

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
GENERAL PURPOSE MEETING**

**June 4, 2019 – 6:00 P.M.**

**Carl T. Secor Administration Building**

**Minutes**

- I. **President** Lisa VanWhy called the meeting to order at 6:24 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.
- III. **School personnel present:** Jennifer Andrews, Curtis Beam, Brian Borosh, Ben Brenneman, Mike Catrillo, Brad Fitzpatrick, Josh Fuller, Scott Ihle, Barry Krammes, Kate Krammes, Tom McIntyre, Fred Mill, Heather A. Piperato, William Riker, Denise Rogers, Patricia Rosado, Renee Stevens, Bob Sutjak, Bill Vitulli and Steve Zall. Christopher Brown, Solicitor.
- IV. **Community members present:** Jihan Colletta and John Finelli.
- Other:** Josh Grice, D'Huy Engineering
- V. **APPROVAL OF AGENDA AND MINUTES**

**ACTION BY THE BOARD:**

Motion was made by Keith Karkut to approve the agenda for June 4, 2019, and with members of the Committee reserving the right to add to the agenda and take further action in the best interest of the District. Motion was seconded by Debbie Kulick.

Motion was made by Keith Karkut to table X. Personnel Items i. & ii until June 24, 2019. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

Motion was made by Wayne Rohner to add discussion regarding the H.S. South Football Stadium Painting and Bleachers, the MCTI Project at J. M. Hill Elementary School and water bottles at Middle Smithfield Elementary School. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

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

**ACTION BY THE BOARD:**

Motion was made by Richard Schlameuss to approve the minutes from the May 7, 2019, General Purpose meeting. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

(See pages 7-19)

**VI. ANNOUNCEMENT OF EXECUTIVE SESSION(S)**

a. An Executive Session was held this evening before this meeting at 5:00 p.m. for the purpose of discussing personnel, litigation and negotiations.

**VII. School Improvement Plan /ATSI (Additional Targeted Support and Improvement Plans for 2018-2019).**

Mrs. Heather Piperato said that each Board members received a copy of the slide presentation. A year and a half ago, the No Child Left Behind Became ESSA (Every Student Succeeds Act). This required all States to prepare a plan on how they were going to help schools in their state of improvement if they need improvement. They came up with 2 measurements, one year and three years. Tonight they will discuss the three-year plan. They are identified as schools in need of Comprehensive School Improvement (CSI). The district is not in CSI. Our district has two schools (High School North and High School South) in ATSI due to achievements of students with disabilities and their attendance. Therefore, school improvement plans need to be prepared, which will be shared with the public and Board. The Board will need to approve them by June 30<sup>th</sup>. Preparation is a year-long process. While PDE identified the process and told the districts that they will provide the tools to do it, the tools were not provided until February. Parents, teachers and community members became part of a committee. The district also needed to collect data through a survey since it needed to be data based. The material has to be quantitative and qualitative. Besides implementing a survey, they sat in focus groups around the idea of special education students' services and attendance. After all data was collected, they checked for the root cause. Once the root cause was found an action plan needed to be put in place. Although some goals were similar for both schools they worked on them independently.

H.S. North – Mr. Ben Brenneman said the process was transformational for members of High School North. The plan is not just from him, but from all members which include, administrators, parents, teachers and support staff. The plan will help staff and support students. Some strengths in the process yielded that T-WOLF, which the focus is to teach students the importance of Tolerance, Wise choices, Ownership, Leadership, and Friendship in a variety of settings both in and out of school. They also confirmed that High School North has a loyal and flexible staff that is opened to change. The H.S. North staff looks for new opportunities to build new relationships within the community. The district does a good job by providing resources to support staff and students.

Some areas in need of growth (3 priorities)

Ms. Renee Stevens said when they were establishing the first priority one common theme that was established was the need for consistency. Instruction will be delivered and assessed aligned to the PA Standards with consistency between common classes. This priority will be met with two goals to help meet priority unified grading practice with the five common standard-aligned instructions to be used by teachers. Professional Development will be added as well as monthly meetings will be held.

Mr. Brenneman said when setting priority two, they learned what MTSS (Multi-tier System of Support) means. They want to establish structure and a comprehensive multi-tier system of support. They want to train a team at High School North on how to establish a framework to support the students. This will help early intervention for all struggling students by educating staff on what MTSS is. Staff will be trained with a collaboration with Central Administration and the IU 20.

Mr. Joshua Fuller said that priority three ties in with priority two. It is a strategic accountability system aligned with the district's vision of teaching and learning and will be planned for implementation. The goal is to establish groups to align with ATSI learning. One strength is the teacher buy-in. The ATSI team will educate staff on different sub-groups determined by the district.

They will identify members of the staff to lead those subgroups and then take information to the district-level subgroup. All measures to support the students.

Mr. Brenneman said they have a plan in place that came from the whole process. It is that they have a strong unit of 15-16 members throughout the meetings which have occurred over the last three months. Quarterly meetings will continue. They will also determine if modifications need to be made to help staff and students. The ATSI team became a true leadership team to empower the staff to help students meet their needs.

H.S. South – Mr. Mike Catrillo said when they began to talk about the plan, they wanted to approach a plan that will not just be filed away but to be used to make changes. The strength of the survey was the strength in the relationships between faculty and students. Kids like coming to school and they feel good about the staff members and staff members like the kids. The weakness found was that although some feel good others feel isolated. Yet other students feel that although there are many good processes in place, the system needs to be adjusted. Some formal systems will be put in place for improvement. The first priority is MTSS. H.S. South will also be developing a program that will focus on all students with academic and behavioral needs. Focusing on emotional support students but will learn how to handle all students that need it. Second item will be for teacher empowerment. Instead of faculty meetings, they will be replaced with Leadership Empowerment Teams. We looked at all facets of a child's day and will discuss how to meet those needs with MTSS, PBIS (Positive Behavioral Support), Emotional Support Program, Technology Integration and Paraprofessional needs. They will also focus on new students' data through a research team that will include parent and community outreach. They will also focus on safety, security, and curriculum and review. Every teacher next year will be assigned to a group. ATSI groups will be team leaders. The third goal deals with curriculum. He said he is challenging all departments to come up with improvements to see where growth can be obtained. A vision statement will be created along with three goals in each team. It was an exciting progress. It's hard to charge up teachers but they are excited about this plan. He feels that the plan is something new that will yield great changes.

Mrs. Piperato said the final step is implementation. The important part of the plan will be about accountability to measure what has been done months from now. At the end of the day, we can plan but if it does not yield results, we need to go back and regroup. Our district values are to keep kids physically safe, emotional support, relevant pathways, learning experiences and academic solutions to make students competitive in whatever they want to do post high school.

