

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

May 18, 2020 – 7:00 P.M.

VIA Zoom

Minutes

- I. **President** Richard Schlameuss called the meeting to order at 7:04 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:** Brian Baddick, Brian Borosh, Joseph Formica, Janice Giannolla, Scott Ihle, Thomas McIntyre, Ryan Moran, William Riker, Patricia Rosado, William Vitulli, Denise Zall and Steve Zall.

Student School Board Representatives: Alejandra De La Cruz and Matthew Ruiz were absent.

Community members present: Jihan Colletta, Colin Fitzsimons, Kellie Fluck, Audry Garrett, Maria Hopkins, Keith Karkut, Bonnie Michal Peterson, Keleisha Phillip-Stringer and Darryl Sabino.

Other: Ricky Durst, Pocono Raceway

Mr. Schlameuss said he would like to recognize the extraordinary measures of the parents, caregivers, students, teachers, and administration to be able to complete this academic year in remarkable form. We had a lot of challenges and our community, district, teachers, parents, students and all involved rose to the occasion. With two weeks left in the academic year, we are in good condition.

IV. **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.

V. **ADOPTION OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt this agenda for May 18, 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 Wayne Rohner to add Policy 424 on the agenda for a Board vote. Motion was seconded by George Andrews. A roll call vote was taken and failed 4-5. George Andrews, Rebecca Bear, Larry Dymond and Wayne Rohner voted yes. Damary Bonilla, Sharone Glasco, Debbie Kulick, Richard Schlameuss and Lisa VanWhy voted no.

Motion was made by George Andrews to authorize Lyman & Ash to retain experts in the elements of fire systems on behalf of the school district. Motion was seconded by Damary Bonilla. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

The agenda as amended was carried unanimously, 9-0.

VI. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the minutes of the April 20, 2020 and April 29, 2020 (with correction), Board meetings. Motion was seconded by Damary Bonilla and carried unanimously, 9-0.

VII. REPORTS

a. Monroe Career & Technical Institute Update

Mrs. Lisa VanWhy said at MCTI they appointed a new treasurer Rusty Johnson who is the Pocono Mountain School District Board Chairman. Also, they reappointed Diane Serfass, Business Manager, as the JOC Secretary from 2020-2024. Phase 1 of the roof project was designated as critical construction in light of COVID-19 disaster emergency guidance in order for the project to proceed. They renewed the food service contract with Chartwells, the life insurance contract and the HP lease agreement. They are working on the awards ceremony by prerecording a video featuring student photos and their remarks on their time at MCTI. They hope to have it completed by June 10th.

b. Colonial IU 20 Update

Dr. Damary Bonilla said the IU 20 hosted a virtual prom on May 8th. There was a partnership with the local Radio Station WLEV 100.7. They helped promote the prom by exciting students and the community about the celebration. It is a difficult time for our students since they were looking forward to an in person celebration. The IU 20 virtual graduation will take place this coming Wednesday, 5/20/20 at 6 p.m. If anyone is interested in participation, please let her know and she will provide you with the information. IU 20 is continuing to provide support to families and students as well as resources for staff regarding benefits they can use during this crisis and how to do their job better. She appreciates their efforts during these times of crises.

c. Property/Facilities Committee Update

Mrs. Lisa VanWhy said on the agenda tonight you will find several items that were recommended by the Property/Facilities Committee. There are several invoices for payments: Three D'Huy Engineering invoices for High School North Roof, Resica Elementary Water Filtration and J. T. Lambert/Resica flooring replacements. They also recommended payment of Application #9 from C & D Waterproofing for work on the Resica roof project. Other items on the agenda are: Cintas for inspection of the fire safety system, kitchen sprinkler system and fire extinguishers. Keystone Fire Protection Co. to convert the fire alarm system to cellular alarm communication and central monitoring services at J.M. Hill Elementary. The committee discussed summer projects and how COVID closing may affect the timeline. In addition, due to leak from the storm damage, we had damage to the Lehman gym floor. There are several options to replace the floor. Another issue is with paint chipping from the pipes above. They have a couple of estimates but not all are in yet due to a slow down during this COVID-19 time. The High School North floor is ready to go but we need to see what is being done with the pipes before they are painted. They cannot be painted over a new gym floor.

d. Education Programs & Resource Committee Update

Dr. Damary Bonilla said the Education Programs & Resource Committee met on May 6th to discuss the middle school programs. Mr. Moran and his team made a presentation. They also discussed the idea of renovating the middle school libraries. Mr. Moran will share a proposal with the committee next month for them to make a recommendation to the Board. The next Committee meeting is on June 3rd, where they will discuss the high school programs. They have had good participation from the community and hopes it continues.

