

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

**June 24, 2019 – 7:00 P.M.**

**Carl T. Secor Administration Building**

**Minutes**

- I. **President** Lisa VanWhy called the meeting to order at 7:28 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 (via speakerphone), Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy.
- III. **School personnel present:** Susan Andrews, Eleni Angelopoulos, Michelle Arnold, Brian Borosh, Ben Brenneman, Tara Caplette, Dave Cooper, Sue Eden, Sharon Fahl, Joe Formica, Eric Forsyth, Scott Ihle, Jeremy Judd, Diane Kelly, Kate Krammes, Tom McIntyre, Daniel Phillip, Craig Reichl, William Riker, Patricia Rosado, Paul Schmid, Rose Skidmore, Bill Vitulli, Nadia Worobj and Steve Zall. Christopher Brown, Solicitor.
- IV. **Community members present:** Robert Eden, James Fahl, Audry Garrett, Maria Hopkins, Sharon Maly Cramer, Frances Rirement and Matt Sadowsky.  
  
**Other:** Bill Cameron – Pocono Record
- V. **ANNOUNCEMENT OF EXECUTIVE SESSIONS**
  - a. An Executive Session was held on June 17, 2019, for the purpose of discussing personnel.
  - b. An Executive Session was held this evening before this meeting at 5:30 p.m. for the purpose of discussing personnel, litigation and negotiations.
- VI. **ADOPTION OF AGENDA**

**ACTION BY THE BOARD:**

Motion was made by George Andrews to adopt this agenda for June 24, 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 Richard Schlameuss 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 May 20, 2019 Board meeting. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

VIII. **REPORTS**

- a. **Work-Based Learning Program**  
Mr. Daniel Phillips, Transitioning Coordinator of H.S. South, said he would like to go over some information regarding the Work-Based Learning Program at South. The program has been in effect for the past couple of years. The students primarily worked in businesses that were close to school since they had to walk there. This year, the students were able to go further into the community because transportation was now provided. The students worked every day in five local businesses. He presented a video on the jobs that the students are completing each day. Next year, students will get 3 hours of Work-Based Learning. The program's goal is to get 10 employers that will participate. This program helps the students be prepared for the real world. He thanked the Board for providing transportation to help the students expand their options. He thanked Mr. Catrillo, the Principal, and his colleagues at North for all the help they have provided to this program.

- b. Monroe Career & Technical Institute Update  
Mr. Larry Dymond said there was nothing much going on at MCTI except that they are upgrading their heating and air conditioning system. They closed up the old school year and are preparing for the new school year. Mrs. VanWhy said the Cosmetology Department is being upgraded.
- c. Colonial IU 20 Update  
Mr. Robert Huffman said the next IU 20 meeting will be this coming Wednesday. It will be the current Director's, Charlene Brennan's, last meeting. The new Director, Christopher Wolfel, will take over shortly after.
- d. NSBA Conference Report  
Mr. Wayne Rohner said he will present his report next month.
- e. 2019/2020 Budget Presentation  
Mr. Tom McIntyre said at the May meeting the proposed final budget was as follows:

Proposed Final Budget

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

Since then adjustments have been made as follows:

Revenues and Budget Adjustments

There was a decrease in revenues for the following: Real Estate Taxes, State Property Tax Reduction, Social Security Reimbursement, PSERS Reimbursement, Title I, Title II in the amount of \$201,869

There was an increase in Title IV in the amount of \$27,635.

Some budget adjustments were made under Salaries and Benefits due to retirements, resignations and reassignments. There was also a change in student days from 177 to 176. There is no information from the State of when the Governor will pass the budget. From what the initial numbers look like, education is not going to be as high as they had originally proposed. We might see a reduction on what the increase was going to be. There were increases in Professional Services and Contracted Services in a total amount of 9,207.

Final Budget

Anticipated Revenues \$162,207,741  
 Anticipated Expenses \$161,713,961  
 Positive Fund Balance of \$493,780

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 County and -5.22 mills rate change at -4.05% in Pike County. 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. Over the years, the Board has been fiscally responsible by not raising taxes and not cutting any programs.

**IX. PUBLIC PARTICIPATION**

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

**None**

**X. OLD BUSINESS**

**None**

## XI. NEW BUSINESS

### a. LOCAL BOARD PROCEDURES

#### **Policies for Discussion:**

#### 1. Policy 007 Policy Manual Access

Mrs. VanWhy said she was asked to place this policy on the agenda for review and discussion. Mr. Andrews said he asked that this policy be reviewed because if a Board member wants a copy of a policy book there is nowhere on the policy that states that it can be provided. It only speaks about the policies being provided on the website. Mrs. VanWhy said the policy was revised in 2015 where that option where a hard copy was removed and now states that the policies will only be provided on the website. There is no mention on how the Board members can obtain copies except online. Mr. Andrews said his question was how can a Board member get a hard copy of the policy now. Dr. Riker said he would suggest adding on the policy that a Board member can request a hard copy of the policies so that they do not incur a \$.25 cent per page fee. Mrs. VanWhy said; therefore, the policy should be revised. Dr. Riker said we can add the language and it can be placed back on the agenda for approval. Dr. Riker asked if this is the only addition that the Board wishes to make with reference to who was originally on the list. Mr. Andrews said, "Yes". It should state the Board members may have a hard copy.

#### 2. Policy 150 Comparability of Services

Dr. Riker said the change on this policy was a recommendation from PSBA. It adds a two-prong approach to meeting comparability. It used to be a per student expenditure. Now it adds a current year student-to-staff ratio. This change is simply to insure that Title I funds are being distributed evenly across all buildings. Mr. Rohner asked what the change is. Dr. Riker said the change is that now there are two options. It used to be that the budget was based on per student expenditure but now there are two options.

#### 3. Policy 206 Assignment Within District

Mr. Andrews asked what the changes in the policy are. Dr. Riker said the Policy Review Committee asked for changes to be made in order to allow district employees to have their children attend the school in the area of where they work. The only issue that the Board had was the impact that it would have on PIAA sanctioned events. The change would be on whether or not a student that participates in PIAA events be allowed to attend out of the zone or in their zone. Mr. Andrews said they also spoke about students in K-8 to be allowed to follow the same area they have been attending even if they are not zoned there. Dr. Riker said the policy speaks about all of these students. However, the policy does not allow the student to stay in the area that they are not zoned in order to participate in PIAA-sanctioned events. Mr. Andrews asked if a student spends K-8 in the south area then they would be able to stay in the south schools through high school. Dr. Riker said yes that is correct. Mr. Rohner asked if this is for the district employees only. Mr. Andrews said he thought we were allowing all students. Dr. Riker said the policy does not allow for all. Mr. Schlameuss said that he thought it was for the students that are outside of their zoned school cannot play at that school. Is this due to PIAA rules? Dr. Riker said it is not. He said he would like to recommend that they play at PIAA events wherever their parents work. Mr. Andrews said he would recommend that all students who start a path at one area should be able to go through 9-12 grades, too. Mrs. VanWhy said that is different than what is being discussed. Mr. Andrews said this is the same policy, though. Mr. Schlameuss said it is, but we should solve all employee's children first so that they can attend the same area where their parents work. It gives the parents the ability to stay nearby. Mr. Rohner said the student will not be accepted or received in a positive manner if they are moved from the area that they started, then forced to go where they are zoned. Dr. Riker said if a parent works south but lives in north and their child does not participate in a PIAA sanctioned event may continue to go south. However, if they choose to play football, they would have to go north and play there, according to the policy. The way the policy is written is if they are participating in PIAA sanctioned events they go where they are zoned. Mr. Schlameuss said that he would motion that we change the policy to allow students of employees that they can attend the school that they work and allow them to follow south or north whichever it is. Mrs. VanWhy said the point raised is if the teacher works north and then goes north then they would stay in their cohort. Mrs. Kulick said the employee would be responsible for transportation. Mrs. VanWhy asked what brought this issue on the table. Mr. Schlameuss said he believes this was discussed for recruitment purposes so that the employee can get their child to practice on time. Mrs. VanWhy said it is easy at the present time, but what happens if the employee gets transferred. Dr. Riker said we are speaking about employees that live in the district. Mr. Karkut said that the reason why we are addressing this policy is that for a number of years, we have been allowing some teachers to bring their children to school but it is not in the policy so we are looking at it now to make this change. The worst case

scenario would be to allow the employees that have been allowed in the past to continue bringing their child to school. They should be grandfathered in this practice. Ms. Kulick said we have been discussing and continue to discuss until they can fine tune the policy. Mr. Karkut said that Mr. Schlameuss made a motion and he would like to second it. Mr. Schlameuss said he made a recommendation because this policy requires more deliberation. Mr. Karkut said this policy has been on the agenda for the past three months. Mrs. VanWhy said we are not done discussing it. Mr. Karkut said that the policy was tabled for further discussion and that is why they are discussing it again. Mr. Rohner said the reason we are discussing the policy is because there is inequality among north and south. When we realize that there is inequity then we would not have to discuss these policies. Mrs. VanWhy asked what inequalities are there. Mr. Rohner said that the north parents are being recruited in the Lehigh Valley area. The good players are leaving. The facilities we have are extremely wet. The playing turf gave all sports the ability to play without wet sneakers. The facilities up north do not compare to the ones at south. The coaching staff turnover rate is extremely high. Everyone sees it; therefore, families want to come down south. Mr. Schlameuss said then we create more inequality by allowing them to come south. Mr. Rohner said it is not necessarily just for sports but for all activities. Mr. Karkut said this policy is being discussed because we have allowed employees to take their children to the schools where they work. The current policy does not allow this. Ms. Kulick said students should stay where they live. Dr. Riker said he can craft the policy as they want for the next time they meet. Mr. Karkut asked how it will be crafted. Dr. Riker said to allow students to go to the school where their parent works. Also he can include, if the Board wishes, to allow students to play in PIAA events in the school that they are not zoned at through their 12<sup>th</sup> year. Mr. Schlameuss said these additions expresses his ideas. Mrs. VanWhy said; however, if an employee gets transferred, they have to transport their student if they wish to remain where they are not zoned. Otherwise, this can cause the student to have to move from where they are attending. The decision would fall on the employee and child. Dr. Riker said the other part of the policy is for students in elementary and intermediate levels. The policy addresses students in daycares or who have an IEP or 504. There are about 200 students in the district that attend an elementary other than where they are zoned for due to daycare purposes. When they go to 9<sup>th</sup> they must attend the school where they are zoned. He said he believes that George's point is that these students, based on that policy, be allowed to continue where they choose. Mr. Andrews said this policy should not only apply for IEP and 504 students but for all students. Dr. Riker said the IEP and 504 students are not affected because their educational teams decide their placement. He is speaking about regular education students. Dr. Riker said the challenge is that everyone will be picking where they what to go to school. Mr. Karkut said that what George is saying is that if a student is going to a daycare near south, they should be able to continue at the south through 12<sup>th</sup> grade. This is not deciding where they want to go. Mr. Schlameuss asked if the Board wishes to change the policy or leave as is. Ms. Kulick said the number of students that use a daycare may increase. Mr. Andrews said it only affects the students of parents who moved to another zoned and they went from K-8 in one area and now they have to move to another zone. Ms. Kulick said parents will have to transport their student. They should go to their zoned school. Mr. Karkut said they should not have to move if you raised your child in the daycare and then they are forced to go to another zone. Mrs. VanWhy said they already knew the procedures when they chose the daycare. They were told from the start that they would have to go to their zone school during high school. Mr. Karkut asked how many teachers presently are bringing their student to the school where they teach. Dr. Riker asked if he asking about the employees and the PIAA-sanctioned event. Mr. Karkut asked how many employees this policy affects. Dr. Riker said none because based on the policy it is due to daycare purposes. The ones that you are talking about, selected a daycare near where they teach. Mr. Karkut said so they chose a daycare and they chose school. Dr. Riker said, "Yes". Mrs. VanWhy asked why we are changing the policy. Mr. Karkut said because the district has been allowing the employees to bring their child to where they work. Mr. Schlameuss asked if they are bringing their child to the school because they work there or for daycare purposes. Mr. Karkut said for daycare purposes. Mrs. VanWhy said, therefore, they are following policy. Mr. Rohner said this policy was amended this year. Why are we amending it again? What is the difference besides the areas that are in red? Why is this back on the table? Mr. Schlameuss said in order to bring employees to the district and offer them an opportunity to bring their child to the school of where they work. Mr. Andrews said he asked for this policy to be put back on so that the kids that go south and then move to north now have the opportunity to stay south. Mr. Schlameuss said when you move you need to check with the realtor to see where your child would go to school. Mr. Andrews said you should be able to follow the area where you started. Mr. Schlameuss said he is concerned with consistency. The student should be able to continue to be with the class they began with. We need to have more discussion on this matter. Mrs. VanWhy said the policy should remain as is.

