

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

**July 20, 2020 – 7:00 P.M.**

**VIA Zoom**

**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, Dr. Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy.
- III. **School personnel present:** Jennifer Agolino, Katrina Aiello, Stacie Ammerman, Michelle Arnold, Brian Baddick, Vicky Bader, Terrence Bomar, Brian Borosh, Jeanne Branigan, Larysa Bunn, Meredith Capuano, Mary Capulish, Kathleen Carr, Michael Catrillo, Theresa Cavanaugh, Lisa Clarke, Katy Clogg, Melissa Collevecchio, Susan Conforti, Kathaleen Cramer, Jennifer DeLong, Nicole DeLuca, Ashley Dreisbach, Mary Dunstane, Mildred Duran, Marilyn Espinoza, Jane Fetherman, Gail Francis, Samantha Frevele, Janice Giannolla, Khadijah Gilmore, Alainna Guerri, Sandra Hartman, Scott Ihle, Alisa Keiper, Diane Kelly, Maureen Kishbaugh, Leanne Konawalik, David Krupski, Gail Kulick, Ninette Kurtz, Maddalena LoPresti, Deatrice Lowe, Trenee Lurry, Sandra Majestic, Jennifer Marmo, Ellen Massaro, Martina Matheis, Kathy Brush Mattern, Christine Mayrhauser, Thomas McIntyre, Venus Morales, Ryan Moran, Jennifer Moriarty, Ken Murphy, Gladys Ortiz, Debra Padavano, Michelle Palmer, Rudolph Parciasepe, Karen Peters, Amy Polmounter, Jeff Reichl, Daryl Reith, Deborah Rennekamp, William Riker, Kimberly Riley, Dawn Rohrer, Patricia Rosado, James Schmidt, Diane Sherman, Robyn Shumbris, Judy Sourwine, Scott Strain, Patricia Tiernan, Denise Touma, Tina Vander Plaat, Carrie VanWhy, Dana Venslosky, William Vitulli, Tammy Walsh, Valerie Wickberg, Mary Winkler, Nadia Worobij, Zahra Yohe, and Stephen Zall. Christopher Brown, Solicitor.
- IV. **Community members present:** Connie Alexander, Kendal Askins, Ana Beckworth, Michele Burrell, Tiffany Cole, Jihan Colletta, Janet Conant, Roseta Congregation, Gregory Cox, Kimberly DeBlasio, Heather Deboer, Alessandra DeJesus, Kristi Dellacona, Melanie Diaz, Kathy Doyle, Justin Dugan, Mildred Duran, Jennifer Elling, Mark Fish, Crystal Flachek, Jennifer Floyd, Megan Frizell, Audry Garrett, Rebecca Garrett, Barbara Geiss, Toni Ann Gilmore, Sabeeya Gir, Kiburi Harvey, Yasmin Herrera, Rebecca Hilgert, Michelle Hiller, Nancy Holt, Maria Hopkins, James Juarbe, Keith Karkut, Daniel Kutrick, Randall Litts, Angela LoPomo, Kris Ludka, Joseph Luisi, Lourdes Maisonet, Alondra Maldonado, Lynn Manza, Lisa Massa, Sherin Mathew, Denise Matrisciano, Daisy Matthew, Thomas McCree, Alyssa McManus, Bill Miller, Christina Modugno, Sierra Moffett, Jacob Morris, Lisa Murray, Heather Nembhard, Liza Nieves, Jenny Nino Bonilla, Logan Nystrand, Donovan Oliver, Vicky Ozgun, Sandra Pabon, Anthony Panico, Rudolph Parciasepe, Camille Patrick, Sonji Patrick, Darice Pauselius, Moya Phillip, Keleisha Phillip-Stringer, Jonathan Paulino, Tatiana Ramirez, Robert Richard, Jena Rivera, Darryl Sabino, James Schmidt, Dylan Shively, Shevaun Shomo, Amanda Sierra, Donna Sokolowski, Katherine Spiegel, Ricardo Spiegel, Keith Stefan, Jessica Tedesco, Kristen Thompson, Ruben Torres, Tina Vander Plaat, Jessica VanderVliet, Valerie Wickberg, Chris Witty, and Bridget Zipp.
- Other:** Jamie Doyle – Public Financial Management  
Tom Kalinoski –IU 20 Host
- Mr. Schlameuss welcomed all of the guests on Zoom. He said this meeting is a slightly different format from the previous meeting. During public participation, guests will be acknowledged to speak for three minutes. Please keep all comments short.
- V. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**
- a. An Executive Session was held on July 8, 2020 at 6:00 p.m. for the purpose of discussing personnel & litigation.
  - b. An Executive Session was held on July 8, 2020 at 9:15 p.m. for the purpose of discussing personnel.
  - c. 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 Rebecca Bear to adopt this agenda for July 20, 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 Rebecca Bear to add on the agenda the approval of Policy 221 – Dress & Grooming. Motion was seconded by George Andrews and passed 8-1. Debbie Kulick voted no.

