

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

FEBRUARY 24, 2020 – 7:00 P.M.

Carl T. Secor Administration Building

Minutes

- I. **President** Richard Schlameuss called the meeting to order at 7:06 p.m. and led those present in the Pledge of Allegiance. **Board Secretary**, Patricia Rosado called the roll.
- II. **Board Members present:** George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy.
- III. **School personnel present:** Susan Andrews, Michelle Arnold, Brian Baddick, Ben Brenneman, Joe Formica, Eric Forsyth, Roscoe Grant, Diane Kelly, Barry Krammes, Phil Lazowski, Joyce Leonard, Edwin Malave, Tom McIntyre, Frederick Mill, Craig Reichl, William Riker, Patricia Rosado, Renee Stevens and Bill Vitulli. Christopher Brown, Solicitor.
- Student School Board Representatives:** Alejandra De La Cruz and Matthew Ruiz.
- IV. **Community members present:** Marilyn M. Brown, Cheryl Cloke, Melissa Collevechio, Gregory Hanson, John Hiller, Maria Hopkins, Jennifer Moriarity, Darryl Sabino, Michelle Smith, Robert Steadman, Warren Steadman and Ashley Strend.
- Other:** Hans E. Baltzersen, Colonial IU 20
Jackie Bartek, Colonial IU 20
Chris Wolfel, Colonial IU 20

V. **ANNOUNCEMENT OF EXECUTIVE SESSION**

An Executive Session was held this evening at 5:30 p.m. before this meeting for the purpose of discussing personnel, litigation and negotiations.

VI. **ADOPTION OF AGENDA**

ACTION BY THE BOARD:

Motion was made by George Andrews to adopt this agenda for February 24, 2020, 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 Lisa VanWhy.

Motion was made by Sharone Glasco to add the affirmation of Policy 206 --Assignment Within the District on the agenda. Motion was seconded by Rebecca Bear, and carried unanimously, 9-0.

Motion was made by Wayne Rohner to delete the resignation of Nancy Rohner from the agenda. Motion was seconded by Debbie Kulick, and carried unanimously, 9-0.

Motion was made by Debbie Kulick to add the discussion of the Superintendent's search on the agenda. Motion was seconded by Damary Bonilla and passed 8-1. George Andrews voted no.

The agenda as amended by motion carried unanimously, 9-0.

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the minutes of the January 27, 2020, Board meeting. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

VIII. REPORTS

- a. Monroe Career & Technical Institute (MCTI) Update
 - i. Mrs. Lisa VanWhy said the MCTI meeting was uneventful since the Board members from the Pocono Mountain School District are involved with a cyber school hearing; therefore, could not attend the MCTI meeting. Also, on the agenda tonight the Board will need to vote upon the MCTI General Operating Budget for the 2020-21 school year. The district's share is \$1,959,364.00 and the district's share for the Capital Improvement Budget \$149,558.00.
- b. Colonial IU 20 Update
 - i. Dr. Damary Bonilla said the next Colonial IU 20 Board meeting is on February 26th. She reminded Board members to respond if they plan to attend the Annual Excellence in Education & Merit Scholar Recognition Ceremony Dinner, which will be held on April 16 at the Stroudsmoor Inn.
- c. Colonial IU 20 – 2020-2021 Budget Presentation
 - i. Dr. Christopher Wolfel, Colonial IU 20 Executive Director, said that he along with Mr. Hans Baltzersen and Ms. Jackie Bartek are here tonight to present the 2020-21 Budget and to answer any questions. He said the Board will need to take action on the General Operating Budget, which is the only budget that must be approved by each district. He said the IU concentrated on the three R's, Relationships, Responsive and Results. They service 13 school districts and 86,000 public school students. Their budget is comprised of Local Sources 79%, State monies 12.5% and Federal Sources 8.5%. The IU General Operating Budget is one of 44 budgets administered by the IU. It is prepared in collaboration with the IU 20 Board of Directors and District Superintendents. The recommended total for the 2020-2021 General Operating Budget is \$3,663,820.00. The overall increase is 2.4% (\$85,500). The overall increase to the school districts is 1% (\$5,572). This amount is the only mandated payment to the IU. The cost drivers for the increase is due to PSERS, Social Security, legal services and payroll software. The salaries are budgeted at 2.8% for Act 93 employees and 3.1% for support staff. The 2019-2020 General Operating Budget Contribution was \$41,531.75. The 2020-2021 IU General Operating Budget is \$41,947.08, which is a 1.0% (\$415.33) increase to the school districts.
 - ii. Dr. Wolfel also spoke about some of the Programs and Services which included Special Education Programs and Services and, Behavioral Health Services. The Programs and Services along with the General Operating Budget total \$5,307,704.08 for 915 students (approximately \$5,800.77 per student). The total services have increase since 2014-2015 (947) to 2018-2019 (1,011). The additional services include Autistic Support, Emotional Support, Occupational Therapy and Speech Therapy. He presented a video of staff and students working together.
 - iii. Dr. Bonilla thanked Dr. Wolfel for assisting her along with other community members at the IU 20 and giving them a tour of the facilities, staff and Administration. She prides herself in representing the district. She thanked him for his hard work and for the partnership they have with the school districts. Dr. Wolfel said if any Board member would like to get a tour of the IU 20 facilities, he would be happy to have them.
- d. Property/Facilities Committee Update

Mrs. Lisa VanWhy said the Property/Facilities Committee met on February 5th. They forwarded the following invoices for payments on the agenda:

 - i. C & D Waterproofing Invoice for Resica Roof Replacement.
 - ii. Two Lyman and Ash invoices
 - iii. Seven D'Huy Engineering Invoices for Trane Controls Oversight, H.S. North Roof Replacement, Resica Elementary School Roof Replacement, Resica & Middle Smithfield Water Filtration, H.S. North Sanitary Liner Replacement and Smithfield Elementary Parking lot improvements.