Mrs. VanWhy asked if this plan is a mandate from the State. Mrs. Piperato said it is. Mrs. VanWhy said that she sees there are costs aligned with this mandate; therefore, will the State provide the funding for it. Mrs. Piperato said they won't. The cost is minimal except for the staff leader that will be needed. There are several grants out there that Mr. Moran will pursue. Mr. Catrillo said that the only cost he sees is the staff members but all other items are within the budget. Mrs. Piperato said that the district will be examining the staff over the next few years as a precaution to see all the numbers and maybe use someone who already is in place. All systems and staff will be looked at. Ms. Kulick asked if both North and South had issues with attendance. Mrs. Piperato said they did. Ms. Kulick asked if any policies or procedures will be put in place that they will need for the Board to support or approve. Mrs. Piperato said if they are needed, they will. Legislation may be out there. Ms. Kulick said she did not mean with legislation but any in-district policies. Mr. Schlameuss said would there be measures with these students in those classes to see if there's a change. Mrs. Piperato said they will be focusing on this. Ms. Kulick asked if there will be measures with the community. Mrs. Piperato said they will measure all areas. Mr. Catrillo said they have in place an attendance intervention program with Judge Muth. Mr. Brenneman said this is the purpose of the plan through

early intervention. Mr. Karkut thanked them for doing this work and said it's nice to talk about the education of students and staff. One concern he has is that he is upset that the Board members were not told about this progress before tonight. He heard it from a Connect Ed message from Mr. Catrillo. He does not know who did not inform the Board but he appreciates that they are on top of everything. He said if they need any support from the Board, he will support them. Mrs. VanWhy said they heard about this before. They heard about it when the district was waiting for the information to come in. Ms. Kulick said it may have been missed since it was presented with an acronym. Mr. Schlameuss asked if measures will be taken to track the progress. Mrs. Piperato said measures will be put in place. Mrs. Kulick asked if there will be community involvement. Mrs. Piperato said the high schools will work with the community. Mr. Dymond asked if the district missed something from the State's standard and we now need to catch up. Mrs. Piperato said the legislation ESSA took over the old way of measuring that used to be in place. Dr. Dymond asked when this legislation took place. Mrs. Piperato said it took place about a year ago but the State needed to make plans, then the Department of Education needed to prepare and then it finally came to the district in February. Mr. Dymond asked if this was a big change in what the district was doing. Mrs. Piperato said it's a better system in some ways because it does not focus just on test scores. Mr. Dymond asked if the district will need to follow certain guidelines or can other measures be used. Mrs. Piperato said PDE has provided measurements that we must follow. Mr. Dymond asked if this plan will be implemented next school year. Mrs. Piperato said the district will start as early as a few weeks from now. Mr. Dymond asked if they can provide periodic updates to the Board members. Mrs. Piperato said she will.

#### VIII. PUBLIC PARTICIPATION

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

None

#### IX. PROPERTY/FACILITIES ITEMS:

- a. North Bus Garage Generator John Deere Engine Replacement Proposals
  - i. Engines Inc. \$15,650.00 - 12-16 Weeks Availability, 2 Year Warranty
  - ii. Plasterer Equipment - \$15,982.20, 80-120 Days Availability, 2 Year/2000 Hours Warranty
  - iii. Emergency Systems - \$19,325.00 (-10% Discount = \$17,392.50), 80-120 Days Availability, 2 year/2000 Hours Warranty
  - iv. Winter Engine - \$17,736.00, 90 Day Warranty (Would Not Provide Availability)

Mr. Karkut said he would like an update on why a fourth proposal was added by Plasterer Equipment. Dr. Riker said it was a request from a Board member, Mr. Dymond. Mr. Karkut said this request did not come from all the Board members. Mr. Dymond said the logic of adding this company was to find out where the current engine ended up. The district contacted Kohler when the engine quit and Kohler contacted Plasterer to repair it. Mr. Dymond asked where the engine is now. Dr. Riker said to his knowledge, it is still there. Mr. Dymond said he wanted to see if the engine was repairable or not. He said he would feel much more comfortable in buying the engine and having it installed from a John Deere dealer. Mr. Karkut said for the Board members that weren't told about his timeline, it was our current generator company, Emergency Systems, who called Plasterer since they are licensed dealer. It stated this in the reports a couple of months ago. We need a new generator. Plasterer is not a supplier of generators. They do not repair them. He called them today. They have a division and are not a service company. The new generator will be in the same situation as the current one. Most companies will go to Plasterer and then Plasterer will sell the generators marked up. Mr. Dymond said Plasterer does not sell generators. Mr. Karkut said yes they do and they do service engines because they are an equipment company. Mr.

Dymond said we have a major equipment problem. Mr. Karkut asked who is responsible to maintain them. Mr. Dymond said the company is responsible. Mr. Karkut said the routine maintenance is done by our staff. Mr. Dymond said he does not agree with that statement. Mrs. VanWhy said we need a generator because winter is coming. What is the 10% service discount from Emergency Systems? Mr. Ihle said the district will get a 10% discount if the bill is paid within 30 days. Mr. Andrews said the question is if we have an issue with the engine, who is going to service it. Mr. Karkut asked who will service any of the engines. Mr. Ihle said Plasterer will service all generators. Mr. Schlameuss said the warranty is from the manufacturer. Mr. Ihle said that we are currently under contract with Emergency Systems. Mr. Schlameuss asked when the contract ends. Mr. Ihle said he believes the contract ends in October or November. Mr. Karkut asked if there is an issue, will the district call Emergency Systems. Mr. Ihle said that the district will contact Emergency Systems with any generator concerns. Mr. Andrews asked if we will get better service if we buy the equipment from them. Mr. Ihle said he hopes that we get better service regardless. Mr. Karkut said he called the four companies and he questioned if we put this out for an RFP. We didn't and didn't put anything in writing specifying what we were asking for. After the engine is in, does it have to be broken in? Who is going to load test? Mr. Ihle said the company will. Mr. Karkut said Plasterer will not. Mr. Ihle said we are not sure who is doing the loading. Mr. Dymond said that Emergency Services does the loading. We will put the engine in and have Emergency Services put the load test on because that is why we pay them to service our generators. Mr. Karkut said but this is a new generator. Mr. Dymond said this is the service they provide. Mr. Karkut said they already did their once a year servicing. Mr. Dymond said the district will tell them to do the load test on a specific date. Mr. Karkut said we are undercutting the company that put the bid in. Are we doing the same to other companies? Mr. Dymond said he does not care about the price of this engine but wants it installed by a competent long-time John Deere dealer who has the staff and equipment to put the engine in. Ms. Kulick asked who that dealer is. Mr. Dymond said Plasterer is the dealer. Mr. Karkut said Plasterer sells them and all of the rest of the companies do the repairs. Mr. Schlameuss said we have to make a procurement for the engine. Ms. Kulick asked if Emergency Services is a full service organization. Does it make sense to go with them as opposed to the others? Mr. Schlameuss said we went out and seeked bids and they all have warranties. We received three bids and the lowest needs to be contacted to install the engine so it can be done by the fall. Mr. Brown said under a legal standpoint, if the lowest bidder is not chosen, what basis would there be for not choosing them. Mr. Dymond asked how many hours the warranty is for. Mr. Schlameuss said it does not matter because the warranty is for two years.