Motion was made by George Andrews to add to the agenda the approval of a car wash fundraiser. Motion was seconded by Wayne Rohner. A roll call vote was taken and failed 4-5. George Andrews, Larry Dymond, Wayne Rohner and Richard Schlameuss voted yes. Rebecca Bear, Dr. Damary Bonilla, Sharone Glasco, Debbie Kulick and Lisa VanWhy voted no.

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

## VII. APPROVAL OF MINUTES

**ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla to approve the minutes of the June 22, 2020 Board meeting. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

## VIII. REPORTS

- a. Monroe Career & Technical Institute Update  
Mrs. Lisa VanWhy said if you have not done so already, you may want to watch the 2020 MCTI Senior Awards video, which has been posted on the MCTI website. MCTI will receive a \$4,800 Scholarship for the next 23 years, which would be granted to a student(s) who demonstrate the professional skills that MCTI offers. The scholarship came from Pocono Raceway and the Mattioli Family. The roof project is going well and is ahead of schedule. Pocono Township reduced the fees by \$42,020. This amount is not as much as they hoped for but it is a start. The next JOC meeting will be held on August 24<sup>th</sup> due to the districts working on their back-to-school plans. She will not have a report at next month's meeting. Mrs. VanWhy said she would like to add that although we are currently meeting virtually but was told that if the four districts start having in-person meetings, the JOC will follow that lead as well. She said she hopes that the JOC meeting on August 24th will be held in-person because if we are asking the students to return, so should we.
- b. Colonial IU 20 Update  
Dr. Damary Bonilla said at the June meeting they discussed and approved the renewal of several staff contracts. They held discussions and conversations, with the 13 school districts that are part of their coalition which includes the ESASD, regarding guidelines about what the new school year would look like. At the July 29th meeting, they will be voting on the plan for the upcoming school year. The CIU 20 partnered with PBS 39 for a virtual camp, which is a daily 30-minute live program from the Valley Youth House: Camp Fowler. The camp focuses on STEM, Art, Literacy, Nutrition, Leadership and Nature. The camp will run through August for school-age children from ages 9-14.
- d. Property/Facilities Committee Update  
Mrs. Lisa VanWhy said the Property Facilities Committee meeting was held on July 1, 2020. The following items were recommended by the Committee to be placed on the agenda:
  1. The proposal from H.T. Lyons in the amount of \$7,730.00 to make repairs to the Boiler at HS North.
  2. Change order #1 from C&D Waterproofing in the amount of (\$28,556.00) for unused project allowances for the Resica Roof. This is a savings because we do not have to pay out this amount.
  3. Five D'Huy Engineering invoices for High School North Roof Replacement, Resica Elementary/Middle Smithfield Elementary Water Filtration, High School North Sanitary Liner Replacement, J.T. Lambert/Resica Elementary Flooring Replacement and High School South Pool Grouting.
  4. Pay Application #2 from Cope Commercial Flooring in the amount of \$65,700.00 for work on the Resica Flooring Project.
  5. Pay Application #2 from Lehigh Valley Flooring in the amount of \$291,925.80 for work on the JT Lambert Flooring Project.
  6. Pay Application #2 from Guyette Communications Industries in the amount of \$43,191.00 for work on the JT Lambert Camera Installation Project.

