

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

November 18, 2019 – 7:00 P.M.

Carl T. Secor Administration Building

Minutes

- I. **President** Lisa VanWhy called the meeting to order at 7:22 p.m. and led those present in the Pledge of Allegiance. **Board Secretary**, Patricia Rosado called the roll.
- II. **Board Members present:** George Andrews, Larry Dymond, Jason Gullstrand, Robert Huffman, Keith Karkut, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy.
- III. **School personnel present:** Sue Andrews, Brian D. Baddick, Mike Catrillo, Joe Formica, Eric Forsyth, Donald Halker, Diane Kelly, Phillip Kerzner, Barry Krammes, Kate Krammes, Gary MacMahon, Tom McIntyre, Debra Padavano, William Riker, Rob Romagno, Patricia Rosado, Matt Sadowsky, Renee Stevens, Bob Sutjak, Bill Vitulli and Steve Zall
- IV. Christopher Brown, Solicitor.
- Student School Board Representatives:** Alejandra De La Cruz and Matthew Ruiz
- V. **Community members present:** Elizabeth Arrigali, Rebecca Bear, Maria Hopkins, Lucas Jorstad, Maximillian Liao, Ronald Liao, John Pride, Laura Pride and Darryl Sabino.
- VI. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**
- a. An Executive Session was held this evening at 5:30 p.m. before this meeting for the purpose of discussing personnel, litigation and negotiations.
- VII. **ADOPTION OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Keith Karkut to adopt this agenda for November 18, 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.

Motion was made by Keith Karkut to add on the agenda a motion to give notice pursuant to School Code Section 10-1073 that other candidates will be considered for the position of Superintendent. Motion was seconded by George Andrews and passed 6-3. Robert Huffman, Debbie Kulick and Lisa VanWhy voted no.

The agenda, with amendment, was carried unanimously, 9-0.

VIII. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the minutes of the October 21, 2019, Board meeting. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

IX. **REPORTS**

- a. **Monroe Career & Technical Institute Update**
Mrs. Lisa VanWhy said that she asked the Finance Committee to discuss the MCTI topic and she would like to announce information tonight as well as at the next meeting regarding the all-day Comprehensive School at MCTI. The bottom line is that certain money was promised but very little of it came forward. At the end of the day, it would cost the district about 1 million dollars on top of what we are already paying. She said she will need from the Board a decision on whether they want to approve the all-day comprehensive school. This would only affect the students that are already attending. The only difference is that one middle of the

day bus run would be eliminated since the district would need to pick up the students to take them to MCTI and drop the students back home. Mr. Schlameuss asked if an all-day Comprehensive school is approved, would the students have the option of going back and forth to their home school. Mrs. VanWhy said this was not discussed but she does not think so, since they would not have transportation. Mr. Schlameuss asked if they had their own transportation would they be able to drive back to the school. Ms. Kulick said this may be a liability issue. Ms. Kulick asked if there is enough staff on hand to handle this change. Mrs. VanWhy said there is not enough staff to accommodate the change. They will need to determine who and what is needed and special education student needs will also need to be considered. She said all questions that Board members may have can be discussed and she will take them to MCTI to get some answers. Mr. Karkut said this change has been talked about for the past 20 years. Our responsibility is to keep the school running. There are repairs that need to be made such as the roof. Mrs. VanWhy said this is being discussed but if we build another building it would determine what needs to be done. Mr. Karkut said districts need to decide and no one wants to make a decision. Mr. Karkut said we have a responsibility to the students that attend. The idea that it will save the district a ton of money in transportation costs is a mute subject. Mrs. VanWhy said there will not be enough savings to the district. Mr. Karkut said there may be more students who wish to attend. Mrs. VanWhy said the current plan does not accommodate more students. Dr. Riker said the figures that were provided were for the current number of students and not additional ones. Mrs. VanWhy said the Comprehensive Plan did not allow for growth. We can discuss further next month and we will need to make a decision with the new Board. Mr. Larry Dymond said he received a call from Rosemary Brown's office. The person gave him a name of someone from the Department of Education who works on this subject. We can possibly meet with them to discuss funding. Rosemary Browns' office got word that there is money available and gave me contact information. Mrs. VanWhy said there are no guaranties. The representatives keep pushing back on the funding. In the meantime, we do have MCTI now which the students attend and are being very successful. We are not sure if the students want to be there all day.

b. Colonial IU 20 Update

Mr. Robert Huffman said that he has a Colonial IU 20 newsletter for all Board members. They meet in two days. They are doing quite well and active. The district frequently uses their services.

- c. Mr. Karkut asked if we can survey the current MCTI students to see if they are interested in a full-day comprehensive school. Dr. Riker said he believes that MCTI already surveyed the students. Mrs. VanWhy said that when her daughter was at MCTI, she did not want to be there all day because she wanted to come back to the school to be with her friends. Mr. Karkut said they should survey the current students.

d. Property/Facilities Committee Update

Mr. Wayne Rohner said the Property/Facilities Committee met on November 7. Items requiring action were as follows:

1. LaBella Associates for Indoor Air Quality Testing biannually in the amount of \$13,500.00.
2. Division Contract Flooring – H.S. South Stage Replacement – Invoice #19034-416 - \$32,500.00
3. Lowest bidder, Critical Systems for generator services in the amount of \$9,115.00.
4. Lowest bidder IntegraOne in the amount of \$113,844.00 for the purchase of 90 Cisco Meraki cameras for East Stroudsburg Elementary.
5. Guyette Communication Industries, to install Security Cameras at East Stroudsburg Elementary in the amount of \$17,799.00.
6. Engines Inc. – North Bus Garage Generator Engine Replacement – Invoice #R347539 - \$15,650.00.
7. Payment to D'Huy Engineering as follows:
 - i. D'Huy Engineering - HS North Roof Replacement - Invoice #50134 - \$25,000.20
 - ii. D'Huy Engineering - Trane Controls Oversight - Invoice #50137 - \$1,312.75
 - iii. D'Huy Engineering - HS North Roof Replacement - Invoice #50135 - \$425.00
 - iv. D'Huy Engineering - Resica Roof Replacement - Invoice #50136 - \$2,337.00
 - v. D'Huy Engineering - HS North/Lehman Water Heater Replacement - Invoice #50138 – \$840.00
8. C&D Waterproofing - Resica Roof Replacement - Application #6 - \$26,318.25
9. Jottan Inc. - HS North Roof Replacement - Application #5 - \$286,863.89
10. Trane - HS North/Lehman ATC Controls - Application #6 - \$169,296.19
11. CRCS Inc. - South Campus Surveillance Camera Installation - Application #3 - \$54,095.22
12. Knight Athletics in the amount of \$23,650.00 for the purchase and installation of two multi-sport practice cages.

Items of Discussion:

1. Fire sprinkler systems at East Stroudsburg Elementary School. They asked the special solicitor to forward a letter to notify the contractor of the system failure with respect to the pipe corrosion and water leaks.
2. The flooring replacement Resica Elementary, J. T. Lambert Intermediate School along with the pod.

Mrs. VanWhy asked the Committee if they had discussion on the summer projects for next year. Mr. Andrews said we are supposed to have a meeting with Mr. Ihle but nothing has been set up. We spoke about this in September, but it has not been done. Mr. Karkut said we are working off an old five-year plan. We were trying to get an update of what has been done and what needs to be done. We've been told that administration is preparing but no meeting has been set up. It's in the administration's hand. Mrs. VanWhy said that she remembers discussion about the summer plan and carpeting was on the list. Mr. Karkut said that they are waiting for administration to give them the list.

e. Finance Committee Update

Mr. Richard Schlameuss said the Finance Committee met on November 11, 2019. The items which were recommended for payment were as follows:

1. The Lyman and Ash invoice in the amount of \$2,580.00
2. The participation in the National Cooperative Purchasing Alliance (NCPA)
3. The use of Tyler Technologies for hosting financial data
4. Batting Cages in the amount of \$23,650.00 but currently he does not see Form 611, which was requested before getting approval.

Items of Discussion were as follows:

1. Capital project tracking.
2. The proposed millage rate for 2020-2021.
3. The Property/Facilities Committee meeting items were reviewed.

Mr. McIntyre said the 611 form was there last month since this item was tabled until this month.

f. Policy Review Committee Update

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

1. Policy 709 Building Security
2. Policy 805 Emergency Preparedness & Response
3. Policy 805.1 Relations with Law Enforcement Agencies
4. Policy 805.2 School Security Personnel
5. Policy 805.2 Emergency Plan – REPEAL (changed to an AR)

Also, on the agenda for final Board approval this evening are:

1. Policy 333 Professional Development (Repeal Policy 433)
2. Policy 335 Family and Medical Leaves
3. Policy 705 Safety – newly entitled "Facilities & Workplace Safety"
4. Policy 808 Food services

g. Student School Board Representatives –

Miss Alejandra De la Cruz, High School North, said fall sports came to a close. Field hockey won 5 games and made it to districts. Cross Country beat some personal records. Leo Key club ran a successful blood drive. This year's musical was announced, "Once on this Island". The Northside café is up and running, helping students receive some skills to help them make it in the workforce. They accumulated 700 food items for the Bushkill Outreach. An English teacher, Michael Coppola, received the NEPA Volunteer of the Year Award. He adopted a road and helped to clean it up.

Mr. Matthew Ruiz, High School South, said with reference to athletics, football season ended in the district against Southern Lehigh. The football team made it to the district finals. Cross country made it to districts. Marianne Tassinari, qualified for the State Competition and placed 99 in the entire State for cross country. Winter athletics began, such as, swimming, boys and girls basketball, rifle, wrestling, etc. The football

kicker, Hunter Gilmore broke the 1996 record by kicking 54 extra points. The record was previously held by Mike Dickerson in 1996. They had a pep rally which was broadcasted on the morning news. They also had a Power puff game where the sophomores won. High School North and South students went to audition for district choir and 14 students qualified, Matthew Ruiz being one of the 14. Leo Key Club ran a successful blood drive. They had a Special Olympics volleyball game at South. The Choraliers and Dixieland performed at the Big Brother Big Sister Telethon. Students participated in raising towards the 50,000 meals which were collected and sent to a mission. South Marching Band performed at the Giant Supermarket Grand Opening. Last but not least, Cav Café had a successful Grand Opening.

- h. 2019 PASA-PSBA Conference Report – October 15, 2019 – October 18, 2019 – Hershey, PA
1. Mrs. Lisa VanWhy said she listed some presentations which she attended on her report but will follow up with an email that will include full details just as she did last year. She attended:
 - i. Leading & Living with Peace, Purpose & Power
 - ii. We hit the target! A Professional Learning Model That Works
 - iii. Controlling The Narrative – Spreading the Positive News About Our District
 - iv. Beyond Test Scores
 - v. Keynote Speaker – Dr. Adolph Brown
 - vi. On Board New Directors – Handout & Presentations

One of these presentations was very competitive; a way to get people to engage and take part. At one point she did a contest against another individual. While sitting in many of these presentations, she realized that our leadership is on board and on target. Through all the challenges we go through, here we are moving in a positive direction. It's a matter of seeing the implementation through. (report included within the minutes)

2. Mr. George Andrews said the conference this year was very informative and a very good array of Keynote speakers and Educational presentations. The Keystone Speakers were: Robin Grey & Corey Mitchel speaking about the importance of Arts in Education. He is pleased to say that our district is very much ahead of others. The other speaker, Dr. Adolph Brown spoke on implicit bias by society and the importance of reaching every student and them reaching their potential. The educational presentations were very beneficial. They were: Yes, You Can Recapture Charter School Students, Leveraging the Comprehensive Planning Process to Spark Strategic Organizational Development and four other presentations. (report included within the minutes)

The benefits he derived from the six presentations were that they gave him knowledge that he had not had before. The Yes, You Can Recapture Charter School Students presentation gave him a lot of ideas that he would like the Board, Administration and Community to work on to combat the effects that Charter Schools are making on the district. We have made great progress with our "Blended School" and we need to continue to support this effort.