**ACTION BY THE BOARD:**

Motion was made by Richard Schlameuss to approve the proposal of Engines Inc. for the replacement of the North Bus Garage Generator John Deere Engine in the amount of \$15,650.00. Motion was seconded by Debbie Kulick and passed 7-2. George Andrews and Keith Karkut voted no.

(See pages 20-26)

- b. J.T. Lambert Intermediate Stage Floor Replacement
  - i. Division 09 Contract Flooring - Proposal \$36,400.00 CoStars #523705

Mr. Ihle said that the district contacted about eight Co-star contractors and out of the eight, only one responded. Division 09 Contract Flooring came out to High School South and J. T. Lambert Intermediate School and submitted a proposal. Mrs. VanWhy asked if Division 09 is part of Co-stars. Mr. Ihle said Division 09 is a Co-Star company that

submitted a proposal in the amount of \$36,400. Mr. Karkut asked if Division 09 looked all over and under the stage and know all details of the job. Mr. Ihle said they came and looked over everything are aware of what the job entails. Mr. Rohner asked if this is the same company that they spoke about last month. Mr. Ihle said it is. Mr. Schlameuss said since its CoStar, the district should check the terms and conditions so that all things listed in the proposal are followed, in case anything happens. Mr. Dymond asked if Josh Grice came up with the drawings for both of the projects. Mr. Ihle said the Board decided not to go that route. Mr. Rohner said Mr. Ihle is correct. Mrs. VanWhy said the Board decided to seek a contractor through Co-Star. Mr. Karkut asked if Division 09 is comfortable doing the work and is the district comfortable with them doing the work. Mr. Ihle said, "Yes". Mr. Karkut asked when they are going to begin the work. Mr. Ihle said the work will be completed sometime in August, but is not sure when they will start each school. Mr. Karkut said he wants to make sure that the stage cures before it is used. He asked Mr. Catrillo if they will be using the stage in the beginning of the year. Mr. Catrillo said he does not have anything planned. Mrs. Van why said she believes it takes 30 days for the stage floor to cure. Mr. Ihle said he will coordinate the use with both schools. Mr. Dymond asked if there is access to look underneath the stage. Mr. Ihle said there is and Division 09 came and looked. The other company that was previously approved by the Board, decided not to take the job after they came in to inspect all areas of the stage. Mr. Brown recommended that this motion and the following motion include: subject to the review and recommendations of the Solicitor and approval of the Administration.

**ACTION BY THE BOARD:**

Motion was made by Keith Karkut to approve the Division 09 Contract Flooring Proposal for the replacement of the J. T. Lambert Intermediate Stage Floor in the amount of \$36,400.00, subject to the review and recommendations of the Solicitor and approval of the Administration. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

(See page 27)

- c. High School South Stage Floor Replacement
  - i. Division 09 Contract Flooring - Proposal \$32,500.00 CoStars #523705

**ACTION BY THE BOARD:**

Motion was made by Keith Karkut to approve the Division 09 Contract Flooring Proposal for the replacement of the H.S. South Stage Floor in the amount of \$32,500.00, subject to the review and recommendations of the Solicitor and approval of the Administration. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See page 28)

- d. High School South Repair Running Track Surface
  - i. Nagle Proposal 3843-2 \$1,000.00

Mrs. Denise Rogers said she prepared a package for the Board with all information to present all items on what they are proposing be done. The first item is for \$1,000, which is for the repair of the damage on the track surface. This is the minimum amount they charge to repair. The next proposal is in order to help with the Cavalier Invitationals, Colonial and EPC events that are hosted in the district. The Athletics' Department is proposing to move the pole vault and converting the previous pole vault area to add a second pole vault and long jump pit. The proposal also includes repairing the damaged area of the track. The cost includes the \$1,000 in the total of \$166,584. It also includes the amount of \$7,500 for the engineering aspects, such as to provide topographical survey, prepare

construction plans and details, prepare zoning permit application, etc., of the project from ELA Sport. The packets include all of the proposals and photographs. Mr. Barry Krammes, Advisor, said he feels that after 5 or 6 years of holding Championships in the district, it will bring in a lot of revenues and pay for itself. If they add a pit more teams can participate. In his opinion, the district will have the best track and field in the State. Mr. Schlameuss asked how they get revenue. Mr. Krammes said this year they invited 12 teams that paid \$350 each. If more teams can be added, it will bring more revenues. They also get revenues from concession sales. Mr. Rohner asked what do we get from the Invitationals. Mrs. Rogers said we get proceeds from team participation, food trucks and concession stand. Mr. Krammes said the amount depends on how many teams and how much of the proceeds they get. Ms. Kulick asked how much of the student population participate. Mr. Krammes said there are 125 boys and girls who participate. Ms. Kulick asked if the improvements will give the students a better opportunity for them to qualify for scholarships. Mr. Krammes said he believes so especially in the javelin side of it since we have an all-weather track. We had 15-16 boys and girls who currently placed. Mr. Rohner asked if PIAA have to approve these sites. Mrs. Rogers said no because it's mostly in-district and State Competitions. This year they also had J.T. Lambert Intermediate students come and practice with the high school team. The double pit would allow more kids to jump. Otherwise, it takes more time to practice. Mr. Andrews asked if they only looked at Nagle to complete the job. Mrs. Rogers said the companies are Nagle Athletic Services and ELA Sport. Mr. Andrews asked if this company is the only one they looked at. Mrs. Rogers said yes because they are the ones that did the current one and have all the warranties. Mrs. VanWhy said that Mr. Rohner asked how much revenue is brought in. You said \$350 per team at 12 teams is only \$4,200. How will this money make up for what the district spent? Mr. Krammes said that is why they want to add more teams and they also get money from concessions. Mrs. VanWhy asked if this money has been budgeted. Mr. Schlameuss asked where is this project on the Capital Projects list. Where is the 611 form which indicates why, how, etc.? How has administration graded this project on the list? Mr. Rohner asked was this entered into next year's budget. Mrs. Rogers said it was not. They brought this project here tonight to see if the Board is interested; otherwise, they don't want to waste time getting all the quotes. If the Board will like them to pursue this project, they will completed all paperwork. Mr. Krammes said he can check with Whitehall to see how much revenue it may bring in to the District. Mrs. VanWhy said this information may help because if we chose to do it, we will need to know where the money will come from. Mr. Rohner said for \$166,000 are they providing drawings, etc.; otherwise, how do they come up with these figures. Mrs. Rogers said all information is in the packet. Ms. Kulick asked if the Board can look at the track repair separate from the rest of the project. Mr. Karkut asked how the track was damaged. Mrs. Rogers said she is not sure how but it was found after the Special Olympics Event. Mr. Dymond said he thought he saw the grounds crew out there repairing the track. Mr. Beam said he knows the grounds crew goes around the turf but no repairs on the track were made. Mr. Dymond said he thought it was prior to it being resurfaced. Mrs. Rogers said she made some modifications because there was exposed concrete. No one but Nagel has mad repairs. Mr. Krammes said it is better to repair sooner than later. Mr. Dymond asked has anyone talked to the manufacturer to see if they can give us materials to repair it ourselves. Ms. Kulick said that if we touch it and something else happens, we negate the warranty. Ms. Kulick made the motion to have the repair done. Mr. Schlameuss seconded the motion. He said it would be helpful if they place this project within the table along with the other projects. The Administration can then prioritize it and bring it to the Board for the final decision. This project needs to be looked at further. Mr. Karkut said that the

