

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

August 19, 2019 – 7:00 P.M.

Carl T. Secor Administration Building

Minutes

- I. **President** Lisa VanWhy called the meeting to order at 7:20 p.m. and led those present in the Pledge of Allegiance. **Board Secretary**, Patricia Rosado called the roll.
- II. **Board Members present:** George Andrews, Larry Dymond, Jason Gullstrand, Robert Huffman, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy. Keith Karkut was absent.
- III. **School personnel present:** Sue Andrews, Terrence Bomar, Greg Bompane, Tara Caplette, Ann Catrillo, Michael Catrillo, Katye Clogg, Susan Eden, Eric Forsyth, Jill Greenwood, Donald Halker, Scott Hnasko, Marisela Horton, Diane Kelly, Ann Marie Kizer, Barry Krammes, Phil Lazowski, Tom McIntyre, Frederick Mill, Deana Morabito, Manvel Page, William Riker, Robert Romagno, Patricia Rosado, Caren Senior, Bob Sutjak and Bill Vitulli. Christopher Brown, Solicitor.
- IV. **Community members present:** Amy Davis, Kimberly DeBlasio, Robert Eden, Joy Gilmartin, Sharon Maly Cramer, and Darryl Sabino.
- Other:** Jon Cox, Eckert Seamans
Bill Cameron – Pocono Record
Chris Bamber, Public Financial Management
- V. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**
- a. An Executive Session was held on July 24, 2019 for the purpose of discussing personnel.
 - b. An Executive Session was held on August 13, 2019 for the purpose of discussing personnel.
 - c. An Executive Session was held this evening before this meeting for the purpose of discussing personnel, litigation and negotiations.

VI. **ADOPTION OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Robert Huffman to adopt this agenda for August 19, 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 Jason Gullstrand and carried unanimously, 8-0.

VII. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the minutes of the July 9, 2019 and July 15, 2019 Board meetings. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

VIII. **REPORTS**

- a. **Bond Refinancing**
Mr. Chris Bamber, of Public Finance Management (PFM), said he is here tonight on behalf of Jamie Doyle, who could not be here. Also here tonight is Jon Cox of Eckert Seamans, who is the district's Bond Counsel. Mr. Bamber said he is here to go over the results of the competitive sale of the district's debt refunding. PFM had the competitive auction around noon today. The refunding saved about \$646,000. When Jamie came in July, PFM thought the savings would be around \$168,000. The reason the refunding is higher is due to the

interest rate drop in the bond market. Page 1 of the handout has a visual presentation of the tax exempt interest rates, which hit their all-time low this week. Page 2 contains information about the Moody's Investors Report. The district's credit is Aa3, which is an extremely strong credit rating. On page 6 is the summary of the competitive auction from today. PFM received 27 bids from 5 different underwriters. The winning bid came from Janney Montgomery Scott at a true interest cost of 1.82%. This was used to award them the bond issue. Page 10 contains the new schedule of bonds from the results of the refunding today. Column 11 has the annual savings, which is about \$30,000-\$40,000 a year and a big lump in 2023 at a total savings of \$646,923.51. This amount will be available to the district if the Board approves the resolution. Page 11 contains the yield of the issue overall rate of which we borrowed for these bonds at a rate 1.508%. This rate will be locked in with Board approval tonight.

Mr. Jonathan Cox, Eckert Seamans, said, for the record, the resolution that is before the Board this evening has been advertised as required under the Local Government Unit Debt Act and appeared in the Pocono Record on August 14th, and was made available for public inspection and review by the district's solicitor. The resolution authorizes the issuance of the General Obligations Bonds Series of 2019 for the purpose of refinancing the district's Series A of 2014 bonds for debt service savings purposes and not for changing the amortization schedule. It accepts the proposal of the winning purchaser of Janney Montgomery Scott. It pledges the district's full faith credit and taxing power. Exhibit A is the final principle and interest schedule. Exhibit B is the form of the bonds. Otherwise, the resolution contains all of the requirements for the district to issue tax exempt municipal bonds under the State law, under Federal Tax Code and Federal Securities laws to offer the bonds in a public offering.

b. Monroe Career & Technical Institute (MCTI) Update

Mr. Larry Dymond said that MCTI is prepared for school opening. They are behind on heating and air conditioning renovations; therefore, they will be working nights and weekends to complete the project. All vacant positions were filled. Mrs. Lisa VanWhy said they found a new instructor for the Computer and Information Systems Program. Also, the remodeling for the Cosmetology Department was done. The Buildings and Grounds Committee received a tour and everything looks fantastic. MCTI is working on the unit ventilators. Safety lights were installed in different classes in case students cannot hear that there is an emergency, the lights will turn on to inform them.

c. Colonial IU 20 Update

Mr. Robert Huffman said there was no meeting this month. The next meeting is this Wednesday and he plans to attend.

d. Property/Facilities Committee Update

Mr. Wayne Rohner said the Property/Facilities Committee meet on August 1st. The Committee tabled the North Campus exterior parking lot lights. More information will follow at the next meeting. Discussion was held on the South batting cage. It was tabled until more information can be provided. The Committee did not accept the bids for the repairs on the North and South tennis courts. The maintenance crew did necessary repairs at the South tennis court. The proposal submitted was for approximately \$83,000 for minimal repairs on the North Tennis Court. They are looking into utilizing their engineer for a temporary solution for this upcoming season. They will then look to replace the whole tennis court. Several D'Huy Engineering invoices were recommend for approval as follows: invoice for H.S. North Roof Replacement for \$20,000.45, Resica Roof Replacement for \$1,372.24, Trane Controls Oversight for \$5,251.00, H.S. North/Lehman Water Replacement for \$840.00, and North Roof Forensic Investigation for \$795.00. The Property/Facilities Committee recommended the replacement of the J.M. Hill Compressor in the amount of \$14,272.00. There was a Conference with D'Huy Engineering, Prosser Labs and a member of the School Board to discuss the Resica well water restoration. They are looking for alternatives. The J. M. Hill Elementary Curb Replacement Project is completed. Northeast Site Contractors came back and fixed the concrete curbing. The South football bleachers were tabled. They will be going through lead testing. Discussion was held that the district is requesting from Labor and Industry an extension of time until October 31st for the Middle Smithfield Elementary roof leaks. The district paid \$348 for the extension. A Special Property/Facilities Committee meeting was held on August 13th to discuss and forward to the Board some payment of bills. They recommended the payment of the following bills: \$625,771.38 for H.S. North/Lehman ATC Upgrade from Trane, \$1,606,698.90 for H.S. North/Lehman Roof Replacement from Jottan, Inc., \$8,685.00, \$55,401.75 and \$207,513.90 for Resica Roof Replacement from C & D. Waterproofing Corp., \$3,938.25 for Trane Controls Oversight from D'Huy Engineering, \$463.88 for North Campus Surveillance Camera Project, \$5,638.76 for Resica Roof Replacement from D'Huy Engineering and \$20,000.45 for the H.S. North Roof Replacement from D'Huy Engineering. There may appear to be a duplicate due to two invoices having the same amount but the

invoice numbers are different. D'Huy Engineering submitted invoice #49778, and #49628 in the same amount. We may want to look into these two invoices.

e. Finance Committee Update

Mr. Richard Schlameuss said the Finance Committee met on August 8, 2019. The committee recommended a classroom assessment tool from Pearson, testing materials from Pro-Ed for district Psychologists and an additional IU person to be in the schools. The Committee also recommended the purchase of a vehicle for H.S. North Driver's Ed class because the current car will not pass inspection. The Committee received a Capital projects report that contained all expenditures by project and then the expenses appear in the payment schedule, too. The Committee also recommended the replacement of the J. T. Lambert Intermediate risers and the current risers will be repaired to use throughout the district. Discussion was held about items being recommended by the Property/Facilities Committee. The Finance Committee will no longer discuss nor recommend them to the Board. The information will remain on the agenda for informational purposes only.

f. Policy Review Committee Update

Mr. Robert Huffman said The Policy Review Committee met earlier this evening and have recommended that Administration post the following policies for public review during the month of August and subsequent Board action in September (pending final review by the district's legal counsel):

- Policy 004 Membership
- Policy 209 Health Examinations
- Policy 335 Family & Medical Leaves (Repeal 435 & 535)
- Policy 349 Health Insurance for Retirees
- Policy 808 Food Services
- Policy 913 Non School Organizations/Groups/Individuals
- Policy 918 Title I Parent and Family Engagement & Policy 918 Attachment

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

i. 003 – Functions

ACTION BY THE BOARD:

Motion was made by Robert Huffman to adopt the Board Policies listed. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

1. Policy 007 Policy Manual Access
2. Policy 206 Assignment Within District
3. Policy 220 Student Expression/Distribution and Posting of Materials
4. Policy 904 Public Attendance At School Events

(See pages 40-56)

ii. **004 – Membership**

1. **Conference Attendance**

1.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the attendance of William Riker at the PASCD Supervision Leadership Academy at Colonial IU 20 on August 6, 2019, October 10, 2019 and November 13, 2019 in the approximate amount of \$585.00. Motion was seconded by Jason Gullstrand and carried unanimously, 8-0.

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the attendance of William Riker at the 2019 PASCD 69th Annual Conference in Hershey, PA from November 23, 2019 – November 26, 2019 in the approximate amount of \$1,160.00. Motion was seconded by George Andrews and carried unanimously, 8-0.

b. **PROGRAMS**

iii. **113 – Special Education**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Settlement Agreement and Release between the East Stroudsburg Area School District and the parents of the students with case #RSA20190819A. Motion was seconded by George Andrews and carried unanimously, 8-0.

(See pages 57-65)

iv. **123 – Interscholastic Athletics**

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the Student Athletic Handbook for the 2019-2020 school year, as presented. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

(See pages 66-88)

c. **PUPILS**

v. **209 – Health Examinations**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Dental Hygiene Services Program for grades K-12 for the period 2019 through 2024. Motion was seconded by Jason Gullstrand and carried unanimously, 8-0.

(See pages 89-177)

d. **PERSONNEL**

i. **407 - Affiliation Agreement (East Stroudsburg University)**

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the agreement between East Stroudsburg University and East Stroudsburg Area School District for use as a student teaching site. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

(See pages 178-181)

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Jason Gullstrand and carried unanimously, 8-0. Jason Gullstrand abstained from g. Professional Staff Compensations #186 and p. 2019-2020 Schedule B Position Appointments #113 & #123.

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

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Montalvo, Eric	Custodian	Support	J. T. Lambert Intermediate	May 28, 2019 through August 2, 2019.

iii. Military Leave

	Name	Effective Date(s)
1.	Employee #8497	November 19, 2018 now through July 23, 2019

iv. 303/404/405/504/505 – Employment**a. Rescission**

	Name	Position	Classification	Location
1.	Wingerter, Michael	Field Hockey Assistant Coach	Schedule B	High School North

(See page 182)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Below, Madison	School Counselor	Professional	High School North	August 29, 2019
2.	Bomar, Terrence	Dean of Students	Professional	High School South	August 19, 2019
3.	Crawford, Cassandra	Kindergarten teacher	Professional	J. M. Hill Elementary	August 19, 2019
4.	Hansen, Jillian	School Counselor	Professional	Resica Elementary	To be determined.
5.	Giaquinto, Lori	Grade 2 teacher	Professional	Smithfield Elementary	To be determined.
6.	McNamara, Bryan	Health & Physical Education teacher (part-time)	Professional	High School North	September 6, 2019 (end of workday)
7.	Rosten, Megan	Grade 7 Math teacher	Professional	Lehman Intermediate	August 19, 2019
8.	Glinska, Izabella	Student Aide	Support	J. T. Lambert Intermediate	August 19, 2019
9.	Lohmann, Jessie	Secretary	Support	J. M. Hill Elementary	August 15, 2019 (end of workday)
10.	Miller, Lorin	Paraprofessional	Support	Middle Smithfield Elementary	August 19, 2019
11.	Mohamed, Bibi	Paraprofessional	Support	High School South	August 15, 2019
12.	Perez, Julissa	Paraprofessional	Support	Lehman Intermediate	August 19, 2019
13.	Reveron, Evelyn	Paraprofessional	Support	J. M. Hill Elementary	August 19, 2019
14.	Romano, Nicole	Paraprofessional	Support	Bushkill Elementary	August 19, 2019
15.	Summerville, Launie	Paraprofessional	Support	Bushkill Elementary	August 19, 2019
16.	Vazquez, Daisy	Secretary	Support	East Stroudsburg Elementary	August 19, 2019 (end of workday)
17.	Shavel, David	Bus Driver	Support	Transportation	August 11, 2019
18.	Rose, Tracy	Front Desk Receptionist	Support	Middle Smithfield Elementary	August 19, 2019
19.	Hansen, Jillian	Guidance Department Chairperson	Professional/ Schedule B	All Elementary Schools	To be determined.