- i. Dr. William Riker said he has a few certificates he would like to present to several Board members. The East Stroudsburg Area School District presents a certificate of appreciation in recognition of their service and dedication to the students, staff and programs of this school district to Keith Karkut 2017-2019, Jason Gullstrand 2018-2019, Wayne Rohner 2015-2019, Robert Huffman 2015-2019, not including his many more years of service that he previously served on the Board. Mr. Huffman said he started in 1989. He had a lot of fun and met a lot of nice people.

X. PUBLIC PARTICIPATION

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

- A. Ms. Elizabeth Arrigali said she has concerns regarding the hiring practices of the district. She has been working as a substitute paraprofessional in a special education class since September. At that time, the position was vacant but not yet posted. She was told by the principal that she was the top candidate and hoped that she would keep the position pending a successful interview. The position was posted and then two weeks later that position was no longer available because someone filled it through reassignment. She talked to Steve Zall and was told that, due to an error, the person hired as a Library Para did not want to travel so she was given the job in the Special Education class. She spoke to Mr. Zall and was not happy with his answers; therefore, went to speak to Dr. Riker and he assured her that she was going to get an interview. Mr. Zall spoke to her again and told her it's a timing issue and nothing can be done. The position went to a library para. Now tonight on the agenda, the library para position is being filled without reassigning the para that was in the library; therefore, having two people in the same job. There is nothing on the agenda about the current Library para being reassigned to the special education class that she, Elizabeth, is still subbing for. This raises questions to her about hiring people you are afraid of

rather than hiring a person that is qualified. Mrs. VanWhy said; unfortunately, we cannot discuss this in public since it's a personnel issue but discussion was held previously by us about this issue.

XI. OLD BUSINESS

XII. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 003 – Functions

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to adopt the Board Policies listed. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

1. Policy 333 Professional Development (repeal Policy 433)
2. Policy 335 Family and Medical Leaves
3. Policy 705 Facilities & Workplace Safety
4. Policy 808 Food Services

(See pages 13-33)

ii. 004 – Membership

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to solicit, via advertisement on the district website, letters of interest from qualified individuals interested in serving on the Board of Education. The position is anticipated to be a Board seat with a term ending December 2021. Letters must be received in the Superintendent's office on or before December 3, 2019, 3:00 p.m. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

b. PROGRAMS

i. 100 – Comprehensive Planning

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve Part A of the Comprehensive Plan of the East Stroudsburg Area School District as submitted. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 34-69)

ii. 121 – Field Trips

ACTION BY THE BOARD:

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

75 Miles or More

| | Name | Activity | Location | Dates |
|----|--------------------------|---|-----------------|--------------|
| 1. | Toth, Terry (#06584) | J.T. Lambert students to NBC Studios. | New York, NY | 12/6/19 |
| 2. | Horne, Kevin (#06505) | J. T. Lambert 7 th & 8 th grade Band Students Lincoln Center. | New York, NY | 3/18/20 |

(See pages 70-73)

Overnight

| | Name | Activity | Location | Dates |
|----|---|---|------------------|-----------------|
| 1. | Bakner, Paul M. (# 06460) | 2020 H.S. North Band Tour to Washington DC | Washington, DC | 4/3/20-4/6/20 |
| 2. | Fetherman, Christopher (#06466 & #06467) | H.S. North Wrestling Competition. | Williamsport, PA | 12/6/19-12/7/19 |
| 3. | LaBar, Keith (#06545) | H.S. North Choir students to ACDA Eastern Division Honors Choir | Rochester, NY | 3/4/20-3/7/20 |
| 4. | Nute, Katherine (#06442) | H.S. North & South GIEP students to PAX Unplugged Philly. | Philadelphia, PA | 12/6/19-12/8/19 |
| 5. | Rhoadhouse, Andrea (#06361) | J. T. Lambert students to Cavalier Voices Tour 2020 | Boston, MA | 6/12/20-6/14/20 |

(See pages 74-85)

c. PUPILS

i. 233 – Suspension and Expulsion

ACTION BY THE BOARD:

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

1. #169982
2. #170235
3. #170250
4. #170478
5. #170732
6. #170924
7. #170925
8. #171013
9. #171355
10. #171360
11. #172193

(See pages 86-110)

d. PERSONNEL

i. 407 - Affiliation Agreement (Penn State University)

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the agreement between Penn State University and East Stroudsburg Area School District for use as a student teaching site. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 111-115)

ii. 504 - Employment of Classified Support Employees

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Resignation and Settlement Agreement as presented. Motion was seconded by Jason Gullstrand and passed 8-1. Keith Karkut voted no.

(See pages 116-120)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Statement of Charges for Employee #2493 having concluded that the charges are sufficient to support termination. Motion was seconded by Richard Schlameuss and passed 7-2. George Andrews and Keith Karkut voted no.

(See page 121)

3a.

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 Robert Huffman and carried unanimously, 9-0.