e. Finance Committee Update

Ms. Rebecca Bear said that the committee had a presentation from Mr. Schmid regarding the breakfast and lunch program deliveries, which he would like to continue through the end of June and; hopefully, all summer. We are not losing money but making some profits. Mr. McIntyre went over the proposed final budget, which is on the agenda tonight. The Committee discussed the bids for trash & recycling and recommended a 3-5 year' contract. They discussed options for the Lehman floor that was damaged to see if they want to repair the entire floor or just the area that was damaged. Furthermore, they discussed a Co-star bid for the materials to maintain the fields. Fisher and Son Company was the lowest bid. They come highly recommended. Lastly, they spoke about the fraud reporting service proposal from Lighthouse. They will set up anonymous phone lines so that anyone can call in to report fraud. The annual cost is \$1,085. They will provide posters for all buildings at an additional cost.

f. Policy Review Committee Update

Ms. Sharone Glasco said the Committee met earlier this evening and have recommended that administration post the following policies for public review during the month of May and final approval by the Board in June pending final review of legal counsel.

Policy 625 – Procurement Cards

Policy 718 – Service Animals In Schools – New Policy

Policy 828 – Fraud

Policy 829 – Whistleblower Policy – New Policy

Policy 913 – Non-school Organizations/Groups/Individuals

We also reviewed Policy 000 – Board Policy Procedures/Administrative/Regulations and Policy 616 Payment of Bills with minor edits will be placed on the website for review during the Month of May and final approval by the Board in June.

Lastly, they reviewed and will further discuss:

Policy 815 – Acceptable Use of Computers/Network/Internet/Electronic Communications and Information Systems

Policy 221 – Dress and Grooming

g. 2020-2021- Proposed Final Budget Presentation

Mr. Tom McIntyre said he is beginning his presentation from where they left off at the April 29th meeting. Due to COVID-19 assumptions, he estimated that there would be a shortfall of about 7 million dollars. At that meeting, the Board recommended not to raise taxes, which would have generated the district about 1.5 million dollars. As of April 20th, he reported a 1.2 million-dollar deficit. Due to the local revenue reductions assumptions because of COVID-19, the total estimate reductions totaled 6.7 million dollars. Mr. McIntyre said he went back to the figures from 2008 to see how the district weathered the storm. He adjusted the revenue in property tax collections, real estate transfer tax, delinquent taxes, interim taxes, State's share of FICA and PSERS, which totaled a change of 5.6 million dollars in revenue reductions. On the expense side, he lowered salaries investments due to retirements. Benefits expenses went down due to retirements and reduction of health care cost by 3%.

There was also a reduction in professional services due to IU cost and transportation which was moved to 500 account from the 300 account. The total reductions of expenses totaled about 1 million dollars. The proposed final budget is as follows: The Anticipated Revenues equal \$158,563,341 and the Anticipated Expenses equal \$164,537,019 with a total deficit of \$5,973,678. At the April 29th meeting, the Board voted on using the section of the Fund Balance titled - Future Budget Expenditures, which currently has \$8,488,285. He may need to reduce the State subsidy but will wait to hear from the State. He hopes that they will give an additional 1.7 million dollars to the district. He did not place this amount in the current budget until he receives word from the State. Since the State is having the same shortfall as the district is experiencing, he does not see the district's subsidy increasing. Millage rate for Monroe County is 30.72 mills which is much different than it looked last year due to Monroe County's reassessments. Pike county's millage is 123.66 mills. He balanced out both counties. The Board will need to approve a Final Budget at the June Board meeting. Today the Board will be voting on a Proposed Final Budget. If it is approved, he will submit the required form to the State. The Proposed Final Budget will be advertised and posted on the district's website.

VIII. PUBLIC PARTICIPATION

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

- A. Mrs. Maria Hopkins said that she is here to speak about the dress code. She does not believe it is the Board or Administrators' function to tell the students what to wear but how to wear it. There should not be a Dress Code Policy but this issue should fall under Policy 218 – Student Behavior. The staff should receive instructions on how to enforce the code. All issues that have occurred have been due to improper and inconsistency in enforcement of the dress code. If everyone enforces it correctly, we would not need a dress code.
- B. Mr. Keith Karkut said he is looking on the agenda under 002 Authority and Power. He is concerned with the motion because according to him you are taking the power away from the Board. The Board is the checks and balances of the district and if they have to wait to ask for documents, it will not help them do their job fully. Second, why is the service animal policy on the agenda when it was not discussed at tonight's Policy Review Committee meeting? Why would that be posted. Third, Mr. McIntyre did not mention anything about Maureen Madden's request for additional money through COVID-19 from the State. Was this allocated into the deficit.

Fourth, I noticed the Board is approving a Pocono Raceway contract for the graduation. There is no backup documentation; therefore, we do not know what the \$9,000 entails.