- iv. They discussed the resurfacing of the javelin runway. They also held a discussion about the J. T. Lambert and Resica carpet replacements and North parking lot floor samples. Further discussion will take place about the H.S. South bleachers being painted or power washed. Bids will be obtained.
 - v. Mrs. VanWhy thanked those who worked on getting the information for the javelin runway to be able to take action on it tonight. Mr. Schlameuss asked if the Lyman and Ash invoices were okay to be approved. Mrs. VanWhy said her question was if the project was on hold but was told it is not.
- e. Education Programs & Resource Committee Update
Dr. Damary Bonilla said there are no updates because the Committee did not meet due to inclement weather. The next meeting is scheduled to be held on March 4th. They plan to discuss the elementary school programs.
- f. Finance Committee Update
Ms. Rebecca Bear said the Committee met on February 10th. They discussed the Senior Citizens Rebate Program, which the district offers. The district is going to look at what we currently pay out and try to match what the State pays. The current resolution will be reviewed. The Committee members looked at the actual revenue expenses from last year. They reviewed an update of next year's budget. They looked at current expenditures by department to see if everyone is on track to see who is going over and why. They discussed Napa Auto as to why the district does not use them. They are not used due to Napa Auto charging late fees because they do not receive payment in time. The district and the Board will review to see if they can be paid quicker. The Committee members moved forward on the agenda the resurfacing of the Javelin runway for High School South. On the agenda you will find Food Services equipment, which will be purchased through a grant. One other item that that was discussed was the "My School Bucks" which is used to pay for school lunches. The district will be piloting this app at J.M. Hill Elementary to see if they can pay for field trips by using this app. If it works out, it will be launched at other schools next year. Mr. McIntyre said that Dr. Vitulli volunteered for the app to be piloted for the Cyber Summer School Program. Ms. Bear thanked Dr. Vitulli for volunteering.
- g. Policy Review Committee Update and First Read Policies
Ms. Sharone Glasco said that the Policy Review Committee met earlier this evening and have recommended that administration post the following policy for public review during the month of February and subsequent Board action in March (pending final review by the district's legal counsel):
- Policy 309 Assignment & Transfer
- Also, on the agenda for final Board approval this evening is:
- Policy 810.1 School Bus, School Vehicle & School Commercial Motor Vehicle Drivers.
- In addition, they decided to add on the agenda Policy 206 Assignment within District as stated.
- h. Student School Board Representatives –
- i. Miss Alejandra de la Cruz, High School North, said on January 25th four band students, Elisabeth de la Cruz, Robert Fields, Travis Williams and Giana Pennisi, attended a band festival at Marywood University with guest composers and conductors. There was a PMEA Band Festival and two students Travis and Robert advanced to the regionals. On February 15 North High School held a Valentine's Day Dance which was hosted by the SGA. Tomorrow there will be a band performance which includes North, Lehman Intermediate and Elementary students. As we speak, the Mock Trial students are competing at the Court House. Next week, there will be a choir concert. This week they are hosting Black History Spirit week in honor of Black History Month. They will be having activities such as a role model day where you dress as a black history leader. There will be a partnership with the Transition Program and Unified Track Team. A unified team member will be partnered with an athlete. The Transition Program is still going strong with students from the Life Skills class learning and practicing new-learned skills.
 - ii. Mr. Schlameuss acknowledged Matthew's singing and piano playing skills during the Broadway Show Stopper event that was held last week at J. T. Lambert Intermediate School. Mr. Matthew Ruiz, High School South said the first item on his list was the announcement of the Broadway Show Stopper, which occurred on February 21st and 22nd, where the high schools and intermediates

schools' students performed acts from Broadway shows. DECA students participated in the States competition. Five students from South will be going to compete in Nationals in Nashville. Eleven students placed in top six in the State in their events. The wrestling team competed in the Districts Competition last Friday and Saturday. Three of the wrestlers placed in the top eight. Two are going onto the regionals competition. The Rifle team competed in States. Six made it to the individual qualifier. Two made it to States and one South student made it second in the State. Minithon hosted a spirit week to raise money for the Four Diamond Club to help find a cure for childhood cancer. H.S. South hosted a concert on February 6th to raise funds for the Awesome Animal Shelter. District band occurred on February 15th where seven South students participated. There was a competition at Wilson High School for the orchestra students. One North and one South student are going onto the regional level. The Girls' basketball and Boys' Basketball teams competed in EPC games and both won their match. Ms. Glasco said that at High School South the NAACP Student Club held a Multicultural Fashion Show representing about 20 countries. The South Side Steppers performed as well as the African Dancers. The event was heavily attended. More Board members should attend diversified events. Students did a wonderful job and put in a lot of hard work.