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

iii. 335 -- Family and Medical Leaves

| | Name | Position | Classification | Location | Effective Date(s) |
|-----|--------------------|----------------------------|-----------------------|----------------------------|---|
| 1. | Barry, Lori | ESL teacher | Professional | J. T. Lambert Intermediate | October 24, 2019 through November 11, 2019. |
| 2. | Fisher, Marijo | Science (Grade 8) teacher | Professional | J. T. Lambert Intermediate | November 19, 2019 through November 22, 2019. |
| 3. | Senior, Caren | Grade 5 teacher | Professional | Resica Elementary | November 5, 2019 through May 6, 2020. Effective 12/9/19 this will be an intermittent leave. |
| 4. | Donohue, Robert | School Police Officer | School Police Officer | Bushkill Elementary | October 10, 2019 through January 14, 2020. |
| 5. | Zito, John | School Police Officer | School Police Officer | High School South | August 26, 2019 now through October 27, 2019. |
| 6. | Azikiwe, Emmanuela | Paraprofessional (Reading) | Support | Bushkill Elementary | November 4, 2019 through December 2, 2019. |
| 7. | Bisbing, Charlene | Bus Driver | Support | Transportation | July 1, 2019 through July 1, 2020. This is an intermittent leave. |
| 8. | Cavanaugh, Theresa | Paraprofessional | Support | High School North | September 30, 2019 through June 30, 2020. This is an intermittent leave. |
| 9. | Bompane, Gregory | Custodian | Support | J. T. Lambert Intermediate | November 1, 2019 through February 4, 2020. |
| 10. | Conklin, Cheryl | Bus Driver | Support | Transportation | October 29, 2019 through June 30, 2020. This is an intermittent leave. |
| 11. | Stofik, Jennifer | Bus Driver | Support | Transportation | August 26, 2019 now through November 18, 2019. |
| 12. | Wilczewski, Bogdan | Bus Driver | Support | Transportation | September 17, 2019 through November 17, 2019. |

iv. 504 -- Sick Leave

| | Name | Position | Classification | Location | Effective Date(s) |
|----|---------------|-------------------------|----------------|-----------------------|---|
| 1. | Miller, Karen | Front Desk Receptionist | Support | Smithfield Elementary | December 3, 2019 through December 12, 2019. |

v. **Worker's Compensation Leave**

| | Name | Position | Classification | Location | Effective Date(s) |
|----|---------------|------------|----------------|----------------|--|
| 1. | Mahan, Eileen | Bus Driver | Support | Transportation | September 25, 2019 through December 4, 2019. |

vi. **303/305/404/504 – Employment**

a. **Rescissions**

| | Name | Position | Classification | Location |
|----|--------------------|---------------------------------------|----------------|-----------------------------|
| 1. | Coffman, Adam | Social Studies Department Chairperson | Schedule B | High School South |
| 2. | McKelvin, Wanda | Intramural Yearbook Advisor | Schedule B | East Stroudsburg Elementary |
| 3. | Noia, Donna | Intramural Art Co-Advisor | Schedule B | Bushkill Elementary |
| 4. | Rolando, Tina | Intramural Art Co-Advisor | Schedule B | Bushkill Elementary |
| 5. | Rutkowski, Rebecca | Girls Basketball Assistant Coach | Schedule B | Lehman Intermediate |

(See pages 122-126)

b. **Resignations**

| | Name | Position | Classification | Location | Effective Date(s) |
|----|---------------------|----------------------------|----------------|----------------------------|-------------------------------------|
| 1. | Greenwood, Jill | English Edge teacher | Professional | J. T. Lambert Intermediate | December 31, 2019 |
| 2. | Brink, Matthew | Mechanic | Support | Transportation | October 25, 2019 |
| 3. | Candelario, Eliezer | Bus Driver | Support | Transportation | November 8, 2019 |
| 4. | Craver, Joshua | Mechanic | Support | Transportation | November 19, 2019 |
| 5. | Piedra, Gisela | Sophomore Class Co-Advisor | Schedule B | High School South | End of the 2019-2020 first semester |
| 6. | Ciucci, Margaret | Student Council Co-Advisor | Schedule B | Lehman Intermediate | October 3, 2019 |
| 7. | Pearson, Eileen | Student Council Co-Advisor | Schedule B | Lehman Intermediate | October 3, 2019 |
| 8. | Tassinari, Lori | Intramural Ski Advisor | Schedule B | Resica Elementary | November 1, 2019 |

(See pages 127-134)

c. **Retirements**

| | Name | Position | Classification | Location | Effective Date(s) |
|----|--------------------------------|---------------------------|----------------|------------------------|---------------------------------|
| 1. | Schmid, Paul (with regrets) | Director of Food Services | Act 93 | Central Administration | July 31, 2020 (end of workday). |
| 2. | Nietz, Deborah | Payroll Clerk | Support | Business Office | March 6, 2020 (end of workday). |

(See pages 135-137)

d. **Appointments**

| | Name | Position | Classification | Location | Compensation | Effective Date(s) |
|----|-------------------|--|------------------|----------------------------|--|---|
| 1. | Schreier, Kelly | English teacher (TPE) Replaces Martina Matheis who was reassigned. | Professional | High School South | \$61,418.00 (prorated) Step 7 Column 12 | <u>Date change:</u> November 4, 2019 |
| 2. | O'Brien, Pamela | Reading (Grade 8) teacher (LTS) Replaces Ann Nicoletti who is on a leave. | Professional/LTS | J. T. Lambert Intermediate | \$46,793.00 (prorated) Step 1 Column 7 | November 18, 2019 through January 20, 2020. |
| 3. | Bergmann, Michael | Custodian (3rd shift) Replaces Otis Tyree who retired. | Support | High School South | \$15.68/hour (plus \$.50/hour shift differential) | November 19, 2019 |
| 4. | Dudley, Galvin | Custodian (1 st shift) (Tuesday through Saturday) Replaces Thomas Lapping who was reassigned. | Support | High School South | \$15.68/hour | November 19, 2019 |