Capital Improvement List states that the turf improvement and battling cages will be done next year. Mr. Dymond said more than one quote needs to be provided, which should include the material list and estimation of hours to complete the job. The Board also needs the financial justification. Mr. Karkut asked if an RFP needs to be done. Ms. Kulick asked if Nagle is the only company that has worked on the track. Mrs. Rogers said they did in the past. Mr. Karkut said that is fine but there are other companies out there that may do the job for less. Mr. Schlameuss said it needs to be put in the plan. Mr. Rohner said the district should be looking at the materials to repair the track. Mr. Dymond said something needs to be explored. Mr. Rohner asked who is setting up and preparing during track meets. Mr. Krammes said the Athletic Director and the Secretary help with the set up. Mr. Rohner asked who sets up the hurdles and other equipment. Mr. Krammes said the coach does.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the proposal of Nagle Athletic Services for the Running Track Surface repair at H.S. South in the amount of \$1,000.00. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

(See pages 29-30)

- e. High School South Install Running Track Surface to New Pole Vault Runway, Long Jump Covers and Repair Area - Denise Rogers
  - i. Nagel Proposal 3094-2 \$166,584.00

**ACTION BY THE BOARD: Died due to lack of a motion.**

Motion to approve the proposal of Nagle Athletic Services for construction and repair of the pole vault and long jump areas at H.S. South in the amount of \$166,584.00.

(See pages 31-32)

- f. District Pest Control Contract Proposals - 2019-2021
  - i. Aspen Pest Control LLC \$703/month - \$8,436.00/year
  - ii. Orkin Precision Protection \$935/month - \$11,220.00/year
  - iii. Ehrlich Pest Control \$1190/month - \$14,280/year, 3% price increase August 2020

Mr. Karkut said we currently have Aspen and asked if there is any reason why we should not go with them. Mr. Ihle said he has no concerns with reapproving them. Mr. Karkut said they have provided a three year contract and locked in the rate. Mr. Dymond said he has heard good things about Aspen and has seen them all around the district doing a great job and they are friendly.

**ACTION BY THE BOARD:**

Motion was made by Keith Karkut to approve the proposal of Aspen Pest Control LLC for pest control from 2019-2021 in the amount of \$8,436.00/year. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

(See pages 33-65)



## ITEMS FOR DISCUSSION:

- a. Trane Proposal – Automatic Temperature Control for H.S. North/Lehman Intermediate Water Heater Replacement Update

Mr. Ihle said the Board received the proposal today from Trane, which they requested last month. Mr. Grice said the Trane proposal is for the domestic hot water heater replacement. It was requested by the Board for Trane to revisit to see what is absolutely necessary and what is not vital. From that direction, Trane revised their proposal. The initial proposal entailed bringing every point from the new system into complete observation and control within the district at a cost of \$35,650. This new system is a combination of hot water boilers and six storage tanks. The tanks have about 20 points that can be controlled and brought into the Trane system. The points are not vital to have but helpful from a long-term maintenance and troubleshooting prospective. The revised proposal deducted \$13,260 from the original proposal of \$35,650, which equals \$22,390. Mrs. VanWhy asked what things are not included. Mr. Grice said items not included would be items that would be handled by JBM Mechanicals. They are replacing the building-wide systems as it is. It's pretty standard exemptions they are listing. Mrs. VanWhy asked by taking items out are we expecting any surprises in the future that will need to be added or cost more. Mr. Grice said the district is sacrificing their viewing ability of certain points on the system. It would be nice to see but the Board requested to weed out what is not necessary for the functionality. Mr. Karkut asked what IWH stands for. Mr. Grice said it stands for Instantaneous Water Heater (storage vessels). Mr. Karkut said the proposal says that all IWH will be left running on factory Aquastats or manually enabled. Does this mean that we will need to maintain things manually? Mr. Grice said in order for Trane to be able to turn on and off certain functions, there is a direct wire connection from the piece of equipment of the pump. This equipment will say what needs to be done. Trane will not be able to view it or report on it. Mr. Karkut said by saving \$13,260, would we incur a greater amount in the future since we are not able to look at the system's concerns. Mr. Grice said it would certainly require more regular maintenance and observation to make sure the system is functioning correctly. Mr. Ihle said that the in-house staff can monitor the system but without the addition, the district cannot view it nor can Trane. We would need to physically go out to inspect it. Mr. Karkut asked if Trane has the opportunity to view it from their office, too. Mr. Grice said they can if they choose the original proposal Trane and the district can view the system from a lap top. Otherwise, they may not be able to see what is happening until someone physically goes to view it. If there is a mechanical failure, they may not see it right away if they do not choose Proposal #1. Mr. Gullstrand asked if he said there were 200 points to monitor the boiler system. Mr. Grice said it's not 200 but the original proposal stated over 50 points between the statuses of any of the alarms. This proposal would carve out 18-20 points that are related to the storage pump. Mr. Schlameuss asked when they send out an RFP, was all this information included. Mr. Grice said it was not because Trane was in the process of updating the control systems at the North Campus. That is why it is a separate control system agreement. Mrs. VanWhy asked if this was available when controls were being done. Mr. Grice said this would have been included with a markup on the original price. Mr. Schlameuss asked if this was identified as a missing piece and did we know that this was missing. Mr. Grice said "probably not". He said he hoped to get this proposal at the time of the bids. Trane did not have it available. Mr. Andrews said the bid said not to exceed \$300,000. Mr. Grice said \$300,000 was the original Trane Proposal that included the JBM Proposal and would total under \$300,000. Mr. Karkut asked if the original boiler was \$300,000. Mr. Gullstrand said it was approved not to exceed \$300,000. Mr. Grice said if we go with the change it