7. Pay Application #4 from CRCS, Inc. in the amount of \$1,500.00 for work on the HS South Camera Installation Project.
8. Pay Application #7 from Jottan, Inc. in the amount of \$684,263.62 for work performed on the HS North/Lehman roof.
9. Pay Application #10 from C&D Waterproofing in the amount of \$35,737.95 for work performed on the Resica roof. She said she forwarded all documents to the Committee members on July 15<sup>th</sup>.

Mrs. VanWhy said that David Rifendifer and Josh Grice of D'Huy Engineering as well as Scott Ihle are reaching out to Lehman Township regarding the North Roof inspection. No date has been scheduled as of yet. At the next Property/Facilities Committee meeting there will be a list of summer projects for 2021 for the Committee to review and make their recommendations. The Committee meeting dates have been changed. They will now be meeting the first Tuesday of each month. The next meeting will be held on Tuesday, August 4<sup>th</sup> at 5:30 p.m.

e. Education Programs & Resource Committee Update

Dr. Damary Bonilla said the Education Programs & Resource Committee met on July 1<sup>st</sup> to complete learning about the High School Programs and Electives, which they began discussing at the June meeting. They also held discussions about the Diversity Equity Inclusion Programming in the district. Dr. Riker, teachers and others are involved to implement this training. They received an update on the Summer STEAM Program. The next Committee meeting will be held on August 5<sup>th</sup> to discuss the district's Cyber School Program. Dr. Bonilla invited everyone to join.

f. Finance Committee Update

Mrs. Rebecca Bear said that the Finance Committee met on July 13<sup>th</sup>, where they discussed several topics. The first topic was about the remote notary services for two of our employees in the Student Registration Office in order for them to complete online registration via zoom. This item was placed on the agenda. Also on the agenda is a motion to possibly refinance some of our bonds. They are bidding for bond underwriters and bank loans. Another item that was placed on the agenda is Integra One, who was the lowest bidder, to handle the district's bandwidth. This will help with the expanded use due to online learning. Our current bandwidth is over 15 years old.

g. Policy Review Committee Update

Ms. Sharone Glasco said that earlier tonight the Policy Review Committee met and discussed Policy 005 – Organization. This policy requires further review. There was also an initial discussion on Policy 220 – Student Expression/Distribution and Posting of Materials as well as Policy 815 – Acceptable Use of the Computers, Network, Internet, Electronic Communications and Information Systems. Additionally, Policy 221 – Dress and Grooming was discussed and the Committee is recommending that the policy move forward on tonight's agenda. Further discussion can be held at tonight's Board meeting. Mr. Andrews asked if discussion on Policy 221 will be held now. Mr. Schlameuss said discussion will be held later on in the agenda when approving the policy. Ms. Glasco said the next Policy Review Committee meeting will be held on August 17<sup>th</sup>.

h. Bond Refinancing

Ms. Jamie Doyle, Public Financial Management, Inc., said she is happy to report that interest rates continue to hover at all-time lows. Page 1 of the handout includes the four bond issues, Series of 2013, Series of 2014, Series AA of 2014 and Series of 2015, that are eligible to be refinanced. However, Series of 2014 currently does not seem to be producing any positive savings. If it makes economic sense to refinance it, then we will advise you to do so, otherwise we won't. The bonds net savings total about \$386,000 or 2.17%, conservatively. PFM is envisioning a dual-track process where the results of a bank loan RFP process are simultaneously compared to the current bond market to select the option that maximizes the net local effort savings. PFM will look for higher rates with lower fees. The district will get the distribution list and bank proposals will be compared. In order to proceed, PFM will need Board approval tonight. Bottom of page 2 includes the current interest rates, which are the lowest they have been in over 10 years. Page 3 includes the existing debt portfolio. The top half shows the gross debt service, which is the principal and the interest. The bottom half is the local share after receiving the State reimbursement to a varying degree due to the various issues. The bond issues for this evening are highlighted in yellow minus the Bonds of Series of 2014, which does not produce a positive economic benefit. The important page is page 4. It shows if we were able to refinance the three issues, it would produce a net economic savings to the school district of about \$386,000. Column 8 indicates that there is about \$26,000 that would be recognized in the current fiscal year. The rest of the amount, which is about \$360,00, would be recognized in the next budget year ending 2022. Pages 5-7 include the payment schedule for Series 2013, Series AA of 2014 and Series of 2015 if the district chose to