4. Policy 309 Assignment and Transfer

Mr. Andrews said he asked for this policy to be placed on the agenda because on the second page it says that the policy should not prevent reassignment of support and professional staff members during the school year

for good cause, as recommended by the Administration and approved by the Superintendent. It should say the Board. Ms. Kulick said you should let management do their job. Mr. Karkut said that he asked about a year ago, on May 21<sup>st</sup>, when three sentences were taken off the policy, why and was told due to legal reasons. I asked what law and was never given an answer. Mr. Andrews said it was changed to allow a quicker turnaround, but it should say Board. Ms. Kulick said we should allow the administrators that are handling the situation decide since they have all information available as opposed to the Board. They know the needs of the district. Mrs. VanWhy said the professionals are handling the matters and we should trust them since they are in the schools every day where we are not. Dr. Riker said the policy states during the school year. We rarely do this and it says for good cause. It could be for number of reasons. Last year we had 2,000 students that came and went and that could change the number of students in any of the schools. This would cause the movement of teachers. The way the policy read, it would allow the transfer to occur. Mr. Andrews asked if it gives the possibility for principals and administrators to be moved around. Dr. Riker said it would be allowed only as determined by the Board. The first line of the second page says the policy should not prevent reassignment of an administrative staff member during the school year for good cause, as determined by the Board. Mr. Gullstrand said that the policy says during the school year; therefore, the change can be made by the Superintendent over the summer without the Board's approval. Ms. Kulick said this is the job of the administrators to do. Mr. Karkut said the issue is that there are a number of reassignments and transfer on the agenda tonight that the Board is being asked to approve but the policy does not allow us to. It was taken out of the policy in May 2018. The key words were and when such assignments involved a transfer from one building to another, supervisor to another, or involve a move to a position requiring a certificate or credentials other than those required for the employee's present position. Mrs. VanWhy said this section can be removed from the agenda if he wishes. There was one particular item that you wanted taken out. Mr. Karkut said that is for a new hire and we have the power of approving an initial assignment but anything else we do not approve. Ms. Kulick said we are not fully involved in the process but we have the opportunity to ask questions. This is often explained if we ask. Mr. Gullstrand said Keith mentioned three portions were removed prior. Does this limit the Board if we see an inequity of transfer and we present it, do we not have the ability to recommend or vote on a group? Mr. Gullstrand said if there are inequities that administration does on transfers, can the Board not recommend since the Board approval was removed from the policy. Mr. Brown said the Board can recommend whatever they want to recommend. Per policy, the Superintendent makes the final decision. Mr. Karkut said he read the Board had approval in the original policy but it was stricken. Ms. Kulick said we are just opening the policy for discussion.

5. Policy 811 Bonding

Mr. McIntyre said there are no revisions to this policy. It has not been reviewed previously and now it has been looked over and kept in the same format as PSBA is recommending.

6. Policy 812 Property Insurance

Mr. McIntyre said we just made a few changes. Some details were added under delegation of responsibilities. We changed the name of Broker of Records to Insurance Advisor, which may be the Agent of Records in order to give more details of what they do. Mr. Brown said the wording lines up with what they do and have been doing.

7. Policy 813 Other Insurance

Mr. McIntyre said this policy has been condensed because it is already built into the contracts/agreements. A summary was placed in the policy. They wanted to let the contracts/agreements dictate how insurance is allocated for each group.

Mr. Karkut asked if the word DRAFT can be changed to another color to help with reading the changes in red. Dr. Riker said this can be done.

(See pages 35-50)

i. **003 – Functions**

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 June and subsequent Board Action in July. Motion was seconded by Richard Schlameuss and passed 8-1. Keith Karkut voted no.

1. Policy 150 Comparability of Services
2. Policy 811 Bonding
3. Policy 812 Property Insurance
4. Policy 813 Other Insurance

2.

**ACTION BY THE BOARD:**

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

Adopt:

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

Repeal:

1. Policy 449 Health Insurance Benefits for Retirees – Professional Employees
2. Policy 549 Health Insurance Benefits for Retirees – Support Employees

(See pages 51-73)

ii. **004 – Membership**

i. **Conference Attendance**

1.

**ACTION BY THE BOARD:**

Motion was made by Richard Schlameuss to approve the attendance of George Andrews, Wayne Rohner, Larry Dymond, Debbie Kulick and Lisa VanWhy at the 2019 PASA-PSBA School Leadership Conference in Hershey, PA from October 15, 2019 to October 18, 2019 in the approximate amount of \$1,450 each. Motion was seconded by George Andrews and carried unanimously, 9-0.

2.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the attendance of William Riker at the 2019 PA Educational Leadership Summit at Kalahari Resorts and Conventions, Pocono Manor, PA from August 4, 2019 to August 6, 2019, in the approximate amount of \$465.00. Motion was seconded by George Andrews and carried unanimously, 9-0.

3.

**ACTION BY THE BOARD:**

Motion was made by George Andrews to approve the attendance of William Riker at the 2019 PASA-PSBA School Leadership Conference in Hershey, PA from October 15, 2019 to October 18, 2019, in the approximate amount of \$1,450. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

iii. **005 – Organization**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the following voting delegates, Wayne Rohner, George Andrews and Larry Dymond to attend the 2019 PSBA Delegate Assembly Meeting to be held on Friday, October 18, 2019, in conjunction with the PASA-PSBA School Leadership Conference. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

(See pages 74-75)

b. **PROGRAMS**

i. **102 – Interscholastic Athletics**

**ACTION BY THE BOARD:**

Motion was made by Keith Karkut to approve the School Improvement (Additional Targeted Support and Improvement) Plans for High School North and High School South as presented to the School Board on June 4, 2019. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 76-130)

ii. **123 – Interscholastic Athletics**

1.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner that the Director of Athletics and Activities be authorized to approve overnight accommodations for student-athletes and/or full teams representing the school district for PIAA/PMEA District, Regional or State level competitions, during the 2019-2020 school year, if the site of the event is deemed to be a great enough distance to warrant an overnight stay. This is necessary should any student or team qualify to participate at such events between regularly scheduled Board meetings. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

2.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the agreement, as presented at this meeting, between the East Stroudsburg Area School District and the Pocono Hills Golf Course at The Villas for the use of its golf course for practices and matches by the High School North Golf Team for the 2019-2020 season. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See page 131)

3.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the agreement, as presented, at this meeting, between the East Stroudsburg Area School District and the Wolf Hollow at the Water Gap Country Club for the use of its golf course for practices and matches by the High School South Golf Team for the 2019-2020 season. Motion was seconded by Keith Karkut and passed 8-1. Keith Karkut voted no.

(See page 132)

iii. **146 – Student Services**

**ACTION BY THE BOARD:**

Motion was made by George Andrews to approve the Agreement to participate in the 2019-2020 Pennsylvania School Based ACCESS Program. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 133-134)

c. **PUPILS**

i. **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 Keith Karkut and carried unanimously, 9-0.

1. #166547
2. #165974

(See pages 135-141)

d. **PERSONNEL**

i. **404 – Memorandum of Understanding – School Psychologists**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the Memorandum of Understanding between the East Stroudsburg Education Association and the East Stroudsburg Area School District with respect to School Psychologists. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See page 142)

ii. **404 – Administrative Compensation Plan for 2019-2020 through 2023-2024**

**ACTION BY THE BOARD:**

Motion was made by Keith Karkut to approve the Administrative Compensation Plan for 2019-2020 through 2023-2024. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 143-156)

iii. **404 – Administrative Assistant Compensation Plan for 2019-2020 through 2022-2023**

**ACTION BY THE BOARD:**

Motion was made by Richard Schlameuss to approve the Administrative Assistant Compensation Plan for 2019-2020 through 2022-2023. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 157-169)

iv. **404 – First Level Supervisor Compensation Plan for 2019-2020 through 2021-2022**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the First Level Supervisor Compensation Plan for 2019-2020 through 2021-2022. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 170-181)



**v. 404 – School Police Officer Compensation Plan for 2019-2020 through 2021-2022**

**ACTION BY THE BOARD:**

Motion was made by Keith Karkut to approve the School Police Officer Compensation Plan for 2019-2020 through 2021-2022. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 182-194)

**vi. 404 – Security Officer Compensation Plan for 2019-2020 through 2022-2023**

**ACTION BY THE BOARD:**

Motion was made by Keith Karkut to approve the Security Officer Compensation Plan for 2019-2020 through 2022-2023. Motion was seconded by Richard Schlameuss and passed 8-0-1. Debbie Kulick abstained.

(See pages 195-218)

**vii. 404 – Crossing Guard Compensation Plan for 2019-2020 through 2022-2023**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the Crossing Guard Compensation Plan for 2019-2020 through 2022-2023. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

(See pages 219-237)

**viii. 407 - Affiliation Agreement (University of Scranton)**

1.

**ACTION BY THE BOARD:**

Motion was made by Larry Dymond to approve the agreement between the University of Scranton and 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 238-243)

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to postpone indefinitely item xiii. 303/404/405/504/505 Employment - e. Appointment #10 (Johnson, Carissa - Bookkeeper (BOP II) – Child Accounting Replaces Donna Marie Cassieri who retired - Administrative Services - \$21.32/hour – June 5, 2019). Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See page 142)

2.

**ACTION BY THE BOARD:**

Motion was made by Richard Schlameuss to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Wayne Rohner and carried unanimously, 9-0, excepting the following abstentions on particular items: Jason Gullstrand abstained from v. Schedule B. Position Appointments – 2019-2020 School year (Department Chairpersons) #15. Wayne Rohner abstained from g. Support Staff 2019-2020 Salary Compensations – Cafeteria Aides # 30 and v. Schedule B. Position Appointments – 2019-2020 School year #5. Lisa VanWhy abstained from g. Support Staff 2019-2020 Salary Compensations – Custodians #74.

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

**ix. 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.	Bomar, Terrence	From: Grade 6 teacher – J. T. Lambert Intermediate To: Dean of Students – High School South	Professional	No change	August 20, 2019

		This Dean of Students position was previously classified as temporary and will now be considered a permanent position.			
2.	Fuller, Jennifer	From: Special Education teacher – High School North To: Dean of Students – High School North This Dean of Students position was previously classified as temporary and will now be considered a permanent position.	Professional	No change	August 20, 2019
3.	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
4.	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
5.	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
6.	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

**x. 334/434/534 – Sick Leaves**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Effective Date(s)</b>
1.	Orak, Linda	Special Education teacher	Professional	High School South	February 26, 2019 now through June 11, 2019.

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

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Effective Date(s)</b>
1.	Moretto, Destiny	Family & Consumer Science teacher	Professional	J. T. Lambert/Lehman Intermediate	May 28, 2019 through the end of the 2018-2019SY.
2.	Carmeci, Dawn	Information Technologist II	Support	Technology Services	July 1, 2019 through June 30, 2020. This is an intermittent leave.
3.	Lapping, Sarah	Student Aide	Support	Middle Smithfield Elementary	April 1, 2019 now through June 4, 2019.

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

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Effective Date(s)</b>
1.	Orak, Linda	Special Education teacher	Professional	High School South	June 12, 2019
2.	Cox, James	Custodian	Support	High School South	June 15, 2019 through June 20, 2019.

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

**a. Rescissions**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>
1.	Carson, Jessica	Yearbook Editor Advisor	Schedule B	High School North
2.	Lambert, Emma	Field Hockey Assistant Coach (2019-20SY)	Schedule B	J. T. Lambert Intermediate
3.	Rodriguez, Stephanie	Quick Start to Kindergarten-Paraprofessional	Schedule B	East Stroudsburg Elementary
4.	Scott, Jessica	Floating teacher - STEAM*R Summer Enrichment program at Resica	Schedule B	Resica Elementary

(See pages 244-247)

**b. Resignations**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Effective Date(s)</b>
1.	Van Voorhis, Jason	Assistant Principal	Act 93	J. T. Lambert Intermediate	July 26, 2019 (end of workday)
2.	Angelopoulos, Eleni	Grade 6 teacher	Professional	J. T. Lambert Intermediate	July 28, 2019
3.	Judd, Jeremy	Music teacher (Vocal)	Professional	East Stroudsburg Elementary	June 30, 2019
4.	Barreto, James	Security Officer	Security Officer	High School South	June 14, 2019 (end of workday)
5.	Floran, Alexis	Custodian (2 <sup>nd</sup> shift)	Support	Bushkill Elementary	July 5, 2019 (end of workday)
6.	Quiles, Lorry	Cafeteria Aide	Support	High School North	June 18, 2019

(See pages 248-253)

**c. Retirements**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Effective Date(s)</b>
1.	Baylor, Charles	Math teacher	Professional	High School South	July 8, 2019
2.	Bukoski, Gary	Social Studies teacher	Professional	J. T. Lambert Intermediate	June 18, 2019 (end of workday)
3.	DeHart, Theresa	Kindergarten teacher	Professional	J. M. Hill Elementary	June 18, 2019 (end of workday)
4.	Dreibelbis, Susan	Science teacher	Professional	J. T. Lambert Intermediate	June 18, 2019 (end of workday)
5.	Endres, James	Math teacher	Professional	J. T. Lambert Intermediate	June 18, 2019 (end of workday)
6.	Fodness, Peter	Health & PE teacher	Professional	East Stroudsburg Elementary	August 16, 2019
7.	Arawjo, Karen	Secretary	Support	Middle Smithfield Elementary	August 2, 2019 (end of workday)
8.	Capizzi, Deborah	Paraprofessional	Support	East Stroudsburg Elementary	August 15, 2019
9.	Cox, James	Custodian	Support	High School South	June 21, 2019 (end of workday)
10.	Darlington, Harry Kent	Custodian (Cafeteria)	Support	J. T. Lambert Intermediate	July 5, 2019 (end of workday)
11.	Gonzales, Jesse	Bus Driver	Support	Transportation	June 18, 2019 (end of workday)
12.	Nicolais, Elizabeth	Registration Secretary	Support	Business Office/Administrative Services	August 15, 2019 (end of workday)

(See pages 254-265)

**d. Appointments – Transfer of Entity In compliance with PA School Code (24 P.S. § 11-1113) Transferred programs and classes**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Compensation</b>	<b>Effective Date(s)</b>
1.	Badner, Stuart	School Psychologist (PE)	Professional	\$80,366.00 Step 13 Column 16	July 1, 2019
2.	Devine, Carrie	School Psychologist (PE)	Professional	\$79,076.00 Step 14 Column 10	July 1, 2019
3.	King, Maki	School Psychologist (PE)	Professional	\$61,418.00 Step 7 Column 12	July 1, 2019
4.	Rodriguez, Valerie	School Psychologist (PE)	Professional	\$82,821.00 Step 16 Column 7	July 1, 2019
5.	Sassaman, Casey	School Psychologist (PE)	Professional	\$54,240.00 Step 5 Column 9	July 1, 2019

**e. Appointments**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Compensation</b>	<b>Effective Date(s)</b>
1.	Angelopoulos, Eleni	Elementary Assistant Principal (12 month) (PE) This is a new position.	Act 93	\$71,891.00 (prorated)	July 29, 2019
2.	Judd, Jeremy	Elementary Assistant Principal (12 month) (PE) This is a new position.	Act 93	\$71,891.00	July 1, 2019
3.	Sadowsky, Matthew	Elementary Assistant Principal (12 month) (PE) This is a new position.	Act 93	\$71,891.00 (prorated)	July 15, 2019