would be under \$300,000. The Board can amend the original resolution or add an unscaled version of not to exceed. Mrs. VanWhy said we can review all of the details and place the proposal back on the next meeting's agenda. Mr. Dymond said time is running short. Mr. Grice said we should not wait past the next meeting. Mr. Dymond said another concern is that MCTI put in new boilers and a fancy system and their maintenance man and Director had to practically live at the school due to having to reset the system every time it indicated something was wrong. Mrs. VanWhy said they put in extra "stuff" that was not needed; therefore, keeps tripping the system. Mr. Dymond said it's good to be able to see all the levels through a lap top but at the same time someone can just make a call when there is an issue. Will everyone know how to trouble shoot the system? There are three tanks hooked up and the water is being heated. Now we want to complicate it to no end. Simple is better. Mr. Karkut said you said the MCTI people are there all the time. Our maintenance guys are not. Mrs. VanWhy said they were there because it kept tripping. Mr. Karkut said you have one maintenance guy at MCTI who has to maintain one building. Mr. Karkut said by the district having this system in place, we would not have to have someone physically there. Mr. Dymond said either way the system would need to be reset. Mr. Karkut said they will not have to go there because it can be reset from home. Mr. Grice said we are not recommending that any critical points be removed. You will not lose all functionality of the system. Ms. Kulick said it can be added at a later date. Mr. Grice said it can but it will cost more. Ms. Kulick said we should make a motion to accept all. Mr. Gullstrand said you will not be able to monitor what is the proximity of the control units of those points in the same area of the unit or elsewhere that would need to be manually set throughout the building. Is it in the storage area or all over? Mr. Grice said it is all contained within the boilers and chillers. Mr. Gullstrand said so it will not take hours to check. Mr. Grice said they would be able to view everything on the computer. Mr. Gullstrand said now they will not be able to unless they go and physically check it. Mrs. VanWhy asked if the district has to pay Trane to monitor the system. Mr. Schlameuss asked if there is an alarm going off, would someone receive an email or a text. Mr. Grice said the remote notification can be modified by the district and Trane. Mr. Ihle said his department would be the point of contact. Mr. Karkut asked would this system have a cost savings since the temperature can be adjusted. Mr. Grice said he does not have that information quantified but there would be some savings. Mrs. VanWhy said that both options can be placed on the next Board meeting agenda. Mr. Huffman asked how long the warranty is. Mr. Grice he would have to check how long it is but it is typically a one-year warranty. Mr. Karkut said we would have to make decision what we want to pay.

- b. Mrs. VanWhy said the area at J. M. Hill Elementary, where the MCTI students worked on, needs to be cleaned up. There is a pile of debris in the back. Mr. Sutjak said he has not seen anything but it will be looked at.
- c. Mrs. VanWhy asked if Middle Smithfield Elementary school has water bottles. Mr. Ihle said they have provided water to that building.
- d. Mr. Rohner said that the bleachers at the South Campus need to be painted. The football stadium needs to be maintained. Mr. Ihle said painting is overseen by the grounds staff. Mr. Sutjak said they looked at all of the bleachers and asked the custodians to pressure wash them. This happened last week. Darryl and he will look it over again. Mr. Sutjak said the previous inspection revealed that some spot painting will be needed but he will check everything again. At this time, they do not believe the whole stadium needs to be painted. Once he makes his inspection, he will report back to the Board.

- e. Mr. Dymond said he attend the NSBA 2019 conference in Philadelphia from March 30, 2019 –April 1, 2019. He attended all general sessions, master class sessions and study halls. He and George had a discussion with Blue Bird. He spoke to many vendors and gathered a lot of information. He learned quite a bit that will be useful in the future. (Mr. Dymond’s full report will be included with the minutes).
  
- f. Mr. Karkut said that he previously initiated discussion about the flooring at J. T. Lambert Intermediate. Is the district continuing with the J. T. Lambert Auditorium project? As he recalls, the Board members were supposed to get a list of all the details. Mr. Gullstrand said that \$225,000 was budgeted. Mr. Ihle said he is gathering all information from J. T. Lambert. Mr. Karkut said we requested to get the itemized listing that was given to the Board about 4 years ago, which was shot down from the previous Board. The information came from Mr. Toth. Mrs. VanWhy said that Dr. Riker shared this information with her right before tonight’s meeting. The information includes the stage lighting for \$85,000, audio equipment for \$45,000, risers for \$18,600 and curtains for \$11,661.00. These are rough estimates. We should decide if we want to do them. Mr. Karkut said this was requested by the committee; therefore, giving it to you is not everybody. Mrs. VanWhy said she can give a copy to everyone. Mr. Karkut said there was a bigger proposal given to a previous Board. Dr. Riker said the information that he gave to Mrs. VanWhy came from J. T. Lambert Intermediate. Mrs. VanWhy said we need to give direction on what the Board wants done now or later. Mr. Karkut said it all needs to be done now. Mr. Dymond said the floors and the curtains need to be done this year. Mrs. VanWhy said the Board needs to give some direction in order to get it done.

**X. FINANCE ITEMS:**

- a. Athletic, Custodial, Medical, and Tech Ed Bids

Mr. McIntyre said this is an annual bid that the district puts out for Athletic, Custodial, Medical, and Tech Ed supplies. The list includes the vendors and list of supplies. This is done in a public setting. All bids are put in the system and it calculates the lowest amount. Mr. Andrews asked why they all are separated. Mr. McIntyre said vendors can bids for the different items not all vendors provide the same supplies. The Business Office sends out a list of supplies for each department to view and indicate what they need.

**ACTION BY THE BOARD:**

Motion was made by George Andrews to approve the award of bids for Athletic, Custodial, Medical, and Tech Ed supplies to the lowest responsible bidders as presented. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 66-94)

b. Depositories

Mr. McIntyre said this it is a State mandate that the Board has to approve the depositories every fiscal year. These are the three banks that the district deals with. Mr. Rohner asked if there were any changes in banks from the previous year. Mr. McIntyre said the three banks are the same ones as last year.