| | | | | | | |
|-----|------------------------|--|-------------|---|--|---|
| 5. | Couchon, Christina | Front Desk Receptionist Replaces Tracy Rose who was reassigned. | Support | Middle Smithfield Elementary | \$13.00/hour | November 19, 2019 |
| 6. | Goucher-Butz, Jennifer | Secretary – Transportation Replaces Kristine Michaels who was reassigned. | Support | Transportation | \$14.76/hour | December 3, 2019 |
| 7. | Lane, Michael | Bus Driver (6 hour) Replaces Eliezer Candelario who resigned. | Support | Transportation | \$16.69/hour | November 19, 2019 |
| 8. | Peltz, Robin | Paraprofessional (Library) This is a new position. | Support | Middle Smithfield, J. M. Hill and Resica Elementary | \$16.92/hour | December 9, 2019. |
| 9. | Reyes, Olatunde | Cafeteria Aide (3 hour) Replaces Ann Gaines who was reassigned. | Support | High School South | \$13.48/hour | November 19, 2019 |
| 10. | Cox, Daniel | Custodian (3 rd shift) LTS Replaces Gregory Bompane who is on a leave. | Support/LTS | J. T. Lambert Intermediate | \$15.68/hour (plus \$.50/hour shift differential) | November 19, 2019 through February 4, 2020. |

(See page 138)

e. Building Substitute Teachers

| | Name | Position(s) | Effective Date(s) |
|----|---------------------|-----------------------|---|
| 1. | Bergoffen, Demetria | Resica Elementary | November 19, 2019 through the last 2019-2020 student day. |
| 2. | Thomas, Trishana | Smithfield Elementary | November 19, 2019 through the last 2019-2020 student day. |

f. Homebound Appointment

| | Name | Position(s) | Classification | Effective Date(s) |
|----|------------------|----------------------|----------------|-----------------------|
| 1. | Paradis, Lindsay | Homebound Instructor | Professional | 2019/2020 School Year |

g. Substitute Appointments

| | Name | Position(s) | Classification | Effective Date(s) |
|-----|-------------------------|--|----------------|-----------------------|
| 1. | Carey, Sara | Teacher | Professional | 2019/2020 School Year |
| 2. | Friedman, Marc | Teacher | Professional | 2019/2020 School Year |
| 3. | Gayle, Stacey | Teacher | Professional | 2019/2020 School Year |
| 4. | Hernandez, Jose | Teacher | Professional | 2019/2020 School Year |
| 5. | Putney, Seth | Teacher | Professional | 2019/2020 School Year |
| 6. | Stanukenas, Christopher | Teacher | Professional | 2019/2020 School Year |
| 7. | Vaughan, Kristen | Teacher | Professional | 2019/2020 School Year |
| 8. | Williams, Heather | Teacher | Professional | 2019/2020 School Year |
| 9. | Woody, Vernon | Teacher | Professional | 2019/2020 School Year |
| 10. | Bernabel, Quisqueya | Bus Driver | Support | 2019/2020 Fiscal Year |
| 11. | Class, Omar | Bus Driver | Support | 2019/2020 Fiscal Year |
| 12. | Holder, Katherine | Front Desk Receptionist, Paraprofessional, Secretary, Student Aide | Support | 2019/2020 Fiscal Year |
| 13. | Gayle, Stacey | Paraprofessional, Student Aide | Support | 2019/2020 Fiscal Year |
| 14. | Peters, Karen | Student Aide | Support | 2019/2020 Fiscal Year |
| 15. | Rider, Georgie | Paraprofessional | Support | 2019/2020 Fiscal Year |
| 16. | Vaughan, Kristen | Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary | Support | 2019/2020 Fiscal Year |
| 17. | Williams, Heather | Paraprofessional | Support | 2019/2020 Fiscal Year |

- h. **Cyber Academy Facilitator Appointment 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. | Watson, Mark | French 1 | 2019-2020 School Year |
| 2. | Watson, Mark | French 2 | 2019-2020 School Year |
| 3. | Watson, Mark | French 3 | 2019-2020 School Year |

- i. **Cyber Academy Facilitator Appointment 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. | Watson, Mark | Intermediate French | 2019-2020 School Year |

j. **Schedule B Position Appointments**

2019-2020 School Year (Athletics/Activities)