do nothing minus the September 1st payment that would not be refunded. Page 8 shows how much money we need to pay off these three issues, which includes the principal and interest. Page 9 has what the new amortization schedule would look like. They are not extending the debt at all but just replacing higher rates with a lower interest rate. There is a box on the page that includes the State share that has been already netted out. The State benefit saved about \$45,000. The bottom line of the box shows the refinancing has a sensitivity of 10 basis point or 0.10%, which means if the rate would move up or down it can affect the bottom line of the net savings by \$71,000. It would not take a lot of movement for the savings to go away or for it to be a home run, which the district has had happen in the past. PFM provided an authorizing motion on page 10. They are suggesting a minimum net savings target of 2.00%. Ms. Doyle said it is her job to save as much money that the district can. This is a conservative estimate that may do better. The timeline has been that the proposal was introduced to the Finance Committee on July 13<sup>th</sup> and today, July 20<sup>th</sup>, it is being presented to the Board. If the Board authorizes PFM to proceed tonight, PFM would distribute the bank loan RFP to our list of PFM banks and our local banks tomorrow. Responses are due by August 11<sup>th</sup>. Ms. Doyle said she will then evaluate the bank loan proposals, again boil everything down to true interest costs including all of the cost of issuance, and compare it with the bond market in order to make a recommendation on which way to go in time for the August 17<sup>th</sup> meeting. At that time the Board can make their final decision and take action on it. Mrs. Bear asked if the district pays PFM any fees to do the RFP. Ms. Doyle said it is part of the fees they charge. PFM does not have any vested interest in what produces a better answer. If the transaction does not work at all or have a successful settlement, the district does not owe PFM anything. Mrs. Bear asked what does the district normally pay PFM. Ms. Doyle said on the last transaction she received \$46,500. Ms. Bear said; therefore, it depends on the size of the transaction. Mrs. Doyle said it does, but she does not anticipate increasing the fee although this time's issues are twice the size of the last one. Mrs. Bear asked if the district decides to do nothing would it cost the district nothing. Ms. Doyle said she is correct. The only entity that charges a fee, but she would not allow it to go this far, is the Credit Rating Agency on the bond issues. Once the Credit Rating Agency gives you a credit rating, they want 70% of their fee even if we do not proceed with the issue. Mr. Dymond said he thought there were legal fees and printing fees. Mrs. Doyle said on bond issues there are. The dual-track process cost on a bank loan is typically less for the settlement but the interest is high. On the bond issue there is more cost due to more entities involved. On the bond issues, fees are higher but rates are lower. PFM blends everything into one number and compares the two financing vehicles. On the bond issue, the historic benchmark is 2% of the principal for cost of issuance. Ms. Doyle suggested the benchmark of the interest at 1.5% because the district typically comes under this historic benchmark. Fixed cost on bank loans are lower because there are not that many parties involved.

i. Health and Safety Plan Presentation

Dr. William Riker said tonight he will go over a brief overview of the initial Health and Safety Plan for the school district. The State and Department of Education requires all Pennsylvania school districts to provide and have a Board approved Health and Safety Plan before any instruction can occur in the school district. The Board, on July 8<sup>th</sup>, provided answers to three questions. 1. How many students to have in a classroom? 2. How many students to allow on the buses? 3. When and How will the students return for the 2020/2021 school year?

The presentation included a thank you page as follows:

To: All teachers that are focused on learning and planning for synchronous (face-to-face) instructional practices in preparation for the instructional impacts presented in a "yellow" or "red" phase (as determined by Governor Wolf).

To: Mrs. Cole, and all of our school nurses for input into our plan and guidance on how to respond to and provide guidance for students and staff that present symptoms of COVID -19.

To: Mr. Zall for working on language to address employee concerns, questions, and our districts' needed responsiveness to the new mandates of Act 13, the Family First Act, and the Extended FMLA procedures.

To: Ms. Rohrer, our new Director of Transportation, and her staff for creating two new sets of bus routes in preparation for this year (Green and Yellow phases), when utilizing the direction given by the Board.

To: Mr. Schmid and Ms. Collevchio, our new Food Services Director, and their staff for serving nearly 500,000 breakfast and lunches and then preparation and planning for the new school year.