- C. Ms. Audrey Garrett thanked the Board for giving them a place and date to graduate in June. Her second comment is about the dress code. Kids are currently learning from home and they are learning no matter what they are wearing. What they wear should not matter. Some students in other areas wear inappropriate clothes but are becoming successful in life despite what they wear. Not all students are shaped the same way. The district should give the students a chance to be unique. If we continue working from home, dress code may not matter in the future.
- D. Mr. Ricky Durst said he is here on behalf of the Pocono Raceway to discuss the graduation opportunity. He and his team had a productive meeting with the district's administrators and is here to answer any questions the Board members may have. He thanked them for their consideration and said they are here to help them properly honor the Class of 2020.
- E. Ms. Darryl Sabino thanked the Board for doing something about graduation. Since day one of this crisis, we decided as a group that the students will graduate. Many students are upset that they will not be graduating at South. They do not realize that if they would graduate at South, it would be 10 people at a time and right now, there would not be a set date. Having the opportunity to graduate at the race track is best. They have a date and a place. They are making history. They get to do something cool and will receive their diploma. They will have a time to wear their cap and gowns other opportunities to do things together. If they want to have it at South, no date would be set and would not even know if they are graduating. They are upset; but, having the ceremony at the race track affords the best opportunity. She is happy we can offer this opportunity to the graduates unlike others that will not have a ceremony.
- F. Ms. Rebecca Bear read questions from some employees who are working the lunch program. The employees are wondering if they can continue to receive their full pay through the end of June as opposed to the rate of \$13 per hour, which is much less than what they are currently making. Has the Board looked into this matter for the employees that are working the extra time? Mr. Schlameuss said he believes this is a discussion to be held during Executive Session. Mr. Brown said he is correct. The Board can discuss this matter during Executive Session.

IX. UNFINISHED BUSINESS

None

X. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 002 – Authority and Powers

1.

ACTION BY THE BOARD:

Motion was made by Damary Bonilla that, as an internal board process and as direction to the administration, all requests for additional documentation and information by the Board or its members to district administrators shall be made as the result of majority board request to Board president or as a request from a Committee based on the majority of the Committee as submitted by Committee Chair. Motion was seconded by Rebecca Bear. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

ii. 003 – Functions

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to adopt the Board Policy listed. Motion was seconded by Sharone Glasco and carried unanimously, 9-0.

1. Policy 918.1 – Title I School Parent & Family Engagement

(See pages 15-42)

iii. **005 – Organization**

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the agreement presented with Christopher S. Brown to serve as District Solicitor for the 2020-2021 school year at an annual retainer of \$42,000 and an hourly rate of \$150.00 for non-retainer work. Motion was seconded by Debbie Kulick. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

(See pages 43-45)

b. **PROGRAMS**

i. **123 – Interscholastic Athletics**

1.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the Student Athletic Handbook for the 2020-2021 school year, as presented. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 46-78)

2.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the agreements, as presented at this meeting, between the East Stroudsburg Area School District and the Pocono Hills Golf Course at The Villas for the use of its golf course for practices and matches by the High School North and South Golf Teams for the 2020-2021 season. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 79-80)

3.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the agreement, as presented at this meeting, between the East Stroudsburg Area School District and Stroud Township for the use of Yetter Park for practices and meets by the High School South Cross Country Team, as set forth in the Memorandum of Understanding, for the 2020-2021 season. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See page 81)

c. **PUPILS**

i. **217 – Graduation Requirements**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the issuance of a high school certificate (diploma) to each candidate listed, subject to their individual successful completion of the prescribed course of instruction and graduation requirements established by this Board as part of the school district's Comprehensive Plan, with additional student (Eirien Lynne Byrn-HSN). Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 82-91)

d. **PERSONNEL**

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Lisa VanWhy. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

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

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

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Boylan, Brian	From: Science teacher - High School South To: Dean of Students - High School South Replaces Terrence Bomar who accepted an Act 93 position.	Professional	No change	First professional workday of the 2020-2021 school year.
2.	Scott, Jennifer	From: Vocal Music teacher – Middle Smithfield Elementary To: Vocal Music teacher - Bushkill Elementary Replaces Nadia Worobij who was reassigned.	Professional	No change	First professional workday of the 2020-2021 school year.
3.	Worobij, Nadia	From: Vocal Music teacher – Bushkill Elementary To: Vocal Music teacher - Middle Smithfield Elementary Replaces Jennifer Scott who was reassigned.	Professional	No change	First professional workday of the 2020-2021 school year.