| | Last Name | First Name | Position | Building | Rate |
|-----|-----------------|------------|---|--------------------------------|-----------------------------------|
| 1. | Fuehrer | Kellie | Reading Department Chairperson (effective 10/22/19) | Lehman Intermediate | \$3,886.00 (prorated) |
| 2. | Coffman | Adam | Social Studies Department Co-Chairperson | High School South | \$3,886.00 (prorated) |
| 3. | Groff-Yarnall | Lois | Social Studies Department Co-Chairperson | High School South | \$3,886.00 (prorated) |
| 4. | Cruz | Iveliz | Mentor for Julissa Perez | Lehman Intermediate | \$619.00 |
| 5. | Cruz | Iveliz | Mentor for Marisa Grier (effective 10/28/19-3/28/20) | Lehman Intermediate | \$619.00 (prorated) |
| 6. | Falbo | David | Mentor for Monica Calabrese-Arnold (effective 10/7/19) | High School North | \$619.00 (prorated) |
| 7. | Falzone | Robert | Mentor for Angela Janaro (effective 10/14/19-3/14/20) | Bushkill Elementary | \$619.00 (prorated) |
| 8. | Farley-Picciano | Erin | Mentor for Kelly Schreier (effective 11/4/19-4/4/20) | High School South | \$619.00 (prorated) |
| 9. | Fuehrer | Kellie | Mentor for Kathryn Martocci (effective 10/14/19-3/14/20) | Lehman Intermediate | \$619.00 (prorated) |
| 10. | Martin | Zachary | Mentor for Jennifer Peckally (effective 11/4/19-4/14/20) | Smithfield Elementary | \$619.00 (prorated) |
| 11. | Peters | Joanne | Mentor for Lori Tassinari (effective 10/17/19-1/6/20) | East Stroudsburg Elementary | \$619.00 (prorated) |
| 12. | Toth | Donald T. | Mentor for Sandra Hartman (effective 10/24/19-3/24/20) | Lehman Intermediate | \$619.00 (prorated) |
| 13. | Noia | Donna | Intramural Art Advisor | Bushkill Elementary | \$24.21/hour (30 hour maximum) |
| 14. | Rolando | Tina | Intramural Math Strategies Advisor | Bushkill Elementary | \$24.21/hour (30 hour maximum) |
| 15. | Strazzeri | Catherine | Volunteer Drama Co-Advisor | Bushkill Elementary | not applicable |
| 16. | Walters | Jessica | Volunteer Drama Co-Advisor | Bushkill Elementary | not applicable |
| 17. | Metaxas | Carolyn | Intramural Ski Group Advisor | Resica Elementary | \$24.21/hour (24 hour maximum) |
| 18. | Mills | Kyle | Boys Basketball Freshman Coach | High School North | \$4,100.00 |
| 19. | Rutkowski | Rebecca | Girls' Basketball Freshman Coach | High School North | \$4,100.00 |
| 20. | McKeithan | Nelson | Intramural Boys' Basketball Advisor | High School North | \$24.21/hour (24 hour maximum) |

| | Last Name | First Name | Position | Building | Rate |
|-----|---------------|-------------|---|----------------------------|---------------------------------------|
| 21. | DeLong | Jennifer | Volunteer Medical Future Careers Advisor | High School North | not applicable |
| 22. | Watkins | Willie | Boys' Basketball Freshman Coach | High School South | \$4,100.00 |
| 23. | Griffin | Larry | Boys' Basketball Varsity Assistant Coach | High School South | \$5,083.00 |
| 24. | Whitney | Meghan | Girls' Basketball Freshman Coach | High School South | \$4,100.00 |
| 25. | Krammes | Barry | Intramural Boys Track & Field Tri-Advisor | High School South | \$24.21/hour (8 hour maximum) |
| 26. | Yeomans | Brett | Intramural Boys Track & Field Tri-Advisor | High School South | \$24.21/hour (8 hour maximum) |
| 27. | Mason-Caiazzo | Laura | Intramural Boys Track & Field Advisor | High School South | \$24.21/hour (8 hour maximum) |
| 28. | Finelli, Jr. | John | Intramural Girls' Track & Field Advisor | High School South | \$24.21/hour (24 hour maximum) |
| 29. | Cole | Zachary | Intramural Homework Co-Advisor (Football) | High School South | \$24.21/hour (25 additional hours) |
| 30. | Yeomans | Brett | Intramural Homework Co-Advisor (Football) | High School South | \$24.21/hour (25 additional hours) |
| 31. | Camaerei | Albert | Intramural Softball Tri-Advisor | High School South | \$24.21/hour (8 hour maximum) |
| 32. | Ruhl | Steven | Intramural Softball Tri-Advisor | High School South | \$24.21/hour (8 hour maximum) |
| 33. | Schembeck | Angela | Intramural Softball Tri-Advisor | High School South | \$24.21/hour (8 hour maximum) |
| 34. | Oliver | Donovan | Intramural Swim Team Tri-Advisor | High School South | \$24.21/hour (6 hour maximum) |
| 35. | Litts | Randall | Intramural Wrestling Advisor | High School South | \$24.21/hour (24 hour maximum) |
| 36. | Eckley | Kyle | Sophomore Class Co-Advisor | High School South | \$1,196.00 (prorated) |
| 37. | Williams | Philip | Volunteer Girls Basketball Advisor | High School South | not applicable |
| 38. | Oliver | Donovan | Volunteer Swim Coach | High School South | not applicable |
| 39. | Mengel | Justin | Intramural Cavalier Voices Co-Advisor | J. T. Lambert Intermediate | \$24.21/hour (23 hour maximum) |
| 40. | Rhoadhouse | Andrea | Intramural Cavalier Voices Co-Advisor | J. T. Lambert Intermediate | \$24.21/hour (67 hour maximum) |
| 41. | McCracken | Sean | Intramural Wrestling Advisor | J. T. Lambert Intermediate | \$24.21/hour (24 hour maximum) |
| 42. | Fort | Jamal | Boys' Basketball Assistant Coach | Lehman Intermediate | \$2,940.00 |
| 43. | Francis | Gail | Girls' Basketball Assistant Coach | Lehman Intermediate | \$2,940.00 |
| 44. | Morales | Venus | Intramural Dance Advisor | Lehman Intermediate | \$24.21/hour (48 hour maximum) |
| 45. | Fetherman | Christopher | Intramural Wrestling Co-Advisor | Lehman Intermediate | \$24.21/hour (12 hour maximum) |
| 46. | Werth | John | Intramural Wrestling Co-Advisor | Lehman Intermediate | \$24.21/hour (12 hour maximum) |
| 47. | Nace | Dylan | Wrestling Assistant Coach | Lehman Intermediate | \$3,614.00 |
| 48. | Pearson | Eileen | Student Council Advisor (effective 10/4/19) | Lehman Intermediate | \$1,622.00 (prorated) |

3b.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to table the following retirement until the next Regular School Board meeting. Motion was seconded by George Andrews and carried unanimously, 9-0.