To: Curriculum Department who continues to develop and work with our teachers on instructional practices that will be impacted under the “Green”, “Yellow” and “Red” phases.

To: Our 1,800+ families that took the time to respond to our survey, which were disaggregated and shared with our Board of Directors.

To: Our 750+ employees that took the time to respond to our survey.

To: Mr. Forsyth who spent countless hours with me sifting through thousands of pages of resources, time on the phone with our district physician, Dr. Bart, and listening and being responsive to conversations and various ideas on both sides of the same questions.

To: IU 20 and all of the 13 districts that participated in reworking the PDE template and providing ideas and additional resources.

and To: Our Board of Directors who two weeks ago, on July 8<sup>th</sup>, provided direction to the administration on our full return to school on August 31<sup>st</sup> under the “Green” phase, along with direction related to transportation and class size. Knowing the challenges that come with those decisions.

As per the American Pediatric Association, this plan is intended to mitigate, not eliminate. The plan is fluid and will likely require changes, adjustments, and additions as new local implementation strategies are identified and new Orders are received by our Governor, Department of Health and/or the Pennsylvania Dept. of Education. The Board will need to approve any updates. He will explain, later on in the presentation, how the community can provide additional comments.

The Challenges of Creating this Plan (as mandated by the State) ...it is a balance between:

1. The Health and Safety of our students, staff and community and the impact of various “phases” (Green, Yellow, Red) on the implementation of instructional methodologies on student learning (Most students do not learn as well online. Teachers teaching in synchronous classrooms at the same time students are/are not physically present in school).
2. The availability and means of some families to access childcare and those who cannot.
3. The availability of internet capabilities in our communities and those areas that do not
4. The challenges of those with underlying medical conditions and those that do not
5. The increased risk for staff that are 65 years of age and older and those that are at minimal risks
6. The limitation of non-employees entering our facilities and schools being a community center

While naming just some of the challenges here in separate statements, they do not all stand alone, as one often has an impact on any number of the others.

For Example:

You cannot have students stay home without impacting challenges for families

You cannot have all students in school without impacting those with underlying medical conditions

You cannot have online instruction without impacting those without internet services

You cannot have online instruction without impacting learning for students, and instructional practices for staff... and the learning and support for our identified population

...and the list of challenges goes on.

We recognize and have (and will continue) to wrestle with all of these challenges that each scenarios presents, knowing that adjusting the plan in one way will likely present a different set of challenges in another way.

The district would like your feedback so that we can create and generate a communication line between our community. You will find an area on our website under District News, where you can provide us with your comments and/or questions. The district will create an FAQ and answer your questions as best they can.

There are 30 pages of the plan which addresses the level of community spread in the different phases. In the Green Phase, the schools are subject to CDC and Commonwealth Guidance. Schools may provide in-person instruction after developing a written Health and Safety Plan, to be approved by the Board of Directors and posted on the school entity’s publicly available website. The district will establish and maintain communication with local and State DOH officials. They will participate in contact tracing efforts as

directed by local health officials (to the extent feasible). They will post signage in classrooms, hallways, and entrances to communicate how to stop the spread. The district will isolate and deep clean impacted classrooms and spaces. The district will implement COVID-19 symptom screening, preventative measures (including staying home when sick), and good hygiene procedures. They will implement a protocol for students/staff who feel ill/experience symptoms when they come to school. The district will consider ways to accommodate the needs of children, teachers/staff, and families at higher risk for severe illness. Schools may resume sports-related activities after developing a written Athletics Health and Safety Plan, to be approved by the local governing body and posted on the school entity's publicly available website. In the Yellow Phase, all measures indicated in the Green Phase in addition to schools utilizing remote learning as needed to reduce in-person contact. In the Red Phase schools are closed. The district would implement remote learning using digital and/or non-digital platforms. Provisions for student services such as school meal programs will continue.