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Leonard, Joyce	Grade 2 teacher	Professional	Smithfield Elementary	April 23, 2020 through June 2, 2020.
2.	Andrews, Julie	Paraprofessional	Support	Lehman Intermediate	February 18, 2020 through March 16, 2020.
3.	McKeithan, Nelson	Paraprofessional	Support	High School North	February 4, 2020 now through May 15, 2020.

iii. **309/409/509 – Uncompensated Leave**

	Name	Position	Classification	Location	Effective Date(s)
1.	McKeithan, Nelson	Paraprofessional	Support	High School North	May 16, 2020 through May 28, 2020

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

a. **Retirements**

	Name	Position	Classification	Location	Effective Date(s)
1.	Jones, Deborah	School Counselor	Professional	J. T. Lambert Intermediate	Now effective June 30, 2020
2.	Pappalardo, Lynn	School Nurse	Professional	Notre Dame	September 3, 2020 (end of workday)

(See pages 92-93)

b. Termination

	Name	Position	Classification	Effective Date(s)
1.	Employee #10309	Custodian	Support	May 18, 2020

c. Appointment

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Rago, Anissa	School Counselor (TPE) Replaces Deborah Jones who retired.	Professional	J. T. Lambert Intermediate	\$49,564.00 (Step 1 Column 7)	First professional workday of the 2020-2021 school year.

(See page 94)

- d. Support Staff - Summer Staff for Food Services. Temporary summer cafeteria workers under the direction of Paul Schmid, Director of Food Services. These appointments will be at different locations for the Seamless Summer Program effective June 3, 2020 through August 21, 2020. All rates are \$13.00 per hour.**

Appointments for the Summer of the 2019-2020 School Year

	Last Name	First Name
1.	Anderson	Dawn
2.	Beaulieu	Amy
3.	Berlin	Lori
4.	Bonser	Janie
5.	Casals	Jennifer
6.	DeSilva	Marianie
7.	Diaz	Denise
8.	Etienne-Poulis	Marcella
9.	Foley	Cindy
10.	Gallagher	Cathy
11.	Glatt-Kitt	Jacquelynn
12.	Iacono	Rosanna
13.	Ivory	Gina
14.	Johnson	Kay
15.	Kastner	Justine
16.	Kleiner	Bonnie
17.	Lanese	Rachael
18.	Litts	Lorrie
19.	Majestic	Sandra
20.	Marsach	Miriam
21.	Mayo	Eileen
22.	Medina	Angela
23.	Ng	Miriam
24.	Pollack	Tamara
25.	Reyes	Olatunde
26.	Rios-Ortega	Diane
27.	Rogalinski	Kathleen
28.	Searfoss	Barbara
29.	Shamey	Carol
30.	Shevlin	Daisy
31.	Stockman	Susan

32.	Tumminello	Tracy
33.	Van Why	Sue
34.	Wickberg	Valerie

- e. **2019-2020 Summer Bus Drivers.** Approve the use of bus drivers under the direction of Dawn Rohrer, Director of Transportation, to support the extension of the food service delivery effective June 3, 2020 through June 30, 2020. These will be 4 hour positions, compensated at the bus driver's 2019-2020 fiscal year hourly rate.

f. **Homebound Appointment**

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

- g. **Cyber Academy Facilitators: Intermediate School Online Summer School for the 2019-2020 School Year.** These teaching positions are for the summer of 2019-2020 school year and are dependent upon student enrollment. All rates are \$29.31 per hour up to 40 hours (not to exceed 43 with training).

	Name	Subject
1.	Melissa Jennings	ELA 6
2.	Melissa Jennings	Math 6
3.	Marilyn Espinoza	Science 6
4.	Marilyn Espinoza	Social Studies 6
5.	Courtney Dunlap	ELA 7th
6.	Courtney Dunlap	ELA 8th
7.	Elizabeth Bock	Math 7
8.	Elizabeth Bock	Math 8
9.	Lisa Vitulli	Science 7
10.	Lisa Vitulli	Science 8
11.	Lisa Vitulli	Social Studies 7
12.	Lisa Vitulli	Social Studies 8

- h. **Cyber Academy Facilitators: High School Online Summer School for the 2019-2020 School Year.** These teaching positions are for the summer of 2019-2020 school year and are dependent upon student enrollment. All rates are \$29.31 per hour up to 40 hours (not to exceed 43 with training).

	Name	Course
1.	Anna Przybylski	Algebra 1
2.	Karla Deleon	Algebra 2
3.	Darrin Dobrowolski	Geometry
4.	Darrin Dobrowolski	Trigonometry
5.	Marilyn Espinoza	Math Essentials
6.	Robert Breiner	Consumer Math

7.	Robert Breiner	Statistics
8.	David Scott	General Science
9.	Lian Mlodzienski	Biology
10.	Kym Gavitt	Environmental Science
11.	Scott Moskovitz	PE / Health
12.	Kaitlin Pecha	ELA 9
13.	Courtney Dunlap	ELA 10
14.	Daryl Reith	ELA 11
15.	Gloria Schulte	ELA 12
16.	Joseph Parker	World History
17.	Joseph Parker	Civics
18.	David Krupski	American History
19.	David Krupski	Global Citizenship
20.	Jon Zerfoss	Sociology
21.	Jon Zerfoss	Psychology
22.	Ann Zanella	Intro to Business