(See pages 183-201)

August 19, 2019

c. Retirement

	Name	Position	Classification	Location	Effective Date(s)
1.	Orak, Linda	Special Education teacher	Professional	High School North	August 19, 2019

(See page 202)

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Bomar, Terrence	Assistant High School Principal (PE) Replaces Kristen Lord who was reassigned.	Act 93	High School South	\$85,000.00 (prorated)	August 20, 2019
2.	Andrews, Jessica	Grade 6 Math teacher (TPE) Replaces Laureen Spering who was reassigned.	Professional	Lehman Intermediate	\$44,037.00 Step 1 Column 2	August 20, 2019
3.	Badner, Stuart	School Psychologist (PE) Transfer of entity.	Professional	Bushkill Elementary & Lehman Intermediate	<u>Salary correction:</u> \$85,768.00 Step 15 Column 16	July 1, 2019
4.	Eckley, Kyle	Family & Consumer Science teacher (PE) Replaces Pamela Rowe who retired.	Professional	High School South	<u>Salary correction:</u> \$48,339.00 Step 3 Column 8	August 20, 2019
5.	Hartman, Sandra	Business Education, Computer, Info Tech teacher (PE) Replaces Megan Rosten who resigned.	Professional	Lehman Intermediate	\$76,379.00 Step 13 Column 10	August 20, 2019
6.	Manieri, Suzanne	Special Education teacher (TPE) Replaces Sarabeth Dalton who was reassigned.	Professional	East Stroudsburg Elementary	\$61,783.00 Step 8 Column 8	To be determined.
7.	Marrone, Ashley	Special Education teacher (TPE) Replaces Rebecca Halas who was reassigned.	Professional	Resica Elementary	\$44,630.00 Step 3 Column 1	August 20, 2019
8.	Mendicino, Christina	Grade 5 teacher (TPE) Replaces Elyse Vitchers who retired.	Professional	Bushkill Elementary	\$44,099.00 Step 2 Column 1	August 20, 2019
9.	Miller, Lorin	Grade 6 English teacher (TPE) Replaces Ziad Haddad who was reassigned.	Professional	J. T. Lambert Intermediate	\$47,824.00 Step 3 Column 7	August 20, 2019
10.	Moyer, Zachary	Health & Physical Education teacher (TPE) Replaces Peter Fodness who retired.	Professional	East Stroudsburg Elementary	\$44,975.00 (prorated) Step 2 Column 3	August 26, 2019
11.	Perez, Julissa	Special Education teacher (TPE) Replaces Elizabeth Bibler who was reassigned.	Professional	Lehman Intermediate	\$66,654.00 Step 10 Column 7	August 20, 2019
12.	Perri, Rebecca	Grade 3 teacher (TPE) Replaces Jyl Connors who retired.	Professional	J. M. Hill Elementary	\$44,630.00 Step 3 Column 1	August 20, 2019
13.	Reveron, Evelyn	ESL teacher (TPE) Replaces Angelica Lowe who was reassigned.	Professional	Lehman Intermediate & High School North	\$45,413.00 Step 2 Column 4	August 20, 2019
14.	Romano, Nicole	Kindergarten teacher (TPE) Replaces Cassandra Crawford who resigned.	Professional	J. M. Hill Elementary	\$43,599.00 Step 1 Column 1	August 20, 2019

15.	Summerville, Launie	Grade 6 Math teacher (TPE) Replaces Catherine Malvagno who was reassigned.	Professional	Lehman Intermediate	\$44,099.00 Step 2 Column 1	August 20, 2019
16.	Telepo, Alyssa	Grade 6 Social Studies teacher (TPE) This is a new position.	Professional	Lehman Intermediate	\$43,599.00 Step 1 Column 1	August 20, 2019
17.	Romagno, Robert	First Level Supervisor Replaces Kieran Pryor who retired.	First Level Supervisor	District	\$26.00/hour	August 20, 2019
18.	Castillo, Victoria	Paraprofessional (Reading) Replaces Deborah Capizzi who retired.	Support	Smithfield Elementary	\$16.92/hour	August 20, 2019
19.	Galicki, Joanna	Cafeteria Worker (part-time, 4 hour) Replaces Angela Medina who was reassigned.	Support	High School North	\$13.62/hour	August 21, 2019
20.	Glinska, Izabella	Paraprofessional Replaces Linda Schumann who retired.	Support	J. T. Lambert Intermediate	\$16.92/hour	August 20, 2019
21.	Hall, Jacqueline	Paraprofessional (Library) This is a new position.	Support	J. M. Hill Elementary	\$16.92/hour	September 16, 2019
22.	Hatter, Kahlasia	Paraprofessional (Reading) Replaces Anne Banks who was reassigned.	Support	Smithfield Elementary	\$16.92/hour	August 20, 2019
23.	Rose, Tracy	Secretary Replaces Karen Arawjo who retired.	Support	Middle Smithfield Elementary	\$14.76/hour	August 20, 2019
24.	Scott, Jessica	Paraprofessional (Reading) Replaces Jennifer Rourke who retired.	Support	Resica Elementary	\$16.92/hour	August 20, 2019
25.	Vander Laat, Tina	Cafeteria Aide (part-time, 3 hours) Replaces Lorry Quiles who resigned.	Support	High School North	\$13.48/hour	August 26, 2019
26.	Vazquez, Daisy	Payroll Clerk (BOP I) Replaces Deana Morabito who was reassigned.	Support	Business Office	\$18.27/hour	August 20, 2019

(See pages 203-216)

- e. **Bus Driver Two Additional Vacation Days based on active status, contractual hours and hourly rate as of June 30, 2019 configured as an additional hourly compensation exclusively for the 2019-2020 School Year. This will only be effective for active employees hired prior to July 1, 2019 and will only be for the 2019-2020 School Year (August 12, 2019 through the 2019-2020 last student day).**

	Last Name	First Name	Hour	Additional Hourly Rate
1.	Abrams	Donna	6 hour	\$0.18
2.	Almodovar	Matilde	8 hour	\$0.20
3.	Anderson	Diane	8 hour	\$0.19
4.	Bader	Vicky	8 hour	\$0.24
5.	Bailey	Donnell	6 hour	\$0.19
6.	Been	Brianna	6 hour	\$0.18
7.	Bisbing	Charlene	8 hour	\$0.26
8.	Blaha	Timothy	6 hour	\$0.19
9.	Brenner	Vivianna	6 hour	\$0.19
10.	Candelario	Eliezer	6 hour	\$0.18
11.	Cando	Maribel	6 hour	\$0.19

12.	Carter	Bernadette	8 hour	\$0.19
13.	Castellanos	Judith	6 hour	\$0.18
14.	Cavanaugh	Lorraine	8 hour	\$0.22
15.	Class	Flor	7 hour	\$0.19
16.	Conklin	Cheryl	8 hour	\$0.21
17.	Counterman	Boyd	8 hour	\$0.35
18.	Cramer	Kathaleen	6 hour	\$0.19
19.	Curran	James	6 hour	\$0.19
20.	Curras	Odette	8 hour	\$0.21
21.	Curtis	Joseph	8 hour	\$0.19
22.	Daly-Rispin	Mary	8 hour	\$0.19
23.	Donovan	Sharon	7 hour	\$0.19
24.	Draksin	Peter	8 hour	\$0.19
25.	Eccleston	Barbara	6 hour	\$0.18
26.	Fahl	Sharon	6 hour	\$0.23
27.	Fennell-Raby	Beverly	8 hour	\$0.19
28.	Ferdinand	Marc	8 hour	\$0.19
29.	Fisher	James	6 hour	\$0.19
30.	Francis	Donald	7 hour	\$0.19
31.	Fylstra	Stephen	8 hour	\$0.24
32.	Gallo	Vincent	6 hour	\$0.19
33.	Garcia	Rachel	6 hour	\$0.19
34.	Gargan	Michael	8 hour	\$0.20
35.	Gawlik	Irena	6 hour	\$0.20
36.	Giannolla	Janice	8 hour	\$0.22
37.	Gonzalez	Jeffrey	8 hour	\$0.19
38.	Gramberg	Karen	7 hour	\$0.20
39.	Graver	Clifford	8 hour	\$0.24
40.	Hagman	Brigitte	8 hour	\$0.19
41.	Hamilton	Crystal	8 hour	\$0.24
42.	Harding	Peter	6 hour	\$0.19
43.	Hedgelon	Denise	8 hour	\$0.21
44.	Hendel	Marianne	8 hour	\$0.21
45.	Holva	Michelle	8 hour	\$0.19
46.	Honicker	Nona	6 hour	\$0.19
47.	Johnson	Annie	8 hour	\$0.22
48.	Kelly	James	6 hour	\$0.18
49.	Kishbaugh	Constance	8 hour	\$0.22
50.	Kishbaugh	Maureen	8 hour	\$0.19
51.	Knitter	Jefferey	8 hour	\$0.20
52.	Kurtz	Ninette	8 hour	\$0.20
53.	Lanese	Benjamin	6 hour	\$0.19
54.	Lanese	Chad	6 hour	\$0.19
55.	Lavin	Danielle	6 hour	\$0.19
56.	Lebar	Edward	8 hour	\$0.31

57.	Lewis	Baron	6 hour	\$0.19
58.	Ludwig	Christopher	8 hour	\$0.19
59.	Lynch	Linda	8 hour	\$0.24
60.	Madera	Wanda	8 hour	\$0.19
61.	Madison	Dale	8 hour	\$0.33
62.	Mahan	Eileen	6 hour	\$0.19
63.	Marx	Claudia	6 hour	\$0.19
64.	Mattern	Kathy	6 hour	\$0.19
65.	McFarlane	Holly	6 hour	\$0.19
66.	Molloy	Nannette	8 hour	\$0.20
67.	O'Grady	Joseph	8 hour	\$0.21
68.	Olsen	Danielle	6 hour	\$0.19
69.	Ortiz	Michelle	8 hour	\$0.19
70.	Ortiz	Nersy	8 hour	\$0.19
71.	Parciasepe	Rudolph	7 hour	\$0.19
72.	Peters	Kimberlee	6 hour	\$0.19
73.	Presco	Debra	8 hour	\$0.25
74.	Prunkel	Jennifer	8 hour	\$0.19
75.	Ramirez	Marlene	8 hour	\$0.19
76.	Resto	Enid	6 hour	\$0.19
77.	Reyes	Samuel	6 hour	\$0.18
78.	Roberts	Elaine	8 hour	\$0.24
79.	Rodriguez	Bernadette	8 hour	\$0.20
80.	Rogers	Charlene	8 hour	\$0.23
81.	Rosario	Maryann	6 hour	\$0.18
82.	Schmidt	Elizabeth	8 hour	\$0.19
83.	Schroeder	Tammy	8 hour	\$0.21
84.	Schuler	Patrick	6 hour	\$0.19
85.	Scott	Malika	6 hour	\$0.19
86.	Shavel	David	6 hour	\$0.18
87.	Smith	Kesha	6 hour	\$0.19
88.	Snow	Kathleen	6 hour	\$0.19
89.	Soto	Lourdes	8 hour	\$0.21
90.	Stang	Jennene	8 hour	\$0.19
91.	Steimer	Cheryl	6 hour	\$0.22
92.	Stofik	Jennifer	6 hour	\$0.19
93.	Strunk	Geraldine	8 hour	\$0.22
94.	Sullivan	Kerry	8 hour	\$0.19
95.	Thomas	Glenn	6 hour	\$0.21
96.	Trabucco	Richard	6 hour	\$0.19
97.	Tullo	Richard	6 hour	\$0.19
98.	Turner	Cory	8 hour	\$0.33
99.	Turner	Sandra	8 hour	\$0.26
100.	VanVoorhis	Carl	6 hour	\$0.18
101.	VanWhy	Carrie	6 hour	\$0.18

102.	Venslosky	Dana	6 hour	\$0.19
103.	Walsh	Robert	6 hour	\$0.19
104.	Warlix-Williams	Kathy	8 hour	\$0.19
105.	Wells	Barbara	8 hour	\$0.22
106.	Wilczewski	Bogdan	8 hour	\$0.19
107.	Wolfe	Ellen	8 hour	\$0.22

f. Workday Hour Changes

	Last Name	First Name	From:	To:	Effective Date
1.	Corey	Gail	3 hour	3.5 hour	August 21, 2019
2.	Ocker	Jacqueline	3 hour	3.5 hour	August 21, 2019
3.	Gallagher	Cathy	6 hour	6.5 hour	August 21, 2019
4.	Van Why	Susan	3 hour	4 hour	August 21, 2019
5.	Schmidt	Diane	3 hour	4 hour	August 21, 2019

g. Professional Staff 2019-2020 School Year Salary Compensations

	Last Name	First Name	2019-2020 Step	2019-2020 Column	2019-2020 Salary
1.	Agolino	Jennifer	16	15	\$87,737
2.	Agosto	Caroline	14	9	\$78,501
3.	Aho	Nicole	12	5	\$70,586
4.	Aiello	Katrina	11	7	\$69,349
5.	Allison	Diana	13	11	\$76,978
6.	Allison	Richard	12	5	\$70,586
7.	Altorfer	Priscilla	6	7	\$55,876
8.	Ammerman	Stacie	16	5	\$81,357
9.	Andrews	Andronikki	9	7	\$63,960
10.	Andrews	Jennifer	16	15	\$87,737
11.	Andrews	Jessica	1	2	\$44,037
12.	Andrews	Susan	16	6	\$81,802
13.	Angell	Trisha	16	6	\$81,802
14.	Annunziata	Stephanie	16	7	\$82,821
15.	Antolick	Lynn	16	15	\$87,737
16.	Arthur	Thomas	16	6	\$81,802
17.	Atticks	Amie	16	15	\$87,737
18.	Aulisio	Lindsay	6	7	\$55,876
19.	Badner	Stuart	15	16	\$85,768
20.	Bakner	Paul	16	11	\$85,069
21.	Ballard	Nicole	9	7	\$63,960
22.	Baron	Meghan	13	7	\$74,738
23.	Barry	Lori	16	6	\$81,802
24.	Bealer	Brett	16	9	\$83,893
25.	Bealer	Heather	15	7	\$80,126
26.	Becker	Rachel	16	15	\$87,737
27.	Beckworth	Douglas	5	15	\$58,036

28.	Bedell	Elaine	16	15	\$87,737
29.	Below	Madison	2	7	\$47,293
30.	Benfante	Jean	16	9	\$83,893
31.	Berryman	John	15	8	\$80,649
32.	Bibler	Elizabeth	11	7	\$69,349
33.	Bird	Shelli	16	10	\$84,468
34.	Bixler	Patricia	16	9	\$83,893
35.	Blannard	Jenny	16	8	\$83,344
36.	Bock	Elizabeth	9	8	\$64,478
37.	Bomar	Terrence	6	15	\$60,736
38.	Boylan	Brian	9	6	\$62,949
39.	Bozena	John	16	10	\$84,468
40.	Brady	William	3	7	\$47,824
41.	Branigan	Jeanne	16	7	\$82,821
42.	Breiner	Robert	14	12	\$80,301
43.	Brescancine	Stacey	8	9	\$62,327
44.	Briggs-Reichart	Alexandria	5	4	\$51,298
45.	Britton	Angela	7	7	\$58,571
46.	Broderick	Christine	16	7	\$82,821
47.	Brotherton	Regina	16	7	\$82,821
48.	Brown	Janine	1	3	\$44,475
49.	Bueki	Kristen	16	15	\$87,737
50.	Buis	Karen	16	10	\$84,468
51.	Buksa	Erik	14	5	\$75,972
52.	Burke	Mary	16	15	\$87,737
53.	Burlein-Pitz	Carrie	16	14	\$87,030
54.	Burns	Holly	16	7	\$82,821
55.	Butler	Rebecca	16	7	\$82,821
56.	Bybee	Steven	16	9	\$83,893
57.	Caamano	Debra	16	11	\$85,069
58.	Caamano	Lawrence	15	7	\$80,126
59.	Cabrera	Courtney	1	5	\$45,351
60.	Caiazzo	Nancy	1	1	\$43,599
61.	Camilleri-Yip	Marlene	15	12	\$82,999
62.	Campbell	Bridget	1	1	\$43,599
63.	Campbell	Sarah	4	7	\$50,681
64.	Cannell	Marianne	12	5	\$70,586
65.	Caplette	Tara	8	5	\$59,815
66.	Capuano	Meredith	4	3	\$48,363
67.	Capulish	Mary	16	9	\$83,893
68.	Carr	Kathleen	15	15	\$85,037
69.	Carson	Jessica	16	7	\$82,821
70.	Carson	Wayne	16	6	\$81,802
71.	Casella	Lois	10	5	\$65,201
72.	Cassidy	Kelly	16	5	\$81,357