i. 2020-2021-Budget Update

Mr. Tom McIntyre said that he presented a first look of the 2020/2021 SY Budget in December 16, 2019. At that time there was a projected deficit of \$5.9 million dollars. The Board approved the "Opt Out" Resolution, which means they cannot raise taxes above the 3.2% index. Since then, there have been some revenue adjustments with some increases in delinquent taxes and interest on investments. There have been payroll adjustments in salaries and benefits with additional adjustments to positions (decrease), savings on PSERS% and Healthcare costs (increase). There have also been investment adjustments which brought decrease to the revenues in Accounts 300 (Professional Services), 400 (Contracted Services), 500 (Other Purchased Services), 600 (Supplies), 700 (Property) and 800 (Other Objects). He met with each school and department in order for them to adjust their budgets in order to reduce it to this year's numbers. The Finance Committee members received a list of items that were cut. The 2020/2021 Budget Summary is:

	December 16 th	February 24 th	Change
Revenue Sources	\$162,198,299.00	\$163,948,299.00	\$1,750,000.00
Salary & Benefits	\$118,856,810.00	\$118,903,941.00	\$ 47,131.00
Other Investments	\$ 49,270,222.41	\$ 46,745,469.49	(\$2,524,752.92)
Proposed Budget	(\$ 5,928,733.41)	(\$ 1,701,111.49)	\$4,227,621.92

This draft brings the deficit to 1.7 million dollars. The Governor's Proposed Budget includes level funding for PlanCon and Pupil Transportation, a Safety & Security Grant Program and increase to cover the state's share for PSERS. We may not get our full subsidy for transportation. The average reimbursement is between 50%-55% for ESASD. New State policies which may affect the district full day kindergarten proposed mandate, minimum teacher salary of \$45,000 and minimum wage proposed increase of \$12 per hours in 2020 and up to \$15 per hour by 2026. The only impact to the district would be in the minimum wage increase. Substitute rates will need to be reviewed. The district would need to wait on the State Decisions with reference to the Governor's budget (funding and policy changes) and General Assembly's Budget (funding and policy changes). If the Governor's reform passes regarding charter schools, the district could save 1.4 million dollars if it passes to the General Assembly. This has been a push for the past several years. The government is looking to move the primary election date during the Presidential Election years. If that happens the Board would have to make a decision by November 30th, therefore, we would have to start the budget process on the first day of school. Hopefully, they realize that this would cause a stress on the districts. Next steps will include School Board's Decisions on real estate taxes, fund balance, review list of items removed from the budget and program changes. Mr. VanWhy thanked him and the administrators for the hard work they have done to reduce the budget deficit from the first draft.

IX. PUBLIC PARTICIPATION

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

- A. Ms. Darryl Sabino said that she would like to thank the Board members and everyone who attended the PTO Tricky Tray this weekend. Their support helps raise money for the children at J.T. Lambert Intermediate and High School South. This shows the PTO that their hard work and efforts are appreciated. Too bad great events such as the event that was held at High School South this weekend occurred at the same time. The tricky tray was attended by over 200 individuals.

- B. Dr. Brown said she is in support of Dr. Riker remaining in the district. During line item 400 of the budget, Mr. McIntyre spoke about counseling services being switched to the IU 20 Unit. She asked if anyone has reconsidered having the program at the IU 20 because this is considered a form of segregation since most of the students attending are of color. Money should not be a factor but the wellbeing of students should be considered. Mr. McIntyre said the individuals come to our schools; therefore, this change will not affect the students. Ms. Brown said the HBCU (Historically Black Colleges and Universities) was mentioned earlier this evening. She asked that they be contacted in order for them to participate in the college fair in order for all students to be represented since students come from different backgrounds. She said she commutes to New York each day like many families in the district. She would like to speak on their behalf to make the district aware that they should be considered when making decisions.
- C. Ms. Cheryl Cloke asked if anyone has come into the district to discuss the healthcare and supplemental plans such as Aflac. Raising deductibles and supplemental products can greatly reduce monthly premiums. She said she can submit information on how to bring premiums down. She said she personally knows Debbie Kulick and heard that the Board is considering not having Dr. Riker as Superintendent. She is upset and submitted a letter to the Board members. She is a small business owner and attends networking events. She heard Dr. Riker speak at one of them and his words are all about the students. He came to me at the end of one of the meetings and said he knew my son. He told me that my son was the first student that he had a conversation with four years ago. He cares about the students. My son is graduating this year; therefore, she does not have to support Dr. Riker, but is here on behalf of the current and future students. It would be a great loss not to have Dr. Riker as Superintendent.

X. UNFINISHED BUSINESS

None

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 003 – Functions

1.

ACTION BY THE BOARD:

Motion was made by George Andrews to adopt the Board Policy listed. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

1. 810.1 School Bus, School Vehicle & School Commercial Motor Vehicle Drivers

(See pages 12-24)

2.

ACTION BY THE BOARD:

Motion was made by George Andrews to reaffirm Policy 206 – Assignment within District as stated. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

b. PROGRAMS

i. 115 – Career and Technical Education

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Monroe County Career & Technical Institute's Operating Budget for the 2020-21 school year in the amount of \$8,787,230 with the District's share being \$1,959,364 and the Capital Improvement Budget in the total amount of \$670,729 with the District's share being \$149,558 as presented and attached. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 25-37)

ii. 121 – Field Trips

ACTION BY THE BOARD: Motion was made by Damary Bonilla to authorize the field trips listed. Motion was seconded by George Andrews and carried unanimously, 9-0.