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Compensation</b>	<b>Effective Date(s)</b>
4.	Brown, Janine	School Nurse (TPE) Replacement position to be determined.	Professional	To Be Determined	\$44,475.00 Step 1 Column 3	August 20, 2019
5.	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
6.	Spielman, Kelly	Elementary teacher (TPE) Replacement position to be determined.	Professional	To Be Determined	\$61,265.00 Step 8 Column 7	August 20, 2019
7.	Silva, Susanna	Special Education (Learning Support) teacher – High School South (TPE) This is a new position fully funded by ACCESS.	Professional	High School South	\$47,308.00 Step 1 Column 8	August 20, 2019
8.	Halsell, Michael	Bus Driver (6 hour) Replaces Lourdes Torres who was terminated.	Support	Transportation	\$16.49/hour	June 5, 2019
9.	Huber, Colleen	Bus Driver (6 hour) Replaces Jimmie Harris who retired.	Support	Transportation	\$16.69/hour	August 12, 2019
10.	Perez, Julissa	Paraprofessional Return to regular paraprofessional position after completion of LTS teacher assignment.	Support	Lehman Intermediate	\$17.17/hour	June 19, 2019

11.	Van Voorhis, Carl	Bus Driver (6 hour) Replaces Scott Lyons who was terminated.	Support	Transportation	\$16.49/hour	May 17, 2019
12.	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 266-272)

**f. Salary Changes**

	Name	Classification	From:	To:	Effective
1.	Meola, Rachel	Professional	\$45,381 Step 3, Column 5	\$49,677 Step 4, Column 6	August 22, 2017
2.	Meola, Rachel	Professional	\$49,677 Step 4, Column 6	\$49,677 Step 5, Column 6	August 21, 2018
3.	Meola, Rachel	Professional	\$49,677 Step 5, Column 6	\$49,677 Step 6, Column 6	January 28, 2019
4.	Kohler, Kathleen	Support/Custodian	\$18.35/hour	\$18.80/hour	July 1, 2017 through July 22, 2017

**g. Support Staff 2019-2020 Salary Compensations**

**a. Business Office Personnel**

	Last Name	First Name	Position	Class	2018-2019	2019-2020
1.	LaFemina-Adams	AnnMarie	Accounts Payable	BOP I	\$18.52	\$18.97
2.	Nicolais (retire 8/15/19)	Elizabeth	Registration Secretary	BOP I	\$18.78	\$19.23
3.	Nietz	Deborah	Payroll Clerk	BOP I	\$20.28	\$20.73
4.	Quinn	Jill	Payroll Clerk	BOP I	\$18.97	\$19.42
5.	Rosado	John	Accounts Payable	BOP I	\$19.78	\$20.23
6.	Burch	Sonya	Bookkeeper	BOP II	\$21.32	\$21.77
7.	DeJesus	Jonathan	Bookkeeper	BOP II	\$21.32	\$21.77
8.	Morabito	Deana	Accountant	BOP II	\$21.32	\$21.77
9.	Vitulli	Susan	Bookkeeper	BOP II	\$22.22	\$22.67
10.	Wescott	Jeanne	Bookkeeper	BOP II	\$31.58	\$32.03

**b. Bus Drivers**

	Last Name	First Name	Position	2018-2019	2019-2020
1.	Abrams	Donna	Bus Driver	\$16.49	\$16.94
2.	Almodovar	Matilde	Bus Driver	\$18.03	\$18.48
3.	Anderson	Diane	Bus Driver	\$17.39	\$17.84
4.	Bader	Vicky	Bus Driver	\$21.31	\$21.76
5.	Bailey	Donnell	Bus Driver	\$17.39	\$17.39
6.	Been	Brianna	Bus Driver	\$16.49	\$16.94
7.	Bisbing	Charlene	Bus Driver	\$23.24	\$23.69
8.	Blaha	Timothy	Bus Driver	\$17.39	\$17.84
9.	Brenner	Vivianna	Bus Driver	\$17.39	\$17.84
10.	Candelario	Eliezer	Bus Driver	\$16.49	\$16.94
11.	Cando	Maribel	Bus Driver	\$17.39	\$17.84
12.	Carter	Bernadette	Bus Driver	\$17.39	\$17.84

13.	Castellanos	Judith	Bus Driver	\$16.49	\$16.94
14.	Cavanaugh	Lorraine	Bus Driver	\$19.75	\$20.20
15.	Class	Flor	Bus Driver	\$17.39	\$17.84
16.	Conklin	Cheryl	Bus Driver	\$18.62	\$19.07
17.	Counterman	Boyd	Bus Driver	\$31.35	\$31.80
18.	Cramer	Kathaleen	Bus Driver	\$16.94	\$17.39
19.	Curran	James	Bus Driver	\$16.94	\$17.39
20.	Curras	Odette	Bus Driver	\$18.95	\$19.40
21.	Curtis	Joseph	Bus Driver	\$17.39	\$17.84
22.	Daly-Rispin	Mary	Bus Driver	\$17.39	\$17.84
23.	Donovan	Sharon	Bus Driver	\$17.39	\$17.84
24.	Draksin	Peter	Bus Driver	\$17.39	\$17.84
25.	Eccleston	Barbara	Bus Driver	\$16.49	\$16.94
26.	Fahl	Sharon	Bus Driver	\$20.43	\$20.88
27.	Fennell-Raby	Beverly	Bus Driver	\$17.39	\$17.84
28.	Ferdinand	Marc	Bus Driver	\$17.39	\$17.84
29.	Fisher	James	Bus Driver	\$17.39	\$17.84
30.	Francis	Donald	Bus Driver	\$16.94	\$17.39
31.	Fylstra	Stephen	Bus Driver	\$21.31	\$21.76
32.	Gallo	Vincent	Bus Driver	\$17.39	\$17.84
33.	Garcia	Rachel	Bus Driver	\$17.39	\$17.84
34.	Gargan	Michael	Bus Driver	\$18.03	\$18.48
35.	Gawlik	Irena	Bus Driver	\$18.03	\$18.48
36.	Giannolla	Janice	Bus Driver	\$19.75	\$20.20
37.	Gonzalez	Jeffrey	Bus Driver	\$17.39	\$17.84
38.	Gramberg	Karen	Bus Driver	\$18.03	\$18.48
39.	Graver	Clifford	Bus Driver	\$21.31	\$21.76
40.	Hagman	Brigitte	Bus Driver	\$16.94	\$17.39
41.	Hamilton	Crystal	Bus Driver	\$21.31	\$21.76
42.	Harding	Peter	Bus Driver	\$16.94	\$17.39
43.	Hedgelon	Denise	Bus Driver	\$18.62	\$19.07
44.	Hendel	Marianne	Bus Driver	\$18.62	\$19.07
45.	Holva	Michelle	Bus Driver	\$17.39	\$17.84
46.	Honicker	Nona	Bus Driver	\$17.39	\$17.84
47.	Johnson	Annie	Bus Driver	\$19.75	\$20.20
48.	Kelly	James	Bus Driver	\$16.49	\$16.94
49.	Kishbaugh	Maureen	Bus Driver	\$17.39	\$17.84
50.	Kishbaugh	Constance	Bus Driver	\$19.75	\$20.20
51.	Knitter	Jefferey	Bus Driver	\$18.03	\$18.48
52.	Kurtz	Ninette	Bus Driver	\$18.03	\$18.48
53.	Lanese	Chad	Bus Driver	\$16.94	\$17.39
54.	Lanese	Benjamin	Bus Driver	\$16.94	\$17.39
55.	Lavin	Danielle	Bus Driver	\$16.94	\$16.94
56.	Lebar	Edward	Bus Driver	\$27.95	\$28.40
57.	Lewis	Baron	Bus Driver	\$17.39	\$17.84

58.	Ludwig	Christopher	Bus Driver	\$17.39	\$17.84
59.	Lynch	Linda	Bus Driver	\$21.31	\$21.76
60.	Madera	Wanda	Bus Driver	\$17.39	\$17.84
61.	Madison	Dale	Bus Driver	\$29.57	\$30.02
62.	Mahan	Eileen	Bus Driver	\$17.39	\$17.84
63.	Marx	Claudia	Bus Driver	\$17.39	\$17.84
64.	Mattern	Kathy	Bus Driver	\$16.94	\$17.39
65.	McFarlane	Holly	Bus Driver	\$17.39	\$17.84
66.	Molloy	Nannette	Bus Driver	\$18.03	\$18.48
67.	O'Grady	Joseph	Bus Driver	\$18.62	\$19.07
68.	Olsen	Danielle	Bus Driver	\$16.94	\$17.39
69.	Ortiz	Nersy	Bus Driver	\$17.39	\$17.84
70.	Ortiz	Michelle	Bus Driver	\$17.39	\$17.84
71.	Parciasepe	Rudolph	Bus Driver	\$17.39	\$17.84
72.	Peters	Kimberlee	Bus Driver	\$16.94	\$17.39
73.	Presco	Debra	Bus Driver	\$22.14	\$22.59
74.	Prunkel	Jennifer	Bus Driver	\$17.39	\$17.84
75.	Ramirez	Marlene	Bus Driver	\$17.39	\$17.84
76.	Resto	Enid	Bus Driver	\$16.94	\$17.39
77.	Reyes	Samuel	Bus Driver	\$16.49	\$16.94
78.	Roberts	Elaine	Bus Driver	\$21.31	\$21.76
79.	Rodriguez	Bernadette	Bus Driver	\$18.03	\$18.48
80.	Rogers	Charlene	Bus Driver	\$20.43	\$20.88
81.	Rosario	Maryann	Bus Driver	\$16.49	\$16.94
82.	Schmidt	Elizabeth	Bus Driver	\$17.39	\$17.84
83.	Schroeder	Tammy	Bus Driver	\$18.62	\$19.07
84.	Schuler	Patrick	Bus Driver	\$16.94	\$17.39
85.	Scott	Malika	Bus Driver	\$17.39	\$17.84
86.	Shavel	David	Bus Driver	\$16.49	\$16.94
87.	Smith	Kesha	Bus Driver	\$16.94	\$17.39
88.	Snow	Kathleen	Bus Driver	\$17.39	\$17.84
89.	Soto	Lourdes	Bus Driver	\$18.62	\$19.07
90.	Stang	Jennene	Bus Driver	\$17.39	\$17.84
91.	Steimer	Cheryl	Bus Driver	\$19.75	\$20.20
92.	Stofik	Jennifer	Bus Driver	\$17.39	\$17.84
93.	Strunk	Geraldine	Bus Driver	\$19.75	\$20.20
94.	Sullivan	Kerry	Bus Driver	\$16.94	\$17.39
95.	Thomas	Glenn	Bus Driver	\$18.62	\$19.07
96.	Trabucco	Richard	Bus Driver	\$17.39	\$17.84
97.	Tullo	Richard	Bus Driver	\$17.39	\$17.84
98.	Turner	Sandra	Bus Driver	\$23.24	\$23.69
99.	Turner	Cory	Bus Driver	\$29.57	\$30.02
100.	VanWhy	Carrie	Bus Driver	\$16.49	\$16.94
101.	Venslosky	Dana	Bus Driver	\$16.94	\$17.39
102.	Walsh	Robert	Bus Driver	\$17.39	\$17.84

103.	Warlix-Williams	Kathy	Bus Driver	\$17.39	\$17.84
104.	Wells	Barbara	Bus Driver	\$19.75	\$20.20
105.	Wilczewski	Bogdan	Bus Driver	\$17.39	\$17.84
106.	Wolfe	Ellen	Bus Driver	\$19.75	\$20.20

**c. Cafeteria Aides**

	Last Name	First Name	Position	2018-2019	2019-2020
1.	Barvig	Eileen	Cafeteria Aide	\$14.18	\$14.63
2.	Blackmore	Helen	Cafeteria Aide	\$16.89	\$17.34
3.	Bongiorno	Nora	Cafeteria Aide	\$14.18	\$14.63
4.	Brown	Michelle	Cafeteria Aide	\$13.73	\$14.18
5.	Burnett	Jolita	Cafeteria Aide	\$13.28	\$13.73
6.	Burrows	Nicole	Cafeteria Aide	\$13.28	\$13.73
7.	Caputo-Cottone	Linda	Cafeteria Aide	\$14.18	\$14.63
8.	Corey	Gail	Cafeteria Aide	\$14.18	\$14.63
9.	De La Rosa	Ashley	Cafeteria Aide	\$13.73	\$14.18
10.	Gaines	Ann	Cafeteria Aide	\$13.73	\$14.18
11.	Goorahoo	Reshma	Cafeteria Aide	\$13.73	\$14.18
12.	Gould	Susan	Cafeteria Aide	\$14.18	\$14.63
13.	Hezel	Deborah	Cafeteria Aide	\$16.89	\$17.34
14.	Horn	Mary	Cafeteria Aide	\$14.18	\$14.63
15.	Kluz	Diana	Cafeteria Aide	\$14.18	\$14.63
16.	Komorowski	Ellen	Cafeteria Aide	\$14.18	\$14.63
17.	Kump	Lucia	Cafeteria Aide	\$14.18	\$14.63
18.	Leung	Louise	Cafeteria Aide	\$13.28	\$13.73
19.	Monke	Marion	Cafeteria Aide	\$14.67	\$15.12
20.	Montague	Margaret	Cafeteria Aide	\$17.82	\$18.27
21.	Nigro	Kathy	Cafeteria Aide	\$16.89	\$17.34
22.	Nubile	Linda	Cafeteria Aide	\$15.45	\$15.90
23.	Ocker	Jacqueline	Cafeteria Aide	\$13.73	\$14.18
24.	Oke	Toyin	Cafeteria Aide	\$13.73	\$14.18
25.	Orley	James	Cafeteria Aide	\$20.16	\$20.61
26.	Ortiz	Jackeline	Cafeteria Aide	\$13.28	\$13.73
27.	Paolucci	Lucy	Cafeteria Aide	\$14.18	\$14.63
28.	Quiles	Lorry	Cafeteria Aide	\$14.18	\$14.63
29.	Roberts	Tammy	Cafeteria Aide	\$14.18	\$14.63
30.	Rohner	Nancy	Cafeteria Aide	\$14.18	\$14.63
31.	Schuon	Kelly	Cafeteria Aide	\$14.67	\$15.12
32.	Touma	Denise	Cafeteria Aide	\$14.18	\$14.63
33.	Vitale	Luciana	Cafeteria Aide	\$15.45	\$15.90
34.	Walsh	Linda	Cafeteria Aide	\$14.18	\$14.63
35.	Zicaro	Crystal	Cafeteria Aide	\$14.18	\$14.63