73.	Casto	Juliana	3	7	\$47,824
74.	Catrillo	Ann	16	7	\$82,821
75.	Chestnut	Patricia	14	10	\$79,076
76.	Chitundu	Holly	1	6	\$45,789
77.	Christian III	Edward	16	6	\$81,802
78.	Christiansen	Marie	16	8	\$83,344
79.	Christopher	Michelle	15	7	\$80,126
80.	Clark	Stephanie	16	5	\$81,357
81.	Clarke-Kang	Arline	16	5	\$81,357
82.	Clogg	Katy	12	7	\$72,043
83.	Cloward	Daniel	16	7	\$82,821
84.	Coffman	Adam	16	16	\$88,468
85.	Coke	Lucianna	11	10	\$70,987
86.	Cole	Adam	16	5	\$81,357
87.	Cole	Susan	16	6	\$81,802
88.	Cole	Zachary	1	1	\$43,599
89.	Condelli	Stephanie	6	7	\$55,876
90.	Conklin	Mary	16	5	\$81,357
91.	Contino	Diane	10	7	\$66,654
92.	Coppola	Michael	12	13	\$75,557
93.	Corso	Christopher	12	7	\$72,043
94.	Covart	Maureen	16	6	\$81,802
95.	Cox	Leslie	14	7	\$77,432
96.	Cramer	Bryan	11	5	\$67,893
97.	Cramer	Tara	16	8	\$83,344
98.	Croom	Jamie	3	9	\$48,880
99.	Crosswell	Hadiyah	9	7	\$63,960
100.	Cruz	Iveliz	16	7	\$82,821
101.	Curry	Jessica	8	7	\$61,265
102.	Cykosky	Tamara	5	12	\$56,022
103.	Dahl	Barbara	16	15	\$87,737
104.	Dailey	Charles	16	7	\$82,821
105.	Dalling-Francis	Lynn	16	7	\$82,821
106.	Dalton	Sarabeth	6	1	\$52,868
107.	Daning	Robin	15	7	\$80,126
108.	Davidge	Samuel	12	6	\$71,029
109.	DeFazio	Mary	12	5	\$70,586
110.	DeLeon	Karla	16	7	\$82,821
111.	Della-Calce	Eleanor	16	10	\$84,468
112.	DeLong	Jennifer	11	7	\$69,349
113.	DeLong	Ryan	15	7	\$80,126
114.	DeLuca	Nicole	1	1	\$43,599
115.	DeLucca	Daniel	16	5	\$81,357
116.	DeRobertis	Michelle	4	2	\$47,925
117.	Descavish-Bloom	Barbara	16	7	\$82,821

118.	Devine	Carrie	14	10	\$79,076
119.	Dickerson	Stacy	16	6	\$81,802
120.	Dobrowolski	Darrin	16	6	\$81,802
121.	Dollar	Beverly	16	15	\$87,737
122.	Dolph	Patti-Jo	16	5	\$81,357
123.	Dolph	Tyler	7	5	\$57,122
124.	Donahue	Kimberly	16	7	\$82,821
125.	Doran	Amanda	14	7	\$77,432
126.	Doyle	Dina	16	7	\$82,821
127.	Doyle	Jacqueline	16	7	\$82,821
128.	Dreisbach	Ashley	9	7	\$63,960
129.	Dunlap	Courtney	5	7	\$53,182
130.	Dunn-Pavuk	Heather	16	15	\$87,737
131.	Dunstan	Dolores	16	15	\$87,737
132.	Early	Eileen	16	7	\$82,821
133.	Eckley	Kyle	3	8	\$48,339
134.	Edelbaum	Jacqueline	12	7	\$72,043
135.	Eden	Susan	16	7	\$82,821
136.	Edwards	Sean	16	8	\$83,344
137.	Ellison	Aimee	16	6	\$81,802
138.	Englert	Lorraine	16	11	\$85,069
139.	English	Elizabeth	12	5	\$70,586
140.	Ennico	Melissa	7	5	\$57,122
141.	Espinoza	Marilyn	16	6	\$81,802
142.	Evans	David	16	12	\$85,696
143.	Everett	Dareen	8	8	\$61,783
144.	Falbo	David	11	15	\$74,236
145.	Falbo	Tina	16	15	\$87,737
146.	Falzone	Hollie	16	5	\$81,357
147.	Falzone	Robert	16	5	\$81,357
148.	Farley-Picciano	Erin	7	7	\$58,571
149.	Farrell	Bonnie	11	7	\$69,349
150.	Fekula	Nathan	11	6	\$68,335
151.	Finley-Welsh	Susan	16	10	\$84,468
152.	Fisher	Marijo	16	9	\$83,893
153.	Flicker	Matthew	16	5	\$81,357
154.	Flintosh	Gabriel	16	6	\$81,802
155.	Florentino	Dawn	9	6	\$62,949
156.	Fluhr	Joseph	13	6	\$73,722
157.	Follis	Laura	10	8	\$67,173
158.	Frable	Ryan	16	8	\$83,344
159.	Francios	Maria	8	6	\$60,255
160.	Franks	Suzanne	16	6	\$81,802
161.	Fuehrer	Kellie	14	12	\$80,301
162.	Fuhrmann	Deborah	7	2	\$55,802

163.	Fuller	Jennifer	11	11	\$71,584
164.	Furst	Kane	9	8	\$64,478
165.	Gagnon	Diane	4	2	\$47,925
166.	Gallo	Alexandra	1	7	\$46,793
167.	Gambill	Geofrey	16	7	\$82,821
168.	Garlette	Claudia	15	15	\$85,037
169.	Gavitt	Kym	16	6	\$81,802
170.	Giaquinto	Lori	6	5	\$54,429
171.	Gilmartin	Joy	16	6	\$81,802
172.	Gittens	Linda	13	6	\$73,722
173.	Goida	Christine	8	7	\$61,265
174.	Gouger III	William	5	3	\$50,859
175.	Govus	Diana	16	8	\$83,344
176.	Granquist	Mark	4	1	\$47,487
177.	Green	Karen	16	7	\$82,821
178.	Greenwood	Jill	13	7	\$74,738
179.	Greiner	Katie	1	7	\$46,793
180.	Gress	Heather	16	9	\$83,893
181.	Grindle	Aliya	7	12	\$61,418
182.	Groff-Yarnall	Lois	16	15	\$87,737
183.	Gubernot, Jr.	Joseph	16	6	\$81,802
184.	Guerin	Leanne	7	5	\$57,122
185.	Guida	Emile	16	8	\$83,344
186.	Gullstrand	Marjory	16	7	\$82,821
187.	Haddad	Ziad	1	3	\$44,475
188.	Halas	Rebecca	16	7	\$82,821
189.	Hansen	Jillian	5	7	\$53,182
190.	Hargrave	Bettsy	6	7	\$55,876
191.	Harris	Susan	14	7	\$77,432
192.	Hartman	Sandra	13	10	\$76,379
193.	Hatcher	Kevin	16	14	\$87,030
194.	Healey	Michael	14	7	\$77,432
195.	Heard	Jeffrey	16	5	\$81,357
196.	Heath	Harriet	16	7	\$82,821
197.	Heeter	Patricia	16	15	\$87,737
198.	Hegarty	Susan	12	6	\$71,029
199.	Heitzman	Vicki	16	7	\$82,821
200.	Hendricks McGee	Amanda	12	5	\$70,586
201.	Hendricks McGee	Sara	16	7	\$82,821
202.	Hennings	Catherine	16	6	\$81,802
203.	Henritz	Anthony	16	10	\$84,468
204.	Henritz	Heather	13	6	\$73,722
205.	Henry	Jeffrey	16	8	\$83,344
206.	Hewitt	Erin	12	15	\$76,936
207.	Hill	Jessica	1	1	\$43,599

208.	Hnasko	Scott	16	15	\$87,737
209.	Hochrine-Firth	Christy	5	7	\$53,182
210.	Hogan	Karin	16	15	\$87,737
211.	Homulka	Gary	16	10	\$84,468
212.	Honadel	Janis	16	7	\$82,821
213.	Hopstetter	Jessica	16	6	\$81,802
214.	Horn	Maria	15	8	\$80,649
215.	Horne	Kevin	5	7	\$53,182
216.	Householder	Laura	14	9	\$78,501
217.	Hower	Andrea	16	6	\$81,802
218.	Hubert	Erin	16	5	\$81,357
219.	Huffman	Carol	16	8	\$83,344
220.	Hughes	Melissa	16	8	\$83,344
221.	Iannazzo	Julia	6	1	\$52,868
222.	Iannia	Tania	16	5	\$81,357
223.	Ilch	Erin	3	3	\$45,506
224.	Ippolito	Cynthia	16	6	\$81,802
225.	Itkor	Emily	1	1	\$43,599
226.	Jacobs	Joseph	16	10	\$84,468
227.	Jennings	Jill	11	9	\$70,414
228.	Johnson	Lisa	14	9	\$78,501
229.	Johnson	Sarah	16	6	\$81,802
230.	Jones	Gwendolyn	15	7	\$80,126
231.	Kallinteris- Casagrande	Chrisoula	5	8	\$53,698
232.	Karas	Jillian	4	1	\$47,487
233.	Karpe	Michael	9	7	\$63,960
234.	Keiper	Alisa	11	5	\$67,893
235.	Keller	Elhannan	16	7	\$82,821
236.	Keller	Mary	3	8	\$48,339
237.	Kelly	Linda	16	10	\$84,468
238.	Kerdzaliev	Amanda	14	5	\$75,972
239.	Kerestur	Kelly	15	10	\$81,772
240.	Kern	Sara	12	6	\$71,029
241.	Kernan	Paul	16	7	\$82,821
242.	Kerzner	Phillip	11	8	\$69,868
243.	Kessel	Brielle	5	5	\$51,737
244.	Kesselring	William	13	7	\$74,738
245.	Keyes	Lisa	16	6	\$81,802
246.	Kiesling	Martha	4	7	\$50,681
247.	Kimler	Brian	16	9	\$83,893
248.	King	Maki	7	12	\$61,418
249.	Kintz	Jana	12	5	\$70,586
250.	Kirkpatrick	Jason	13	5	\$73,279
251.	Kishel	Danielle	12	9	\$73,110
252.	Klamerus	Kerilyn	1	7	\$46,793

253.	Koberlein	Wayne	15	6	\$79,109
254.	Koch	Deborah	16	10	\$84,468
255.	Koch-Rutkowski	Francesca	16	15	\$87,737
256.	Koeller	Colleen	16	6	\$81,802
257.	Kolcun	Brian	16	10	\$84,468
258.	Korb	Michael	11	5	\$67,893
259.	Koretski	John	7	11	\$60,796
260.	Krajewski	Michelle	16	7	\$82,821
261.	Krammes	Barry	12	5	\$70,586
262.	Krammes	Kate	6	9	\$56,936
263.	Kresge	Nicole	16	6	\$81,802
264.	Kresge	Taryn	2	1	\$44,099
265.	Krumanocker	James	16	6	\$81,802
266.	Krupski	David	10	6	\$65,642
267.	Kutteroff	Catherine	16	7	\$82,821
268.	LaBar	Jacqueline	3	3	\$45,506
269.	LaBar	Keith	11	5	\$67,893
270.	LaBar	Robert	16	9	\$83,893
271.	LaBar	Sherwood	16	6	\$81,802
272.	Lagace	Suzanne	16	15	\$87,737
273.	Lakatos	Vincent	7	7	\$58,571
274.	Lantz III	David	16	12	\$85,696
275.	Lapadula	Sal	8	5	\$59,815
276.	Lashinski	Jennie	4	5	\$49,239
277.	Lauer	Danny	16	6	\$81,802
278.	Lazowski	Maria	15	12	\$82,999
279.	Lazowski	Philip	16	14	\$87,030
280.	Leap	Jason	16	7	\$82,821
281.	LeDuc	Wendy	16	12	\$85,696
282.	Lee	MaryKatherine	16	7	\$82,821
283.	Lehman	Lauren	12	6	\$71,029
284.	Lehr	John	7	7	\$58,571
285.	Leibig	Patricia	16	12	\$85,696
286.	Leonard	Jacilyn	16	7	\$82,821
287.	Leonard	Joyce	16	9	\$83,893
288.	Lesoine	Olivia	12	10	\$73,683
289.	Lewis	Tara	10	10	\$68,290
290.	Leyrer	Brian	16	14	\$87,030
291.	Libecap	Charles	14	7	\$77,432
292.	Litts	Diane	16	6	\$81,802
293.	Lloyd	Amy	11	6	\$68,335
294.	Lokuta	Holly	16	7	\$82,821
295.	Long	Craig	16	5	\$81,357
296.	Lopez	Kaitlin	10	5	\$65,201
297.	Loughren	Ryan	7	7	\$58,571