75 Miles or More

	Name	Activity	Location	Dates
1.	LaBar, Keith (#06963)	North Choir students to perform at Music in the Parks.	Annville, PA/Hershey, PA	5/22/20
2.	Lazowski, Phil (#06942)	H.S. North/South Stem Club students to Greater Philadelphia SeaPerch Underwater Robot Challenge.	Philadelphia, PA	3/6/20
3.	Piedra, Gisela (#06943)	H.S. North/South SADD students to the Just Drive Contest.	Philadelphia, PA	4/2/20
4.	Ridner, Cara (#06979)	East Stroudsburg Elementary 2 nd Grade students to Adventure Aquarium.	Camden, NJ	4/16/20
5.	Toth, Terry (#06950)	J.T. Lambert Intermediate media design students to New York City International Car Show.	New York, NY	4/14/20

(See pages 38-47)

Overnight

	Name	Activity	Location	Dates
1.	Coke, Lucianna (#06915)	FBLA H.S. South students to State Leadership Conference.	Hershey, PA	4/5/20-4/8/20
2.	Korb, Michael Lazowski, Phil (#07210, #06996 & #06997)	H.S. North, Lehman Intermediate and J. T. Lambert Intermediate students to attend the TSA State Competition.	Champion, PA	4/15/20-4/18/20
3.	Nute, Katherine (#07228)	H.S. North Key Club students to District Convention	State College, PA	3/13/20-3/15/20
4.	Nute, Katherine (07231)	H.S. North Key Club students to Leadership Weekend	Reinholds, PA	4/24/20-4/26/20
5.	Sanker, Rick (#06913)	H.S. South students to Key Club Convention.	State College, PA	3/13/20-3/15/20

(See page 48-61)

c. PERSONNEL

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the agreement between ESAESPA and East Stroudsburg Area School District for employee #3758. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 62-63)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the agreement between Scranton University and East Stroudsburg Area School District for use as a student teaching site. Motion was seconded by Damary Bonilla and carried unanimously, 9-0.

(See pages 64-69)

3. 311/411 Suspensions and Furloughs (Staffing Needs of the District)

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy that the Superintendent and Administration:

*Study the professional staffing needs of the District based upon instructional program requirements and student enrollment, and

*determine the minimum professional staff needs of the District for the upcoming school year, and

*make recommendations to the Board no later than sixty (60) days prior to the date of adoption of a final budget, based upon the considerations set forth in the Pennsylvania School Code concerning whether professional or temporary professional employee positions should be maintained, added, reduced or eliminated for economic purposes for the 2020-2021 school year, and

*if the recommendation is made to eliminate or reduce positions, implement the established procedures through termination of specific temporary professional employees, suspension of specific professional employees or demotion of specific professional employees, obtaining approvals from the Pennsylvania Department of Education that may be required due to alternation of curtailment of educational programs, and

*notify any temporary professional employees or professional employees affected by recommendations, and

*consult with and work with District legal counsel to ensure correctness and completeness of the process.

Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

4.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements, with removal of vi. b. #4. Motion was seconded by Wayne Rohner and carried unanimously, 9-0. George Andrews abstained from vi. c. #2.

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

i. 309 – Assignment and Transfer

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Harris, Shoshanah	From: Paraprofessional (Special Education) – Lehman Intermediate To: General Music Teacher (LTS) – Lehman Intermediate	Professional	\$43,599.00 (prorated) Step 1, Column 1	February 25, 2020 through the end of the second semester.

		Replaces Hillary Stevens who is on leave. Shoshanah will return to her paraprofessional position at the conclusion of this temporary reassignment per the CBA.			
2.	Ng, Miriam	From: Cafeteria Worker (4 hour) – High School South To: Cafeteria Worker (7 hour) – High School North Replacing Dianne Martinez who resigned.	Support	No Change.	January 28, 2020
3.	Caldera, John	From: Student Aide – J.T. Lambert Intermediate To: Paraprofessional (Special Education) – High School South Replaces Siobhan Donegan who retired.	Support	\$16.92/hour	February 25, 2020

ii. 335 – Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Butler, Rebecca	Teacher	Professional	High School South	January 17, 2020 through February 13, 2020.
2.	Garlette, Claudia	Teacher	Professional	High School North	December 18, 2019 through February 9, 2020.
3.	Leap, Jason	Teacher	Professional	J.T. Lambert Intermediate	January 2, 2020 through January 20, 2020.
4.	Reveron, Evelyn	Teacher	Professional	High School North	December 5, 2019 through December 3, 2020. This is an intermittent leave.
5.	Stevens, Miriam	Teacher	Professional	High School North	December 13, 2019 through January 1, 2020.
6.	Bader, Vicky	Bus Driver	Support	Transportation	February 9, 2020 through February 9, 2021. This is an intermittent leave.
7.	Benfield, David	Custodian	Support	High School North	January 7, 2020 through January 6, 2021. This is an intermittent leave.
8.	Farmer, Patricia	Administrative Assistant	Support	Administration	December 16, 2019 through February 19, 2020.
9.	Fritz, Andrea	Health Room Nurse	Support	Lehman Intermediate	January 13, 2020 through June 30, 2020. This is an intermittent leave.
10.	Gargan, Michael	Bus Driver	Support	Transportation	January 2, 2020 through July 1, 2020. This is an intermittent leave.
11.	Kishbaugh, Constance	Bus Driver	Support	Transportation	January 9, 2020 through January 26, 2020. This is an intermittent leave.
12.	Pearson, Glenn	Maintenance	Support	District	November 28, 2019 through February 28, 2020.
13.	Presco, Debra	Bus Driver	Support	Transportation	December 5, 2019 now through January 2, 2020.
14.	Stang, Jennene	Bus Driver	Support	Transportation	February 1, 2020 through January 31, 2021. This is an intermittent leave.
15.	Leeds, Dorothy	Health Room Nurse	Support	High School North	January 20, 2020 through February 28, 2020.