c. Retirements

| | Name | Position | Classification | Location | Effective Date(s) |
|----|---------------|-------------------------|-----------------------|-----------------------|-------------------------------------|
| 3. | Miller, Karen | Front Desk Receptionist | Support | Smithfield Elementary | December 12, 2019 (end of workday). |

e. FINANCES

i. 610 – Purchases Subject to Bid

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the proposal from Guyette Communication Industries, to install Security Cameras at East Stroudsburg Elementary in the amount of \$17,799.00, in accordance with the recommendations of the Property & Facilities Committee. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

(See pages 139-142)

ii. 613 – Cooperative Purchasing

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to authorize the District to participate in the National Cooperative Purchasing Alliance (NCPA) at no charge to the District, in accordance with the recommendation of the Finance Committee. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

(See pages 143-150)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to accept and approve the vendor(s) for fuel oil for the 2020-2021 school year as to be recommended by the Northampton/Monroe/Pike County Joint Purchasing Board and to be approved by the Colonial Intermediate Unit 20 Board of Directors at the December 2019 regularly scheduled meeting, in accordance with the recommendation of the Finance Committee. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 151-152)

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposal from Knight Athletics in the amount of \$23,650.00 for the purchase and installation of two multi-sport practice cages pursuant to COSTARS Contract, #014-117, in accordance with the recommendations of the Property & Facilities. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 153)

4.

ACTION BY THE BOARD:

Motion was made by Jason Gullstrand to approve the proposal from IntegraOne in the amount of \$113,844.00 for the purchase of 90 Cisco Meraki cameras pursuant to COSTARS-3 IT Contract # HW 003-085, in accordance with the recommendation of the Property & Facilities Committee. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 154-164)

iii. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the Budget Transfers, Payment of Bills and Treasurer's Report listed in this agenda for 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 Debbie Kulick and passed 7-2. George Andrews and Wayne Rohner voted no.

1. Budget Transfers - (See pages 165-182)
2. Payment of Bills - (See pages 183-206)
3. Treasurer's Report - (See page 207-236)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner 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, 9-0.

- D'Huy Engineering - HS North Roof Replacement - Invoice #50134 - \$25,000.20
- D'Huy Engineering - Trane Controls Oversight - Invoice #50137 - \$1,312.75
- D'Huy Engineering - HS North Roof Replacement - Invoice #50135 - \$425.00
- D'Huy Engineering - Resica Roof Replacement - Invoice #50136 - \$2,337.00
- D'Huy Engineering - HS North/Lehman Water Heater Replacement - Invoice #50138 - \$840.00
- CRCS Inc. - South Campus Surveillance Camera Installation - Application #3 - \$54,095.22
- Jottan Inc. - HS North Roof Replacement - Application #5 - \$286,863.89
- C&D Waterproofing - Resica Roof Replacement - Application #6 - \$26,318.25
- Trane - HS North/Lehman ATC Controls - Application #6 - \$169,296.19
- Division Contract Flooring – H.S. South Stage Replacement – Invoice #19034-416 - \$32,500.00
- Engines Inc. – North Bus Garage Generator Engine Replacement – Invoice #R347539 - \$15,650.00

(See pages 237-253)

3.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the payment of invoice #3167 from Lyman and Ash in the amount of \$2,580.00 for Special Construction Counsel, in accordance with the recommendation of the Finance Committee. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See page 254)

iv. **618/618.1 – Student Activity Funds**

1.

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the requests to renew the already established special activity funds listed. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

1. H.S. North Baseball
2. H.S. North Swimming
3. Lehman Intermediate School Eric Jacobsen Memorial Account

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the request to establish the special activity fund listed. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

1. J. T. Lambert Intermediate School – Digital Media Design

(See page 255)

3.

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the request to establish the student activity fund listed. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

1. H.S. North – Medical Future Careers Club

(See page 256)

f. **PROPERTY**

i. **702 – Gifts, Scholarships and Donations**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to accept a donation in the amount of \$1,000.00 for the East Stroudsburg Area School District and \$1,000.00 for the H.S. South Band from Giant Food Stores, LLC. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

ii. 704 – Maintenance

1.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the contract with Tyler Technologies as presented, for annual maintenance, support, and hosting of the District’s financial software and data, upon the review of the District’s Solicitor and Chief Financial Officer. In accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 257-298)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposal from LaBella Associates for Indoor Air Quality Testing biannually in the amount of \$13,500.00 per year for three years, in accordance with the recommendations of the Property & Facilities Committee. Jason Gullstrand and carried unanimously, 9-0.

(See pages 299-300)

3.

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the proposal from Critical Systems for generator services in the amount of \$9,115.00 per year for three years, in accordance with the recommendations of the Property & Facilities Committee. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

(See pages 301-303)

g. OPERATIONS

i. 818 – Contracted Services

1.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the contracts listed for their specific services, rates and effective dates, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

1. Contracts Totaling Under \$10,000

| | NAME | SERVICE | RATE | PAYMENT FROM | EFFECTIVE DATE |
|----|--|--|--------------|----------------------------|------------------|
| 1. | Bradbury-Sullivan LGBT Community Center (Liz Bradbury) | Dynamic and Interactive slide presentation and discussion for Mindfulness Week for students. | \$160.00 | H.S. South | 12/17/19 |
| 2. | Brandt, Sarah | The contractor will perform school psychoeducational evaluations. | \$70.00/hour | Pupil Services | 11/19/19-6/30/20 |
| 3. | Lifetouch | Agreement renewal for Middle Smithfield Elementary School. | N/A | N/A | November 2019 |
| 4. | Museum of the American Revolution | J. T. Lambert Intermediate students on a facilitated tour. | \$2,739.00 | J. T. Lambert Intermediate | 5/5/20 |