- i. **Title I STEAM*R 2019-2020 Summer Enrichment Program.** Approve the use of up to 300 hours at the curriculum rate (\$29.31 per hour) for the planning and preparation of an elementary level virtual summer enrichment program. These positions are fully funded by the Title I grant.
- j. **2019-2020 Summer Enrichment Program.** Approve the use of up to 300 hours at the curriculum rate (\$29.31 per hour) for the planning and preparation of an intermediate level virtual summer enrichment program. These positions are fully funded by the Curriculum and Instruction budget.
- k. **Special Education Learn From Home 2019-2020 Summer Extension.** Approve the use of up to 400 hours at the curriculum rate (\$29.31 per hour) for planning and preparation for: Elementary, Intermediate, and Secondary level virtual Special Education Learn From Home Summer program. These positions are fully funded through the Pupil Services Dept. ACCESS program funds.

l. Schedule B Position Appointments

2020-2021 School Year

	Last Name	First Name	Position	Building	Rate	longevity stipend
1.	Dailey	Charles	Athletic Director	High School North	\$10,711.00	
2.	Rogers	Denise	Athletic Director	High School South	\$10,711.00	
3.	Buksa	Erik	Associate Athletic Director	High School North	\$8,853.00	
4.	Andrews	Jennifer	Associate Athletic Director	High School South	\$8,853.00	
5.	Mitchell	Daniel	Associate Athletic Director	J. T. Lambert Intermediate	\$5,588.00	(plus \$250.00 longevity stipend)
6.	Reichl	Jeffrey	Associate Athletic Director	Lehman Intermediate	\$5,588.00	

ACTION BY THE BOARD:

Motion was made by Damary Bonilla to approve the following Schedule B appointments if and only if the programs occur. No appointment is hereby made in the event that the respective programs are cancelled. Motion was seconded by Lisa VanWhy. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes. Wayne Rohner abstained from #20.

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

Summer of the 2019-2020 School Year

	Last Name	First Name	Position	Building	Rate
1.	Ellison	Aimee	Summer Weight Training Co-Coach	High School South	\$2,774.00 (prorated)
2.	Watkins, Jr.	Willie	Summer Weight Training Co-Coach	High School South	\$2,774.00 (prorated)

2020-2021 School Year

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
1.	Timpson	Daniel	Basketball-Boys Head Coach	J. T. Lambert Intermediate	\$3,697.00	(plus \$250.00 longevity stipend)
2.	Poje	Kaitlyn	Basketball-Girls Assistant Coach	J. T. Lambert Intermediate	\$2,969.00	
3.	Peeke	Lachlan	Cross Country Head Coach	J. T. Lambert Intermediate	\$2,837.00	(plus \$250.00 longevity stipend)
4.	McCue	Bailey	Field Hockey Assistant Coach	J. T. Lambert Intermediate	\$2,356.00	
5.	Kessel	Brielle	Field Hockey Head Coach	J. T. Lambert Intermediate	\$2,837.00	
6.	Leap	Jason	Football Assistant Coach	J. T. Lambert Intermediate	\$2,356.00	(plus \$250.00 longevity stipend)
7.	Mitchell	Daniel	Football Head Coach	J. T. Lambert Intermediate	\$3,691.00	(plus \$250.00 longevity stipend)
8.	Watson	Mark	Volleyball-Girls Head Coach	J. T. Lambert Intermediate	\$2,837.00	(plus \$250.00 longevity stipend)
9.	Shook	Nicki	Intramural Girls Volleyball Advisor	Lehman Intermediate	\$24.46/hour (24 hour maximum)	
10.	Shook	Nicki	Volleyball-Girls Head Coach	Lehman Intermediate	\$2,837.00	
11.	Medley	Khari	Cheerleading Varsity Assistant Coach (fall)	High School North	\$1,772.00	
12.	Medley	Khari	Cheerleading Varsity Assistant Coach (winter)	High School North	\$1,772.00	
13.	Corso	Christopher	Cross Country Head Coach	High School North	\$4,436.00	
14.	Morales	Venus	Field Hockey Assistant Coach	High School North	\$3,663.00	
15.	Clouse	Denise	Field Hockey Head Coach	High School North	\$5,672.00	(plus \$250.00 longevity stipend)
16.	Altreche	Ricardo	Football Head Coach (0 to 10 years)	High School North	\$9,263.00	
17.	Bell, Jr.	Rickie	Football Varsity Assistant Coach	High School North	\$6,086.00	
18.	Bell, Sr.	Rickie	Football Varsity Assistant Coach	High School North	\$6,086.00	
19.	Krupski	David	Football Varsity Assistant Coach	High School North	\$6,086.00	
20.	Rohner	Jordan	Football Varsity Assistant Coach	High School North	\$6,086.00	
21.	Dolph	Tyler	Golf Head Coach	High School North	\$3,807.00	
22.	Lehr	John	Intramural Golf Advisor	High School North	\$24.46/hour (24 hour maximum)	