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve the appointment of the following depositories for the accounts listed for the 2019-20 fiscal year. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

- i. ESSA Bank and Trust, East Stroudsburg, PA – General Fund, Payroll, Tax Collections, Tax Escrow, Workers’ Comp Escrow, Scholarship Accounts, Special Activity Accounts (North and South), Student Activity Accounts (North and South), Cafeteria Fund, Concession Fund, and PayPal
- ii. Pennsylvania School District Liquid Asset Fund, Lancaster, Pa – General Fund.
- iii. Pennsylvania Local Government Investment Trust, Harrisburg, Pa – General Fund, Cafeteria Fund, and Capital Reserve.

c. Smartfutures

Mr. Larry Dymond asked what the district currently uses. Mr. McIntyre said he does not believe we currently have a program that is being used. Mrs. Piperato said they currently use Career Cruising but it does not have the lessons that are connected with the State Standards. She said that Mr. Baddick is proposing that we keep Career Cruising for another year due to students that are housed under that and add Smartfutures because it also has a component for elementary students. The State requires that we have an elementary component. The district invited numerous vendors and staff to review their programs and Smartfutures was chosen. Mr. Dymond asked for a quarterly report to review the progress. Mrs. Piperato said this information can be provided to the Board.

**ACTION BY THE BOARD:**

Motion was made by Richard Schlameuss to approve the proposal from Smartfutures in the amount of \$11,000 to provide an annual subscription for record keeping of student career development for the 2019-20 fiscal year, subject to the review and recommendations of the Solicitor and approval of the Administration. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

(See pages 95-97)

d. Auditor Services

Mr. McIntyre said he provided an RFP tabulation bid and received two firms that submitted proposals. The lowest bid was Zelonkofske at \$21,750 for the first two years. It would then increase for years three, four and five as indicated in the motion. The other firm was BBD, LLP at an amount of \$37,500 for all five years. Mr. McIntyre said he made sure the Zelonkofske did not have any added fees and that they would take care of the Federal Audit Clearinghouse. If they had any extra fee they would come back to the Board for pre-approval. The years on the handout are incorrect. It should start with 2019-2020. Mrs. VanWhy asked if we are approving a five-year contract. Mr. McIntyre said the Board can approve three years and then he will come back to the Board to see if they wish to extend it to the extra years(s). Mr. Karkut asked what if we are not satisfied after the first year, can the Board back out of the three-year contract. Mr.

Brown said he reviewed the contract and we can terminate it if we are not satisfied. Mr. Rohner asked if the district does not have to worry about the school law that states that the district must appoint an auditor each year. Mr. Brown said it would not be an issue.

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to appoint Zelenkofske Axelrod, LLC as the local auditor for the basic financial statement audit for the fiscal years 2019 and 2020 at an annual cost not to exceed \$21,750 and 2021 at an annual cost not to exceed \$22,185 with options at the District's discretion for fiscal years 2022 at a cost not to exceed \$22,615 and 2023 at a cost not to exceed \$23,060 as per their proposal dated May 15, 2019. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 98-126)

e. Auditor General's Report

Mr. McIntyre said that the report starts on from page 127-250. A few months ago the Board approved a recommendation from the Auditor General regarding one finding. This is now the full report that was released. The report gives you the background on the auditing information that they pulled from what the district provided and what they obtained on the State website such as academic information along with test scores. The report contains the findings and the response from the district. The report also includes the scopes and objectives from July 1, 2013 through June 30, 2017. The auditors looked at administrative separation, non-resident student data, bus drivers' requirements and school safety. No deficiencies were found. Mr. Karkut asked if the motion is to accept the report. Mr. McIntyre said the motion is to acknowledge that you received the report.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to accept the Performance Audit of the East Stroudsburg Area School District for the period July 1, 2013 through June 30, 2017, as prepared and distributed by the Auditor General's Office. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See pages 127-150)

f. Pike County Tax Bill Printing

Mr. Karkut asked why the district is not using bulk mailing. Mr. McIntyre said he is not sure. Ms. Kulick said it may be due to the fact that if bulk mailing is used, the post office waits to get a certain amount before they go out. Ms. VanWhy said this would not be good when mailing tax information since they need to reach the residents in a timely manner.

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve the proposal from Government Software Solutions to provide tax bill printing services effective July 1, 2019 for the collection of school real estate taxes for Lehman and Porter Townships at the rates as set forth in the agreement presented. Motion was seconded by Keith Karkut and carried unanimously, 7-0. (Jason Gullstrand and Richard Schlameuss were absent from the room).

(See pages 151-153)

g. Lyman and Ash Invoice

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the payment of invoice #3136 from Lyman and Ash in the amount of \$12,820.00 for Special Construction Counsel. Motion was seconded by Larry Dymond and carried unanimously, 7-0. (Jason Gullstrand and Richard Schlameuss were absent from the room).

(See pages 154-158)

h. Identity Access and Password Management Software

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the proposal from Tools4ever Inc. in the amount of \$9,984.00 to provide an annual subscription for Identity & Access Management/Password Portal Software. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

(See pages 159-169)

i. Furniture Purchase for Curriculum – Mr. Moran

Mr. Karkut asked what two classrooms the furniture is going into. Mrs. Piperato said the classrooms are at High School South for the Digital Learners' teachers. One is the Family and Consumer classroom and the other is a math classroom. Mr. Karkut asked if this is on a trial basis. Mrs. Piperato said the trial already happened at TLC. Mr. Dymond said he does not see the paperwork for the total amount of \$14,400. Mr. McIntyre said he had them make two separate documents for each classroom but the same company had the lowest bid for both classrooms; therefore, the purchase was placed in one motion. Mr. McIntyre said the first amount is on page 170 and the second amount is on page 188.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to accept the two quotes from Hertz Furniture to provide classroom furniture for two classrooms in the amount of \$14,486.00, this purchase will be made using Ready To Learn Grant Funding. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

(See pages 170-197)