298.	Lowe	Angelica	13	6	\$73,722
299.	Lowe	Deatrice	13	7	\$74,738
300.	Lowris	Joel	11	5	\$67,893
301.	Luchowski	Kara	10	7	\$66,654
302.	Lucykanish	Devon	15	7	\$80,126
303.	Ludka	Shannon	16	5	\$81,357
304.	Ludwig	Suzanne	16	7	\$82,821
305.	Lupinacci	Tina	16	9	\$83,893
306.	Lurry	Trene	5	4	\$51,298
307.	Majeski	David	13	13	\$78,255
308.	Malsch	Jennifer	16	5	\$81,357
309.	Malvagno	Catherine	2	7	\$47,293
310.	Manieri	Suzanne	8	8	\$61,783
311.	Mark	Kelly	16	6	\$81,802
312.	Marmo	Jennifer	15	6	\$79,109
313.	Marrone	Ashley	3	1	\$44,630
314.	Marston-Roses	Dawn	10	6	\$65,642
315.	Martin	Joseph	16	12	\$85,696
316.	Martin	Zachary	16	6	\$81,802
317.	Martone-Bunn	Larysa	3	1	\$44,630
318.	Masker	Leisa	16	6	\$81,802
319.	Massa	Anthony	10	6	\$65,642
320.	Matheis	Martina	16	14	\$87,030
321.	Mathiesen	Carla	16	5	\$81,357
322.	Matisko	Danielle	5	7	\$53,182
323.	Matulevich	Loriann	10	11	\$68,887
324.	Mauro	Samantha	4	13	\$54,159
325.	McClure	Katie	4	1	\$47,487
326.	McCracken	Sean	7	5	\$57,122
327.	McIlvaine	Stephanie	16	5	\$81,357
328.	McKelvin	Wanda	16	8	\$83,344
329.	McNamara (.5)	Bryan	5	7	\$53,182 (prorated)
330.	Medina	Sandra	10	6	\$65,642
331.	Meglio	Stephen	5	12	\$56,022
332.	Mendicino	Christina	2	1	\$44,099
333.	Mengel	Justin	2	1	\$44,099
334.	Meola	Rachel	6	6	\$54,869
335.	Mercado	Aceneth	4	8	\$51,196
336.	Metaxas	Carolyn	9	7	\$63,960
337.	Metzgar	Richard	16	7	\$82,821
338.	Metzgar	Shannon	14	7	\$77,432
339.	Millard	John	13	6	\$73,722
340.	Miller	Barbara	16	15	\$87,737
341.	Miller	Beth Ann	15	5	\$78,665
342.	Miller	Lorin	3	7	\$47,824

343.	Miller	Lynda	5	3	\$50,859
344.	Miller	Robbi Jean	11	11	\$71,584
345.	Minnichbach	Joseph	12	11	\$74,281
346.	Minnichbach	Lisa	16	11	\$85,069
347.	Mitchell	Brandi	16	13	\$86,350
348.	Mitchell	Brian	16	5	\$81,357
349.	Mitchell	Daniel J.	16	6	\$81,802
350.	Mlodzienski	Lian	1	2	\$44,037
351.	Mochan	Karen	16	12	\$85,696
352.	Montes	Mary Lou	16	8	\$83,344
353.	Mooney	Edward	16	7	\$82,821
354.	Moraski	Donna	5	7	\$53,182
355.	Moretto	Destiny	5	11	\$55,402
356.	Morro	Sherry	16	7	\$82,821
357.	Moser	Daniel	3	7	\$47,824
358.	Moskovitz	Scott	10	8	\$67,173
359.	Mowrer	Taryn	6	7	\$55,876
360.	Moyer	Zachary	2	3	\$44,975
361.	Mullaney	Matthew	13	5	\$73,279
362.	Munch	Laura	6	8	\$56,393
363.	Munford	Samantha	9	14	\$68,135
364.	Muniz	Kathleen	10	15	\$71,536
365.	Murphy	Cheryl	16	13	\$86,350
366.	Murphy	Kenneth	16	6	\$81,802
367.	Myers	John	16	6	\$81,802
368.	Nace	Kevin	16	5	\$81,357
369.	Nalbone	Abigail	1	11	\$49,008
370.	Newman	Julianne	16	7	\$82,821
371.	Newman	Katrina	5	1	\$50,178
372.	Newman	Shelley	10	5	\$65,201
373.	Neyhart	Mary Louise	12	13	\$75,557
374.	Nichols	Monica	11	8	\$69,868
375.	Nicoletti	Ann	16	6	\$81,802
376.	Nieman	Emily	1	1	\$43,599
377.	Niznik	Tosha	16	7	\$82,821
378.	Nordmark	Barbara	16	13	\$86,350
379.	North	Alison	15	7	\$80,126
380.	Novak	Judy	15	8	\$80,649
381.	Nute	Katherine	10	10	\$68,290
382.	O'Donnell	Paul	16	7	\$82,821
383.	O'Donnell	Rebecca	9	5	\$62,508
384.	Oiler (.73)	Kathy	16	9	\$83,893 (prorated)
385.	Olver	Ginger	10	9	\$67,719
386.	O'Malley	Annette	16	15	\$87,737
387.	O'Malley	Letitia	16	13	\$86,350

388.	Oplinger	Jane	16	10	\$84,468
389.	Orlando	Luke	2	6	\$46,289
390.	Osborn-Hallet	Michelle	16	15	\$87,737
391.	Osmun	Jonathan	9	9	\$65,023
392.	Ostroski	Deana	16	11	\$85,069
393.	Panepinto	Carrie	16	7	\$82,821
394.	Pappalardo	Lynn	16	5	\$81,357
395.	Paradis	Lindsay	6	5	\$54,429
396.	Parker	Joseph	4	2	\$47,925
397.	Parr	Nellicann	4	13	\$54,159
398.	Parrish	Jill	11	15	\$74,236
399.	Parton	James	16	7	\$82,821
400.	Pasciak	Linda	16	7	\$82,821
401.	Patascher	Daniel	16	15	\$87,737
402.	Pattison	Gayle	13	15	\$79,636
403.	Pecha	Kaitlin	5	3	\$50,859
404.	Pellington	Cynthia	13	10	\$76,379
405.	Perez	Julissa	10	7	\$66,654
406.	Perini	Brenda	16	5	\$81,357
407.	Perkins	Rose	10	7	\$66,654
408.	Perri	Rebecca	3	1	\$44,630
409.	Peruso	Jennifer	13	5	\$73,279
410.	Peters	Joanne	15	10	\$81,772
411.	Phillips	Daniel	16	5	\$81,357
412.	Piccotti	Stacy	16	5	\$81,357
413.	Piedra	Gisela	16	9	\$83,893
414.	Pierce	Mary	16	9	\$83,893
415.	Plytage	Michael	13	7	\$74,738
416.	Prince	Samantha	11	7	\$69,349
417.	Prusik	Julia	11	7	\$69,349
418.	Przybylski	Anna	6	8	\$56,393
419.	Quire	Taylor	3	1	\$44,630
420.	Rade	Ronald	16	10	\$84,468
421.	Randall	Steven	16	6	\$81,802
422.	Rayhon	Dannielle	4	3	\$48,363
423.	Reese	Stephanie	7	7	\$58,571
424.	Reichert	Eric	16	12	\$85,696
425.	Reichl	Jeffrey	14	15	\$82,337
426.	Reith	Daryl	16	9	\$83,893
427.	Rescigno	Barbara	16	15	\$87,737
428.	Reveron	Evelyn	2	4	\$45,413
429.	Reyes	Claudia	10	5	\$65,201
430.	Rhoadhouse	Andrea	4	1	\$47,487
431.	Ridner	Cara	13	6	\$73,722
432.	Ridner, Jr.	Fred	14	6	\$76,415

433.	Riley	Kimberly	16	12	\$85,696
434.	Rode	Kaley	4	7	\$50,681
435.	Rodriquez	Janice	16	7	\$82,821
436.	Rodriguez	Laura	6	7	\$55,876
437.	Rodriguez	Lizzette	1	2	\$44,037
438.	Rodriguez	Valerie	16	7	\$82,821
439.	Rogers	Denise	16	9	\$83,893
440.	Rogers	Maria	16	5	\$81,357
441.	Rogers	Thomas	16	6	\$81,802
442.	Rogerson	Christine	16	12	\$85,696
443.	Rolando	Tina	13	6	\$73,722
444.	Romagno	Jenniffer	3	6	\$46,820
445.	Romano	Nicole	1	1	\$43,599
446.	Rossi	Christopher	16	8	\$83,344
447.	Rothwell	Donna	15	12	\$82,999
448.	Rovi	Lauren	13	7	\$74,738
449.	Ruberto	Robin	16	7	\$82,821
450.	Rubino	Julie	16	9	\$83,893
451.	Ruhl	Jessica	16	6	\$81,802
452.	Ruhl	Steven	16	6	\$81,802
453.	Rutkowski	Rebecca	1	1	\$43,599
454.	Ryno	Jamie	16	5	\$81,357
455.	Saeger	Blaec	14	5	\$75,972
456.	Sandri	Trudi	16	9	\$83,893
457.	Sands	Deborah	16	15	\$87,737
458.	Sandy	Jasmine	16	7	\$82,821
459.	Sanker	Donald	11	6	\$68,335
460.	Sassaman	Casey	5	9	\$54,240
461.	Schaller	Derek	4	2	\$47,925
462.	Schellhamer	Chris	16	8	\$83,344
463.	Schembeck	Angela	5	6	\$52,176
464.	Schnatter	Dawn	12	7	\$72,043
465.	Schneider	Christian	16	7	\$82,821
466.	Schouppe	Stephen	16	6	\$81,802
467.	Schulte	Gloria	9	9	\$65,023
468.	Schweppenheiser	Christine	6	6	\$54,869
469.	Scott	David	8	7	\$61,265
470.	Scott	Evan	3	13	\$51,302
471.	Scott	Jennifer	16	8	\$83,344
472.	Scott	Sara	3	3	\$45,506
473.	Secor	Desina	16	15	\$87,737
474.	Seeman	Deziree	9	13	\$67,461
475.	Seeuwen	Natalie	6	10	\$57,505
476.	Segond	Angelica	12	6	\$71,029
477.	Seidel	Maureen	16	11	\$85,069

478.	Senior	Caren	5	6	\$52,176
479.	Shaffer	Nancy	12	13	\$75,557
480.	Shamp	Melody	16	11	\$85,069
481.	Shemansky	Mercy	16	11	\$85,069
482.	Shumbris	Robyn	16	7	\$82,821
483.	Sierra	Pamela	2	9	\$48,349
484.	Signorello	Amanda	13	7	\$74,738
485.	Silva	Susanna	1	8	\$47,308
486.	Simonds	Kevin	2	1	\$44,099
487.	Siptroth	Michelle	16	15	\$87,737
488.	Smith	Jennifer	11	5	\$67,893
489.	Smith	Kelly Jo	12	5	\$70,586
490.	Smith	Matthew	13	6	\$73,722
491.	Smith	Susan	16	6	\$81,802
492.	Soskil	Lori	16	12	\$85,696
493.	Souffrant	Fabiola	8	7	\$61,265
494.	Spering	Laureen	14	5	\$75,972
495.	Spielman	Kelly	8	7	\$61,265
496.	Spitzel	Tanya	1	7	\$46,793
497.	Stalker	Michael	14	9	\$78,501
498.	Steakin	Susan	13	13	\$78,255
499.	Stein	Sarah	14	5	\$75,972
500.	Stevens	Hillary	10	11	\$68,887
501.	Stevens	Miriam	5	2	\$50,420
502.	Stine	Richard	16	8	\$83,344
503.	Stokes	Evan	5	6	\$52,176
504.	Stout	Melissa	16	6	\$81,802
505.	Strain	Scott	5	7	\$53,182
506.	Strazzeri	Catherine	5	7	\$53,182
507.	Stricker	Stefanie	13	15	\$79,636
508.	Suarez	Elizabeth	4	7	\$50,681
509.	Sullivan	Caitlin	3	6	\$46,820
510.	Summerville	Launie	2	1	\$44,099
511.	Swineford	John	14	5	\$75,972
512.	Symonies	Kerrie	16	8	\$83,344
513.	Sywensky	John	16	6	\$81,802
514.	Szepietowski	Waldemar	10	5	\$65,201
515.	Szulborski	Jason	16	6	\$81,802
516.	Tasick	Denise	16	9	\$83,893
517.	Telepo	Alyssa	1	1	\$43,599
518.	Thurber	Peggy	16	8	\$83,344
519.	Tiernan	Patricia	16	7	\$82,821
520.	Timpson	Daniel	13	6	\$73,722
521.	Tinney	Bridget	9	7	\$63,960
522.	Tirado	Brenda	16	9	\$83,893

523.	Tirjan	Lisa	16	15	\$87,737
524.	Tischler	Julia	16	6	\$81,802
525.	Tobin	Snoann	10	12	\$69,511
526.	Torres	Tina	11	5	\$67,893
527.	Tosh	Christopher	12	7	\$72,043
528.	Tosh	Jacqueline	12	7	\$72,043
529.	Toth	Donald	16	9	\$83,893
530.	Trauschke	Billie	16	7	\$82,821
531.	Trauschke	Thomas	16	6	\$81,802
532.	Turner	Gillian	9	8	\$64,478
533.	Tynemouth	Catherine	16	5	\$81,357
534.	Vaccaro	Mark	11	12	\$72,208
535.	Vagni	Alexis	8	7	\$61,265
536.	VanWinkle	Catherine	11	6	\$68,335
537.	Varkanis	Samantha	4	7	\$50,681
538.	Varner	Amanda	16	7	\$82,821
539.	Visser	Jacqueline	16	11	\$85,069
540.	Vitulli	Lisa	12	7	\$72,043
541.	Wagner	Margaret	16	7	\$82,821
542.	Wagner	Timothy	16	6	\$81,802
543.	Wallen	Annamaria	16	15	\$87,737
544.	Walsh	Sarah	2	6	\$46,289
545.	Walters	Jessica	8	5	\$59,815
546.	Wardwell	Kelsey	3	7	\$47,824
547.	Ware	James	16	6	\$81,802
548.	Warner	Amberly	5	7	\$53,182
549.	Watson	Mark	16	5	\$81,357
550.	Weeks	Laura	15	7	\$80,126
551.	Weiss	Erin	11	5	\$67,893
552.	Werth	John	16	13	\$86,350
553.	Wescott	Shawn	16	11	\$85,069
554.	West	Melissa	16	8	\$83,344
555.	Wetherhold	Barbara	16	8	\$83,344
556.	Whitney	Matthew	10	7	\$66,654
557.	Widger	Stephanie	10	7	\$66,654
558.	Wiesenberg	Vala	16	6	\$81,802
559.	Winkler	Mary	3	3	\$45,506
560.	Wisneiski	Linda	16	7	\$82,821
561.	Witcraft	Laura	16	6	\$81,802
562.	Wolff	Susan	16	15	\$87,737
563.	Wood	Cori	6	1	\$52,868
564.	Worobij	Nadia	16	16	\$88,468
565.	Wysocki	Lauren	2	1	\$44,099
566.	Yacuboski	Cheryl	12	15	\$76,936
567.	Yeomans	Brett	3	1	\$44,630

568.	Yohe	Zahra	10	7	\$66,654
569.	Yorke-Viney	Sally	16	16	\$88,468
570.	Young	Kevin	16	5	\$81,357
571.	Youngken	Kellie	16	15	\$87,737
572.	Zabriskie	Lisa	12	7	\$72,043
573.	Zanella	Ann	9	7	\$63,960
574.	Zasada	Edward	16	7	\$82,821
575.	Zaso	Anita	16	9	\$83,893
576.	Zavertnik	Louise	13	7	\$74,738
577.	Zajac	Mary	11	11	\$71,584
578.	Zelinski	Jan	14	7	\$77,432
579.	Zerfoss	Jon	15	7	\$80,126
580.	Zimmerman	Lindsey	12	7	\$72,043

h. School Counselor 2019-2020 Fiscal Year Salary Compensations. These salaries are effective July 1, 2019 through June 30, 2020.