iii. 335 – Family and Medical Leave and Child Rearing Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Moucha, Alexandra	School Counselor	Professional	Resica Elementary	February 12, 2020 through March 30, 2020.
2.	Prusik, Julia	Teacher	Professional	East Stroudsburg Elementary	October 9, 2019 now through March 24, 2020.
3.	Farber, Stephanie	Paraprofessional	Support	East Stroudsburg Elementary	December 3, 2019 now through February 2, 2020.

iv. 438 – Sabbatical Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Krumanocker, James	Teacher	Professional	Lehman Intermediate/Bushkill Elementary	February 8, 2020 through the end of the second semester of the 2019/2020 school year only.

v. 339/439/539 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Cali, Charlotte	Student Aide	Support	Lehman Intermediate	April 26, 2019 now through August 11, 2020.
2.	Gould, Susan	Cafeteria Aide	Support	High School North	January 7, 2020 through January 17, 2020.
3.	Horn, Mary	Cafeteria Aide	Support	Resica Elementary	December 6, 2019 through January 20, 2020.
4.	Leung, Louise	Cafeteria Aide	Support	Middle Smithfield Elementary	January 14, 2020 through January 28, 2020.

vi. 303/305/404/504 - Employment

a. Rescission

	Name	Position	Classification	Location
1.	Schmidt, James	Junior Varsity Baseball Head Coach	Schedule B	High School North

(See page 70)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Morales, Venus	Dance Club Advisor	Schedule B	Lehman Intermediate	February 7, 2020
2.	Caldera, John	Student Aide	Support	J.T. Lambert Intermediate	February 24, 2020 (end of workday).
3.	Horn, Mary	Cafeteria Aide (3.25 hour)	Support	Resica Elementary	January 28, 2020 (end of workday).

(See pages 71-74)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Jones, Deborah	School Counselor	Professional	J.T. Lambert Intermediate	The last teacher workday of the 2019-2020 school year.
2.	Andrews, Susan	Teacher	Professional	Lehman Intermediate	September 7, 2020 (end of workday).
3.	Madison, Dale	Bus Driver	Support	Transportation	February 21, 2020 (end of workday).
4.	Fisher, James	Bus Driver	Support	Transportation	March 31, 2020 (end of workday).
5.	Gould, Susan	Cafeteria Aide (3 hour)	Support	High School North	January 17, 2020 (end of workday).
6.	Bigio, Camille	Paraprofessional (Library)	Support	High School North	June 30, 2020 (end of workday)
7.	Dell'Orto, Roberta	Paraprofessional (Special Education)	Support	J.T. Lambert Intermediate	The last teacher workday of the 2019-2020 school year.

(See pages 75-81)

d. Termination

	Name	Position	Classification	Effective Date(s)
1.	Employee # 4131	Teacher	Professional	February 24, 2020

e. Child Rearing Leave – Collective Bargaining Agreement: Article XIII, Item B, Number 5

	Name	Position	Classification	Location	Effective Date(s)
1.	Chamberlin, Carley	School Counselor	Professional	Resica Elementary	Now effective October 23, 2019 through December 19, 2019.

f. Workday Hour Changes

	Name	Position	Classification	Location	From/To	Effective Date(s)
1.	Francis, Donald	Bus Driver	Support	Transportation	From: 6 hours To: 7 hours	August 26, 2019

g. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Shaffer, Melanie	Special Education Teacher (TPE) This is a new position.	Professional	Bushkill Elementary	\$46,793.00 (prorated) Step 1 Column 7	March 11, 2020
2.	Myers, Sherri	School Psychologist (TPE) Replaces Casey Sassaman who resigned.	Professional	Middle Smithfield Elementary	\$62,737.00 (prorated) Step 7 Column 14	February 25, 2020
3.	Reed, Christine	English Language Arts Teacher (PE) Replaces Jill Greenwood who resigned.	Professional	J.T. Lambert Intermediate	\$53,698.00 (prorated) Step 5 Column 8	To be determined.
4.	Uy, Raymond	Vocal Music Teacher (TPE) This is a new position. (Revised)	Professional	East Stroudsburg Elementary	\$72,263.00 (prorated) Step 10, Column 16	February 25, 2020
5.	Glatt-Kitt, Jacquelynn	Cafeteria Worker (4 hour)	Support	J.T. Lambert Intermediate	\$13.62/hour	February 25, 2020
6.	Jones, Melanie	Itinerant Health Room Nurse Replaces Nancy Caiazza who was reassigned.	Support	East Stroudsburg Elementary	\$18.70/hour	February 25, 2020
7.	Stys, Patricia	Cafeteria Aide (3 hour) Replaces Michele Merklin who resigned.	Support	High School South	\$13.48/hour	February 25, 2020
8.	Newallo, Rachel	Front Desk Receptionist Replaces Karen Miller who retired.	Support	Smithfield Elementary	\$13.00/hour	February 25, 2020
9.	Trebilcock, Colleen	Itinerant Cafeteria Worker (4 hour) This is a new position.	Support	High School North	\$13.62/hour	February 25, 2020
10.	Lanese, Rachael	Cafeteria Worker (4 hour) Replaces Miriam Ng who was reassigned.	Support	High School South	\$13.62/hour	February 25, 2020
11.	Jordan, Dina	Cafeteria Aide (3 hour) Replaces Olatunde Reyes who was reassigned.	Support	High School South	\$13.48/hour	February 26, 2020
12.	Bernabel, Quisqueya	Bus Driver (6 hour) Replaces Angel Madera DeJesus who was terminated.	Support	Transportation	\$16.69/hour	February 25, 2020

13.	Ednie, Sean	LTS Custodian (Second Shift) Replaces Employee # 2493 who was terminated.	Support	J.T. Lambert Intermediate	\$15.68/hour plus a \$0.40 shift differential.	February 25, 2020 through the end of the workday on June 30, 2020 only.
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(See pages 82-84)

h. Homebound Appointment

	Name	Position	Classification	Effective Date(s)
1.	Mowrer, Taryn	Homebound	Professional	2019/2020 School Year

i. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Saraswati, Acosta	Substitute Teacher	Professional	2019/2020 School Year
2.	DiCola, Dominique	Substitute Teacher	Professional	2019/2020 School Year
3.	Cajares, Paola	Substitute Teacher	Professional	2019/2020 School Year
4.	Orsargos, Joseph	Substitute Teacher	Professional	2019/2020 School Year
5.	Cajares, Paola	Paraprofessional	Support	2019/2020 School Year
6.	Harper, Georgio	Custodian, Maintenance Worker	Support	2019/2020 School Year
7.	Burrows, Duayne	Custodian, Maintenance Worker	Support	2019/2020 School Year
8.	Rider, Georgie	Secretary, Student Aide	Support	2019/2020 School Year
9.	Hartshorn, Tanya	Front Desk Receptionist	Support	2019/2020 School Year
10.	Almonte, Jessica	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2019/2020 School Year

j. Kinderversity/Getting Ready for Kindergarten Fair. Informational parent and family engagement event to be held on February 29, 2020 (inclement weather date March 7, 2020). All positions are fully funded by the Title I Grant.

	Name	Position	Classification	Location	Compensation
1.	Dunstan, Mary	Presenter	Professional	High School South	\$29.31 per hour, not to exceed 6 hours

k. Schedule B Position Appointments. These positions are fully funded by the Curriculum office.

	Last Name	First Name	Position	Building	Rate
1.	States-DelCane	Denise	Substitute Robotics Club Advisor	Smithfield Elementary	\$24.21/hour (24 hour maximum)
2.	Sutton	Deanna	Substitute Robotics Club Advisor	Smithfield Elementary	\$24.21/hour (24 hour maximum)

l. Schedule B Position Appointments

2019-2020 School Year

	Last Name	First Name	Position	Building	Rate
1.	Agolino	Jennifer	Co-Mentor for Melissa Jennings (effective 2/12/20)	Bushkill Elementary	\$309.50 (prorated)
2.	Burlein-Pitz	Carrie	Co-Mentor for Melissa Jennings (effective 2/12/20)	Bushkill Elementary	\$309.50 (prorated)
3.	Fetherman	Christopher	Varsity Boys' Track & Field Coach	High School North	\$3,987.00
4.	Burns	Daniel	Spring Weight Room Tri- Advisor	High School South	\$24.21/hour (30 hour maximum)
5.	Cole	Zachary	Spring Weight Room Tri- Advisor	High School South	\$24.21/hour (45 hour maximum)

