilitator	Professional	Bushkill Elementary	\$29.06 per hour, not to exceed 27 hours
3.	Noia, Donna	Paraprofessional	Support	Bushkill Elementary	\$20.78 per hour, not to exceed 41 hours
4.	Greiner, Katie	Program Teacher	Professional	East Stroudsburg Elementary	\$29.06 per hour, not to exceed 57 hours
5.	Steakin, Susan	Parent Presentation Facilitator	Professional	East Stroudsburg Elementary	\$29.06 per hour, not to exceed 27 hours
6.	Rodriguez, Stephanie	Paraprofessional	Support	East Stroudsburg Elementary	\$17.62 per hour, not to exceed 41 hours
7.	Leonard, Jacilyn	Program Teacher	Professional	J M Hill Elementary	\$29.06 per hour, not to exceed 59 hours
8.	Rogers, Maria	Parent Presentation Facilitator	Professional	J M Hill Elementary	\$29.06 per hour, not to exceed 29 hours
9.	Hennings, Gina	Paraprofessional	Support	J M Hill Elementary	\$19.57 per hour, not to exceed 41 hours
10.	Seeman, Deziree	Program Teacher	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 57 hours
11.	Bioh, Magdalene	Parent Presentation Facilitator	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 27 hours
12.	Giove, Miriam	Paraprofessional	Support	Middle Smithfield	\$17.62 per hour, not to exceed 41 hours

				Elementary	
13.	Iannazzo, Julia	Program Teacher	Professional	Resica Elementary	\$29.06 per hour, not to exceed 57 hours
14.	Marrone, Ashley	Parent Presentation Facilitator	Professional	Resica Elementary	\$29.06 per hour, not to exceed 27 hours
15.	Mignosi, Lisa	Paraprofessional	Support	Resica Elementary	\$19.57 per hour, not to exceed 41 hours
16.	Munch, Laura	Program Teacher	Professional	Smithfield Elementary	\$29.06 per hour, not to exceed 57 hours
17.	States-DelCane, Denise	Paraprofessional	Support	Smithfield Elementary	\$18.70 per hour, not to exceed 41 hours

l. Cyber Academy Facilitators: Intermediate School Online Summer School for the 2018-2019 School Year.

These teaching positions are for the summer of 2018-2019 school year and are dependent upon student enrollment.

	Name	Subject	Compensation
1.	Bock, Elizabeth	ELA 6	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
2.	Bock, Elizabeth	Math 6	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
3.	Bock, Elizabeth	Science 6	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
4.	Bock, Elizabeth	Social Studies 6	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
5.	Vitulli, Lisa	ELA 7 th	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
6.	Vitulli, Lisa	ELA 8 th	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
7.	Vitulli, Lisa	Math 7	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
8.	Vitulli, Lisa	Math 8	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
9.	Vitulli, Lisa	Science 7	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
10.	Vitulli, Lisa	Science 8	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
11.	Vitulli, Lisa	Social Studies 7	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
12.	Vitulli, Lisa	Social Studies 8	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)

m. Cyber Academy Facilitators: High School Online Summer School for the 2018-2019 School Year.

These teaching positions are for the summer of 2018-2019 school year and are dependent upon student enrollment.

	Name	Course	Compensation
1.	DeLeon, Karla	Algebra 2	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
2.	Dobrowski, Darrin	Geometry	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
3.	Dobrowski, Darrin	Trigonometry	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
4.	Dobrowski, Darrin	Statistics	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
5.	Dobrowski, Darrin	Algebra 1	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)

6.	Francios, Maria	Biology	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
7.	Francios, Maria	Environmental Science	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
8.	Pecha, Kaitlin	ELA9	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
9.	Pecha, Kaitlin	ELA 10	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
10.	Przybylski, Anna	Consumer Math	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
11.	Przybylski, Anna	Math Essentials	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
12.	Schulte, Gloria	ELA 11	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
13.	Schulte, Gloria	ELA 12	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
14.	Scott, David	Physical Science	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
15.	Scott, Evan	PE 12	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
16.	Scott, Evan	Health 12	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
17.	Zerfoss, Jon	World History	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
18.	Zerfoss, Jon	Civics	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
19.	Zerfoss, Jon	US History 1	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
20.	Zerfoss, Jon	US History 2	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
21.	Zerfoss, Jon	Sociology	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)
22.	Zerfoss, Jon	Psychology	\$29.06 per hour up to 40 hours (not to exceed 43 hours with training)