	Last Name	First Name	Step	Column	2019-2020 Salary
1.	Christian	Cynthia	16	12	\$85,696.00
2.	Formica	Joseph	16	8	\$83,344.00
3.	Jones	Deborah	16	15	\$87,737.00
4.	Kule	Jay	16	10	\$84,468.00
5.	Peeke	Lachlan	16	16	\$88,468.00

i. Support Salary Adjustments

	Name	Position	From:	To:	Effective
1.	Cramer, Kathaleen	Summer Grounds Worker	\$11.50/hour	\$14.00/hour	June 19, 2019 through August 23, 2019
2.	Reyes, Samuel	Summer Grounds Worker	\$11.50/hour	\$14.00/hour	June 19, 2019 through August 23, 2019
3.	O'Neill, Daniel	Maintenance II Worker	\$21.00/base hourly rate	\$21.45/base hourly rate	July 1, 2019
4.	Halsell, Michael	Bus Driver	\$16.49/hour	\$16.94/hour	July 1, 2019
5.	Van Voorhis, Carl	Bus Driver	\$16.49/hour	\$16.94/hour	July 1, 2019

j. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Carrillo, Rosie	Substitute teacher	Professional	2019/2020 School Year
2.	Castle, Shaquila	Substitute teacher	Professional	2019/2020 School Year
3.	Famoso, Thomas	Substitute teacher	Professional	2019/2020 School Year
4.	Ferreira Freeman, Francia	Substitute teacher	Professional	2019/2020 School Year
5.	Greaves, Micanel	Substitute teacher	Professional	2019/2020 School Year
6.	Greene, Donna	Substitute teacher	Professional	2019/2020 School Year
7.	Jeffers, YingFang	Substitute teacher	Professional	2019/2020 School Year
8.	Johnson, Patsy	Substitute teacher	Professional	2019/2020 School Year
9.	Maraventano, Maria	Substitute teacher	Professional	2019/2020 School Year
10.	Messana, Amy	Substitute teacher	Professional	2019/2020 School Year
11.	Morse, Kenneth	Substitute teacher	Professional	2019/2020 School Year
12.	Oni, Helen	Substitute teacher	Professional	2019/2020 School Year
13.	Peckally, Jennifer	Substitute teacher	Professional	2019/2020 School Year
14.	Vazquez, Rosemary	Substitute teacher	Professional	2019/2020 School Year
15.	Zall, Denise	Substitute teacher	Professional	2019/2020 School Year

16.	Acosta, Saraswati	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2019/2020 Fiscal Year
17.	Gilmore, Khadijah	Secretary, Student Aide	Support	2019/2020 Fiscal Year
18.	Johnson, Gail	Secretary	Support	2019/2020 Fiscal Year
19.	Feffers, YingFang	Paraprofessional, Student Aide	Support	2019/2020 Fiscal Year
20.	Peters, Kimberlee	Maintenance I Worker	Support	2019/2020 Fiscal Year
21.	Prendergast, Frances	Front Desk Receptionist	Support	2019/2020 Fiscal Year
22.	Reali, Susan	Custodian	Support	2019/2020 Fiscal Year
23.	Venslosky, Dana	Maintenance I Worker	Support	2019/2020 Fiscal Year
24.	Vazquez, Rosemary	Maintenance I Worker	Support	2019/2020 Fiscal Year

- k. **2018-2019 Summer ELL Evaluating/Revising.** These positions are fully funded through the Title III Grant for the purposes of evaluating the English Language Learner Program and planning effective instruction for ELLs for the 2019-2020 school year.

	Last Name	First Name	Position	Rate	Effective Date
1.	Matheis	Martina	ESL Teacher	\$29.06 per hour, not to exceed a total of 7.5 hours.	August 19, 2019
2.	Reveron	Evelyn	ESL Teacher	\$29.06 per hour, not to exceed a total of 7.5 hours.	August 19, 2019

- l. **2019-2020 Curriculum Revising.** These positions are effective for August 22, 2019 for the purpose of evaluating and revising curriculum and are funded through the Curriculum and Instruction Department.

	Last Name	First Name	Classification	Rate
1.	Agosto	Caroline	Professional	\$29.31 per hour not to exceed 6 hours
2.	Cykosky	Tamara	Professional	\$29.31 per hour not to exceed 6 hours
3.	Falbo	Tina	Professional	\$29.31 per hour not to exceed 6 hours
4.	Hnasko	Scott	Professional	\$29.31 per hour not to exceed 6 hours
5.	Rescigno	Barbara	Professional	\$29.31 per hour not to exceed 6 hours
6.	Trauschke	Billie	Professional	\$29.31 per hour not to exceed 6 hours

- m. **Cyber Academy Facilitators Appointments for the 2019-2020 School Year – High School.** \$29.06/hour up to 70 hours (not to exceed 75 hours including training) for “Full Credit” courses and up to 38 hours (not to exceed 43 hours including training) for “Quarter or Half Credit” courses, depending on student enrollment per course.

	Name	Subject	Effective Date(s)
1.	Brady, William	SAT Math Prep	2019-2020 School Year
2.	Brady, William	Math Tutor South	2019-2020 School Year
3.	Carson, Wayne	Computer Applications	2019-2020 School Year
4.	Carson, Wayne	Introduction to Coding	2019-2020 School Year
5.	Carson, Wayne	Introduction to Information Technology	2019-2020 School Year
6.	Carson, Wayne	Audio Engineering	2019-2020 School Year
7.	Davidge, Samuel	Health 9	2019-2020 School Year
8.	Davidge, Samuel	Phys Ed 9	2019-2020 School Year
9.	DeLeon, Karla	Algebra 2	2019-2020 School Year
10.	DeLeon, Karla	Math 1	2019-2020 School Year
11.	Dobrowolski, Darren	AP Calculus AB	2019-2020 School Year
12.	Dobrowolski, Darrin	Geometry	2019-2020 School Year
13.	Dobrowolski, Darrin	Trigonometry	2019-2020 School Year
14.	Dobrowolski, Darrin	Pre-Calculus	2019-2020 School Year
15.	Dobrowolski, Darrin	Statistics	2019-2020 School Year
16.	Dobrowolski, Darrin	Math Tutor North	2019-2020 School Year
17.	Dunlap, Courtney	ELA 9	2019-2020 School Year
18.	Dunlap, Courtney	ELA 10	2019-2020 School Year
19.	Ellison, Aimee	Health 11	2019-2020 School Year
20.	Ellison, Aimee	Phys Ed 11	2019-2020 School Year
21.	Espinoza, Marilyn	Algebra 1	2019-2020 School Year
22.	Espinoza, Marilyn	Math Essentials	2019-2020 School Year

23.	Farley-Picciano, Erin	AP Eng Lit & Comp	2019-2020 School Year
24.	Formica, Joseph	Career Planning and Development	2019-2020 School Year
25.	Formica, Joseph	Career Explorations	2019-2020 School Year
26.	Francios, Maria	Physical Science	2019-2020 School Year
27.	Francios, Maria	Biology	2019-2020 School Year
28.	Francios, Maria	AP Environmental Science	2019-2020 School Year
29.	Gavitt, Kym	Health Science Concepts	2019-2020 School Year
30.	Hennings, Catherine	French 1	2019-2020 School Year
31.	Hennings, Catherine	French 2	2019-2020 School Year
32.	Kernan, Paul	AP Psychology	2019-2020 School Year
33.	Kessel, Brielle	Health 10	2019-2020 School Year
34.	Kirkpatrick, Karen	Introduction to Art	2019-2020 School Year
35.	Kirkpatrick, Karen	Art History	2019-2020 School Year
36.	Krupski, David	Current World Issues	2019-2020 School Year
37.	Loughren, Ryan	Spanish 1	2019-2020 School Year
38.	Loughren, Ryan	Spanish 2	2019-2020 School Year
39.	Loughren, Ryan	Spanish 3	2019-2020 School Year
40.	Loughren, Ryan	Spanish 4	2019-2020 School Year
41.	Matheis, Martina	Expository Reading and Writing	2019-2020 School Year
42.	Matheis, Martina	Introduction to Speech	2019-2020 School Year
43.	Matheis, Martina	AP Eng Lang & Comp	2019-2020 School Year
44.	Mlodzienski, Lian	Chemistry	2019-2020 School Year
45.	Moskovitz, Scott	Health 12	2019-2020 School Year
46.	Moskovitz, Scott	Phys Ed 12	2019-2020 School Year
47.	Patascher, Daniel	Phys Ed 10	2019-2020 School Year
48.	Przybylski, Anna	Consumer Math	2019-2020 School Year
49.	Schulte, Gloria	ELA 11	2019-2020 School Year
50.	Schulte, Gloria	ELA 12	2019-2020 School Year
51.	Scott, David	Environmental Science	2019-2020 School Year
52.	Scott, David	Physics	2019-2020 School Year
53.	Scott, David	Physics	2019-2020 School Year
54.	Soskil, Lori	Introduction to Health Science	2019-2020 School Year
55.	Vitulli, Lisa	Online Learning and Digital Citizenship	2019-2020 School Year
56.	Vitulli, Lisa	Strategies for Academic Success	2019-2020 School Year
57.	Ware, James	SAT Reading Prep	2019-2020 School Year
58.	Ware, James	SAT Writing Prep	2019-2020 School Year
59.	Zannella, Ann	Introduction to Business	2019-2020 School Year
60.	Zannella, Ann	Introduction to Entrepreneurship	2019-2020 School Year
61.	Zerfoss, Jon	Civics and Government	2019-2020 School Year
62.	Zerfoss, Jon	Sociology	2019-2020 School Year
63.	Zerfoss, Jon	Psychology	2019-2020 School Year
64.	Zerfoss, Jon	AP US History	2019-2020 School Year

n. **Cyber Academy Facilitators Appointments for the 2019-2020 School Year – Intermediate.** \$29.06/hour up to 70 hours (not to exceed 75 hours including training) depending on student enrollment per course.

	Name	Subject	Effective Date(s)
1.	Bock, Elizabeth	ELA – Grade 6	2019-2020 School Year
2.	Bock, Elizabeth	ELA – Grade 7	2019-2020 School Year
3.	Bock, Elizabeth	Math – Grade 7	2019-2020 School Year
4.	Bock, Elizabeth	Science – Grade 6	2019-2020 School Year
5.	Espinosa, Marilyn	Intermediate Algebra 1	2019-2020 School Year
6.	Espinoza, Marilyn	Math – Grade 8	2019-2020 School Year
7.	Gambill, Geoffrey	Math – Grade 6	2019-2020 School Year
8.	Gambill, Geoffrey	Science – Grade 8	2019-2020 School Year
9.	Gambill, Geoffrey	Social Studies – Grade 7	2019-2020 School Year
10.	Gambill, Geoffrey	Social Studies – Grade 8	2019-2020 School Year

11.	Hennings, Catherine	Intermediate French	2019-2020 School Year
12.	Kirkpatrick, Karen	Art Experience 6	2019-2020 School Year
13.	Kirkpatrick, Karen	Art Experience 7	2019-2020 School Year
14.	Kirkpatrick, Karen	Art Experience 8	2019-2020 School Year
15.	Loughren, Ryan	Intermediate Spanish	2019-2020 School Year
16.	Munford, Samantha	Health – 6	2019-2020 School Year
17.	Munford, Samantha	Health – 7	2019-2020 School Year
18.	Munford, Samantha	Health - 8	2019-2020 School Year
19.	Munford, Samantha	PE – Grade 6	2019-2020 School Year
20.	Munford, Samantha	PE – Grade 7	2019-2020 School Year
21.	Munford, Samantha	PE – Grade 8	2019-2020 School Year
22.	Stevens, Hillary	Music Experience 6	2019-2020 School Year
23.	Stevens, Hillary	Music Experience 7	2019-2020 School Year
24.	Stevens, Hillary	Music Experience 8	2019-2020 School Year
25.	Vitulli, Lisa	ELA – Grade 8	2019-2020 School Year
26.	Vitulli, Lisa	Science – Grade 7	2019-2020 School Year
27.	Vitulli, Lisa	Social Studies – Grade 6	2019-2020 School Year

- o. 2018-2019 Summer Programs - Support Staff.** The following positions are to support summer programs and are effective July 1, 2019 through August 1, 2019. Support staff hourly rates will be their 2019-2020 fiscal year salary compensation.