23.	Lester	David	Soccer-Girls Head Coach	High School North	\$5,639.00	
24.	Reith	Daryl	Volleyball-Girls Varsity Assistant Coach	High School North	\$3,330.00	
25.	Martinelli	Armand	Athletic Trainer	High School South	\$12,064.00	(plus \$250.00 longevity stipend)
26.	Furst	Kane	Baseball Head Coach	High School South	\$6,062.00	(plus \$250.00 longevity stipend)
27.	Watkins, Jr.	Willie	Basketball-Boys Freshman Coach	High School South	\$4,141.00	
28.	Marrone	Ashley	Cheerleading Head Coach (fall)	High School South	\$2,598.00	(plus \$250.00 longevity stipend)
29.	Marrone	Ashley	Cheerleading Head Coach (winter)	High School South	\$2,598.00	(plus \$250.00 longevity stipend)
30.	Longo	Jennifer	Cheerleading Varsity Assistant Coach (fall)	High School South	\$1,772.00	
31.	Longo	Jennifer	Cheerleading Varsity Assistant Coach (winter)	High School South	\$1,772.00	
32.	Bogart	Jenny	Chess Team Coach	High School South	\$2,155.00	
33.	Mason-Caiazza	Laura	Cross Country Head Coach	High School South	\$4,436.00	
34.	Davis	Drew	Cross Country Varsity Assistant Coach	High School South	\$2,865.00	
35.	Munford	Samantha	Field Hockey Head Coach	High School South	\$5,729.00	
36.	Krammes	Barry	Football Freshman Assistant Coach	High School South	\$4,294.00	
37.	Camaerei	Al	Football Freshman Head Coach	High School South	\$5,474.00	
38.	Walters	Matthew	Football Head Coach (0 to 10 years)	High School South	\$9,263.00	
39.	Bealer	Brett	Football Varsity Assistant Coach	High School South	\$6,086.00	(plus \$250.00 longevity stipend)
40.	Bowman	Daniel	Football Varsity Assistant Coach	High School South	\$6,086.00	
41.	Cole	Zachary	Football Varsity Assistant Coach	High School South	\$6,086.00	
42.	Shanley	Edward	Football Varsity Assistant Coach	High School South	\$6,086.00	
43.	Kolcun	Brian	Golf Head Coach	High School South	\$3,807.00	(plus \$250.00 longevity stipend)
44.	Watkins	Willie	Intramural Football Advisor	High School South	\$24.46/hour (24 hour maximum)	
45.	Kernan	Paul	Mock Trial Head Coach	High School South	\$2,534.00	(plus \$250.00 longevity stipend)
46.	Armitage	Jay	Rifle Team Head Coach	High School South	\$3,412.00	(plus \$250.00 longevity stipend)
47.	Searfoss	George	Rifle Team Varsity Assistant Coach	High School South	\$2,220.00	
48.	Cramer	Bryan	Scholastic Scrimmage Head Coach	High School South	\$2,306.00	(plus \$250.00 longevity stipend)
49.	Ridner, Jr.	Fred	Science Olympiad Club Advisor	High School South	\$1,113.00	
50.	Vanderhoof	Wayne	Soccer-Boys Junior Varsity Coach	High School South	\$4,015.00	(plus \$250.00 longevity stipend)
51.	Hicks	Steven	Soccer-Boys Varsity Assistant Coach	High School South	\$3,717.00	(plus \$250.00 longevity stipend)
52.	Carbajal	Louis	Soccer-Girls Head Coach	High School South	\$5,639.00	
53.	Simcisko	Jessica	Soccer-Girls Junior Varsity Coach	High School South	\$4,015.00	

54.	Corrigan	Caitlin	Soccer-Girls Varsity Assistant Coach	High School South	\$3,717.00	
55.	Turner	Gillian	Speech & Debate Team Advisor	High School South	\$1,982.00	
56.	Saffer	Michele	Swim Team Varsity Assistant Coach	High School South	\$4,001.00	
57.	Weber	Sarah	Tennis-Girls Head Coach	High School South	\$3,807.00	(plus \$250.00 longevity stipend)
58.	Mitchell	Raymond	Tennis-Girls Junior Varsity Coach	High School South	\$2,234.00	
59.	Krammes	Barry	Track and Field-Boys Head Coach	High School South	\$6,187.00	(plus \$250.00 longevity stipend)
60.	Mason-Caiazzo	Laura	Track and Field-Girls Varsity Assistant Coach	High School South	\$4,027.00	(plus \$250.00 longevity stipend)
61.	Hendricks-McGee	Amanda	Volleyball-Girls Head Coach	High School South	\$4,989.00	(plus \$250.00 longevity stipend)
62.	Schenke	Ashleigh	Volunteer Cheerleading Coach	High School South	not applicable	
63.	Litts	Randall	Wrestling Head Coach	High School South	\$7,565.00	(plus \$250.00 longevity stipend)
64.	Houghtaling	Richard	Wrestling Varsity Assistant Coach	High School South	\$5,000.00	
65.	McCracken	Sean	Wrestling Varsity Assistant Coach	High School South	\$5,000.00	

3. 508. Memorandum of Understanding – Vacation Carry Over

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the Memorandum of Understanding between the East Stroudsburg Area Education Support Professional Association and the East Stroudsburg Area School District with respect to Article X-Vacations and carry-over of unused 2019-2020 vacation days. Motion was seconded by Damary Bonilla and carried unanimously, 9-0.