Instructional approach in the Green Phase students will learn in-person unless they chose ESACA. The schedule will be as follows: Monday – Friday Groups A and B In-School/In-Person

In the Yellow Phase students will learn In-Person and Remote Learning. Students will be assigned to either Group A or Group B, with consideration given to family preference for assignment of household members to the same or opposite group. Schedule will be as follows: On Monday and Tuesday Groups A: In-School/In-Person Group B: Remote Learning. On Wednesdays, Groups A & B Remote Learning to allow for deep cleaning. On Thursdays and Fridays Groups A: Remote Learning and Group B In-School/In-Person.

In the Red Phase there will be remote learning. All students will be enrolled in the new Learn from Home Program and receive daily instruction at their regularly scheduled class times using Google Classroom.

The Curriculum Department continues to work with teachers and the Technology Department on synchronous instructional opportunities when students are in a remote learning environment.

The template the Department of Health provided 13 mandatory elements which need to be included in the Health and Safety Plan and they are. Once the Board approves the plan, it will be sent to PDE and they file it. If the plan is adjusted, it will need Board approval and then it would be sent to PDE as well. The district created an Environmental Manual which speaks on how each room will be cleaned. A log will be maintained on a daily basis. It also documents any supply that employees would bring in. The plan also included the fact that ESASD was appointed as a vaccine site by the Department of Health. J.T. Lambert Intermediate, Lehman Intermediate and Resica Elementary, should a vaccine become available, be the areas where the vaccine would be dispensed. All this information is not specific but it is included just an outline. If there is something that anyone does not see or has a concern or suggestion about, they can go on the website to fill out the form, as he previously mentioned. Sports and extracurricular activities were addressed last month in the Athletics Health and Safety Plan. At what point does the district decide if sports or after-school activities will continue will be a decision that resides with the Board of Directors. The authority is not given to PIAA or EPC but is given to the Board. If students have to study at home, the goal is that they are not sitting in front of the computer working alone all day; therefore, they will have an abbreviated instructional piece and add virtual interaction between students and teachers. The plan also includes Professional Development. This Wednesday, there will be an Administrative Retreat where they will be revising the plan. The School Police and Custodians as well as others will be receiving training. Now that we have a plan, the district will ensure that all of the information gets transferred to all employees and students. Professional Development can be adjusted as needed. Communication is important; therefore, the district welcomes everyone's feedback. There will be changes and ideas that will be placed in the plan. A lot of people already have had input but the district would like to provide a chance to everyone. There have been two changes already. One is about the face masks which was modified to say that if a staff or student cannot wear the mask, they must provide a document in accordance with the Disability Act. The Secretary of Health's current order is that everyone should wear a mask unless they are more than six feet away from each other. The other item that was changed came as a suggestion from a Board member. We included a list of testing sites for those who do not consult a physician, who can also provide that information. This list of sites will continue to be updated as more areas become available.

## IX. PUBLIC PARTICIPATION

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

Mr. Schlameuss said the Board must consider all students in approving the district's plan. The plan will consider all students (special needs students, students from low-income families, low-achieving students, high-achieving students, etc.) The Board must also consider all employees (teachers, support staff, etc.) The district has more than one option for families. There is ESACA (East Stroudsburg Area Cyber Academy) which offers two choices. You can choose to complete the cyber learning with live interaction or you can choose Google Live, too. Students will not be in the classroom but will be participating from their home. The district is offering many options. Please do not dwell on last year's experience, because the district is looking on how to make it better. We want to know how this plan will affect students, parents, employees but not by what was done last year. Mr. Schlameuss asked the speakers to keep their comments to 3 minutes and everyone is only allowed to speak once. He said no questions will be answered because we may not have all the answers tonight. He suggested that they use the FAQ link on the website to place their questions, suggestions and concerns and they will be addressed. He asked that everyone be considerate of each other's comments.