	Name	Position	2019-2020 Hourly Rate
1.	Cramer, Kathaleen	Bus Driver (Substitute)	\$17.39
2.	Ortiz, Michelle	Bus Driver (Substitute)	\$17.84

p. 2019-2020 Schedule B Position Appointments

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
1.	Perkins	Rose	Band Director (Elementary)	Bushkill Elementary	\$1,739.00	
2.	Worobij	Nadia	Choral Director	Bushkill Elementary	\$1,739.00	(plus \$250.00 longevity stipend)
3.	DeRosa	Susan	Detention Supervisor	Bushkill Elementary	\$29.31	
4.	Finver	Mary	Detention Supervisor	Bushkill Elementary	\$29.31/hour	
5.	Jablonski	Alison	Detention Supervisor	Bushkill Elementary	\$29.31/hour	
6.	Worobij	Nadia	Intramural African Drumming Advisor	Bushkill Elementary	\$24.21/hour (33 hour maximum)	
7.	Cotto	Judith	Intramural Homework Advisor (all year-shared position)	Bushkill Elementary	\$24.21/hour (80 hour maximum split between advisors)	
8.	DeRosa	Susan	Intramural Homework Substitute Advisor (all year-shared position)	Bushkill Elementary	\$24.21/hour (80 hour maximum split between advisors)	
9.	Cotto	Judith	Intramural Jump Rope Advisor	Bushkill Elementary	\$24.21/hour (12 hour maximum)	
10.	Noia	Donna	Intramural Math Strategies Co-Advisor	Bushkill Elementary	\$24.21/hour (30 hour maximum split between advisors)	
11.	Rolando	Tina	Intramural Math Strategies Co-Advisor	Bushkill Elementary	\$24.21/hour (30 hour maximum split between advisors)	
12.	Worobij	Nadia	Intramural Recorder Group Advisor	Bushkill Elementary	\$24.21/hour (30 hour maximum)	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
13.	Antolick	Lynn	Choral Director	East Stroudsburg Elementary	\$1,739.00	(plus \$250.00 longevity stipend)
14.	Parton	James	Detention Supervisor (all year)	East Stroudsburg Elementary	\$29.31/hour (75 hour maximum split between supervisors)	
15.	Yohe	Zahra	Detention Supervisor (all year)	East Stroudsburg Elementary	\$29.31/hour (75 hour maximum split between supervisors)	
16.	Ballard	Nicole	Intramural Art Advisor (all year)	East Stroudsburg Elementary	\$24.21/hour (24 hour maximum)	
17.	Lopez	Kaitlin	Intramural Broadcast Advisor (all year)	East Stroudsburg Elementary	\$24.21/hour (65 hour maximum)	
18.	Ridner	Cara	Intramural Character Education Advisor (all year)	East Stroudsburg Elementary	\$24.21/hour (25 hour maximum)	
19.	Parton	James	Intramural Chess Group Advisor (all year)	East Stroudsburg Elementary	\$24.21/hour (30 hour maximum)	
20.	Antolick	Lynn	Intramural Musical Theater Tri-Advisor (all year)	East Stroudsburg Elementary	\$24.21/hour (20 hour maximum)	
21.	Aulisio	Lindsay	Intramural Musical Theater Tri-Advisor (all year)	East Stroudsburg Elementary	\$24.21/hour (65 hour maximum)	
22.	Ballard	Nicole	Intramural Musical Theater Tri-Advisor (all year)	East Stroudsburg Elementary	\$24.21/hour (30 hour maximum)	
23.	Mauro	Samantha	Intramural Ski Group Co-Advisor (2nd semester)	East Stroudsburg Elementary	\$24.21/hour (20 hour maximum)	
24.	Riley	Kimberly	Intramural Ski Group Co-Advisor (2nd semester)	East Stroudsburg Elementary	\$24.21/hour (20 hour maximum)	
25.	Trauschke	Thomas	Intramural Student Council Advisor (all year)	East Stroudsburg Elementary	\$24.21/hour (18 hour maximum)	
26.	Mauro	Samantha	Intramural Yearbook Co-Advisor (all year)	East Stroudsburg Elementary	\$24.21/hour (30 hours maximum)	
27.	McKelvin	Wanda	Intramural Yearbook Co-Advisor (all year)	East Stroudsburg Elementary	\$24.21/hour (30 hours maximum)	
28.	Flicker	Matthew	Assistant Band Director	High School North	\$4,161.00	(plus \$250.00 longevity stipend)
29.	Bakner	Paul	Band Director	High School North	\$6,609.00	(plus \$250.00 longevity stipend)
30.	Prothro	Aileen	Cheerleading Head Coach (fall)	High School North	\$2,572.00	
31.	Prothro	Aileen	Cheerleading Head Coach (winter)	High School North	\$2,571.00	
32.	LaBar	Keith	Choral Director	High School North	\$3,653.00	(plus \$250.00 longevity stipend)
33.	Sanker	Rebecca	Color Guard Advisor	High School North	\$3,073.00	
34.	Bogart	Jenny	DECA Fashion Club Co-Advisor	High School North	\$1,102.00 (prorated)	
35.	Peters	Karen	DECA Fashion Club Co-Advisor	High School North	\$1,102.00 (prorated)	
36.	Dunleavy	Susan	Detention Supervisor	High School North	\$29.31/hour	
37.	Massaro	Ellen	Detention Supervisor	High School North	\$29.31/hour	
38.	McGrath	Francine	Detention Supervisor	High School North	\$29.31/hour	
39.	Wright	Patricia	Detention Supervisor	High School North	\$29.31/hour	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
40.	LaBar	Keith	Director of School Productions (spring)	High School North	\$2,615.00	(plus \$250.00 longevity stipend)
41.	LaBar	Keith	Drama Musical Director	High School North	\$1,512.00	
42.	Morales	Venus	Field Hockey Assistant Coach	High School North	\$3,627.00	
43.	Marmo	Jennifer	Intramural Bootcamp Literature Advisor	High School North	\$24.21/hour (24 hour maximum)	
44.	VanWinkle	Zachary	Intramural Boys' Soccer Advisor	High School North	\$24.21/hour (24 hour maximum)	
45.	LaBar	Keith	Intramural Chorale Advisor	High School North	\$24.21/hour (48 hour maximum)	
46.	Parham	Hasana	Intramural Dance Advisor	High School North	\$24.21/hour (48 hour maximum)	
47.	Campbell	Bridget	Intramural Girls' Tennis Co-Advisor	High School North	\$24.21/hour (12 hour maximum)	
48.	Fuller	Jennifer	Intramural Girls' Tennis Co-Advisor	High School North	\$24.21/hour (12 hour maximum)	
49.	Marmo	Jennifer	Intramural GSA (Gay Straight Alliance) Co-Advisor	High School North	\$24.21/hour (48 hour maximum split between advisors)	
50.	Marmo	Jennifer	Intramural Homework Advisor (all year) (Tuesday)	High School North	\$24.21/hour (48 hour maximum)	
51.	Stevens	Miriam	Intramural Homework Advisor (Monday)	High School North	\$24.21/hour (48 hour maximum split between advisors)	
52.	Strazzeri	Catherine	Intramural Homework Advisor (Thursday)	High School North	\$24.21/hour (48 hour maximum split between advisors)	
53.	Marmo	Jennifer	Intramural Homework Substitute Advisor (Monday & Thursday)	High School North	\$24.21/hour (48 hour maximum split between advisors)	
54.	Stevens	Miriam	Intramural Homework Substitute Advisor (Tuesday & Thursday)	High School North	\$24.21/hour (48 hour maximum split between advisors)	
55.	Strazzeri	Catherine	Intramural Homework Substitute Advisor (Monday & Tuesday)	High School North	\$24.21/hour (48 hour maximum split between advisors)	
56.	Nute	Katherine	Intramural Key and Leo Advisor	High School North	\$24.21/hour (48 hour maximum)	
57.	Lashinski	Jennie	Intramural Keystone Bootcamp Algebra Advisor (shared position)	High School North	\$24.21/hour (16 hour maximum split between all Algebra advisors)	
58.	Marmo	Jennifer	Intramural Reading Olympics Co-Advisor	High School North	\$24.21/hour (48 hour maximum split between advisors)	
59.	Strazzeri	Catherine	Intramural Reading Olympics Co-Advisor	High School North	\$24.21/hour (48 hour maximum split between advisors)	
60.	Strazzeri	Catherine	Intramural S.A.D.D. Advisor	High School North	\$24.21/hour (48 hour maximum)	
61.	O'Donnell	Paul	Intramural Seaperch Seaguide Advisor	High School North	\$24.21/hour (48 hour maximum)	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
62.	Edwards	Sean	Intramural Stage Crew Advisor	High School North	\$24.21/hour (48 hour maximum)	
63.	Korb	Michael	Intramural Technology Student Association Advisor	High School North	\$24.21/hour (48 hour maximum)	
64.	Carson	Jessica	Intramural Varsity Video Game Advisor	High School North	\$24.21/hour (24 hour maximum)	
65.	Bakner	Paul	Jazz Band Director	High School North	\$1,907.00	(plus \$250.00 longevity stipend)
66.	VanWinkle	Catherine	Junior Class Advisor	High School North	\$1,289.00	
67.	Sanker	Donald R.	Marching Band Instructor	High School North	\$1,881.00	(plus \$250.00 longevity stipend)
68.	Lashinski	Jennie	Mock Trial Head Coach	High School North	\$2,509.00	
69.	Ware	James	National Honor Society Advisor	High School North	\$1,193.00	
70.	Lowris	Joel	Rifle Team Head Coach	High School North	\$3,378.00	
71.	Cruz	Carolyn	Senior Class Co-Advisor	High School North	\$1,463.00 (prorated)	
72.	Martone-Bunn	Larysa	Senior Class Co-Advisor	High School North	\$1,463.00 (prorated)	
73.	Morales	Venus	Sophomore Class Co-Advisor	High School North	\$1,196.00 (prorated)	
74.	Lashinski	Jennie	Speech & Debate Team Advisor	High School North	\$1,962.00	
75.	Edwards	Sean	Stage Manager	High School North	\$3,822.00	(plus \$250.00 longevity stipend)
76.	VanWinkle	Catherine	Student Council Advisor	High School North	\$2,278.00	
77.	Prince	Samantha	Volunteer Junior States of America Advisor	High School North	not applicable	
78.	Lurry	Trene	Volunteer NAACP advisor	High School North	not applicable	
79.	Fetherman	Christopher	Wrestling Varsity Assistant Coach	High School North	\$4,950.00	
80.	VanWinkle	Catherine	Yearbook Editor Advisor	High School North	\$2,628.00	
81.	Horne	Kevin	Assistant Band Director	High School South	\$4,161.00	(plus \$250.00 longevity stipend)
82.	Farley-Picciano	Erin	Assistant Co-Director of School Productions (fall)	High School South	\$1,612.00 (prorated)	(plus \$250.00 longevity stipend)
83.	Turner	Gillian	Assistant Co-Director of School Productions (fall)	High School South	\$1,612.00 (prorated)	(plus \$250.00 longevity stipend)
84.	Farley-Picciano	Erin	Assistant Co-Director of School Productions (spring)	High School South	\$1,612.00 (prorated)	(plus \$250.00 longevity stipend)
85.	Turner	Gillian	Assistant Co-Director of School Productions (spring)	High School South	\$1,612.00 (prorated)	(plus \$250.00 longevity stipend)
86.	Clogg	Katye	Band Director	High School South	\$6,609.00	(plus \$250.00 longevity stipend)
87.	Lantz	David	Choral Director	High School South	\$3,653.00	(plus \$250.00 longevity stipend)
88.	Lantz	David	Choraliers Club Advisor	High School South	\$1,102.00	
89.	Snapp	Donna	Color Guard Advisor	High School South	\$3,073.00	(plus \$250.00 longevity stipend)
90.	Bogart	Jenny	DECA Fashion Club Co-Advisor	High School South	\$1,102.00 (prorated)	
91.	Peters	Karen	DECA Fashion Club	High School South	\$1,102.00 (prorated)	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
			Co-Advisor			
92.	Formica	Joseph	Detention Supervisor	High School South	\$29.31/hour	
93.	Kerzner	Phillip	Detention Supervisor	High School South	\$29.31/hour	
94.	Rogers	Thomas	Detention Supervisor	High School South	\$29.31/hour	
95.	Clogg	Katye	Director of School Productions (fall)	High School South	\$2,615.00	(plus \$250.00 longevity stipend)
96.	Clogg	Katye	Director of School Productions (spring)	High School South	\$2,615.00	(plus \$250.00 longevity stipend)
97.	Horne	Kevin	Drama Musical Director	High School South	\$1,512.00	(plus \$250.00 longevity stipend)
98.	Coke	Lucianna	FBLA Club Advisor	High School South	\$1,102.00	
99.	Coke	Lucianna	Freshman Class Co-Advisor	High School South	\$1,196.00 (prorated)	
100.	Turner	Gillian	Freshman Class Co-Advisor	High School South	\$1,196.00 (prorated)	
101.	Zannella	Ann	Intramural After School Study Hour Advisor (Monday)	High School South	\$24.21/hour (48 hour maximum)	
102.	McMahon	Beverly	Intramural After School Study Hour Advisor (Thursday)	High School South	\$24.21/hour (48 hour maximum)	
103.	Rade	Ronald	Intramural After School Study Hour Advisor (Tuesday)	High School South	\$24.21/hour (48 hour maximum)	
104.	McMahon	Beverly	Intramural After School Study Hour Advisor (Wednesday)	High School South	\$24.21/hour (48 hour maximum)	
105.	Maye	Riley	Intramural Boys' Basketball Co-Advisor	High School South	\$24.21/hour (14 hour maximum)	
106.	Munford	Shawn	Intramural Boys' Basketball Co-Advisor	High School South	\$24.21/hour (10 hour maximum)	
107.	Rayhon	Dannielle	Intramural Gay & Straight Alliance Co-Advisor	High School South	\$24.21/hour (48 hour maximum split between advisors)	
108.	Tiernan	Patricia	Intramural Gay & Straight Alliance Co-Advisor	High School South	\$24.21/hour (48 hour maximum split between advisors)	
109.	Carbajal	Louis	Intramural Girls' Soccer Advisor	High School South	\$24.21/hour (24 hour maximum)	
110.	Weber	Sarah	Intramural Girls' Tennis Advisor	High School South	\$24.21/hour (24 hour maximum)	
111.	Cole	Zachary	Intramural Homework Co-Advisor (Football)	High School South	\$24.21/hour (20 hour maximum)	
112.	Yeomans	Brett	Intramural Homework Co-Advisor (Football)	High School South	\$24.21/hour (30 hour maximum)	
113.	Gullstrand	Marjory	Intramural Reading Olympics Co-Advisor	High School South	\$24.21/hour (48 hour maximum split between advisors)	
114.	Signorello	Amanda	Intramural Reading Olympics Co-Advisor	High School South	\$24.21/hour (48 hour maximum split between advisors)	
115.	Armitage	Jay	Intramural Rifle Team Advisor	High School South	\$24.21/hour (24 hour maximum)	
116.	Munford	Samantha	Intramural Swim Team Advisor	High School South	\$24.21/hour (24 hour maximum)	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
117.	Clogg	Katye	Jazz Band Director	High School South	\$1,907.00	(plus \$250.00 longevity stipend)
118.	Bogart	Jenny	Junior Class Co-Advisor	High School South	\$1,289.00 (prorated)	
119.	Zannella	Ann	Junior Class Co-Advisor	High School South	\$1,289.00 (prorated)	
120.	Sanker	Donald R.	Key Club Advisor	High School South	\$1,102.00	