n. Schedule B Position Appointments

2018-2019 School Year

	Last Name	First Name	Position	Building	Rate
1.	Cox	Leslie	Mentor for Lizette Rodriguez	J. T. Lambert Intermediate (effective 11/12/18)	\$613.00 (prorated)
2.	Bakner	Paul	Summer Band Advisor	High School North	\$29.06/hour (not more than 43 hours)
3.	Clogg	Katye	Summer Band Advisor	High School South	\$29.06/hour (not more than 38 hours)
4.	Flicker	Matthew	Summer Band Advisor	Bushkill & Resica Elementary, Lehman Intermediate	\$29.06/hour (not more than 61 hours)
5.	Horne	Kevin	Summer Band Advisor	J. T. Lambert Intermediate	\$29.06/hour (not more than 55 hours)
6.	Perkins	Rose	Summer Band Advisor	Bushkill, J. M. Hill & Resica Elementary	\$29.06/hour (not more than 58 hours)
7.	Shamp	Melodie	Summer Band Advisor	East Stroudsburg, Middle Smithfield & Smithfield Elementary	\$29.06/hour (not more than 45 hours)
8.	Whitney	Matthew	Summer Band Advisor	J. T. Lambert Intermediate, Resica & J. M. Hill Elementary	\$29.06/hour (not more than 50 hours)

2019-2020 School Year

	Last Name	First Name	Position	Building	Rate
1.	Munford	Shawn	Boys' Basketball Head Coach	High School South	\$7,828.00 (plus \$250.00 longevity stipend)

	Last Name	First Name	Position	Building	Rate
2.	Maye	Riley	Boys' Basketball Varsity Assistant Coach	High School South	\$5,083.00 (plus \$250.00 longevity stipend)
3.	Bybee	Steve	Boys' Track and Field Varsity Assistant Coach	High School South	\$3,987.00
4.	Marrone	Ashley	Cheerleading Head Coach (winter)	High School South	\$2,571.00
5.	Longo	Jennifer	Cheerleading Varsity Assistant Coach (winter)	High School South	\$1,754.00
6.	Mason-Caiazzo	Laura	Girls' Track and Field Varsity Assistant Coach	High School South	\$3,987.00 (plus \$250.00 longevity stipend)
7.	Cole	Adam	Girls' Basketball Head Coach	High School South	\$7,828.00 (plus \$250.00 longevity stipend)
8.	Kessel	Brielle	Girls' Basketball Varsity Assistant Coach	High School South	\$5,083.00
9.	Tosh	Christopher	Girls' Basketball Varsity Assistant Coach	High School South	\$5,083.00 (plus \$250.00 longevity stipend)
10.	Simcisko	Jessica	Girls' Soccer Junior Varsity Coach	High School South	\$3,975.00
11.	Davis	Drew	Intramural Cross Country Co-Advisor	High School South	\$24.21/per hour (12 hour maximum)
12.	Mason-Caiazzo	Laura	Intramural Cross Country Co-Advisor	High School South	\$24.21/per hour (12 hour maximum)
13.	Kolcun	Brian	Intramural Golf Advisor	High School South	\$24.21/per hour (24 hour maximum)
14.	Houghtaling, Jr	Richard	Wrestling Varsity Assistant Coach	High School South	\$4,950.00
15.	Timpson	Daniel	Boys' Soccer Head Coach	J. T. Lambert Intermediate	\$2,809.00
16.	Perez	Julissa	Boys' Soccer Assistant Coach	Lehman Intermediate	\$2,333.00
17.	Rutkowski	Rebecca	Boys' Soccer Head Coach	Lehman Intermediate	\$2,809.00
18.	Francis	Gail	Boys' Track & Field Head Coach	Lehman Intermediate	\$2,809.00 (plus \$250.00 longevity stipend)
19.	Fuehrer	Kellie	Cross Country Head Coach	Lehman Intermediate	\$2,809.00
20.	Capuano	Meredith	Field Hockey Head Coach	Lehman Intermediate	\$2,809.00
21.	Rutkowski	Rebecca	Girls' Basketball Assistant Coach	Lehman Intermediate	\$2,940.00
22.	Fuehrer	Kellie	Intramural Cross Country Advisor	Lehman Intermediate	\$24.21/hour (24 hour maximum)
23.	Rutkowski	Rebecca	Softball Head Coach	Lehman Intermediate	\$2,809.00