- A. Mr. Keith Karkut said he is upset about the 200-page plan. After analyzing other school districts and seeing their plan, they include a layout of classrooms, flow in the hallways and procedures on how everyone will come in and out of schools. Our plan is basically a photo copy and a cut and paste of procedures and mandates. There is only about 20 pages that Dr. Riker went over. The plan includes a manual by Mr. Romagno, with details how they are going to have to clean. Mr. Karkut said he does not know how this plan will be implemented because more custodians will need to be hired. We have a committee that was formed of two teachers but no bus drivers, no secretary or cafeteria worker. This plan should have reached all stakeholders, but it didn't. The plan speaks about the green, yellow and red phase. The plan does not distinguish between Monroe and Pike Counties. What happens if one county is green and the other one is yellow. This is not addressed, which is alarming. This is a photo copy of the State guidance. We are referencing the American Pediatric Association and CDC. We need to stick to one organization. This is just fluff and fizzle. It does not say what happens if a teacher or student gets sick. It does not address how they will ride the bus. What alarms him is that it speaks about 25 students in a classroom, but most of our classrooms do not hold that many students. In the past, classrooms held 16-17 students. He hopes this plan is a work in progress because how can parents choose what to do with their children when there is no guidance.
- B. Ms. Darice Pauselius said she agrees with Mr. Karkut. She said she would also like to suggest that since everyone cannot wear a mask, the district should consider having them wear a shield because it does not prevent them from seeing or breathing. The shield would protect everyone.
- C. Ms. Rebecca Hilgert said she appreciates the time and effort that went into the plan even though a lot was missed. Particularly in the very last piece. There should be a piece of what a day will look like and that is huge. This is the difference between children surviving vs. thriving. We do not want them to survive but to thrive. We are looking here to send our kids and say it is okay to do so. It is said that all of the prepubescent children are not getting COVID 19 under the age of 9 so they will survive with a mask. We are not taking into consideration the adults. Students will not be able to touch their friends or teachers. They cannot emote properly. Teachers cannot see how the students are learning. What are they getting out of this? All everyone will hear is to keep clean, no sharing, wash hands, etc. What about arts in the schools? Will they be getting these classes? Anxiety will surface. She said she is not seeing mental health training in the plan. She is afraid for the kids because we are in the green phase. She feels the trauma they will get is not worth the benefit. We are not hearing that virtual learning plans are being established.
- D. Ms. Angela LoPomo said her biggest concern is what is going to be put into place if we go into the yellow or red phase for those children who have horrible internet reception. She said her child did great in school during 9<sup>th</sup> grade but has poor internet to work from home. She said there is nothing she can do for her child. Mr. Schlameuss suggested to Ms. LoPomo to submit her concerns on the district's FAQ. Ms. LoPomo said she already left a message at the Superintendent's office and at Senator Mario Scavello's office. She asked how can she plan when she does not have the appropriate resources. She said she would like to have her daughter attend ESACA but since she lives in Cresco, she cannot due to the horrible reception. Is there a plan being put in place to help her daughter succeed or does she have to wing it like she's been doing since March?
- E. Mr. Ruben Torres said that he agrees with Mr. Karkut. The Board and Administration took a template, a cookie cutter action on this plan. Having 25 students in a classroom is unrealistic. Three-feet of social distancing should not be used in classrooms. Schools should open under the yellow phase despite being in the green phase for the safety of everyone. The district should install UV bulbs in the HVAC systems to mitigate the spread of any airborne viruses, bacteria or mold. The district should look into putting in internet access in parking lots for

parents/students to use when they do not have adequate services. Students and/or staff members who have preexisting conditions should wear shields as opposed to masks.