**d. Cafeteria Workers**

	Last Name	First Name	Position	2018-2019	2019-2020
1.	Anderson	Dawn	Cafeteria Worker	\$14.82	\$15.27
2.	Berlin	Lori	Cafeteria Worker	\$13.42	\$13.87
3.	Berry	Judith	Cafeteria Worker	\$13.42	\$13.87
4.	Bonser	Janie	Cafeteria Worker	\$14.32	\$14.77
5.	Brown	Velma	Cafeteria Worker	\$14.32	\$14.77
6.	Bulay	Lisa	Cafeteria Worker	\$13.87	\$14.32



7.	Carmel	Lisa	Cafeteria Worker	\$15.52	\$15.97
8.	Casals	Jennifer	Cafeteria Worker	\$14.32	\$14.77
9.	Colao	Mary Jane	Cafeteria Worker	\$14.32	\$14.77
10.	Craig	Theresa	Cafeteria Worker	\$14.32	\$14.77
11.	Cuff	Lena	Cafeteria Worker	\$14.32	\$14.77
12.	De Silva	Marianie	Cafeteria Worker	\$14.32	\$14.77
13.	Dekmar	Bonnie	Cafeteria Worker	\$16.24	\$16.69
14.	Diaz	Denise	Cafeteria Worker	\$14.32	\$14.77
15.	Drakos	Nuriya	Cafeteria Worker	\$14.32	\$14.77
16.	Etienne-Poulis	Marcella	Cafeteria Worker	\$13.87	\$14.32
17.	Foley	Cindy	Cafeteria Worker	\$16.24	\$16.69
18.	Ford	Tara	Cafeteria Worker	\$13.42	\$13.87
19.	Gallagher	Cathy	Cafeteria Worker	\$14.32	\$14.77
20.	Green	Regina	Cafeteria Worker	\$13.87	\$14.32
21.	Harlander	Janette	Cafeteria Worker	\$16.24	\$16.69
22.	Hicks	Donna	Cafeteria Worker	\$14.32	\$14.77
23.	Hossain	Denise	Cafeteria Worker	\$13.82	\$14.27
24.	Huffman	Jennifer	Cafeteria Worker	\$14.32	\$14.77
25.	Iacono	Rosanna	Cafeteria Worker	\$14.32	\$14.77
26.	Ivory	Georgina	Cafeteria Worker	\$14.32	\$14.77
27.	Jesus	Carmen	Cafeteria Worker	\$14.82	\$15.27
28.	Jezowski	Alicja	Cafeteria Worker	\$16.24	\$16.69
29.	Johnson	Kay	Cafeteria Worker	\$15.52	\$15.97
30.	Kastner	Justine	Cafeteria Worker	\$13.87	\$14.32
31.	Kleiner	Bonnie	Cafeteria Worker	\$15.52	\$15.97
32.	Langlois-Sosa	Cindy	Cafeteria Worker	\$14.32	\$14.77
33.	Liao	Lyudmila	Cafeteria Worker	\$14.32	\$14.77
34.	Litts	Anne	Cafeteria Worker	\$16.24	\$16.69
35.	Loo	Jennifer	Cafeteria Worker	\$13.87	\$14.32
36.	Magdziak	Malgorzata	Cafeteria Worker	\$14.32	\$14.77
37.	Majestic	Sandra	Cafeteria Worker	\$14.32	\$14.77
38.	Maldonado	Jacqueline	Cafeteria Worker	\$13.87	\$14.32
39.	Marsach	Miriam	Cafeteria Worker	\$14.32	\$14.77
40.	Martinez	Dianne	Cafeteria Worker	\$15.52	\$15.97
41.	Medina	Angela	Cafeteria Worker	\$15.52	\$15.97
42.	Mora	Nellie	Cafeteria Worker	\$14.32	\$14.32
43.	Ng	Miriam	Cafeteria Worker	\$14.32	\$14.77
44.	Pollack	Tamara	Cafeteria Worker	\$14.32	\$14.77
45.	Rios-Ortega	Diane	Cafeteria Worker	\$14.32	\$14.77
46.	Rogalinski	Kathleen	Cafeteria Worker	\$14.82	\$15.27
47.	Sargent	Veronica	Cafeteria Worker	\$14.32	\$14.77
48.	Sasso	Deborah	Cafeteria Worker	\$14.32	\$14.77
49.	Scalercio	Susan	Cafeteria Worker	\$16.24	\$16.69
50.	Schmidt	Diane	Cafeteria Worker	\$14.32	\$14.77
51.	Shamey	Carol	Cafeteria Worker	\$16.24	\$16.69

52.	Shevlin	Daisy	Cafeteria Worker	\$14.32	\$14.77
53.	Stasolla	Deborah	Cafeteria Worker	\$15.52	\$15.97
54.	Tumminello	Tracy	Cafeteria Worker	\$16.24	\$16.69
55.	Van Why	Susan	Cafeteria Worker	\$16.24	\$16.69
56.	Villanueva	Monique	Cafeteria Worker	\$14.32	\$14.77
57.	Wickberg	Valerie	Cafeteria Worker	\$14.32	\$14.77
58.	Zayas	Santina	Cafeteria Worker	\$14.32	\$14.77

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

	Last Name	First Name	Position	2018-2019 Base Hourly	2019-2020 Base Hourly
1.	Krueger	Rosanne	Cafeteria Cook	\$16.24	\$16.69
2.	Litts	Lorrie	Cafeteria Cook	\$16.24	\$16.69
3.	Beaulieu (Marasco)	Amy	Cafeteria Cook	\$14.32	\$14.77
4.	Mayo	Eileen	Cafeteria Cook	\$14.32	\$14.77
5.	Searfoss	Barbara	Cafeteria Cook	\$16.24	\$16.69
6.	Smith	Eileen	Cafeteria Cook	\$14.82	\$15.27
7.	Stockman	Susan	Cafeteria Cook	\$14.32	\$14.77
8.	VanWhy	Rose	Cafeteria Cook	\$15.52	\$15.97

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

	Last Name	First Name	Position	2018-2019 Base Hourly	2019-2020 Base Hourly
1.	Avelino	Alexander	Custodian 2nd shift	\$15.48	\$15.93
2.	Bachelor	Lorne	Custodian 2nd shift (Tues-Sat)	\$16.38	\$16.83
3.	Bass	James	Custodian 1st shift	\$19.25	\$19.70
4.	Bell	Morris	Custodian 3rd shift	\$16.38	\$16.83
5.	Benfield	David	Custodian 3rd shift	\$19.25	\$19.70
6.	Bentzoni	Kyle	Custodian 1st shift	\$19.25	\$19.70
7.	Bompane	Gregory	Custodian 3rd shift	\$16.38	\$16.83
8.	Cardillo	Gerard	Custodian 2nd shift	\$19.25	\$19.70
9.	Cox	James	Custodian 2nd shift	\$16.38	\$16.83
10.	Cross	Donald	Custodian 3rd shift	\$19.25	\$19.70
11.	Darlington (retire 7/5/19)	Harry	Custodian-Food Services (1 <sup>st</sup> shift)	\$20.43	\$20.88
12.	Daye	Regine	Custodian 1st shift	\$16.38	\$16.83
13.	Del Guercio	Anthony	Custodian 1st shift	\$19.25	\$19.70
14.	Doyle	John	Custodian 1st shift	\$20.43	\$20.88
15.	Figuroa	Anthony	Custodian 2nd shift	\$19.25	\$19.70
16.	Floran (resign 7/5/19)	Alexis	Custodian 2nd shift	\$16.38	\$16.83
17.	Fredette	Christopher	Custodian 3rd shift	\$15.93	\$16.38
18.	Fuzio	Antonio	Custodian 2nd shift	\$19.25	\$19.70
19.	Gannon	Michael	Custodian 3rd shift	\$16.38	\$16.83
20.	Garris	Richard	Custodian 1st shift	\$16.97	\$17.42
21.	Garris	Steven	Custodian 2nd shift	\$22.45	\$22.90
22.	Garris	Randy	Custodian 1st shift	\$24.12	\$24.57
23.	Gaspo	Reynaldo	Custodian 2nd shift	\$16.38	\$16.83

24.	Gatpo	Wilma	Custodian 2nd shift	\$18.34	\$18.79
25.	Goeller	Robert	Custodian 1st shift	\$19.25	\$19.25
26.	Gomez	Brenda	Custodian 2nd shift	\$16.97	\$17.42
27.	Goodridge	Marcia	Custodian 2nd shift	\$16.38	\$16.83
28.	Gould	Richard	Custodian 2nd shift	\$16.38	\$16.83
29.	Halker	Donald	Custodian 1st shift	\$16.38	\$16.83
30.	Harris	Deann	Custodian 2nd shift	\$16.38	\$16.83
31.	Houghtaling	Richard	Custodian–Food Services (1 <sup>st</sup> shift)	\$19.25	\$19.70
32.	Jacobsen	Norman	Custodian 3rd shift	\$16.38	\$16.83
33.	Johnson	Robert	Custodian 2nd shift	\$16.38	\$16.83
34.	Jones	Thomas	Custodian 2nd shift	\$19.25	\$19.70
35.	Kelly	James	Custodian 2nd shift	\$16.38	\$16.83
36.	Kraeber	Jeanie	Custodian 2nd shift	\$16.38	\$16.83
37.	Lapping	Thomas	Custodian 1st shift (Tues-Sat)	\$16.38	\$16.83
38.	Lassiter	Wayne	Custodian 2nd shift	\$19.25	\$19.70
39.	Liatto	Cheryl	Custodian 3rd shift	\$16.38	\$16.83
40.	Martinez	Hector	Custodian 3rd shift	\$16.38	\$16.83
41.	Miller	Thomas	Custodian 2nd shift	\$16.38	\$16.83
42.	Montalvo	Eric	Custodian 2nd shift	\$18.44	\$18.89
43.	Montuori	Jason	Custodian 1st shift	\$19.25	\$19.70
44.	Nagele	Michael	Custodian 3rd shift	\$16.38	\$16.83
45.	Nannery	William	Custodian 2nd shift	\$16.38	\$16.83
46.	Napodano	Anthony	Custodian 2nd shift	\$16.38	\$16.83
47.	Parton	Matthew	Custodian 2nd shift	\$16.38	\$16.83
48.	Philhower	Kyle	Custodian 1st shift	\$16.38	\$16.83
49.	Piccoli	Arthur	Custodian 2nd shift	\$16.38	\$16.83
50.	Pollack	Victor	Custodian 1st shift	\$16.38	\$16.83
51.	Prothro	Robert	Custodian 1st shift	\$16.38	\$16.83
52.	Prothro	Clotelda	Custodian 2nd shift	\$16.38	\$16.83
53.	Renna (retire 7/1/19)	Domenick	Custodian 1st shift	\$22.45	\$22.90
54.	Rivera	Ana	Custodian 2nd shift	\$15.93	\$16.38
55.	Romanowski	Joseph	Custodian 2nd shift	\$16.99	\$17.44
56.	Rosado	Annette	Custodian 2nd shift	\$15.93	\$16.38
57.	Rosado	John	Custodian 2nd shift	\$16.38	\$16.83
58.	Rosenberger	Jeffery	Custodian 3rd shift	\$16.38	\$16.83
59.	Santiago	George	Custodian 2nd shift	\$19.25	\$19.70
60.	Schmid	Justin	Custodian 3rd shift	\$15.93	\$16.38
61.	Schmidt	James	Custodian 3rd shift	\$15.48	\$15.93
62.	Schoonover	Jonathan	Custodian 2nd shift	\$19.25	\$19.70
63.	Schubert	Edwin	Custodian 3rd shift	\$16.38	\$16.83
64.	Shoemaker	Michael	Custodian 3rd shift	\$18.34	\$18.79
65.	Siptroth	Kenneth	Custodian 2nd shift	\$16.38	\$16.83
66.	Smith	Yolanda	Custodian 2nd shift	\$19.25	\$19.70
67.	Spannagel	Edward	Custodian 2nd shift	\$16.38	\$16.83
68.	Suarez	Nicholas	Custodian 2nd shift	\$16.38	\$16.83

69.	Sympson	Pagette	Custodian 1st shift	\$16.38	\$16.83
70.	Townsend	Johnathan	Custodian 2nd shift (JTL)	\$15.93	\$16.38
71.	Townsend	Johnathan	Custodian 1st shift (ESE)	\$16.38	\$16.83
72.	Transue	Scott	Custodian 1st shift	\$16.38	\$16.83
73.	Tyree	Otis	Custodian 3rd shift	\$16.38	\$16.83
74.	VanWhy	Scott	Custodian–Courier (1 <sup>st</sup> shift)	\$16.38	\$16.83
75.	Velez	Arquelio	Custodian–Food Services (1 <sup>st</sup> shift)	\$18.34	\$18.79
76.	Vezzosi	Salvatore	Custodian 1st shift	\$16.38	\$16.83
77.	Vitale	Thomas	Custodian 3rd shift	\$16.38	\$16.83
78.	Wickberg	Arthur	Custodian 2nd shift	\$15.93	\$16.38