vi. **407 - Affiliation Agreement (Indiana University of Pennsylvania)**

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the agreement between Indiana University of Pennsylvania and the East Stroudsburg Area School District for use as a student teaching site. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 105-108)

e. **FINANCES**

i. **604 – Budget Adoption (ROLL CALL VOTE)**

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the Proposed General Fund Budget for the 2019-20 fiscal year in the amount of \$162,362,276, which shall be posted and advertised in accordance with the provisions of Act 1 of 2006 and that said budget together with the taxes proposed herein shall, after proper additions and amendments, be adopted no later than June 30, 2019. Motion was seconded by Debbie Kulick. A roll call vote was taken and passed unanimously, 9-0. George Andrews, Larry Dymond, Jason Gullstrand, Robert Huffman, Keith Karkut, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy said yes.

(See pages 109-112)

ii. **605 – Tax Levy**

ACTION BY THE BOARD:

Motion was made by Robert Huffman to tentatively approve the tax rates listed below for the 2019-20 fiscal year. These rates represent a 1.05 mill decrease for Monroe County and a 0.00 mill increase for Pike County, in accordance with the recommendation of the Finance Committee. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

- a. Be it resolved that a tax of 176.81 mills be proposed on real estate in the Monroe County portion of the East Stroudsburg Area School District for the 2019-20 fiscal year; and
- b. Be it resolved that a tax of 123.66 mills be proposed on real estate in the Pike County portion of the East Stroudsburg Area School District for the 2019-20 fiscal year; and
- c. Be it resolved that the 1% Earned Income Tax be proposed to remain in effect and be placed on all residents of the District for the 2019-20 fiscal year, of which 0.5% is shared with local municipalities; and
- d. Be it resolved that the \$10.00 Occupational Privilege Tax be proposed to remain in effect and to be placed on all workers in the District for the 2019-20 fiscal year; and
- e. Be it resolved that the 1% Real Estate Transfer Tax be proposed to remain in effect for the 2019-20 fiscal year, of which 0.5% is shared with the municipalities.

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

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the Master Lease Agreement with American Capital in the amount of \$629,526.47 for HP desktop computers and laptops, Lenovo Chromebooks, and related equipment for a four (4) year term beginning July 1, 2019 with annual payments of \$164,403.48 per American Capital's quote dated May 6, 2019, subject to the review of the Solicitor, Bond Counsel, and Chief Financial Officer. Pricing is per the District's bid dated April 30, 2019. Motion was seconded by Debbie Kulick and passed 8-1. Keith Karkut voted no.

(See pages 113-114)

iv. **616 – Payment of Bills**

1.

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 Keith Karkut and passed 7-2. Larry Dymond and Wayne Rohner voted no.

1. Budget Transfers - (See pages 115-138)
2. Payment of Bills - (See pages 139-144)
3. Treasurer's Report - (See pages 145-173)

2.

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the payment of the following invoices for services rendered. Motion was seconded by George Andrews and passed 8-1. Keith Karkut voted no.

- North Campus Surveillance Cameras – D’Huy Engineering, Inc. Invoice #49140 - \$3,000.01
- High School South Cameras - D’Huy Engineering, Inc. Invoice #49142 - \$11,900.00
- High School South Cameras - D’Huy Engineering, Inc. Invoice #49315 - \$868.00
- Trane Controls Oversight - D’Huy Engineering, Inc. Invoice #49313 - \$2,000.00
- High School North & Lehman I.S. Water Heater Replacement - D’Huy Engineering, Inc. Invoice #49314 - \$1,126.25
- High School North Roof Replacement - D’Huy Engineering, Inc. Invoice #49312 - \$18,207.30

(See pages 174-179)

f. **PROPERTY**

i. **704 – Maintenance**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the proposal from Trane for an Automatic Temperature Control for High School North/Lehman Intermediate Water Heater Replacement in the amount of \$35,650.00. Motion was seconded by Robert Huffman. A motion was made by Richard Schlameuss to postpone until the next meeting. Motion was seconded by Debbie Kulick and passed 8-1. George Andrews voted no.