121.	Perkins	Rose	Marching Band Co-Instructor	High School South	\$1,881.00 (prorated)	(plus \$250.00 longevity stipend)
122.	Przybylski	Anna	Marching Band Co-Instructor	High School South	\$1,881.00 (prorated)	
123.	Gullstrand	Marjory	National Honor Society Advisor	High School South	\$1,193.00	
124.	Coke	Lucianna	Newspaper Advisor	High School South	\$2,559.00	
125.	Piedra	Gisela	S.A.D.D. Club Advisor	High School South	\$1,102.00	
126.	Ecenbarger	Debra	Senior Class Co-Advisor	High School South	\$1,463.00 (prorated)	
127.	Phillips	Daniel	Senior Class Co-Advisor	High School South	\$1,463.00 (prorated)	
128.	Kiesling	Martha	Sophomore Class Co-Advisor	High School South	\$1,196.00 (prorated)	
129.	Piedra	Gisela	Sophomore Class Co-Advisor	High School South	\$1,196.00 (prorated)	
130.	Bridges	Ryan	Stage Co-Manager	High School South	\$3,822.00 (prorated)	
131.	Dykiert	Patrick	Volunteer Boys' Soccer Coach	High School South	not applicable	
132.	Connors	Shannon	Volunteer Field Hockey Advisor	High School South	not applicable	
133.	Cole	Zachary	Volunteer Football Advisor	High School South	not applicable	
134.	Watkins, Jr	Willie	Volunteer Football Advisor	High School South	not applicable	
135.	Phillips	Daniel	Volunteer Game Advisor	High School South	not applicable	
136.	Phillips	Daniel	Volunteer Glee Advisor	High School South	not applicable	
137.	Bird	Shelli	Volunteer Junior States of America Advisor	High School South	not applicable	
138.	Bogart	Jenny	Volunteer SGA Advisor	High School South	not applicable	
139.	Bogart	Jenny	Volunteer Spirit Club Advisor	High School South	not applicable	
140.	McMahon	Beverly	Yearbook Business Advisor	High School South	\$1,733.00	
141.	Tiernan	Patricia	Yearbook Editor Advisor	High School South	\$2,628.00	
142.	Perkins	Rose	Band Director (Elementary)	J. M. Hill Elementary	\$1,739.00	
143.	Hatcher	Kevin	Detention Supervisor	J. M. Hill Elementary	\$29.31/hour	
144.	Ilch	Erin	Intramural Art Mural Advisor	J. M. Hill Elementary	\$24.21/hour (48 hour maximum)	
145.	Horne	Kevin	Band Co-Director	J. T. Lambert Intermediate	\$2,258.00 (prorated)	(plus \$250.00 longevity stipend)
146.	Whitney	Matthew	Band Co-Director	J. T. Lambert Intermediate	\$2,258.00 (prorated)	(plus \$250.00 longevity stipend)
147.	Moskovitz	Scott	Boys' Basketball Assistant Coach	J. T. Lambert Intermediate	\$2,940.00	
148.	Bybee	Steven	Boys' Soccer Assistant Coach	J. T. Lambert Intermediate	\$2,333.00	
149.	Mengel	Justin	Choral Co-Director (Grades 7 & 8)	J. T. Lambert Intermediate	\$2,436.00 (prorated)	
150.	Rhoadhouse	Andrea	Choral Co-Director (Grades 7 & 8)	J. T. Lambert Intermediate	\$2,436.00 (prorated)	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
151.	Rhoadhouse	Andrea	Choral Director (Grade 6)	J. T. Lambert Intermediate	\$1,739.00	(plus \$250.00 longevity stipend)
152.	Jagger	Darlene	Detention Supervisor	J. T. Lambert Intermediate	\$29.31/hour	
153.	Moser	Daniel	Detention Supervisor	J. T. Lambert Intermediate	\$29.31/hour	
154.	O'Brien	Patricia	Detention Supervisor	J. T. Lambert Intermediate	\$29.31/hour	
155.	Osborn-Hallet	Michelle	Detention Supervisor	J. T. Lambert Intermediate	\$29.31/hour	
156.	Rowinski	Lisa	Detention Supervisor	J. T. Lambert Intermediate	\$29.31/hour	
157.	West	Melissa	Detention Supervisor	J. T. Lambert Intermediate	\$29.31/hour	
158.	McCue	Bailey	Field Hockey Assistant Coach	J. T. Lambert Intermediate	\$2,333.00	
159.	Sullivan	Caitlin	Intramural Aevium Advisor	J. T. Lambert Intermediate	\$24.21/hour (24 hour maximum)	
160.	Shemansky	Mercy	Intramural Art Advisor	J. T. Lambert Intermediate	\$24.21/hour (24 hour maximum)	
161.	Panepinto	Carrie	Intramural Builder's Group Advisor	J. T. Lambert Intermediate	\$24.21/hour (30 hour maximum)	
162.	Toth	Donald	Intramural Computer Fair Advisor	J. T. Lambert Intermediate	\$24.21/hour (35 hour maximum)	
163.	Kern	Sara	Intramural DIY Advisor	J. T. Lambert Intermediate	\$24.21/hour (24 hour maximum)	
164.	Jagger	Darlene	Intramural Fitness Group Advisor	J. T. Lambert Intermediate	\$24.21/hour (24 hour maximum)	
165.	Toth	Donald	Intramural Good Morning JTL Advisor	J. T. Lambert Intermediate	\$24.21/hour (90 hour maximum)	
166.	Sullivan	Caitlin	Intramural Homework Co-Advisor	J. T. Lambert Intermediate	\$24.21/hour (58 hour maximum)	
167.	West	Melissa	Intramural Homework Co-Advisor	J. T. Lambert Intermediate	\$24.21/hour (58 hour maximum)	
168.	Caamano	Lawrence	Intramural Reel It In Co-Advisor	J. T. Lambert Intermediate	\$24.21/hour (20 hour maximum)	
169.	LaBar	Robert	Intramural Reel It In Co-Advisor	J. T. Lambert Intermediate	\$24.21/hour (20 hour maximum)	
170.	Toth	Donald	Intramural Ski Advisor (Grade 7)	J. T. Lambert Intermediate	\$24.21/hour (38 hour maximum)	
171.	Osborn-Hallet	Michelle	Intramural Ski Advisor (Grade 8)	J. T. Lambert Intermediate	\$24.21/hour (38 hour maximum)	
172.	Horne	Kevin	Jazz Band Director	J. T. Lambert Intermediate	\$1,907.00	(plus \$250.00 longevity stipend)
173.	Toth	Donald	Stage Manager	J. T. Lambert Intermediate	\$2,892.00	(plus \$250.00 longevity stipend)
174.	Dunlap	Courtney	Student Council Advisor	J. T. Lambert Intermediate	\$1,622.00	
175.	Varner	Lisa	Yearbook Assistant Editor Advisor	J. T. Lambert Intermediate	\$1,387.00	
176.	Ruhl	Jessica	Yearbook Editor Advisor	J. T. Lambert Intermediate	\$1,881.00	
177.	Mounts	Yvonne	Assistant Director of School Productions	Lehman Intermediate	\$1,612.00	
178.	Flicker	Matthew	Band Director	Lehman Intermediate	\$2,258.00	(plus \$250.00 longevity stipend)
179.	Condelli	Stephanie	Choral Co-Director (Grades 7 & 8)	Lehman Intermediate	\$2,436.00 (prorated)	
180.	Condelli	Stephanie	Choral Co-Director	Lehman Intermediate	\$1,739.00 (prorated)	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
			(Grade 6)			
181.	Stevens	Hillary	Choral Co-Director (Grade 6)	Lehman Intermediate	\$1,739.00 (prorated)	(plus \$250.00 longevity stipend)
182.	Stevens	Hillary	Choral Co-Director (Grades 7 & 8)	Lehman Intermediate	\$2,436.00 (prorated)	(plus \$250.00 longevity stipend)
183.	Fluhr	Joseph	Detention Supervisor	Lehman Intermediate	\$29.31/hour	
184.	Francis	Gail	Detention Supervisor	Lehman Intermediate	\$29.31/hour	
185.	Leone	Pauline	Detention Supervisor	Lehman Intermediate	\$29.31/hour	
186.	Rodriguez	Laura	Detention Supervisor	Lehman Intermediate	\$29.31/hour	
187.	Stevens	Hillary	Director of School Productions	Lehman Intermediate	\$2,615.00	(plus \$250.00 longevity stipend)
188.	Hochrine- Firth	Christy	Field Hockey Assistant Coach	Lehman Intermediate	\$2,333.00	
189.	Kowalczyk	Anthony	Football Head Coach	Lehman Intermediate	\$2,809.00	
190.	Shook	Nicki	Girls' Volleyball Head Coach	Lehman Intermediate	\$2,809.00	
191.	Tinney	Bridget	Intramural Art Group Advisor	Lehman Intermediate	\$24.21/hour (48 hour maximum)	
192.	Stevens	Hillary	Intramural Crew Advisor	Lehman Intermediate	\$24.21/hour (48 hour maximum)	
193.	Leone	Pauline	Intramural Homework Advisor (Grade 6)	Lehman Intermediate	\$24.21/hour (53 hour maximum)	
194.	Careri	Karen	Intramural Homework Advisor (Grade 7)	Lehman Intermediate	\$24.21/hour (53 hour maximum)	
195.	Francis	Gail	Intramural Homework Advisor (Grade 8)	Lehman Intermediate	\$24.21/hour (53 hour maximum)	
196.	Contino	Diane	Intramural Ski Advisor (Grade 6)	Lehman Intermediate	\$24.21/hour (30 hour maximum)	
197.	Morales	Venus	Intramural Ski Advisor (Grades 7 & 8)	Lehman Intermediate	\$24.21/hour (30 hour maximum)	
198.	Flicker	Matthew	Jazz Band Director	Lehman Intermediate	\$1,907.00	(plus \$250.00 longevity stipend)
199.	Edwards	Sean	Stage Manager	Lehman Intermediate	\$2,892.00	(plus \$250.00 longevity stipend)
200.	Pearson	Eileen	Student Council Advisor	Lehman Intermediate	\$1,622.00	
201.	Lauer	Danny	Art Club Advisor	Middle Smithfield Elementary	\$1,102.00	
202.	Scott	Jennifer	Choral Director	Middle Smithfield Elementary	\$1,739.00	
203.	Dahl	Barbara	Detention Supervisor	Middle Smithfield Elementary	\$29.31/hour	
204.	Tobin	Snoanna	Detention Supervisor	Middle Smithfield Elementary	\$29.31/hour	
205.	Heard	Jeffrey	Intramural Homework Co-Advisor (2nd semester)	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
206.	Heard	Jeffrey	Intramural Homework Co-Advisor (1st semester)	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
207.	Johnson	JoAnn	Intramural Homework Co-Advisor (2nd semester)	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
208.	Johnson	JoAnn	Intramural Homework Co-Advisor (1st semester)	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
209.	Nichols	Monica	Intramural Homework Substitute Advisor (1st semester)	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
210.	Nichols	Monica	Intramural Homework Substitute Advisor (2nd semester)	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
211.	Berardi	Ann Marie	Intramural Math Group Co-Advisor (shared position) (1st semester)	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
212.	Berardi	Ann Marie	Intramural Math Group Co-Advisor (shared position) (2nd semester)	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
213.	Kizer	Ann Marie	Intramural Math Group Advisor (shared position) (1st semester)	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
214.	Kizer	Ann Marie	Intramural Math Group Advisor (shared position) (2nd semester)	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
215.	Kizer	Ann Marie	Intramural Ski Group Co-Advisor	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum between advisors)	
216.	Dahl	Barbara	Intramural Ski Group Advisor	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum)	
217.	Nichols	Monica	Intramural Student Council Advisor (fall)	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum between advisors)	
218.	Trauschke	Billie	Intramural Student Council Advisor (fall)	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum between advisors)	
219.	Nichols	Monica	Intramural Student Council Advisor (spring)	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum between advisors)	
220.	Trauschke	Billie	Intramural Student Council Advisor (spring)	Middle Smithfield Elementary	\$24.21/hour (48 hour maximum between advisors)	
221.	Perkins	Rose	Band Director (Elementary)	Resica Elementary	\$1,739.00	
222.	Lehman	Lauren	Choral Director	Resica Elementary	\$1,739.00	
223.	Shaffer	Alicia	Detention Supervisor	Resica Elementary	\$29.31/hour (12 hour maximum)	
224.	Tassinari	Lori	Intramural "Full STEAM Ahead" Advisor	Resica Elementary	\$24.21/hour (24 hour maximum)	
225.	Slama	Susan	Intramural Academic Enhancement Advisor	Resica Elementary	\$24.21/hour (48 hour maximum)	
226.	Lehman	Lauren	Intramural African Drumming Ensemble Advisor	Resica Elementary	\$24.21/hour (24 hour maximum)	
227.	Hnasko	Scott	Intramural Chess Advisor	Resica Elementary	\$24.21/hour (30 hour maximum)	
228.	Rosenberger	Jan	Intramural Expressive Reading Advisor	Resica Elementary	\$24.21/hour (24 hour maximum)	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
229.	Mignosi	Lisa	Intramural Homework Advisor	Resica Elementary	\$24.21/hour (48 hour maximum)	
230.	Doyle	Jacqueline	Intramural Musical Theater Advisor	Resica Elementary	\$24.21/hour (48 hour maximum)	
231.	Tassinari	Lori	Intramural Ski Group Advisor	Resica Elementary	\$24.21/hour (24 hour maximum)	
232.	Henry	Jeffrey	Intramural Sports Advisor (Grade 4)	Resica Elementary	\$24.21/hour (28 hour maximum)	
233.	Henry	Jeffrey	Intramural Sports Advisor (Grade 5)	Resica Elementary	\$24.21/hour (28 hour maximum)	
234.	Romagno	Jennifer	Intramural Student Council Advisor	Resica Elementary	\$24.21/hour (24 hour maximum)	
235.	Siptroth	Michelle	Detention Supervisor	Smithfield Elementary	\$29.31/hour	
236.	States-DelCane	Denise	Intramural Environmental Group Co-Advisor	Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
237.	Sutton	Deanna	Intramural Environmental Group Co-Advisor	Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
238.	Davidge	Samuel	Intramural Fall Sports Co-Advisor	Smithfield Elementary	\$24.21/hour (24 hour maximum)	
239.	Moskovitz	Scott	Intramural Fall Sports Advisor	Smithfield Elementary	\$24.21/hour (24 hour maximum)	
240.	Sanita	Sharon	Intramural Homework Co-Advisor (1st semester)	Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
241.	Sanita	Sharon	Intramural Homework Co-Advisor (2nd semester)	Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
242.	Wetklow	Nancy	Intramural Homework Co-Advisor (1st semester)	Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
243.	Wetklow	Nancy	Intramural Homework Co-Advisor (2nd semester)	Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
244.	Heitzzman	Vicki	Intramural Ski Group Co-Advisor	Smithfield Elementary	\$24.21/hour (24 hour maximum)	
245.	Davidge	Samuel	Intramural Spring Sports Co-Advisor	Smithfield Elementary	\$24.21/hour (24 hour maximum)	
246.	Moskovitz	Scott	Intramural Spring Sports Advisor	Smithfield Elementary	\$24.21/hour (24 hour maximum)	
247.	Hunt	Sabryna	Intramural Yearbook Co-Advisor	Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	
248.	States-DelCane	Denise	Intramural Yearbook Co-Advisor	Smithfield Elementary	\$24.21/hour (48 hour maximum split between advisors)	