(See page 95)

e. FINANCES

i. 604 – Budget Adoption (ROLL CALL VOTE)

ACTION BY THE BOARD:

Motion was made by Damary Bonilla to approve the Proposed General Fund Budget for the 2020-21 fiscal year in the amount of \$164,537,019, which shall be posted and advertised in accordance with the provisions of Act 1 of 2006 and that said budget together with the taxes proposed herein shall, after proper additions and amendments, be adopted no later than June 30, 2020. Motion was seconded by Rebecca Bear. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

(See pages 96-122)

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

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to tentatively approve the tax rates listed below for the 2020-21 fiscal year. These rates represent a millage adjustment for Monroe County, due to the countywide reassessment and a 0.00 mill increase for Pike County, in accordance with the recommendation of the Finance Committee. Motion was seconded by George Andrews. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

- a. Be it resolved that a tax of 30.72 mills be proposed on real estate in the Monroe County portion of the East Stroudsburg Area School District for the 2020-21 fiscal year; and
- b. Be it resolved that a tax of 123.66 mills be proposed on real estate in the Pike County portion of the East Stroudsburg Area School District for the 2020-21 fiscal year; and
- c. Be it resolved that the 1% Earned Income Tax be proposed to remain in effect and be placed on all residents of the District for the 2020-21 fiscal year, of which 0.5% is shared with local municipalities; and
- d. Be it resolved that the \$10.00 Occupational Privilege Tax be proposed to remain in effect and to be placed on all workers in the District for the 2020-21 fiscal year; and
- e. Be it resolved that the 1% Real Estate Transfer Tax be proposed to remain in effect for the 2020-21 fiscal year, of which 0.5% is shared with the municipalities

iii. **610 – Purchases Subject to Bid**

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to accept the bid from Sharp, the lowest responsible bidder, to the supply of propane autogas for a period of three years from July 1, 2020 through June 30, 2023, in accordance with the recommendation of the Finance Committee, subject to review of the contract by the Solicitor and Chief Financial Officer. Motion was seconded by George Andrews. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

(See page 123)

2.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to accept the lowest responsible bid from Waste Management for a five-year contract for municipal solid waste and recycling services for the period beginning July 1, 2020 to June 30, 2025 at a total cost of \$666,327.36, in accordance with the recommendation of the Finance Committee, subject to review of the contract by the Solicitor and Chief Financial Officer. Motion was seconded by Larry Dymond. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

(See page 124)

iv. **613 – Cooperative Purchasing**

ACTION BY THE BOARD:

Motion was made by Larry Dymond to approve the proposal from Fisher & Son Company, Inc. in the amount of \$21,422.10 for supplies to maintain the District's Fields, pursuant to the Costars Contract #118461. In accordance with the recommendations of the Finance Committee. Motion was seconded by Lisa VanWhy. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

(See pages 125-128)

v. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick 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 Lisa VanWhy. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

1. Budget Transfers - (See pages 129-135)
2. Payment of Bills - (See pages 136-153)
3. Treasurer’s Report - (See page 154-179)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the payment of the following invoices for services rendered, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by George Andrews. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

- o D’HUY ENGINEERING INVOICES
 - Invoice #50965 \$1,350.14 - High School North Roof Replacement
 - Invoice #50966 \$1,005.25 - Resica Elementary Water Filtration
 - Invoice #50969 \$9,000.00 - JT Lambert/Resica Flooring Replacement

(See pages 180-182)

3.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve Pay Application #9 from C&D Waterproofing in the amount of \$9,860.00 for work on the Resica Roof Project, in accordance with the recommendation of the Property & Facilities Committee. Motion was seconded by Wayne Rohner. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

(See pages 183-184)

f. **PROPERTY**

i. **705 – Facilities and Workplace Safety**

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to adopt the Employee Safety Manual for the school district, as presented. Motion was seconded by Damary Bonilla and carried unanimously, 9-0.