(See pages 180-184)

g. **OPERATIONS**

i. **803 – School Calendar**

1.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the REVISED 2018-2019 School Calendar as presented to account for inclement weather delays and to establish Saturday, June 1 and Saturday, June 8, 2019, as instructional days for the purpose of graduation practice; and Friday, June 14, 2019, as an early dismissal for seniors. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 185)

2.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve 2019-2020 School Calendar as presented. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See pages 186-187)

ii. **812 – Property Insurance**
813 – Other Insurance

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the 2019-20 insurance providers and premiums as presented in the total amount of \$671,990.00. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See page 188)

iii. **818 – Contracted Services**

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to rescind and/or 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 Robert Huffman and carried unanimously, 9-0. Debbie Kulick abstained from Contracts Totaling Under #2. Contracts Totaling Under \$10,000 #3.

1. Rescission

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Walker, Carol (approved on January 27, 2019)	Spring Into Technology: Motivating Learning and Differentiating Instruction Using Web 2.0 Content Curating Tools.	\$50.00	Staff Development	3/23/19 (snow date 4/6/19)

(See pages 189-190)

2. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Acadience Data Management	For access to and use of Acadience Data Management	No cost	N/A	5/21/19-7/31/19
2.	Bridges, Ryan	Setup, Programming and Tear Down of the lights for the Spring Production.	\$300.00	JTL – Spring Production	4/26/19-4/28/19
3.	Bushkill Emergency Corps.	Standby Ambulance Coverage for designated home varsity, Freshman & Junior Varsity football games at the North stadium	\$110.00 per game/16 Games Approximately \$1,760.00	Athletics Dept.	8/17/19, 8/23/19, 9/3/19, 9/6/19, 9/16/19, 9/20/19, 9/30/19, 10/4/19, 10/14/19, 10/21/19 & 10/25/19
4.	Concorde, Inc.	To fulfill D.O.T. requirements for random, pre-employment, and post-accident drug testing for all CDL Personnel.	\$4,500.00 (estimated)	Transportation Department	7/1/19-6/30/20
5.	Dancing Dots, L.P.	Remote consultation and training in in use of accessible music notation software.	\$300.00	ACCESS Funds	Date to Be Determined
6.	Dr. Planet	Musical, Interactive Programs on the Solar System and the Qualities of Character Education.	\$300.00	East Stroudsburg Elementary – Special Activity	6/12/19
7.	D J Club Entertainment	Providing Musical Services & Photobooth	\$500.00	H.S. South – Yearbook Account	6/7/19
8.	East Stroudsburg University	Graduate Athletic Trainer Program for High School North	Not to Exceed \$8,000.00	Athletics Dept.	8/5/19 through Spring Athletic Season 2020
9.	East Stroudsburg University	Graduate Athletic Trainer Program for High School South	Not to Exceed \$8,000.00	Athletics Dept.	8/5/19 through Spring Athletic Season 2020