**g. Front Desk Receptionists**

	Last Name	First Name	Position	2018-2019	2019-2020
1.	Albornoz	Doris	Front Desk Receptionist	\$13.70	\$14.15
2.	Barrett	Maureen	Front Desk Receptionist	\$13.70	\$14.15
3.	Beniamino	Robin	Front Desk Receptionist	\$13.70	\$14.15
4.	Clare	Linda	Front Desk Receptionist	\$13.70	\$14.15
5.	Furst	Pamela	Front Desk Receptionist	\$14.59	\$15.04
6.	Mertz	Susan	Front Desk Receptionist	\$13.70	\$14.15
7.	Miller	Karen	Front Desk Receptionist	\$13.70	\$14.15
8.	Rose	Tracy	Front Desk Receptionist	\$13.70	\$14.15
9.	Scozzafava	Theresa	Front Desk Receptionist	\$13.25	\$13.70
10.	Williams	Vivian	Front Desk Receptionist	\$13.70	\$14.15

**h. Health Room Nurses**

	Last Name	First Name	Position	2018-2019	2019-2020
1.	Caiazzo	Nancy	Health Room Nurse	\$18.50	\$18.95
2.	Fritz	Andrea	Health Room Nurse	\$18.50	\$18.95
3.	Gearhart	Jenna	Health Room Nurse	\$18.50	\$18.95
4.	Leeds	Dorothylee	Health Room Nurse	\$18.84	\$19.29
5.	Nicholls	Rhonda	Health Room Nurse	\$20.47	\$20.92
6.	Reilly	Margaret	Health Room Nurse	\$18.50	\$18.95

**i. Information Technologists**

	Last Name	First Name	Position	2018-2019	2019-2020
1.	Arnone	James	Information Technologist I	\$22.97	\$23.42
2.	Baehr	Jordan	Information Technologist I	\$22.97	\$23.42
3.	Booth	Steven	Information Technologist I	\$23.42	\$23.87
4.	Carmeci	Dawn	Information Technologist I	\$23.87	\$24.32
5.	Calderone	Anthony	Information Technologist II	\$25.40	\$25.85
6.	Carbajal	Louis	Information Technologist II	\$27.12	\$27.57
7.	Chamberlin	James	Information Technologist II	\$26.30	\$26.75
8.	Cooper	David	Information Technologist II	\$26.30	\$26.75
9.	Fitzpatrick	Brad	Information Technologist II	\$30.01	\$30.46
10.	MacMahon	Gary	Information Technologist II	\$26.30	\$26.75
11.	Malave	Edwin	Information Technologist II	\$30.01	\$30.46

12.	Page	Manvel	Information Technologist II	\$27.12	\$27.57
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**j. Maintenance Workers (plus an additional \$.40/per hour shift differential when working 2<sup>nd</sup> shift)**

	Last Name	First Name	Position	Shift	2018-2019 Base Hourly	2019-2020 Base Hourly
1.	Klein	Donald	Maintenance I	1 <sup>st</sup> shift	\$18.73	\$19.18
2.	Monik	Kevin	Maintenance I	2 <sup>nd</sup> shift	\$16.58	\$17.03
3.	Sourwine	Arthur	Maintenance I	2 <sup>nd</sup> shift	\$17.25	\$17.70
4.	Starkes	Alonzo	Maintenance I	1 <sup>st</sup> shift	\$18.73	\$19.18
5.	Bednarski	Robert	Maintenance II	2 <sup>nd</sup> shift	\$21.00	\$21.45
6.	Buncich	Milan	Maintenance II	2 <sup>nd</sup> shift	\$21.00	\$21.45
7.	Counterman, Jr.	Boyd	Maintenance II	1 <sup>st</sup> shift	\$21.00	\$21.45
8.	Furlong	Michael	Maintenance II	2 <sup>nd</sup> shift	\$21.00	\$21.45
9.	Hafler	Douglas	Maintenance II	2 <sup>nd</sup> shift	\$21.00	\$21.45
10.	Halas	Nondas	Maintenance II	2 <sup>nd</sup> shift	\$21.00	\$21.45
11.	Hirsch	Matthew	Maintenance II	1 <sup>st</sup> shift	\$21.00	\$21.45
12.	Iannia	Joseph	Maintenance II	1 <sup>st</sup> shift	\$21.00	\$21.45
13.	Joseph	Jean	Maintenance II	2 <sup>nd</sup> shift	\$21.00	\$21.45
14.	Lesoine	Frederick	Maintenance II	1 <sup>st</sup> shift	\$21.00	\$21.45
15.	Miller	John	Maintenance II	2 <sup>nd</sup> shift	\$21.00	\$21.45
16.	O'Neill	Daniel	Maintenance II	2 <sup>nd</sup> shift	\$21.00	\$21.00
17.	Pearson	Glenn	Maintenance II	2 <sup>nd</sup> shift	\$21.00	\$21.45
18.	Roberts	Jeffrey	Maintenance II	2 <sup>nd</sup> shift	\$21.00	\$21.45
19.	See	Kenneth	Maintenance II	2 <sup>nd</sup> shift	\$21.00	\$21.45
20.	Teeple	Joshua	Maintenance II	1 <sup>st</sup> shift	\$21.00	\$21.45
21.	Tennis	Brendan	Maintenance II	2 <sup>nd</sup> shift	\$21.00	\$21.45
22.	Trimboli Jr.	Joseph	Maintenance II	2 <sup>nd</sup> shift	\$21.00	\$21.45
23.	Young, Jr.	William	Maintenance II	1 <sup>st</sup> shift	\$21.00	\$21.45

**k. Mechanics**

	Last Name	First Name	Position	2018-2019	2019-2020
1.	Bartron	Troy	Mechanic	\$19.98	\$20.43
2.	Craver	Joshua	Mechanic	\$19.98	\$20.43
3.	Fleming	Timothy	Mechanic	\$20.74	\$21.19

**l. Paraprofessionals**

	Last Name	First Name	Position	2018-2019	2019-2020
1.	Allen	Nichelle	Paraprofessional	\$17.62	\$18.07
2.	Ambrose	Joanne	Paraprofessional	\$19.12	\$19.57
3.	Andrews	Julie	Paraprofessional	\$17.62	\$18.07
4.	Aponte	Betty	Paraprofessional	\$20.33	\$20.78
5.	Azikiwe	Emmanuel	Paraprofessional	\$16.72	\$17.17
6.	Banks	Anne	Paraprofessional	\$19.12	\$19.57
7.	Bastian	Debra	Paraprofessional	\$18.25	\$18.70
8.	Berardi	Ann Marie	Paraprofessional	\$19.12	\$19.57
9.	Bergen	Lori	Paraprofessional	\$17.17	\$17.62

10.	Bianchi	Mary	Paraprofessional	\$17.62	\$18.07
11.	Bianco	Ellen	Paraprofessional	\$17.62	\$18.07
12.	Bigio	Camille	Paraprofessional	\$20.33	\$20.78
13.	Bioh	Magdalene	Paraprofessional	\$17.62	\$18.07
14.	Bogart	Jenny	Paraprofessional	\$19.90	\$20.35
15.	Branigan	Linda	Paraprofessional	\$20.33	\$20.78
16.	Cali	Barbara	Paraprofessional	\$20.33	\$20.78
17.	Camaerei	Albert	Paraprofessional	\$20.33	\$20.78
18.	Capizzi	Deborah	Paraprofessional	\$20.33	\$20.78
19.	Careri	Karen	Paraprofessional	\$17.62	\$18.07
20.	Cavanaugh	Theresa	Paraprofessional	\$17.62	\$18.07
21.	Cepin	Marisol	Paraprofessional	\$20.33	\$20.78
22.	Clarke	Lisa	Paraprofessional	\$17.62	\$18.07
23.	Conforti	Susan	Paraprofessional	\$17.62	\$18.07
24.	Connors	Patricia	Paraprofessional	\$20.33	\$20.78
25.	Conti	Ronda	Paraprofessional	\$17.62	\$18.07
26.	Cotto	Judith	Paraprofessional	\$17.17	\$17.62
27.	Cruz	Lisa	Paraprofessional	\$16.72	\$17.17
28.	Degraffenreid	Jacqueline	Paraprofessional	\$17.17	\$17.62
29.	Dell'Orto	Roberta	Paraprofessional	\$20.33	\$20.78
30.	DeRosa	Susan	Paraprofessional	\$17.17	\$17.62
31.	Deuerlein	Alice	Paraprofessional	\$20.33	\$20.78
32.	Dicola	Michelle	Paraprofessional	\$17.62	\$18.07
33.	Donald	Dawn	Paraprofessional	\$17.17	\$17.62
34.	Donegan	Siobhan	Paraprofessional	\$17.62	\$18.07
35.	Donovan	Christine	Paraprofessional	\$16.72	\$17.17
36.	Douglas	Patricia	Paraprofessional	\$19.90	\$20.35
37.	Drake	Alexis	Paraprofessional	\$17.17	\$17.62
38.	Duran	Mildred	Paraprofessional	\$16.72	\$17.17
39.	Ferebee	James	Paraprofessional	\$16.72	\$17.17
40.	Fetherman	Jane	Paraprofessional	\$18.25	\$18.70
41.	Finn	Kelly	Paraprofessional	\$16.72	\$17.17
42.	Finver	Maryellen	Paraprofessional	\$20.33	\$20.78
43.	Fonash	Charlene	Paraprofessional	\$17.62	\$18.07
44.	Francis	Gail	Paraprofessional	\$17.62	\$18.07
45.	Gallagher	Matthew	Paraprofessional	\$16.72	\$17.17
46.	Giove	Miriam	Paraprofessional	\$17.17	\$17.62
47.	Gregory	Clare	Paraprofessional	\$17.62	\$18.07
48.	Hennings	Gina	Paraprofessional	\$19.12	\$19.57
49.	Hernandez	Belinda	Paraprofessional	\$19.12	\$19.57
50.	Hunt	Sabryna	Paraprofessional	\$16.72	\$17.17
51.	Hutchinson	Diana	Paraprofessional	\$17.17	\$17.62
52.	Illingworth	Sharon	Paraprofessional	\$20.33	\$20.78
53.	Israel	Alicia	Paraprofessional	\$18.25	\$18.70
54.	Jablonski	Alison	Paraprofessional	\$20.33	\$20.78

55.	Jagger	Darlene	Paraprofessional	\$20.33	\$20.78
56.	Johnson	Joann	Paraprofessional	\$20.33	\$20.78
57.	Keesser	Bridget	Paraprofessional	\$17.62	\$18.07
58.	Kelly	Joni-Beth	Paraprofessional	\$17.62	\$18.07
59.	Kidwell	Yasmin	Paraprofessional	\$16.72	\$17.17
60.	Kizer	Ann Marie	Paraprofessional	\$20.33	\$20.78
61.	Korculanic	Ginger	Paraprofessional	\$18.25	\$18.70
62.	Leone	Pauline	Paraprofessional	\$17.62	\$18.07
63.	Locke	Gina	Paraprofessional	\$16.72	\$17.17
64.	Matthews	Ann	Paraprofessional	\$17.62	\$18.07
65.	McCue	Catherine	Paraprofessional	\$17.62	\$18.07
66.	McKeithan	Nelson	Paraprofessional	\$17.62	\$18.07
67.	McMahon	Beverly	Paraprofessional	\$18.25	\$18.70
68.	Melvin	Carmen	Paraprofessional	\$18.25	\$18.70
69.	Mignosi	Lisa	Paraprofessional	\$19.12	\$19.57
70.	Miller	Lorin	Paraprofessional	\$16.72	\$17.17
71.	Morales	Venus	Paraprofessional	\$17.17	\$17.62
72.	Morris	Gary	Paraprofessional	\$17.62	\$18.07
73.	Mounts	Yvonne	Paraprofessional	\$17.62	\$18.07
74.	Noia	Donna	Paraprofessional	\$20.33	\$20.78
75.	O'Brien	Patricia	Paraprofessional	\$20.33	\$20.78
76.	Palmer	Michelle	Paraprofessional	\$16.72	\$17.17
77.	Parkes	Jo	Paraprofessional	\$17.62	\$18.07
78.	Pavlovsky	Anna	Paraprofessional	\$17.17	\$17.62
79.	Pearson	Eileen	Paraprofessional	\$20.33	\$20.78
80.	Perez	Julissa	Paraprofessional	\$17.17	\$17.62
81.	Peters	Karen	Paraprofessional	\$19.12	\$19.57
82.	Poloway	Mary	Paraprofessional	\$18.25	\$18.70
83.	Rabelo-Keller	Zeina	Paraprofessional	\$16.72	\$17.17
84.	Rambone	Kelly	Paraprofessional	\$20.33	\$20.78
85.	Randall	Michele	Paraprofessional	\$16.72	\$17.17
86.	Reveron	Evelyn	Paraprofessional	\$17.62	\$17.62
87.	Rodriguez	Stephanie	Paraprofessional	\$17.17	\$17.62
88.	Romano	Nicole	Paraprofessional	\$17.62	\$18.07
89.	Rowinski	Lisa	Paraprofessional	\$20.33	\$20.78
90.	Sanita	Sharon	Paraprofessional	\$17.62	\$18.07
91.	Schoenmakers	Gwendolyn	Paraprofessional	\$17.17	\$17.62
92.	Schumann	Linda	Paraprofessional	\$20.33	\$20.78
93.	Shaffer	Alicia	Paraprofessional	\$17.17	\$17.62
94.	Sherman	Diane	Paraprofessional	\$20.33	\$20.78
95.	Shukaitis	Sandra	Paraprofessional	\$18.25	\$18.70
96.	Sileikis	Danine	Paraprofessional	\$16.72	\$17.17
97.	Slama	Susan	Paraprofessional	\$17.62	\$18.07
98.	Smith	Donna	Paraprofessional	\$19.12	\$19.57
99.	Snapp	Donna	Paraprofessional	\$19.12	\$19.57