6.	Ellison	Aimee	Spring Weight Room Tri Advisor	High School South	\$24.21/hour (45 hour maximum)
7.	Woody	Vernon	Volunteer Wrestling Coach	High School South	Not applicable.
8.	Menio	Gregory	Volunteer Men's' and Women's' Track & Field Coach	High School South	Not applicable.
9.	Whitney	Matthew	Band Co-Director (Elementary)	J.T. Lambert Intermediate	\$869.50
10.	Horne	Kevin	Band Co-Director (Elementary)	J.T. Lambert Intermediate	\$869.50
11.	Loughren	Ryan	Good Morning JTL Co-Advisor	J.T. Lambert Intermediate	\$24.21/hour (12 hour maximum)
12.	McCue	Bailey	Intramural Field Hockey Co-Advisor	J.T. Lambert Intermediate	\$24.21/hour (12 hour maximum)
13.	Carbajal	Louis	Intramural Girls' Soccer Tri-Advisor	J.T. Lambert Intermediate	\$24.21/hour (8 hour maximum)
14.	Simcisko	Jessica	Intramural Girls' Soccer Tri-Advisor	J.T. Lambert Intermediate	\$24.21/hour (8 hour maximum)
15.	Bayer	Caitlin	Intramural Girls' Soccer Tri-Advisor	J.T. Lambert Intermediate	\$24.21/hour (8 hour maximum)
16.	Summerville	Launie	Math Tutor	Lehman Intermediate	\$24.21/hour
17.	Morales	Venus	Dance Club Co-Advisor	Lehman Intermediate	\$24.21/hour (24 hour maximum)
18.	Harris	Shoshanah	Intramural Swim Advisor	Lehman Intermediate	\$24.21/hour (24 hour maximum)
19.	Harris	Shoshanah	Dance Team Co-Advisor	Lehman Intermediate	\$24.21/hour (24 hour maximum)
20.	Reveron	Evelyn	Bilingual Club Co-Advisor	Lehman Intermediate/High School North	\$24.21/hour (24 hour maximum)
21.	Struhala	Jennifer	Substitute Advisor Intramural Yearbook Club	Smithfield Elementary	\$24.21/hour (24 hour maximum)
22.	Struhala	Jennifer	Substitute Advisor Intramural Environmental Club	Smithfield Elementary	\$24.21/hour (24 hour maximum)
23.	Sutton	Deanna	Substitute Advisor Yearbook Club	Smithfield Elementary	\$24.21/hour (24 hour maximum)

d. FINANCES

i. 611 – Purchases Budgeted

1. Middle Smithfield Elementary

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the proposal from Chapman Refrigeration LLC in the amount of \$35,795.00 for the purchase of a commercial grade 14x20x7.7' walk-in freezer, in accordance with the recommendations of the Finance Committee. The purchase is funded by the Pa Department of Education's FY2019 Agriculture Appropriations Act Food Service Equipment Grant. Motion was seconded by Damary Bonilla and carried unanimously, 9-0.

(See pages 85-96)

2. East Stroudsburg Elementary

ACTION BY THE BOARD:

Motion was made by Larry Dymond to approve the proposal from WebstaurantStore in the amount of \$6,232.11 for the purchase of a Vulcan VC55GD Natural Gas Double Deck Full Size Convection Oven, in accordance with the recommendations of the Finance Committee. The purchase is funded by the Pa Department of Education's FY2019 Agriculture Appropriations Act Food Service Equipment Grant. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 97-108)

3. Smithfield Elementary

ACTION BY THE BOARD:

Motion was made by Larry Dymond to approve the proposal from KaTom Restaurant Supply, Inc. in the amount of \$16,451.32 for the purchase of a Steamer Pressureless 440-480/3, in accordance with the recommendations of the Finance Committee. The purchase is funded by the Pa Department of Education's FY2019 Agriculture Appropriations Act Food Service Equipment Grant. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 109-114)

4. Bushkill Elementary

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposal from KaTom Restaurant Supply, Inc. in the amount of \$16,451.32 for the purchase of a Steamer Pressureless 440-480/3, in accordance with the recommendations of the Finance Committee. The purchase is funded by the Pa Department of Education's FY2019 Agriculture Appropriations Act Food Service Equipment Grant. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 115-120)

5. J.M. Hill Elementary

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the proposal from Galley, Inc. in the amount of \$11,396.79 for the purchase of a Hot & Cold Serving line, in accordance with the recommendations of the Finance Committee. The purchase is funded by the Pa Department of Education's FY2019 Agriculture Appropriations Act Food Service Equipment Grant. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

(See pages 121-131)

6. H. S. South Stadium

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposal from Worldwide Flooring & Construction in the amount of \$18,000.00 for the resurfacing of the Javelin runway, in accordance with the recommendations of the Finance Committee. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 132-139)

ii. 616 – Payment of Bills

1.

ACTION BY THE BOARD:

Motion was made by Damary Bonilla 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 Rebecca Bear and carried unanimously, 9-0.

1. Budget Transfers - (See pages 140-154)
2. Payment of Bills - (See pages 155-174)
3. Treasurer's Report - (See pages 175-202)

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 Larry Dymond and carried unanimously, 9-0.

- a. C&D Waterproofing Application #8 for Resica Roof Replacement - \$35,230.50
(See pages 203-204)

b. Lyman & Ash Invoices

1. Invoice #3175 - \$2,512.50
 2. Invoice #3178 - \$6,440.00
- (See pages 205-209)

c. Payment of D'Huy Engineering Invoices

1. Invoice #50479 for Smithfield Parking Lot Improvements - \$1,894.06
 2. Invoice #50549 for Trane Controls Oversight - \$787.65
 3. Invoice #50547 for HS North Roof Replacement - \$3,067.25
 4. Invoice #50548 for Resica Elementary School Roof Replacement - \$2,337.00
 5. Invoice #50550 for Resica & Middle Smithfield Water Filtration - \$3,450.00
 6. Invoice #50551 for HS North Sanitary Liner Replacement - \$525.00
 7. Invoice #50552 for Smithfield Elementary Parking lot improvements - \$210.01
- (See pages 210-216)

iii. 618/618.1 –Student Activity Funds

1.