**ITEMS FOR DISCUSSION:**

a. Computer Leasing

Mr. Borosh said, per Mr. Dymond's request, he put numbers together regarding computer leasing. On page 198 of the backup on the agenda he provided what he presented about 4 years ago. On page 200, it reflects the current leases, which were approved last month. If the district were to purchase leases for 2021 during next year, it would cost about 1.3 million dollars, in 2022 1.7 million dollars and in 2023 about 1.8 million dollars. About 1.6 million dollars would have to be accounted for current leasing financing. The district can entertain looking at other options if the Board wishes but we are on the hook for 4 years on the leases that were approved for 2020. The district would need to come up with 2.6 million dollars next year, which is an additional million added to the leases. It would cost more to get out of the leases. We are going to have debt service in existing leases. Mrs. VanWhy said we had the discussion to keep it steady all across the years. We are spending minimal money on interest but when we give back the computers, we get more money back. The money we get back far exceeds the interest

and we have updated equipment to show for it as opposed to the districts that do not keep up with current equipment. Mr. Schlameuss asked if the computers are held for four years. Mr. Borosh said they are and the cycle is spread all across each building. It took us a while to get to this level. From a curricular standpoint, it makes sense that all elementary schools get done at the same. Mr. Schlameuss said the district's cycle is appropriate. Mr. Borosh said he know no one likes paying interest but it is a very predictable number for the budget. From what I hear from Boards across the years, they asked for predictable numbers in the budget. Mr. Dymond said his issue is that we are paying interest. What is the interest rate? Mr. Borosh said it varies and he can provide the Board this information if they wish. We have fair market where interest is lower but we have to return equipment and the company will assess damage. Payments are more but at the end we own the equipment. We can sell back or keep any equipment. Mr. Dymond said interest is probably \$35,000-\$36,000 per year. Mr. Borosh said it depends on the APR. Mr. Borosh said he can provide the breakdown of what we have paid. Mr. Schlameuss asked if with the leases, we return the equipment. How do we dispose of the equipment? Mr. Borosh said through a recycler. He comes to a room and takes an assessment of every piece of equipment. The district gets money back depending on their grading system. Mr. Schlameuss asked if students and faculty are allowed to purchase equipment. Mr. Borosh said the issue is that it was bought from taxpayers' money so we cannot give it to them but it should be placed in a liquidation sale for everyone to have the chance to purchase. The Windows devices have an educational license; therefore, the computers will not come with an operating system. The third issue is that many years ago they wanted to have a yard sale and was advised by the Solicitor that the district should not sale any electrical items. It may cause electrical issue in the consumer's home. Mr. Karkut asked if the Chrome books are on a four year cycle. Therefore, the students receive one in 9<sup>th</sup> grade and keep through their senior year. Is there some way to give the students an incentive to give the Chrome Book to them when they graduate? How about a dollar buy out? Mr. Brown said they would be giving away public property. Mr. Dymond said at 2.99 % we are paying \$50,500 per year for each of four the years. This amount would buy any other equipment that is needed. Mr. Karkut said the buyback gets more than that percentage or the district breaks even. Mr. Borosh said we have not paid to get rid of equipment and we always come out on the plus side. Mr. Brown said the district cannot give away assets of value. Mr. Dymond said when we get quotes on computers, we should buy them instead of pay interest and then we can sell them to the recycler when we are ready to replace them. Mrs. VanWhy said she is not willing to raise taxes to buy computers. Mr. Gullstrand said the Chrome Books, if one thing breaks everything breaks. Does the district have a four-year warranty with the leases? Mr. Borosh said we have a three-year warranty. Mr. Gullstrand asked if we purchase the computers, how many years of warranty would we get and how much would it cost. Mr. Borosh said the warranty is bundled in the price whether we buy or lease them. Mr. Gullstrand asked if Mr. Borosh already budgeted for the three-year agreement. If we purchase them would it cost more? Mr. Borosh said the money for the warranty is factored in the price. The numbers he provided are a very good educated assumption based on what we paid this year and in the past. The price should not fluctuate. Mr. Gullstrand said if we are covered for only three years, what is the cost to extend the warranty to the four year or is it better to purchase the equipment. Mr. Brown said buying or leasing does not matter. Mr. Schlameuss asked what is the advantage of leasing vs. buying, aside from not paying interest. Mr. Borosh said that instead of paying 2 million dollars, we are paying a quarter of that this year since it costs 1.68 million dollars. Mrs. VanWhy said it is spreading it out evenly so the budget stays steady. Mr. Schlameuss asked if we bought it, will it cost 3 million dollars. Mr. Borosh said if we did not lease but buy it, it would cost more and then we have leases that we are currently paying. The district will need to increase the budget for next year if we want to purchase instead of lease. Therefore, instead of 1.6 million dollars it will cost 2.6 million

dollars. The budget will need to be raised each year until we are all out of the lease agreements. In 2023, there will not be any more lease payments but paying straight cash. The problem is that you have about half million dollars in differential peaks and valleys. One year, it may cost 1.3 million dollars. The next year it may cost 1.8 million dollars. The budget will not be contained. It will cost the district to get out and save money. Leasing will give the district a predictable budget but will have to pay interest. It is up to the Board to decide. Mr. Dymond asked how it is going to cost us to get out because there is no penalty. It makes sense to me why not buy them since we have the money, the means to dispose of them and will still have the same warranty. Mr. Borosh said in order to do this next year, we will need to find another million dollars and the district is still obligated to pay the other leases. Mr. Dymond said but we will have one less lease. Mr. McIntyre said if they are going to get out of leasing the computers, and begin purchasing the computers, there may be a time that the district will need about 2 million dollars. Mr. Andrews said if this is the case, then what will happen to the capital budget. Mr. Brown said in the long run, it does not matter but year to year the district will need to come up with another million dollars. Mr. Dymond said we already blew away a quarter of a million dollars in the five years of interest. Mr. McIntyre said leasing makes sense when trying to stay at an even budget year to year.

b. Middle Smithfield Security Cameras

Mr. Borosh said that Middle Smithfield Elementary School is the next building on the list to get cameras. They put out an RFQ and will get results back soon. Currently, Middle Smithfield Elementary School has 44 cameras that are 12 years old. He is increasing the amount by 20 at a cost of about \$80,000, which will be paid by his 2019-2020 budget. The results of the RFQ will be presented at the June meeting. Mr. Karkut said there is \$65,000 in the capital budget for cameras. Mr. Borosh said this expense will be coming out of his budget and not the capital budget.

c. Technology Asset Management Software

Mr. Borosh said currently the district has the School Dude Product for at least 12 years or longer. In it, they have had two different management softwares so they have had to create excel sheets and a databases. It's a very difficult system to manage. He and Tom McIntyre spoke to a person from Parago Software Inc. The district is currently in a trial basis in one of the schools. The trial will determine if they want to proceed with Parago Software Inc. They looked at other products but none was geared for school districts. The proposal is for \$11,170 for the first year and \$10,250 for recurring years. They will review and if appropriate, will bring back to the Board for consideration. Mr. Schlameuss asked if this system is just for ITEC or all assets. Mr. Borosh said it can be used for all assets. This system can go far beyond technology assets. Mr. Schlameuss asked if furniture is included in the items. Mr. Borosh said that right now the way it is set up it should work on line by line. It can be set up by building by building and room by room. Therefore, if a teacher moves, it is very easy to track everything including equipment. It will be easy to place items out of service, too. The other piece is when we buy in bulk, we can upload the item's price and check for depreciation and disposition. It has potential for other areas of the district for inventory purposes.