100.	States-Delcane	Denise	Paraprofessional	\$18.25	\$18.70
101.	Struhala	Jennifer	Paraprofessional	\$17.17	\$17.62
102.	Summerville	Launie	Paraprofessional	\$17.62	\$18.07
103.	Sutton	Deanna	Paraprofessional	\$19.12	\$19.57
104.	Tassinari	Lori	Paraprofessional	\$17.62	\$18.07
105.	Thompson	Teresa	Paraprofessional	\$17.62	\$18.07
106.	Totero	Stacy	Paraprofessional	\$17.17	\$17.62
107.	Tritto	Joann	Paraprofessional	\$17.62	\$18.07
108.	Vigorito	Brenda	Paraprofessional	\$17.62	\$18.07
109.	Villanueva	Stephanie	Paraprofessional	\$17.62	\$18.07
110.	Weber	Sarah	Paraprofessional	\$18.25	\$18.70
111.	Weiss	Donna	Paraprofessional	\$16.72	\$17.17
112.	Wetklow	Nancy	Paraprofessional	\$17.62	\$18.07
113.	Zepeda	Carmen	Paraprofessional	\$20.33	\$20.78

**m. Secretaries**

	Last Name	First Name	Position	2018-2019	2019-2020
1.	Antoni	Barbara	Secretary	\$17.49	\$17.94
2.	Arawjo (retire 8/2/19)	Karen	Secretary	\$15.46	\$15.91
3.	Balmoos	Linda	Secretary	\$23.89	\$24.34
4.	Behme	Beth Ann	Secretary	\$16.52	\$16.97
5.	Borer	Robin	Secretary	\$17.49	\$17.94
6.	Brown	Deborah	Secretary	\$17.49	\$17.94
7.	Chamberlin	Annemarie	Secretary	\$16.52	\$16.97
8.	Crowl	Maureen	Secretary	\$17.49	\$17.94
9.	Determan	Martha	Secretary	\$17.49	\$17.94
10.	Dolinish	Kris	Secretary	\$23.89	\$24.34
11.	Dunleavy	Susan	Secretary	\$15.46	\$15.91
12.	Ecenbarger	Debra	Secretary	\$15.46	\$15.91
13.	Fetherman (7/2/19)	Christopher	Secretary		\$14.76
14.	Fuller	Jeanine	Secretary	\$15.46	\$15.91
15.	Grimaldi	Lynnette	Secretary	\$15.01	\$15.46
16.	Heitz	Maria	Secretary	\$15.46	\$15.91
17.	Holden	Kira	Secretary	\$15.46	\$15.91
18.	Huffman	Jennifer	Secretary (10 month, part-time, 3 hour)	\$14.56	\$15.01
19.	Johnson (retire 7/1/19)	Gail	Secretary	\$17.49	\$17.94
20.	Kirk	Joyce	Secretary	\$17.49	\$17.94
21.	Kirschner	Karen	Secretary	\$16.52	\$16.97
22.	Kolcun	Elizabeth	Secretary	\$17.49	\$17.94
23.	Konawalik	Leanne	Secretary	\$14.56	\$15.01
24.	Lohmann	Jessie	Secretary	\$15.46	\$15.91
25.	Lopez	Rebecca	Secretary	\$15.46	\$15.91
26.	Lopresti	Maddalena	Secretary	\$14.56	\$15.01
27.	Males	Linda	Secretary	\$18.67	\$19.12
28.	Massaro	Ellen	Secretary	\$16.52	\$16.97



29.	Mcgrath	Francine	Secretary	\$15.46	\$15.91
30.	Menditto	Marguerite	Secretary	\$16.52	\$16.97
31.	Michaels	Kristine	Secretary	\$22.36	\$22.81
32.	Nevin	Angela	Secretary	\$15.46	\$15.91
33.	Newberry	Jessica	Secretary	\$16.52	\$16.97
34.	Oney	Kelli	Secretary	\$15.46	\$15.91
35.	Osmanski	Tammy	Secretary	\$17.49	\$17.94
36.	Piccoli	Barbara	Secretary	\$15.46	\$15.91
37.	Rivadeneira	Gloria	Secretary	\$15.46	\$15.91
38.	Romansky	Patricia	Secretary	\$15.46	\$15.91
39.	Rosado	Lorena	Secretary	\$15.46	\$15.91
40.	Salmon	Lynn	Secretary	\$17.19	\$17.64
41.	Schaal	Denise	Secretary	\$15.46	\$15.91
42.	Schnaitman	Dana	Secretary	\$15.46	\$15.91
43.	Skidmore	Rose	Secretary	\$15.46	\$15.91
44.	Snyder	Amy	Secretary	\$18.67	\$19.12
45.	Sourwine	Judy	Secretary	\$17.49	\$17.94
46.	Varner	Lisa	Secretary	\$17.49	\$17.94
47.	Vazquez	Daisy	Secretary	\$15.46	\$15.91
48.	Walck	Martha	Secretary	\$17.49	\$17.94
49.	Walsh	Tammy	Secretary	\$15.46	\$15.91
50.	Wright	Patricia	Secretary	\$17.49	\$17.94

**n. Student Aides**

	Last Name	First Name	Position	2018-2019	2019-2020
1.	Ace	Rebecca	Student Aide	\$13.46	\$13.91
2.	Burke	Michelle	Student Aide	\$14.36	\$14.81
3.	Butz	Connie	Student Aide	\$14.36	\$14.81
4.	Calascibetta	Joan	Student Aide	\$14.36	\$14.81
5.	Cali	Charlotte	Student Aide	\$14.36	\$14.81
6.	Carey	Ronnise	Student Aide	\$14.36	\$14.81
7.	Catalano	John	Student Aide	\$13.46	\$13.91
8.	Ciucci	Margaret	Student Aide	\$14.36	\$14.81
9.	Cramer	Leslie Ann	Student Aide	\$15.02	\$15.47
10.	Dalia	Teresa	Student Aide	\$15.02	\$15.47
11.	DiSanto	Patricia	Student Aide	\$14.36	\$14.81
12.	Duval	Elvira	Student Aide	\$15.02	\$15.47
13.	Eilers	Deborah	Student Aide	\$14.36	\$14.81
14.	Fish	Joy	Student Aide	\$15.02	\$15.47
15.	Foran	Widya	Student Aide	\$13.46	\$13.91
16.	Frevele	Samantha	Student Aide	\$14.36	\$14.81
17.	Glinska	Izabella	Student Aide	\$14.36	\$14.81
18.	Glynn	Gerardine	Student Aide	\$14.36	\$14.81
19.	Graziano	Amy	Student Aide	\$14.36	\$14.81
20.	Hanson	Jennifer	Student Aide	\$14.36	\$14.81

21.	Harris	Marianne	Student Aide	\$15.02	\$15.47
22.	Imbert	Lisa	Student Aide	\$15.02	\$15.47
23.	Jackson	Jacquelyn	Student Aide	\$14.36	\$14.81
24.	Johnson	Mark	Student Aide	\$14.36	\$14.81
25.	Johnson	Beverly	Student Aide	\$14.36	\$14.81
26.	Justiniano	Edward	Student Aide	\$14.36	\$14.81
27.	Lapping	Sarah	Student Aide	\$13.91	\$14.36
28.	Lopez	Myrna	Student Aide	\$14.36	\$14.81
29.	McDermott	Amy	Student Aide	\$14.36	\$14.81
30.	Meduri	Nancy	Student Aide	\$14.36	\$14.81
31.	Mohamed	Bibi	Student Aide	\$14.36	\$14.81
32.	Orenstein	Carol	Student Aide	\$16.84	\$17.29
33.	Ortiz	Gladys	Student Aide	\$15.51	\$15.96
34.	Parmer	Mary	Student Aide	\$14.36	\$14.81
35.	Peltz	Robin	Student Aide	\$14.36	\$14.81
36.	Perez	Wanda	Student Aide	\$15.02	\$15.47
37.	Perry	Raymond	Student Aide	\$15.02	\$15.47
38.	Root	Maria	Student Aide	\$14.36	\$14.81
39.	Rue	Viola	Student Aide	\$16.38	\$16.83
40.	Saffer	Michele	Student Aide	\$13.91	\$14.36
41.	Salerno	Martene	Student Aide	\$14.36	\$14.81
42.	Shortino	Debra	Student Aide	\$16.38	\$16.83
43.	Stitch	Melody	Student Aide	\$14.36	\$14.81
44.	Syfor	Nicole	Student Aide	\$13.46	\$13.91
45.	Tayburn	Cynthia	Student Aide	\$14.36	\$14.81
46.	Tonkin	Lisa	Student Aide	\$16.84	\$17.29
47.	Wesselius	Kathleen	Student Aide	\$14.36	\$14.81
48.	Wilson	Robin	Student Aide	\$14.36	\$14.81

**h. Temporary Summer Grounds Workers**

	Name	Position(s)	Effective Date(s)	Rate
1.	Bomar, Terrence	Summer Grounds Worker	June 19, 2019 through August 23, 2019	\$14.00/hour
2.	Cramer, Kathaleen	Summer Grounds Worker	June 19, 2019 through August 23, 2019	\$11.50/hour
3.	Fylstra, Stephen	Summer Grounds Worker	June 19, 2019 through August 23, 2019	\$14.00/hour
4.	Heller, Layton	Summer Grounds Worker	June 19, 2019 through August 23, 2019	\$14.00/hour
5.	Reyes, Samuel	Summer Grounds Worker	June 19, 2019 through August 23, 2019	\$11.50/hour

**i. Temporary Summer Technology Services Interns**

	Name	Position(s)	Effective Date(s)	Rate
1.	Bynoe, Christian	Summer Technology Services Intern	June 25, 2019 through August 23, 2019	\$8.00/hour
2.	Croom, Nathaniel	Summer Technology Services Intern	June 25, 2019 through August 23, 2019	\$8.00/hour
3.	Dennis, Aiden	Summer Technology Services Intern	June 25, 2019 through August 23, 2019	\$8.00/hour
4.	Osborne, Alexander	Summer Technology Services Intern	June 25, 2019 through August 23, 2019	\$8.00/hour

**j. Substitute Appointments**

	Name	Position(s)	Classification	Effective Date(s)
1.	Bogart, Jenny	Student Aide	Support	2018/2019 Fiscal Year
2.	Dudley, Galvin	Security Officer	Support	2018/2019 Fiscal Year
3.	Fetherman, Christopher	Secretary	Support	2018/2019 Fiscal Year

4.	Finnerly, Stacy	Cafeteria Aide, Front Desk Receptionist, Secretary, Student Aide	Support	2018/2019 Fiscal Year
5.	Hernandez, Kinan	Paraprofessional, Secretary	Support	2018/2019 Fiscal Year
6.	Haraldsen, Kiomarice	Secretary	Support	2018/2019 Fiscal Year
7.	Heller, Layton	Paraprofessional, Student Aide	Support	2018/2019 Fiscal Year

**k. 2019-2020 School Year Professional Substitute Rate**

Position	Rate	Bonus
Teacher/School Nurse	\$100.00 per day	\$500.00 after thirty (30) days of professional substituting. The thirty (30) days do not have to be consecutive and are calculated for time substituted within the 2019-2020 school year and will not carry over to subsequent school years.

**l. 2019-2020 Fiscal Year Support Substitute Rates**

Position	Per Hour
Bus Driver	\$15.00
Bus Mechanic	\$13.00
Business Office	\$10.00
Cafeteria Aide	\$ 8.00
Cafeteria Worker	\$ 8.00
Crossing Guard	\$ 8.25
Custodian	\$ 9.75
Front Desk Receptionist	\$ 7.50

Position	Per Hour
Health Room Nurse	\$12.00
Information Technologist	\$11.00
Maintenance I Worker	\$10.50
Paraprofessional	\$11.00
Attendance Officer	\$13.00
School Police Officer	\$13.50
Secretary	\$ 9.50
Security Officer	\$10.00
Student Aide	\$10.00

**m. School Nurses/Dental Hygienist Additional Hours for the Summer of the 2018-2019 School Year.**

Rates are \$29.06 per hour, based on a 7.5 hour workday.

1. School Nurses – up to a maximum of 7 days
2. Dental Hygienist – up to a maximum of 5 days
3. Department Chairpersons – up to a maximum of 7 additional days

**n. Supplemental Days for School Counselors/School Psychologists/Consultant for the 2019-2020 Fiscal Year.**

1. Elementary School Counselors – up to a maximum of 13 days
2. Intermediate School Counselors – up to a maximum of 16 days
3. Secondary School Counselors – up to a maximum of 20 days
4. Out of District Consultant – up to a maximum of 20 days
5. Department Chairpersons – up to a maximum of 3 additional days
6. School Psychologists – up to a maximum of 10 days

**o. Summer Curriculum Revising.** Motion to approve the following summer hours effective June 25, 2019, through August 19, 2019, for the purpose of evaluating and revising curriculum in accordance with the approved applicable policies and procedures. These positions are funded through Curriculum and Instruction.

	Last Name	First Name	Position	Location	Classification	Rate
1.	Brotherton	Regina	Family Consumer Science	High School South	Professional	\$29.06 per hour, not to exceed a total of 12 hours

2.	DeRobertis	Michelle	Family Consumer Science	J. T. Lambert Intermediate	Professional	\$29.06 per hour, not to exceed a total of 12 hours
3.	Moretto	Destiny	Family Consumer Science	Lehman/ J. T. Lambert Intermediate	Professional	\$29.06 per hour, not to exceed a total of 12 hours
4.	Shemansky	Mercy	Art	J. T. Lambert Intermediate	Professional	\$29.06 per hour, not to exceed a total of 12 hours
5.	Christopher	Michelle	Art	J. T. Lambert Intermediate	Professional	\$29.06 per hour, not to exceed a total of 12 hours
6.	Tinney	Bridget	Art	Lehman Intermediate	Professional	\$29.06 per hour, not to exceed a total of 12 hours
7.	Mathiesen	Carla	World Language	High School North	Professional	\$29.06 per hour, not to exceed a total of 12 hours
8.	Kerestur	Kelly	World Language	Lehman Intermediate	Professional	\$29.06 per hour, not to exceed a total of 12 hours
9.	Watson	Mark	World Language	J. T. Lambert Intermediate	Professional	\$29.06 per hour, not to exceed a total of 12 hours
10.	Koch-Rutkowsky	Francesca	World Language	J. T. Lambert Intermediate	Professional	\$29.06 per hour, not to exceed a total of 12 hours
11.	Tasick	Denise	World Language	Lehman Intermediate	Professional	\$29.06 per hour, not to exceed a total of 12 hours

- p. ESL Department Curriculum Workdays** - Motion to approve the following summer professional development hours effective June 25, 2019, through August 19, 2019, for the purpose of evaluating and revising curriculum (including researching effective curricular and supplemental resources) in accordance with the approved applicable policies and procedures. These positions are fully funded through Title III grant.