e. FINANCES

i. 610 – Purchases Subject to Bid

1.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the proposal from Pearson in the amount of \$14,293.00 for on-site training and access for 858 students, in accordance with the recommendation of the Finance Committee. Motion was seconded by Larry Dymond and carried unanimously, 8-0.

(See pages 217-231)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the proposal from Pro-Ed in the amount of \$5,410.90 for testing materials to be used by the district Psychologists, in accordance with the recommendation of the Finance Committee. Motion was seconded by Larry Dymond and carried unanimously, 8-0.

(See pages 232-235)

3.

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the proposal from StageRight in the amount of \$13,975.00 for the replacement of risers in the Auditorium, in accordance with the recommendation of the Finance Committee. Motion was seconded by Jason Gullstrand and carried unanimously, 8-0.

(See pages 236-252)

ii. 613 – Cooperative Purchasing

1.

ACTION BY THE BOARD:

Motion was made by Larry Dymond to approve the proposal from Trane in the amount of \$14,272.00 to recover refrigerant and replace B compressor and liquid line dryer, in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by George Andrews and carried unanimously, 8-0.

(See pages 253-257)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the purchase of a 2020 Ford Fusion with passenger-side brake controls from Kovatch Ford in the amount of \$20,049.65, pursuant to COSTARS Contract #026-017 and in accordance with the recommendation of the Finance Committee. Motion was seconded by Larry Dymond and carried unanimously, 8-0.

(See pages 258-286)

iii. 616 – Payment of Bills

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Payment of Bills and Treasurer's Report listed in this agenda for the 2019-2020 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 Jason Gullstrand and passed 6-2. Larry Dymond and Wayne Rohner voted no.

1. Payment of Bills - (See pages 287-315)
2. Treasurer's Report - (See page 316-342)

2.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the following invoices for services rendered, in accordance with the recommendations of the Property & Facilities Committee. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

- HS-North Roof Replacement - D’Huy Engineering - Invoice #49628 - \$20,000.45
- HS-North Roof Replacement – Forensic Investigation - D’Huy Engineering - Invoice #49629 - \$795.00
- Resica Roof Replacement - D’Huy Engineering - Invoice #49630 - \$1,372.24
- Trane Controls Oversight - D’Huy Engineering - Invoice #49632 - \$5,251.00
- HS-North/Lehman Water Heater Replacement - D’Huy Engineering - Invoice #49633 - \$840.00
- HS-North/Lehman Water Heater Replacement - D’Huy Engineering - Invoice #49783 - \$980.00
- Trane Controls Oversight - D’Huy Engineering - Invoice # 49782 - \$3,938.25
- North Campus Surveillance Camera Project - D’Huy Engineering - Invoice #49781- \$463.88
- Resica Roof Replacement - D’Huy Engineering - Invoice #49780 - \$5,638.76
- HS-North Roof Replacement - D’Huy Engineering - Invoice #49778 - \$20,000.45
- HS-North/Lehman Roof Replacement - Forensic Investigation - D’Huy Engineering Invoice #49779 - \$405.01
- HS North/Lehman Roof Replacement - Jottan, Inc. - Application #2 - \$1,606,698.90
- Resica Roof Replacement - C&D Waterproofing Corp. - Application #1 - \$8,685.00
- Resica Roof Replacement - C&D Waterproofing Corp. - Application #2 - \$55,401.75
- Resica Roof Replacement - C&D Waterproofing Corp. - Application #3 \$207,513.90
- HS North/Lehman ATC Upgrade – Trane - Pay Application #3 – Invoice #310087963 - \$625,771.38

(See pages 343-365)

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the payment of invoice #3152 from Lyman and Ash in the amount of \$8,452.50 for Special Construction Counsel. Motion was seconded by George Andrews and carried unanimously, 8-0.

(See pages 366-368)

f. **OPERATIONS**

i. **803 – School Calendar**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the revised 2019-2020 School Calendar as presented. Motion was seconded by Wayne Rohner and carried unanimously, 8-0.

- January 17, 2019, K-12 Development (Act 80 Early Dismissal) changed to January 21, 2019, K-12 Teacher in-service day
- March 9, 2019, Teacher in-service changed to March 9, 2019, K-12 Parent/Teacher Conferences (Act 80 day)

(See page 369)

ii. **810 – Transportation**

1.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the East Stroudsburg Area School District School Bus Driver Handbook for the 2019-2020 school year, as presented. Motion was seconded by Jason Gullstrand and carried unanimously, 8-0.

(See pages 370-406)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick that, in accordance with 22 Pa. Code 23.4, the Board approve the establishment of the bus transportation routes, schedules and loading zones as prepared by the Administration, which shall remain in effect until revised or amended by the Board. Motion was seconded by Robert Huffman and passed 7-1. Larry Dymond voted no.

iii. **818 – Contracted Services**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the contracts listed for their specific services, rates and effective dates, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Jason Gullstrand and carried unanimously, 8-0. Debbie Kulick and Richard Schlameuss abstained from Contracts Totaling \$10,000 or more #7.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Annamarie T. Robertone Notary Services (Annamarie T. Robertone)	Notary Work	\$5.00 per document and \$40/hour for about 8 days	Administrative Services	7/31/19
2.	Colonial Intermediate Unit 20	Alternative and Regular Education Transportation	\$2.80 per mile, for each student transported	Pupil Services/Special Education	2019/2020 SY
3.	Colonial Intermediate Unit 20	On-line Para Education Unlimited Training	Not to Exceed \$1,500.00	Pupil Services/Special Education	8/1/19-6/30/20
4.	Colonial Intermediate Unit 20	Renewal-2019/2020 On-Line Unique Learning Systems Curricula program for 8 site licenses.	\$475.29 per licenses; \$3,802.32 for 8 licenses	Pupil Services/Special Education	2019/2020 SY
5.	Colonial Intermediate Unit 20	Renewal-2019/2020 Psychiatric Evaluations	Psychiatric Evaluations-\$295.61, Psychiatric Amendments-\$118.24, Fee for No Show Appointment-\$118.24, Fee for Cancellation-Less than 48-Hour Notice-\$118.24	Pupil Services/Special Education	2019/2020 SY
6.	Colonial Intermediate Unit 20	Renewal-2019/2020 Remote Interpreting Services for Staff, Students and Parents	\$12.00 per month for ten months, not to exceed \$120.00 plus a fee of \$1.15 per minute for interpreting services	Pupil Services/Special Education	2019/2020 SY

7.	Colonial Intermediate Unit '20	Renewal 2019/2020 Nonpublic and Private School(s) Services to Comply with FAPE and Child Find Regulations	Educational Audiology Services- \$254.49/hour, Itinerant Hearing Support- \$170.06/Hour, Itinerant Vision Support- \$299.12/Hour, Occupational Therapy- \$129.07/Hour, Orientation and Mobility Services- \$299.12/Hour, Physical Therapy- \$148.36/Hour, Psychological Services \$125.44/Hour, Speech and Language Support- \$126.65/Hour	Pupil Services/Special Education	2019/2020 SY
8.	Colonial Intermediate Unit 20	Renewal 2019/2020 LPN or RN Coverage for Community Based Instruction and/or Field Trips	LPN- \$58.00/Hour, RN- \$65.00/Hour	Pupil Services/Special Education	2019/2020 SY
9.	Flint, Ian	Writing the drill for the South High School Marching Band for the Fall 2019 season.	\$1,750.00	Instrumental Music Department	8/2019-9/2019
10.	Hnasko, Scott	Email/Sapphire/Internet Training during New Teacher Induction	\$150.00	H. R. Professional Services	8/19/19
11.	Johnston, Jaures	Independent Educational Evaluation as per Settlement Agreement	Not to Exceed \$4,000.00	Pupil Services	8/19/19
12.	Lehigh Valley Health Network Home Care & Hospice-Pocono	MOU-Grief Counseling Services to students who have experienced the death of a loved one in all ESASD Schools	MOU does not constitute any commitment of rate N/A	N/A	7/1/19-6/30/20
13.	Lladoc, Letitia	Understanding and Respecting Cultural Differences Presentation during New Teacher Induction	\$100.00	H. R. Professional Services	8/19/19
14.	Kay, Margaret (Independent Educational Evaluators, LLC)	Independent Educational Evaluation (IEE) as per IDEA regulations	\$200.00 per hour for documentation review, etc. Not to Exceed \$3,000.00	Pupil Services/Special Education	8/20/19-8/21/20

15.	Merakey Behavioral Health	MOU-Linking ESASD families in all ESASD schools with Behavioral Health needs.	MOU does not constitute any commitment of rate N/A	N/A	7/22/19-7/22/20
16.	The Shawnee Inn	River trip – Bushkill to Smithfield Beach for H.S. South students. Monroe County Conservation District will provide instruction on the canoes.	Approximately \$795.00	H.S. South Activity Fund	9/24/19

(See pages 407-434)

Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial Intermediate Unit 20	Research and Development Model: Mental Health Support/Mental Health Case Management within District Emotional Support Programs	Not to Exceed \$60,020.00	Pupil Services/Special Education	2019/2020 SY
2.	Colonial Intermediate Unit 20	School Based Mental Health Outpatient Program	Not to Exceed \$15,000.00	Pupil Services/Special Education	7/1/19-6/30/19
3.	Colonial Intermediate Unit 20	J.T. Lambert Intermediate School-Autistic Support	Not to Exceed \$50,580.00	Pupil Services/Special Education	2019/2020 SY
4.	Colonial Intermediate Unit 20	An associate teacher for direct, one to one services at the following locations for the ESASD: Clear Run Intermediate-Partial Hospitalization, Colonial Academy-Autistic Support, East Stroudsburg High School South-Autistic Support, Middle Smithfield-Autistic and Emotional Support, Lehman Intermediate-Emotional Support, Pleasant Valley HS-Emotional Support, Resica Elementary-Autistic Support, Stroudsburg HS-Autistic Support, Stroudsburg Jr. High-Physical Support	Not to exceed \$597,643.20	Pupil Services/Special Education	2019-2020 SY
5.	Colonial Intermediate Unit 20	Title I Services for non-public schools within ESASD boundaries	Not to Exceed \$18,003.12	Title I Grant	2019 -2020 SY
6.	Colonial Intermediate Unit 20	Title IIA Services for non-public schools programs and services within ESASD boundaries	Not to Exceed \$18,118.00	Title IIA Grant	2019 -2020 SY

7.	Pocono Mountains United Way	To provide: 1. Bridges out of Poverty an anti-poverty program, including a literacy development component for children. 2. S.M.I.L.E. home mentoring/visit program for families with at-risk children living within the ESASD borders. 3. 250 Free early vision and hearing screenings, as well as overall healthy child screenings for children up to 5 years old.	\$45,500.00	Title IV Grant	8/19/19-8/31/20
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(See pages 435-445)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
August 19, 2019 - 7:00 P.M.
Carl T. Secor Administration Building**

Addendum A

d. PERSONNEL ITEMS

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Richard Schlameuss and carried unanimously, 8-0.
[Subject to proper completion and receipt of all necessary documents and clearances, where applicable.]

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

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
20.	Etienne-Daniel, Tamara	French teacher	Professional	High School North	August 15, 2019
21.	Bartron, Troy	Mechanic	Support	Transportation	September 3, 2019 (end of workday)

(See pages 2-3)

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
27.	Bush, Tabitha	Secretary Replaces Jessie Lohmann who was reassigned.	Support	J. M. Hill Elementary	\$14.76/hour	September 3, 2019
28.	Scarano, Rachel	Grade 8 Reading teacher Replaces Louise Zavertnik who was reassigned.	Professional	Lehman Intermediate	\$46,793.00 (prorated) Step 1 Column 7	August 26, 2019

29.	Sanchez-Rivera, Erica	School Police Officer (1 st shift) (LTS) Replaces Joseph Straka who retired.	School Police Officer	District	\$18.75/hour	August 26, 2019 through December 20, 2019 only.
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(See page 4)

p. 2019-2020 Schedule B Position Appointments

	Last Name	First Name	Position	Building	Rate
249.	Orsargos	Joseph	Football Assistant Coach	Lehman Intermediate	\$2,333.00

q. 2019 Summer Program - Support Staff. The following position is to support the Quick Start Kindergarten Program Summer 2019 program.

	Name	Position/Location	Effective Date(s)	Hourly Rate
1.	Little, Joann	Health Room Nurse/East Stroudsburg Elementary/Quick Start Kindergarten Program	July 30, 2019; July 31, 2019 and August 8, 2019	\$12.00

r. Building Substitute teachers

	Name	Position/Location	Effective Date(s)
1.	Patrick, Lauren	East Stroudsburg Elementary	August 26, 2019 through the last 2019-2020 student day.
2.	Reid, Victoria	Middle Smithfield Elementary	August 26, 2019 through the last 2019-2020 student day.

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
August 19, 2019 - 7:00 P.M.
Carl T. Secor Administration Building**

Addendum B

e. FINANCES

i. 601 – Fiscal Objectives

4.

ACTION BY THE BOARD:

Motion was made by Robert Huffman to adopt the Resolution, as presented by bond counsel, to authorize the General Obligation Bonds, Series of 2019 to refund the General Obligation Bonds, Series A of 2014 for the purpose of debt service savings. Motion was seconded by George Andrews. A roll call vote was taken and carried unanimously, 8-0. George Andrews, Larry Dymond, Jason Gullstrand, Robert Huffman, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

(See pages 2-26)

There was no public participation.

Mrs. VanWhy welcomed the students back to school.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adjourn. Motion was seconded by Jason Gullstrand and carried unanimously, 8-0.

XII. ADJOURNMENT - 7:58 P.M.

Respectfully submitted,

Patricia L. Rosado
Board Secretary