ACTION BY THE BOARD:

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

1. Bushkill Elementary – Special Principal Account
 2. Bushkill Elementary – Teacher/Sunshine Committee
 3. J. T. Lambert Intermediate – Special Olympics Fund
 4. H.S. North – Art Club
 5. H.S. North – Boys Tennis
 6. H.S. North – Faculty North Pepsi Fund
 7. H.S. North – Field Trip
 8. H.S. North – Principal
 9. H.S. North – Track & Field Special Activity
 10. H.S. North – Varsity Football
 11. H.S. South – Boys' Basketball
 12. H.S. South – Cheerleading
 13. H.S. South – Football
- (See pages 217-229)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the requests to close the special activity funds listed. Motion was seconded by Damary Bonilla and carried unanimously, 9-0.

1. J. T. Lambert Intermediate – Project LIT
 2. H.S. South – North Band Uniform
- (See pages 230-231)

iv. 627 – Tax Assessment Appeals

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve settlement stipulations presented concerning tax assessment appeals, and to authorize the Solicitor to sign the settlement stipulations on behalf of the School District. Motion was seconded by Lisa VanWhy and passed 7-2. George Andrews and Larry Dymond voted no.

(See pages 232-236)

e. OPERATIONS

i. 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 Damary Bonilla and carried unanimously, 9-0.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Jazz Juice (Bianchi, Vinnie)	Live Musical Performance during Celebration of the Arts.	\$500.00	Resica Elementary	5/8/20
2.	Reed, Nancy & Spencer	Musical Performance during Celebration of the Arts.	\$300.00	Resica Elementary	5/8/20
3.	Santiago, Monique	School Psychoeducational Evaluations.	\$70.00 per hour	Pupil Services	2/25/20-6/30/20
4.	Summit School of the Poconos (McDermott, Jillian)	Professional development on "Pickers for Formative Assessment" during Spring Into Technology 2020	\$50.00	Technology Services	4/18/20

(See pages 237-246)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
February 24, 2020 - 7:00 P.M.**

Carl T. Secor Administration Building

ADDENDUM A

c. PERSONNEL

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Damary Bonilla and carried unanimously, 9-0.

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

vi. 303/404/405/504/505 – Employment

g. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
14.	Moriarty, Jennifer	Assistant Principal (TPE) Replaces Kristin Lord who was reassigned.	Act 93	East Stroudsburg Elementary	\$72,609.91 (prorated)	To be determined.

15.	Rohrer, Dawn	Director of Transportation Replaces Robert Sutjak who resigned.	Act 93	Transportation	\$79,600.80 (prorated)	March 9, 2020
16.	Collevechio, Melissa	Director of Food Services Replaces Paul Schmid who retired.	Act 93	Administration	\$79,600.80 (prorated)	To be determined.

(see pages 2-4)

Board Discussion regarding PSBA Superintendent's search.

Ms. Debbie Kulick read a letter which included why Dr. Riker should stay on as Superintendent of the ESASD. She said that Board members run for office and they have a motivator for the role. They run for positive contribution to the office and community. The four ESASD Board members who recently voted against a search for Superintendent uphold their office. Two of the Board members who voted against this search were in office when Dr. Riker was hired. Lisa VanWhy and Debbie Kulick have seen the positive progress that directly affects the student population. There were layers of needs that have been overlooked but the changes have been extraordinary. Success takes time. It has been pointed out that it takes 5-7 years to see the full content of success. Dr. Riker has included new courses of study, integration of technology, maintained staff positions and programs. He has introduced training in a variety of areas that affect the district's success such as the trauma and diversity training. Additional resources such as the blended school options have been implemented by conserving dollars in our district. This is just a short list but the actions that have been taken under his guidance has allowed the school Board to maintain the operations of the school district with no increase in taxes and savings of over one million dollars. This required making some difficult decisions that not everyone is pleased with but had led us toward success. Personal opinions and requests do not have a place in the district's full operation. The most prudent manner to address these is over time. Students and education should be the focus of the Board. Dr. Riker's actions have not suited every individual. The district has progressed forward under his leadership through steady courses in the classroom and beyond. Each Board member has an idea on how to run a district but it should not include ideas that overshadow the delivery of education for the students. The IU 20 said that the East Stroudsburg Area School District's practices have been adopted by neighboring district due to being innovative. A vote of 5 members have put us in a delicate situation. Some new members should have opted to train directly with Dr. Riker. Our job is to see the big picture not the individual frame. We should work in unity with Dr. Riker to continue to see the successes that already show. My opinion is for the district to continue his leadership.

Mrs. VanWhy said she agrees with Ms. Kulick's comments. We have not raised taxes on an already burdened tax base. We have consistently balanced a budget. We have not cut programs but added them and no staff has been cut. There has been a reduction in grievances and implementation of a blended cyber school. We are in compliance with special education. Despite how everybody feels, he has met his goals. There have been superintendents that have been renewed for less. I've received letters of support for Dr. Riker. I don't have answers for those who question why. Board members should not be micromanaging administration especially Dr. Riker. Our plans should be collective. I was under another Superintendent and these things did not happen. She said she won't settle for anything less than the qualifications and requirements that were listed.

ACTION BY THE BOARD: Motion was made by Lisa VanWhy to adjourn. Motion was seconded by Sharone Glasco and carried unanimously, 9-0.

f. **ADJOURNMENT: 8:35 P.M.**

Respectfully Submitted,



Patricia L. Rosado,
Board Secretary