(See pages 198-201)

- d. Mr. Karkut asked if there is any way to reduce the Chromebook's security since some students are not able to research some materials for projects or classwork. Mr. Borosh said teachers have requested certain access. ITEC reviews requests and then can grant approval. The reason for the security block is because the State gives the district a reimbursement so they need to air on the side of caution due to CIPA (Children Internet Protection Act). If students have a



website that they would like access to, have them speak to their teacher. The teacher can then submit the request to ITEC.

e. Mr. Karkut thanked Mr. Borosh for purchasing the new microphones for the Board Room.

**XI. PAYMENT OF BILLS**

**ACTION BY THE BOARD:**

Motion was made by Keith Karkut to approve the Payment of Bills 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 7-2. Larry Dymond and Wayne Rohner voted no.

(See pages 202-211)

**XII. PERSONNEL ITEMS**

**ACTION BY THE BOARD:**

Motion was made by Keith Karkut to table until the June 24, 2019 meeting the approval of the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Debbie Kulick and carried unanimously, 9-0 (as previously indicated in conjunction with approval of the agenda)

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

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

	<b>Name</b>	<b>Change in Assignment/Transfer</b>	<b>Classification</b>	<b>Compensation</b>	<b>Effective Date(s)</b>
1.	Gambill, Geoffrey	From: Grade 5 teacher – Smithfield Elementary To: Special Education (Learning Support) teacher – East Stroudsburg Area Cyber Academy (ESACA) This new position is fully funded by ACCESS.	Professional	No change	August 20, 2019
2.	Krammes, Kate	From: School Counselor – High School North To: School Counselor (K-12) – East Stroudsburg Area Cyber Academy (ESACA) This new position is fully funded by the Ready to Learn Grant.	Professional	No change	To Be Determined
3.	Stricker, Stefanie	From: Grade 4 teacher – Resica Elementary To: Elementary teacher – East Stroudsburg Area Cyber Academy (ESACA) K-12 This is a new District funded position.	Professional	No change	August 20, 2019

4.	Morabito, Deana	From: Payroll Clerk (BOP I) – Business Office To: Accountant (BOP II) – Business Office Replaces Diane Kelly who accepted an Act 93 position.	Support	\$21.32/hour	June 17, 2019
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**ii. 303/404/405/504/505 - Employment**

**a. Appointments**

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Kallinteris-Casagrande, Chrisoula	Special Education (Learning Support) teacher (PE) This is a new position fully funded by ACCESS.	Professional	J. M. Hill Elementary	\$48,339.00 Step 3 Column 8	August 20, 2019
2.	Spielman, Kelly	Elementary teacher (TPE) Replacement position to be determined.	Professional	To Be Determined	\$61,265.00 Step 8 Column 7	August 20, 2019
3.	Halsell, Michael	Bus Driver (6 hour) Replaces Lourdes Torres who was terminated.	Support	Transportation	\$16.49/hour	June 5, 2019
4.	Johnson, Carissa	Bookkeeper (BOP II) – Child Accounting Replaces Donna Marie Cassieri who retired.	Support	Administrative Services	\$21.32/hour	June 5, 2019
5.	VanVoorhis, Clark	Bus Driver (6 hour) Replaces Scott Lyons who was terminated.	Support	Transportation	\$16.49/hour	May 17, 2019
6.	Wills, Natasha	Bus Driver (6 hour) (LTS) Replaces Angel Madera De Jesus who was terminated.	Support/LTS	Transportation	\$16.49/hour	June 5, 2019 through June 18, 2019 (end of workday).

(See pages 212-213)

**XIII. CONTRACTED SERVICES**

**ACTION BY THE BOARD:**

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

Contracts Totaling Under \$10,000

	<b>NAME</b>	<b>SERVICE</b>	<b>RATE</b>	<b>PAYMENT FROM</b>	<b>EFFECTIVE DATE</b>
1.	Kehr, Brandon (Threat Assessment and Tactical Solutions Group, LLC)	Active Shooters Reality Based Training Scenarios for ESASD Police Officers.	\$2,500.00	Safe Schools Targeted Program Grant	6/9/19

(See pages 214-215)

XIV. Mr. Rohner said he would like to set up interviews with the firms regarding the forensic audit. Mrs. VanWhy asked the Board secretary to set them up.

**ACTION BY THE BOARD:**

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

XV. **ADJOURNMENT: 9:17 P.M.**

Respectfully submitted,

Patricia L. Rosado  
Board Secretary

NSBA 2019 PHILADELPHIA CONFERENCE

MARCH 30 – APRIL 1, 2019

LARRY DYMOND ESASD BOARD MEMBER

1. ATTENDED ALL GENERAL SESSIONS
2. ATTENDED MASTER CLASS SESSIONS. DISRUPTING POVERTY, SCHOOL BOARD/SUPERINTENDENT RELATIONS, CREATING CONTAGIOUS CULTURES; THE HAPPINESS ADVANTAGE IN EDUCATION.
3. STUDY HALLS ATTENDED. WHAT IS "COLLABORTIVE CONVERSATION. BLENDED LEARNING TO ACCELERATE OUR DIFFERENTIATED PROFESSIONAL NEEDS. HOW SCHOOL BUSES ALLOW YOU TO HIRE MORE TEACHERS. STEPS YOU CAN TAKE TO PREVENT THE NEXT SCHOOL SHOOTING. ADD TO YOUR TECHNOLOGY BUDGET THROUGH FINANCIAL PLANNING. NEW TEACHER SUPPORT CENTER. BECOMING DATA DRIVEN. HOW SCHOOLS AND SUPPLIERS CAN WORK MORE CLOSELY TOGETHER
4. MEETING WITH BLUE BIRD BUS. DISCUSSED SOME OF THE ISSUES WE ARE HAVING WITH THEIR BUSES. SPOKE WITH MANY VENDORS AND GATHERED LOTS OF INFORMATION.

I AM NOW BETTER PREPARED TO HELP IMPROVE THE QUALITY OF EDUCATION. AND MANY FUNCTIONS THAT SUPPORT EDUCATION.

SINCERELY; LARRY R. DYMOND

05/24/2019