	Name	Position	Classification	Location	Compensation
1.	Gittens, Linda	ESL Teacher	Professional	Bushkill Elementary	\$29.06 per hour, not to exceed 30 total hours.
2.	Keiper, Alisa	ESL Teacher	Professional	East Stroudsburg Elementary	\$29.06 per hour, not to exceed 30 total hours.
3.	Lowe, Angelica	ESL Teacher	Professional	Lehman Intermediate & High School North	\$29.06 per hour, not to exceed 30 total hours.
4.	Zimmerman, Lindsey	ESL Teacher	Professional	Middle Smithfield Elementary	\$29.06 per hour, not to exceed 30 total hours.

- q. Kindergarten Summer Late Screening** – Motion to approve the following teachers for the purpose of providing a screening for incoming Kindergarten students that missed the May screening windows. These positions are fully funded by the Title I Grant.

	Last Name	First Name	Location	Effective Date	Rate
1.	Quire	Taylor	Bushkill Elementary	July 16, 2019	\$29.06 per hour, not to exceed 7 hours

2.	Melendez	Dawn	East Stroudsburg Elementary	July 16, 2019	\$29.06 per hour, not to exceed 7 hours
3.	Leonard	Jacilyn	JM Hill Elementary	July 16, 2019	\$29.06 per hour, not to exceed 7 hours
4.	Marston-Roses	Dawn	Middle Smithfield Elementary	July 16, 2019	\$29.06 per hour, not to exceed 7 hours
5.	Karas	Jillian	Smithfield Elementary	July 16, 2019	\$29.06 per hour, not to exceed 7 hours

- r. **Kindergarten Summer Late Screening** – Motion to approve the following teachers for the purpose of providing a screening for incoming Kindergarten students that missed the May and July screening windows. These positions are fully funded by the District.

	Last Name	First Name	Location	Effective Date	Rate
1.	Zabriskie	Lisa	Bushkill Elementary	August 12, 2019	\$29.06 per hour, not to exceed 7 hours
2.	Melendez	Dawn	East Stroudsburg Elementary	August 12, 2019	\$29.06 per hour, not to exceed 7 hours
3.	Leonard	Jacilyn	JM Hill Elementary	August 12, 2019	\$29.06 per hour, not to exceed 7 hours
4.	Seeman	Deziree	Middle Smithfield Elementary	August 12, 2019	\$29.06 per hour, not to exceed 7 hours
5.	Shaffer	Nancy	Middle Smithfield Elementary	August 12, 2019	\$29.06 per hour, not to exceed 7 hours
6.	LeDuc	Wendy	Resica Elementary	August 12, 2019	\$29.06 per hour, not to exceed 7 hours
7.	Yorke-Viney	Sally	Smithfield Elementary	August 12, 2019	\$29.06 per hour, not to exceed 7 hours

- s. **Quick Start to Kindergarten Program, Summer 2019.** Effective June 24, 2019 for planning/training. Program dates: July 29, 2019 through August 9, 2019. These positions are fully funded by Title I.

	Name	Position	Classification	Location	Compensation
1.	Rodriguez, Stephanie	Parent Presentation Facilitator	Professional	Smithfield Elementary	\$29.06 per hour, not to exceed 27 hours
2.	Schoenmakers, Gwendolyn	Paraprofessional	Support	East Stroudsburg Elementary	\$17.62 per hour, not to exceed 41 hours

- t. **2019 Title I STEAM\*R Summer Enrichment Program.** Effective June 24, 2019 to allow for pre-planning and preparation. Program dates: July 1 – July 25, 2019. These positions are fully funded by the Title I Grant.

	Name	Position	Classification	Location	Compensation
1.	Greaves, Micanel	Program Teacher	Professional	Bushkill Elementary	\$29.06 per hour, not to exceed 103 total hours.
2.	Trauschke, Billie	Program Teacher	Professional	East Stroudsburg Elementary	\$29.06 per hour, not to exceed 103 total hours.
3.	Zaso, Anita	Program Teacher	Professional	East Stroudsburg Elementary	\$29.06 per hour, not to exceed 103 total hours.

4.	Fisher, Marijo	Program Teacher	Professional	J.M. Hill Elementary	\$29.06 per hour, not to exceed 103 total hours.
5.	Scott, Jessica	Program Teacher	Professional	Resica Elementary	\$29.06 per hour, not to exceed 103 total hours.
6.	Spering, Laureen	Program Teacher	Professional	Resica Elementary	\$29.06 per hour, not to exceed 103 total hours.
7.	Vidal, Joanne	Floating Teacher	Professional	Resica Elementary	\$29.06 per hour, not to exceed 83 total hours.

u. **2019 Title I STEAM\*R Summer Enrichment Program Nurses.** Effective July 1 through July 25, 2019. These positions are fully funded by the Title IV Grant.

	Last Name, First Name	Position	Classification	Location	Compensation
1.	Cannell, Marianne	Health Room Nurse	Professional	District	\$29.06 per hour, not to exceed 83 total hours.
2.	Little, Joann	Health Room Nurse	Professional	District	\$29.06 per hour, not to exceed 83 total hours.
3.	Reilly, Margaret	Health Room Nurse	Professional	District	\$29.06 per hour, not to exceed 83 total hours.
4.	Shamey, Alexis	Health Room Nurse	Professional	District	\$29.06 per hour, not to exceed 83 total hours.

v. **Schedule B Position Appointments**

**2018-2019 School Year**

	Last Name	First Name	Position	School(s)	Rate
1.	Schaller	Derek	Summer Weight Training Coach	High School North	\$2,747.00
2.	Burns	Daniel	Summer Weight Training Tri-Coach (32%)	High School South	\$2,747.00 (prorated)
3.	Ellison	Aimee	Summer Weight Training Tri-Coach (57%)	High School South	\$2,747.00 (prorated)
4.	Kessel	Brielle	Summer Weight Training Tri-Coach (11%)	High School South	\$2,747.00 (prorated)
5.	Timpson	Daniel	Intramural Summer Basketball Advisor	J. T. Lambert Intermediate	\$23.96 (20 hour maximum)

**2019-2020 School Year**

	Last Name	First Name	Position	Building	Rate	longevity stipend
1.	Wingarter	Michael	Field Hockey Assistant Coach	High School North	\$3,627.00	
2.	Ammerman	Denise	Field Hockey Head Coach	High School North	\$5,672.00	(plus \$250.00 longevity stipend)
3.	Bell, Sr.	Rickie	Football Varsity Assistant Coach	High School North	\$6,025.00	
4.	Brown	Seth	Football Varsity Assistant Coach	High School North	\$6,025.00	
5.	Rohner	Jordan	Football Varsity Assistant Coach	High School North	\$6,025.00	
6.	Gallagher	Carly	Girls' Soccer Varsity Assistant Coach	High School North	\$3,680.00	
7.	Campbell	Bridget	Girls' Tennis Junior Varsity Coach	High School North	\$2,212.00	

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Building</b>	<b>Rate</b>	<b>longevity stipend</b>
8.	Wood	Cori	Intramural Girls' Soccer Advisor	High School North	\$24.21/hour (24 hour maximum)	
9.	Cloward	Daniel	Scholastic Scrimmage Head Coach	High School North	\$2,283.00	(plus \$250.00 longevity stipend)
10.	Furst	Kane	Baseball Head Coach	High School South	\$6,002.00	(plus \$250.00 longevity stipend)
11.	Milford	Gregory	Baseball Junior Varsity Coach	High School South	\$4,000.00	
12.	Markowski	Sigmund	Baseball Varsity Assistant Coach	High School South	\$4,113.00	
13.	Kolcun	Brian	Boys' Tennis Head Coach	High School South	\$3,770.00	(plus \$250.00 longevity stipend)
14.	Krammes	Barry	Boys' Track and Field Head Coach	High School South	\$6,126.00	(plus \$250.00 longevity stipend)
15.	Yeomans	Brett	Boys' Track and Field Varsity Assistant Coach	High School South	\$3,987.00	
16.	Bogart	Jenny	Chess Team Coach	High School South	\$2,134.00	
17.	Finelli, Jr.	John	Girls' Track and Field Head Coach	High School South	\$6,126.00	(plus \$250.00 longevity stipend)
18.	Leap	Jason	Girls' Track and Field Varsity Assistant Coach	High School South	\$3,987.00	
19.	Kernan	Paul	Mock Trial Head Coach	High School South	\$2,509.00	(plus \$250.00 longevity stipend)
20.	Cramer	Bryan	Scholastic Scrimmage Head Coach	High School South	\$2,283.00	
21.	Ridner, Jr.	Fred	Science Olympiad Club Advisor	High School South	\$1,102.00	
22.	Ruhl	Steven	Softball Head Coach	High School South	\$6,002.00	
23.	Camaerei	Albert	Softball Junior Varsity Coach	High School South	\$4,000.00	
24.	Schembeck	Angela	Softball Varsity Assistant Coach	High School South	\$4,113.00	
25.	Turner	Gillian	Speech & Debate Team Advisor	High School South	\$1,962.00	
26.	Litts	Randall	Wrestling Head Coach	High School South	\$7,490.00	(plus \$250.00 longevity stipend)
27.	McCracken	Sean	Wrestling Varsity Assistant Coach	High School South	\$4,950.00	
28.	Timpson	Daniel	Boys' Basketball Head Coach	J. T. Lambert Intermediate	\$3,661.00	(plus \$250.00 longevity stipend)
29.	Timpson	Daniel	Intramural Boys' Soccer Advisor	J. T. Lambert Intermediate	\$24.21/hour (24 hour maximum)	
30.	Peeke	Lachlan	Intramural Cross Country Advisor	J. T. Lambert Intermediate	\$24.21/hour (24 hour maximum)	
31.	Kessel	Brielle	Intramural Field Hockey Co-Advisor	J. T. Lambert Intermediate	\$24.21/hour (12 hour maximum)	
32.	Mitchell	Daniel	Intramural Football Advisor	J. T. Lambert Intermediate	\$24.21/hour (24 hour maximum)	
33.	Watson	Mark	Intramural Volleyball Advisor	J. T. Lambert Intermediate	\$24.21/hour (24 hour maximum)	
34.	Gouger III	William	Wrestling Assistant Coach	J. T. Lambert Intermediate	\$3,614.00	
35.	Reichl	Jeffrey	Associate Athletic Director	Lehman Intermediate	\$5,533.00	
36.	Beckworth	Douglas	Girls' Basketball Head Coach	Lehman Intermediate	\$3,661.00	

**2019-2020 School Year (Department Chairpersons)**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>School(s)</b>	<b>Rate</b>
1.	Gress	Heather	First Grade/Communication Arts	all elementary schools	\$3,886.00
2.	Ludwig	Suzanne	Second Grade/Communication Arts	all elementary schools	\$3,886.00
3.	Clark	Stephanie	Third Grade/Math	all elementary schools	\$3,886.00
4.	Perini	Brenda	Fourth Grade/Science	all elementary schools	\$3,886.00
5.	Hnasko	Scott	Fifth Grade/Technology	all elementary schools	\$3,886.00
6.	Leonard	Jacilyn	Kindergarten/Social Studies	all elementary schools	\$3,886.00
7.	Hansen	Jillian	Guidance	all elementary schools	\$3,886.00
8.	Miller	Barbara	Reading K-5	all elementary schools	\$3,886.00
9.	Heeter	Patricia	RTII K-5	all elementary schools	\$3,478.00
10.	Tynemouth	Catherine	Vocal Music	all schools	\$3,886.00
11.	Keiper	Alisa	English as a Second Language	all schools	\$3,886.00
12.	Cole	Susan	Health Services	all schools	\$3,886.00
13.	Shermansky	Mercy	Art	all schools	\$3,886.00
14.	Strazzeri	Catherine	Library Co-Chairperson	all schools	\$3,886.00 (prorated)
15.	Gullstrand	Marjory	Library Co-Chairperson	all schools	\$3,886.00 (prorated)
16.	Ellison	Aimee	Health and Physical Education	all schools	\$3,886.00
17.	Bakner	Paul	Instrumental Music	all grades 4 through 12	\$3,886.00
18.	Brotherton	Regina	Family & Consumer Science	all secondary schools	\$3,886.00
19.	Mathiesen	Carla	Foreign Language	all secondary schools	\$3,886.00
20.	Long	Craig	Technology Education	all secondary schools	\$3,886.00
21.	Nace	Kevin	Social Studies	High School North	\$3,886.00
22.	Marmo	Jennifer	English	High School North	\$3,886.00
23.	Mochan	Karen	Math	High School North	\$3,886.00
24.	Soskil	Lori	Science	High School North	\$3,886.00
25.	Minnichbach	Lisa	Special Education	High School North	\$3,886.00
26.	Catrillo	Ann	English	High School South	\$3,886.00
27.	Carson	Wayne	Math	High School South	\$3,886.00
28.	Hughes	Melissa	Science Co-Chairperson	High School South	\$3,886.00 (prorated)
29.	Scott	David	Science Co-Chairperson	High School South	\$3,886.00 (prorated)
30.	Coffman	Adam	Social Studies Chairperson	High School South	\$3,886.00
31.	Mooney	Edward	Special Education	High School South	\$3,886.00
32.	Hopstetter	Jessica	Business Education Co-Chairperson	High Schools North & South	\$3,886.00 (prorated)
33.	O'Malley	Annette	Business Education Co-Chairperson	High Schools North & South	\$3,886.00 (prorated)