10.	Jones, Kitty (Kit's Interactive Theatre, Inc.)	Three interactive theater performances at Middle Smithfield Elementary School.	\$1,350.00	Title I Grant - Parent & Family Engagement	6/7/19
11.	Koilparampil, Regina (Regina Sayles, LLC)	Musical Assembly for School-wide positive behavior reward	\$700.00	Resica Elementary School	5/30/19
12.	Langan, Brooke (replaced Carol Walker)	Spring Into Technology: Motivating Learning and Differentiating Instruction Using Web 2.0 Content Curating Tools.	\$50.00	Staff Development	3/23/19
13.	Law Sound and Lighting	Sound system, lights, stage, ground support, cartage, backdrop, and labor for graduation at H.S. North.	\$4,500.00	H.S. North	6/14/19
14.	Morrissey Contracting/Productions, Inc.	Set Design, Build, Installation, Strike & Load Out for the Spring Production.	\$1,800.00	JTL – Spring Production	4/26/19-4/28/19
15.	Petterson, Donna (Mad Science of Lehigh Valley)	Spin, Pop, Boom Presentation at Resica Elementary School.	\$400.00	Title IV Grant	7/2/19
16.	Pocono Valley	8 Blue and 8 Silver Teams attending an all-inclusive activity program.	\$8,142.00 (approximate amount)	Lehman's Special Activity	5/21/19
17.	Pocono Valley	H.S. North Senior Class Trip	\$7,675.00 (approximate amount)	North Class of 2019	5/22/19
18.	Pocono Valley	H.S. South Senior Class Trip	\$5,925.00 (approximate amount)	South Class of 2019	6/4/19
19.	Primiano, George	High School South Football Physician	\$3,000.00	Athletic Department	7/1/19-6/30/20
20.	Safe Haven of Pike County, Inc.	MOU for Advocacy and Accompaniment, Awareness Education, Confidential Communication, Crisis Intervention, Information Intervention, Safety Planning, SHOPC Advocate, Supportive Counseling, Support on Other Interpersonal Crimes.	N/A	This MOU is not a commitment of funds	7/1/19-6/30/20
21.	St. Lukes Monroe Family Practice	Bus Drivers' Physicals	Not to Exceed 9,000.00	Transportation Department	7/1/19-6/30/20
22.	Sherman Theater	Premium seating - delivery and setup and breakdown	\$2,325.00	H.S. North	6/14/19
23.	Spotts, Roger (Kettle Creek Environmental Education Center)	Snakes Program at Resica Elementary School	\$150.00	Title IV Grant	7/18/19
24.	Suburban EMS	Standby Ambulance Coverage for designated Varsity, Freshman, and Junior Varsity football Games at South stadium.	\$55 per hour (4 hours per game) Approximately \$2,420.00	Athletics Dept.	8/26/19, 8/30/19, 9/6/19, 9/16/19, 9/20/19, 9/30/19, 10/4/19, 10/14/19, 10/18/19, 10/28/19 and possible post season game-date TBA

25.	Women's Resource of Monroe County	MOU for Advocacy and Accompaniment, Awareness Education, Confidential Communication, Crisis Intervention, Information Intervention, Safety Planning, Supportive Counseling, Support on Other Interpersonal Crimes.	N/A	This MOU is not a commitment of funds	7/1/19-6/30/20
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(See pages 193-255)

Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Bart, John P.	School Physician; State-mandated physicals; athletic physicals; ACCESS IEP reviews sign-off; district consultation and advisement on general health issues and team physician for North home football games.	\$35,000.00	Pupil Services/Athletics Department and Nursing Department	7/1/19-6/30/20
2.	Colonial IU 20	Colonial Virtual Program for Virtual Classrooms and Web Administrator Site Licenses	\$66,995.00	ESA Cyber Academy	7/1/19-6/30/20
3.	East Stroudsburg University	Affiliation Agreement for Clinical Practice Internship at J. T. Lambert Intermediate School Athletics	Not to Exceed \$15,000.00	Athletics Dept.	8/5/19 through Spring Athletic Season 2020
4.	East Stroudsburg University	Affiliation Agreement for Clinical Practice Internship at Lehman Intermediate School Athletics	Not to Exceed \$15,000.00	Athletics Dept.	8/5/19 through Spring Athletic Season 2020
5.	Edgenuity	Licensing for the learning management system for the Elementary-Level Cyber Academy Program.	\$26,200.00	ESA Cyber Academy	2019/2020 School Year

(See pages 256-279)

h. COMMUNITY

i. 909 – Municipal Government Relations

ACTION BY THE BOARD:

Motion was made by George Andrews to direct the Administration to cooperate with East Stroudsburg University in obtaining a feasibility study concerning future construction of community pools in the East Stroudsburg area, at a cost to the district not to exceed \$1,000.00. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

ii. 912 – Relations with Educational Institutions

1.

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the Memorandum of Understanding with Notre Dame Elementary and High Schools concerning School Nursing Services, subject to the review and recommendations of the Solicitor and Administration regarding the terms and conditions contained therein. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See pages 280-284)

2.

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the Memorandum of Understanding with Marywood University for the placement of Marywood MSW students at the school district for field experience. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 285-286)

ACTION BY THE BOARD:

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

XII. ADJOURNMENT - 9:30 P.M.

Respectfully submitted,

Patricia L. Rosado
Board Secretary