| | | | | | |
|----|--|--|--|--------------------|-------------------|
| 5. | Music Theatre International | Spring Musical Rights for JTL Spring Musical. | \$760.00 | JTL Spring Musical | 11/19/19 |
| 6. | Public Consulting Group, Inc. | Electronic Signature – E-Services for ACCESS Program. | 1 st year-\$7,000.00 2 nd year-\$6,125.00 3 rd year-\$6,278.00 (Automatic Renewal) | ACCESS | 11/19/19-11/17/20 |
| 7. | Sepulveda, Susie | The contractor will perform school psychoeducational evaluations. | \$900.00 per report & \$1,050.00 per bilingual report | Pupil Services | 11/19/19-6/30/20 |
| 8. | Victims' Intervention Program, Honesdale, PA | Crisis intervention, emergency shelter, medical accompaniment, legal accompaniment, law enforcement accompaniment, individual and group counseling, pet shelter, 24 hour crisis hotline, prevention programming in school, rural advocacy, medical advocacy, relocation assistance, community awareness programming, legal advocacy, legal representation for PFAs, economic empowerment program, professional development on sexual harassment, mandated reporting, human trafficking for Bushkill Elementary, Lehman Intermediate, East Stroudsburg High North, Middle Smithfield Elementary | N/A | N/A | 11/21/19 |

(See pages 304-338)

2.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to extend the appointment of Lyman & Ash as Special Construction Counsel for an additional one-year term, pursuant to the terms of the Letter of Agreement between the District and Lyman & Ash dated October 16, 2018. Motion was seconded by Larry Dymond. A roll call vote was taken and passed 7-1-1 abstention. George Andrews, Larry Dymond, Jason Gullstrand, Robert Huffman, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes. Keith Karkut voted no. Debbie Kulick abstained.

(See pages 339-340)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
November 18, 2019**

**Carl T. Secor Administration Building – Board Room
7:00 P.M.**

ADDENDUM A

d. PERSONNEL

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

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

vi. 303/305/404/504 - Employment

c. Retirements

| | Name | Position | Classification | Location | Effective Date(s) |
|----|-------------------|-----------------|-----------------------|-----------------------|------------------------------------|
| 4. | Livingston, Irene | Principal | Act 93 | Smithfield Elementary | November 27, 2019 (end of workday) |

(See page 2)

ACTION BY THE BOARD:

Motion was made by Keith Karkut to give notice pursuant to School Code Section 10-1073 that other candidates will be considered for the position of Superintendent. Motion was seconded by George Andrews and passed 6-3. Robert Huffman, Debbie Kulick and Lisa VanWhy voted no.

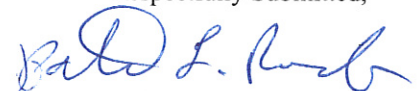
Mrs. VanWhy thanked the Board members, Jason Gullstrand, Keith Karkut and Wayne Rohner for their service on the Board. She gave a special thank you to Mr. Huffman for his many years of service.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adjourn. Motion was seconded by Richard Schlameuss and carried unanimously 9-0.

XIII. ADJOURNMENT: 8:37 p.m.

Respectfully Submitted,



Patricia L. Rosado,
Board Secretary

CONFERENCE REPORT FORM

NAME: LISA VANWAY Title: BOARD
CONFERENCE: PSBA / PASA SCHOOL LEADERSHIP CONFERENCE
LOCATION: HERSHEY PA DATE(S): OCT 16-18, 2019
(from - to)

Highlights of the Conference:

PRESENTATIONS ATTENDED:

- LEADING & LIVING WITH PEACE, PURPOSE & POWER
- WE HIT THE TARGET! A PROFESSIONAL LEARNING MODEL THAT WORKS
- CONTROLLING THE NARRATIVE - SPREADING THE POSITIVE NEWS ABOUT OUR DISTRICT
- BEYOND TEST SCORES
- KEYNOTE SPEAKER - DR ADOLPH BROWN
- ON BOARDING NEW DIRECTORS - HANDOUT & PRESENTATIONS

Benefits you derived from attendance:

TO NUMEROUS TO MENTION HOWEVER SITTING IN ON MOST OF THESE CLASS THE REALITY IS OUR LEADERSHIP IS ON BOARD AND ON TARGET. THROUGH ALL THE CHALLENGES WE GO THROUGH HERE WE ARE MOVING IN A POSITIVE DIRECTION.

Remarks:

APP:
ONE SOURCE (PASA - PSBA)
SLC 2019 (SCHOOL LEADERSHIP CONF.)

Signature: Lisa Vanway Date: 11, 16, 19

CONFERENCE REPORT FORM

NAME: George Andrews Title: School Board Member
CONFERENCE: PSBA School Leadership Conference
LOCATION: Hersey, PA DATE(S): 10/15-10/18/19
(from - to)

Highlights of the Conference:

The Conference this year was very informative with a very good array of Keynote speakers and Educational presentations. The Keynote Speakers were: Robin Grey & Corey Mitchel speaking about the importance of Arts in education; Dr. Adolph Brown speaking on implicit bias by society and the importance of reaching every student, and they reaching their potential.

The educational presentations that were attended were very beneficial: 1) Yes, You Can Recapture Charter School Students; 2) Leveraging the Comprehensive Planning Process to SPARK Strategic Organizational Development; 3) Four other presentations

Benefits you derived from attendance:

In addition to the networking and trade show aspects of the convention, the educational presentation were extremely informative and have given me much insite as to what we as a district and Board need to do. All six (6) presentations gave me knowledge that I had not had before but the presentation "Yes, You Can Recapture Charter School Students" gave me a lot of ideas that I would like the Board, Administration, and Community (Public) to work on to combat the effects that Charter School are making on the District. We have made great progress with our "Blended School" and we need to continue to support Dr, Vitulli

Remarks:

Signature: George Craig Andrew Date: 11/14/19