34.	Kerzner	Phillip	Guidance Co-Chairperson	J T Lambert & HS South	\$3,886.00 (prorated)
35.	Formica	Joseph	Guidance Co-Chairperson	J T Lambert & HS South	\$3,886.00 (prorated)
36.	Ruhl	Jessica	English	J T Lambert Intermediate	\$3,886.00
37.	Grindle	Aliya	Reading	J T Lambert Intermediate	\$3,886.00
38.	Panepinto	Carrie	Math	J T Lambert Intermediate	\$3,886.00
39.	LaBar	Robert	Social Studies	J T Lambert Intermediate	\$3,886.00
40.	Ostroski	Deana	Special Education	J T Lambert Intermediate	\$3,886.00
41.	Falbo	David	Guidance	Lehman & HS North	\$3,886.00
42.	Pellington	Cynthia	English	Lehman Intermediate	\$3,886.00
43.	Zavertnik	Louise	Reading	Lehman Intermediate	\$3,886.00
44.	Libecap	Charles	Math	Lehman Intermediate	\$3,886.00
45.	Mitchell	Brian	Social Studies	Lehman Intermediate	\$3,886.00
46.	Cruz	Iveliz	Special Education	Lehman Intermediate	\$3,886.00

e. **FINANCES**

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

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick that the East Stroudsburg Area School District does hereby adopt its General Fund Budget for the 2019-20 fiscal year in the amount of \$161,713,961 in the amounts and categories as set forth below and as posted and advertised in accordance with the law. The General Fund Budget includes funds from state and federal governments in addition to the taxes hereafter levied, after proper additions and amendments. Motion was seconded by Keith Karkut. A roll call vote was made and carried unanimously, 9-0. George Andrews, Larry Dymond, Jason Gullstrand, Robert Huffman, Keith Karkut, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

(See pages 273-277)

ii. **605 – Tax Levy (ROLL CALL VOTE)**

1.

**ACTION BY THE BOARD:**

Motion was made by Keith Karkut to 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. Motion was seconded by Robert Huffman. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Larry Dymond, Jason Gullstrand, Robert Huffman, Keith Karkut, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

- 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.

2.

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve the formal resolution as presented to the Board for the 2019 Homestead & Farmstead Exclusion. This will result in a maximum tax reduction of \$434.72 for each approved homestead and farmstead within the School District for the 2019 tax year. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 278-279)

3.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the settlement of the tax assessment appeal indexed to Monroe County Court of Common Pleas No. 7855 CV 2018 as set forth on the Settlement Stipulation presented, and to authorize the Solicitor to sign the Settlement Stipulation on behalf of the school district. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

(See pages 280-283)

iii. **613 – Cooperative Purchasing**

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve the proposal from IntegraOne for the purchase of security cameras, wall mounts, and software licenses at the Middle Smithfield Elementary School in the amount of \$78,616.00 as per the COSTARS - Contract #003-085 and 006-040. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

(See pages 284-293)

iv. **616 – Payment of Bills**

1.

**ACTION BY THE BOARD:**

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

- 1. Budget Transfers - (See pages 294-326)
- 2. Payment of Bills - (See pages 327-340)
- 3. Treasurer’s Report - (See page 341-367)

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 Jason Gullstrand and passed 8-1. Keith Karkut voted no.

- H.S. North & Lehman I.S. Water Heater Replacement – D’Huy Engineering, Inc. Invoice #49465 - \$2,252.50
- H.S. North Roof Replacement – D’Huy Engineering, Inc. Invoice #49461 - \$15,000.22
- High School South Cameras – D’Huy Engineering, Inc. Invoice #49466 - \$1,296.46
- North Campus Surveillance Cameras – D’Huy Engineering, Inc. Invoice #49463 - \$2,576.36
- Resica Elementary School Roof Replacement – D’Huy Engineering, Inc. Invoice #49462 - \$6,420.03
- Trane Controls Oversight – D’Huy Engineering, Inc. Invoice #49464 - \$5,187.49

(See pages 368-373)

3.

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve Pay Application #1 from Guyette Communications Industries in the amount of \$92,659.50 for work on the North Campus Camera Installation project. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 374-375)

4.

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve Pay Application #2 from Guyette Communications Industries in the amount of \$73,026.90 for work on the North Campus Camera Installation project. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 376-377)

5.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve Pay Application #1 from Trane in the amount of \$254,474.80 for work on the High School North/Lehman ATC upgrade. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 378-382)

f. **PROPERTY**

i. **704 – Maintenance**

**ACTION BY THE BOARD:**

Motion was made by Richard Schlameuss to approve the proposal from Trane for Automatic Temperature Controls for High School North/Lehman Intermediate Water Heater in the amount of \$31,425.00. Motion was seconded by Robert Huffman. Mr. Schlameuss withdrew his motion prior to its being voted upon.

Motion was made by George Andrews to approve the proposal from Trane for Automatic Temperature Controls for High School North/Lehman Intermediate Water Heater in the amount of \$35,650.00. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 383-392)

ii. **706 – Property Records**

**ACTION BY THE BOARD:**

Motion was made by Robert Huffman to approve the proposal from Parago Software Inc. in the amount of \$10,920.00 to provide an annual subscription and one-time setup and training for Technology Asset Inventory Software. After the first year, the annual subscription license will be \$10,000. Motion was seconded by Debbie Kulick and passed 8-1. Keith Karkut voted no.

(See pages 393-395)

g. OPERATIONS

i. 818 – Contracted Services

**ACTION BY THE BOARD:**

Motion was made by Keith Karkut to approve the contracts listed for their specific services, rates and effective dates, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Robert Huffman and carried unanimously, 9-0. Debbie Kulick abstained from Contracts Totaling Under \$10,000 #3.

Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	95% Group Inc.	Professional Development and Materials to Assist teachers, RTII Staff, reading specialists and reading paraprofessionals in improving reading	\$3,275.00	Title I Grant	09/15/19
2.	Behavioral Health Associates	Alternative General Education/Special Education Programming, Career Employment Services, eBridge Academy Online Education	General Education- \$105.00 per day, Special Education- \$153.00 per day, Autistic Support- \$232.00 per day, Dual Diagnosis Support- \$325.00, Intensive Self-Management Support- \$345.00 per day, Positively Reinforced Individually Directed Education Program- \$232.00 per day	Pupil Services and Special Education	7/1/19-6/30/20
3.	Bushkill Emergency Corps.	Standby Ambulance Coverage for designated home football games at Lehman Intermediate	\$110.00 per game/8 Games \$880.00	Athletics Dept.	8/31/19 and 10/5/19
4.	CodeHS	Classroom Software	\$7,200.00	Curriculum (Secondary)	7/1/19-6/30/22
5.	Colonial IU 20	Online CPR/First Aid Certification account to purchase online CPR/First Aid Certifications	\$25.99 per Certification Approximately \$519.80	ACCESS Funds	7/1/19-6/30/20
6.	Devereux Advanced Behavioral Health	Day Special Education Programming	Education@ \$236.00 per day, 1:1 student support services @ \$34.00 per hour	Pupil Services and Special Education	7/8/19-8/23/19
7.	Dr. Planet (Steve Lastra)	Dr. Planet presentation for the Steam-R Program at Smithfield Elementary School.	\$300.00	EITC Grant	7/17/19

8.	East Stroudsburg University	J. M. Hill Elementary Students will tour the Schisler Museum and McMunn Planetarium during the Steam-R Program.	\$270.00	EITC Grant	7/16/19
9.	East Stroudsburg University	Strength & Conditioning Graduate Assistant Program for High School North	Not to Exceed \$9,655.00	Athletics Dept.	8/26/19 - last student day
10.	East Stroudsburg University	Strength & Conditioning Graduate Assistant Program for High School South	Not to Exceed \$9,655.00	Athletics Dept.	8/26/19 – last student day
11.	Kettle Creek (Roger Spotts)	Pocono Wildlife Presentation for Steam-R Program at Smithfield Elementary School	\$100.00	EITC Grant	7/10/19
12.	Kitchen Chemistry (Lisa Diemer)	Chemistry Presentation using food for Steam-R Program at Bushkill Elementary School	\$40.00	EITC Grant	7/2/19
13.	Kits Interactive Theatre (Kitty Jones)	Interactive Plays for the students for Steam-R Program at East Stroudsburg Elementary School	\$400.00	Title IV Grant	7/17/19
14.	Lehigh Valley Zoo (Cherlyn Vatalaro)	Zoo Reach Program for Steam-R Program at Middle Smithfield Elementary School	\$475.00	EITC Grant	7/8/19
15.	Lexicon Timing, LLC (Alexis Mercado)	Timing Services for South Track & Field 4 dual meets and Cavalier Invitational	\$3,300.00	Athletics – South Track & Field	3/2/20-3/15/20
16.	Mad Science of Lehigh Valley (Bill & Donna Petterson)	Fire and Ice Assembly and Spin, Pop, Boom Assembly for Steam-R Program at Middle Smithfield Elementary School	\$800.00	EITC Grant	7/18/19 & 7/25/19
17.	Mad Science of Lehigh Valley (Bill & Donna Petterson)	Fire and Ice Assembly for Steam-R Program at Smithfield Elementary School	\$400.00	EITC Grant	7/24/19
18.	Monroe County Conservation District	Designing a one week Biology through Ecology Unit to complement all levels of existing Biology I courses on the high school level.	\$2,065.00 (East Stroudsburg School District) \$2,065.00 (Monroe County Conservation District)	H.S. South	2019/2020 School Year
19.	PLM Enterprises (Pete Mackevich)	Live Animal Presentation for Steam-R Program at Bushkill Elementary School	\$300.00	EITC Grant	7/11/19
20.	Pocono Environmental Education Center (Derek Scott)	Butterflies & Bugs Presentation for Steam-R Program at Resica Elementary School	\$150.00	EITC Grant	7/3/19
21.	Pocono Environmental Education Center (Sheri Bone)	Beaver Presentation for Steam-R Program at Smithfield Elementary School	\$100.00	EITC Grant	7/3/19
22.	Pocono Services for Families & Children Head Start Program	Head Start Supplemental Assistance Program Contract Renewal	N/A	N/A	7/1/19-6/30/20
23.	Pocono Wildlife Rehabilitation and	Amazing Animal Adaptations Program for Steam-R Program at Resica Elementary School	\$250.00	Title IV Grant	7/11/19

	Education Center (Kathy Uhler)				
24.	Randall, Steven	Outside: Radio Controlled Plane; Inside Helicopter for Steam-R Program at Bushkill Elementary School	\$29.06	Title IV Grant	7/22/19
25.	Schaf's Video Productions (Todd Schafer)	Provide game videography for all North Football games and scrimmages at specified locations and times.	12 games @ \$115.00 Total-\$1,380.00	Athletics Department	8/17/19 – 10/25/19 Playoff game TBA
26.	Schaf's Video Production (Todd Schafer)	Provide game videography for all South Football games and scrimmages at specified locations and times.	11 games @ \$115.00 1 game @ \$200.00 Total-\$1,465.00	Athletics Department	8/17/19-10/25/19 Playoff game TBA
27.	Suburban EMS	Standby Ambulance Coverage for designated football Games at J. T. Lambert Intermediate.	\$55 per hour (16 hours) 2.75 to 3 hours per game (approximately) \$880.00	Athletics Dept.	8/24/19-10/19/19
28.	The Da Vinci Science Center (Lin Erickson)	Interactive Learning Experience during the Summer Steam-R Program at J.M. Hill Elementary School	\$225.00 per session x 3 plus \$75 travel = \$750.00	EITC Grant	7/3/19
29.	The Meadows Psychiatric Center	Onsite Services-Day Alternative General Education/Special Education Programming	\$67.00 per day for educational services only	Pupil Services and Special Education	2019-2020 and 2020-2021 school year
30.	The Scranton-Lackawanna Human Development Agency, Inc.	Head Start Supplemental Assistance Program Contract Renewal	N/A	N/A	7/1/19-6/30/20

(See pages 396-499)

Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	CodeHS	Classroom Software	\$10,950.00	Curriculum (Secondary)	7/1/19-6/30/22
2.	Colonial Intermediate Unit 20	Contract for Service-Colonial Academy (Autistic Support) an associate teacher to provide additional emergency one to one student aide services	Total cost not to exceed \$16,379.70	Special Education	In effect from February 25, 2019 through the end of the 2018-2019 school year.
3.	Ducks and Lions: Trauma Sensitive Resources, LLC (Melissa Sadin)	Professional Development in creating a trauma sensitive school program.	\$10,000.00	PCCD School Safety and Security Grant	7/22/19, 8/14/19, 8/15/19 & 8/16/19
4.	Edulink, Inc.	Electronic teacher evaluation portal to be used by the ESASD to manage the teacher evaluation process for its teachers and supervisors, SLO.	\$14,777.00	Human Resources	8/1/19-6/30/20

(See pages 500-509)

Mr. Rohner said in the motion that contained the Personnel Items, he did not see that we hired a coach for the 7 & 8<sup>th</sup> grade Lehman Intermediate School team. He knows they have someone who is being hired. Currently, North and South are doing their workout programs and this would prevent the coach from participating. Dr. Riker said he does not have the information. If the question would have been presented earlier, he would have had the answer to his question. However, if the coach has all clearances and requirements, he can start as soon as possible since the Board policy allows it. He would be able to start and the date of hire would be retro on the next agenda. Mr. Rohner said this message should be relayed to Lehman Intermediate School. Dr. Riker asked Mr. Zall to look into this situation.

**ACTION BY THE BOARD:**

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

XII. **ADJOURNMENT: 9:06 P.M.**

Respectfully submitted,

Patricia L. Rosado  
Board Secretary