(See pages 185-212)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposal from Cintas in the amount of \$24,670.07, for inspections of the fire safety system, kitchen sprinkler system, and fire extinguishers, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Lisa VanWhy. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

(See pages 213-219)

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposal from Keystone Fire Protection Co. in the amount of \$995.00 to convert the fire alarm monitoring system to cellular alarm communication at J. M. Hill Elementary, in accordance with the recommendations of the Property & Facilities and the Finance Committees. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 220-224)

4.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the proposal from Keystone Fire Protection Co. in the amount of \$590.00 for Central Monitoring Services at J. M. Hill Elementary, in accordance with the recommendations of the Property & Facilities and the Finance Committees. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 225-234)

g. **OPERATIONS**

i. **803 – School Calendar**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the revised 2019-2020 School Calendar as presented to reflect one (1) inclement weather closing, the school closure ordered by the Governor due to the Coronavirus (COVID-19) Pandemic and establishing June 13, 2020 as the date for High School graduations. Motion was seconded by Damary Bonilla and carried unanimously, 9-0.

(See page 235)

2.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the 2020-2021 School Calendar as presented. Motion was seconded by Damary Bonilla and carried unanimously, 9-0.

(See pages 236-237)

ii. **805 – Emergency Preparedness and Response**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Memorandum of Understanding between the school district and the ESASD School Police as presented. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 238-250)

iii. **808 – Food Services**

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the extension of food delivery by the Food Services and Transportation departments until June 30, 2020, in accordance with the recommendations of the Finance Committee. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 251-253)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the cafeteria school lunch prices for the 2020-21 school year as follows (No increase in lunch prices), in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

Elementary	\$2.55	Adult	\$3.50
Intermediate	\$2.65	Ala Carte Milk	\$0.50
Secondary	\$2.65	Reduced Price Meal	\$0.40

3.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the cafeteria school breakfast prices for the 2020-21 school year as follows (no increase), in accordance with the recommendation of the Finance Committee. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

Elementary	\$1.45	Adult	\$1.85
Intermediate	\$1.45	Ala Carte Milk	\$0.50
Secondary	\$1.45	Reduced Price Meal	\$0.30

(See pages 254-256)

iv. **818 – Contracted Services**

1.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner 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. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Concorde, Inc.	To fulfill D.O.T. requirements for random, pre-employment, and post-accident drug testing for all CDL Personnel	\$4,500.00 (Estimated)	Transportation Department	7/1/20-6/30/21
2.	East Stroudsburg University	Graduate Athletic Trainer Program for High School North	Not to Exceed \$8,000.00	Athletics Dept.	August 2020 through Spring Athletic Season 2021

3.	East Stroudsburg University	Graduate Athletic Trainer Program for High School South	Not to Exceed \$8,000.00	Athletics Dept.	August 2020 through Spring Athletic Season 2021
4.	East Stroudsburg University	Strength & Conditioning Graduate Assistant Program for High School North	Not to Exceed \$9,857.00	Athletics Dept.	2020/2021 School Year
5.	East Stroudsburg University	Strength & Conditioning Graduate Assistant Program for High School South	Not to Exceed \$9,857.00	Athletics Dept.	2020/2021 School Year
6.	Pocono Raceway	H.S. North Commencement Ceremony	\$4,500 (pending receipt of contract)	H.S. North	6/13/20
7.	Pocono Raceway	H.S. South Commencement Ceremony	\$4,500 (pending receipt of contract)	H.S. South	6/13/20
8.	Primiano, George	High School South Football Physician	\$3,000.00	Athletic Department	7/1/20-6/30/21
9.	St. Luke's Monroe Family Practice	Bus Drivers' Physicals	Not to Exceed 9,000.00	Transportation Department	7/1/20-6/30/21

(See pages 257-287)

Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Bart, John P.	School Physician; State-mandated physicals; athletic physicals; ACCESS IEP reviews sign-off; district consultation and advisement on general health issues and team physician for North home football games.	\$35,000.00	Pupil Services/Athletics Department and Nursing Department	7/1/20-6/30/21
2.	East Stroudsburg University	Affiliation Agreement for Clinical Practice Internship at J. T. Lambert Intermediate School Athletics	Not to Exceed \$15,000.00	Athletics Dept.	August 2020 through Spring Athletic Season 2021
3.	East Stroudsburg University	Affiliation Agreement for Clinical Practice Internship at Lehman Intermediate School Athletics	Not to Exceed \$15,000.00	Athletics Dept.	August 2020 through Spring Athletic Season 2021

(See pages 288-302)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposal from Government Software Solutions to provide tax bill printing services for the collection of 2020-2021 school real estate taxes for Lehman and Porter Townships at the rates as set forth in the agreement presented. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 303-305)

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the proposal from Lighthouse in the amount of \$1,085.00, for third party reporting services, in accordance with the recommendation of the Finance Committee and after the review of the Chief Financial Officer and District Solicitor. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 306-315)

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to adjourn. Motion was seconded by Damary Bonilla and carried unanimously, 9-0.

XI. ADJOURNMENT: 9:26 P.M.

There was an Executive Session for the purpose of discussing personnel immediately following the Regular Board Meeting at 9:37 p.m.

Respectfully Submitted,

Patricia L. Rosado
Board Secretary