- F. Ms. Darryl Sabino said the plan that was presented in the green phase makes it seem that we are opening school as if it was August 2019. Parents are eagerly preparing and buying appropriate dress code attire. It is not possible to start in the green phase. The Board should not approve this plan because they will put students and teachers at risk. The Governor's plan as of July 20<sup>th</sup> includes all students learning from home. Instead of going back to the drawing board eliminate the green phase with 25 students because this is too many in a classroom. The district should start in the yellow phase and group students in group A and B. She suggested that the district give all teachers an Ipad in order for them to not deplete their own technologies. The individuals that are saying that they cannot wear a mask, there is no exception. It is the law. If they have a valid excuse they can use a shield instead. The PTA has researched prices for the shields because she is tired of all the spending that is going on in the budget. The time is now to protect our community and they expect you to do your best and nothing less. All students should be temperature read before entering the buses and/or the schools. The individuals who have busing demands need to understand that the district is not mandated to provide buses but they choose to. She expects that all parents begin to act like a community member. Her son will be chipping in by driving himself and his friends to school in order to save space on the bus. Everyone should be doing all that they can. She recommends that aides be placed on the bus to do the temperature checks. No one should enter the bus or school if they have fever. She said it is community time and everyone should start remembering who we are in the Pocono Mountains. She suggested that the Board approve the revised dress code that has been discussed since March. Everyone has the right to receive the Free Adequate Public Education no matter their race, ethnicity, religion, sex or whether they are rich or poor. It does not matter what the students wear. She commends the students for how they conducted themselves when coming forward as a team to speak before the Board regarding the dress code or speaking up and marching for Black Lives Matter. We are all one and now certain community members need our help. East Stroudsburg Area School District is here for all. She suggested that the Board address the issue with the certain staff member.
- G. Mr. David Krupski said there are three things that he would like to address tonight. His child has a 504 at Bushkill Elementary School. The teachers and administrators there are wonderful with the education and well-being of the students. Teachers are nothing less than amazing and should be credited. The opening plan includes multiple plans that scientists say it will not work. Three feet of social distancing brings a greater risk for infection in school for students and teachers. The American Pediatric Association speaks about children 10 and under. This plan is null and void for high school students. If we assume that only 1,000 employees are in school, there will be approximately 15 to 20 hospitalization. When we account for the ratio and economic classes of our schools, our district's amount is higher than the 1,000 individuals. He asked that the Board not give up on our students and classes. He said that tonight the Board and Administrators have the opportunity to prove that they have not given up on the community and staff as they continue to plan during this pandemic. The students only retain 70% of what they were taught last year. With the new schedule, students will only retain 40% of what they will be taught. This is not an ideal way for them to learn. It makes sense to have a schedule that does not rotate on the interaction of this virus. Synchronistic online learning was considered but not in-person instruction. He hopes that the Board and Administration truly take into consideration the thoughts of this community.
- H. Ms. Valerie Wickberg said she is an employee and has child in the school. She said it will be a very stressful time for the kids to go into a classroom and sit there all day and not move anywhere. They will be able to have physical education if they can go outside. What happens if they cannot? If they eat in the cafeteria, will they be given more time due to less students in the cafeteria and social distancing. It will take longer to serve them. Students will not stay in their seats but would want to speak to their friends. If they eat in the classrooms, they will do the same thing. She suggested that the dress code be relaxed at least for this year. Students should be comfortable at school and not have to worry about anything else.
- I. Ms. Alessandra DeJesus said she appreciates the effort that went into the making of this document. The plan misses a lot considerably. For example, how are tough areas going to be cleaned throughout the day, and instructional areas at the end of the day by the custodians? She hopes that the budget allows for more custodians and support staff. For those who did not read the plan, everything is canceled such as traveling to other buildings and all field trips. They will be working on Art in the classroom. How is physical education going to be conducted outside, when feasible, since they cannot touch the playground equipment? Lunch will be served in the cafeteria. How will there be spacing with no contact? This sounds like a prison for her 8-year old. Mental health training or guidance has not been discussed in the plan. This is alarming for students and staff. All students and staff are expected to report to work. How has the attendance policy been adjusted? It says when one thinks or knows they have Covid-19, or they have symptoms, what is the guidance for staff? If there are increased numbers infected, how will the district proceed with not enough staff? How do they section off the area for 24 hours? She said she is



fearful for teachers and support staff with this plan. She said she has options for her child since the Board expects to open school like no pandemic occurred. This green phase planning is detrimental to our community, students and employees. She suggested that everyone take care of themselves because their health matters just as the students' health matters. The Board did a lot of hard work on the plan but there are a lot of "I don't know factors", which is aggravating. How am I supposed to figure out my work schedule and do what is best for my child? She wished good luck to all.

- J. Ms. Maria Hopkins said the cleaning plan within the whole plan is thorough and admirable but Covid-19 is person-to-person not surface to person. The district put efforts into cleaning but less efforts into social distancing. Three-feet of social distancing is inadequate. The plan is a recipe for disaster, which is detrimental to staff. Teachers are not being taken into account.
- K. Mr. Jacob Morris said he has not heard from one person who likes this plan. Everybody is right because this plan is ridiculous, especially the three-feet of social distancing is unacceptable. Flu or Cold season is like hitting a cement wall. What are people going to do when a child in the first or second week of October wakes up with the sniffles? Parents will think the child has COVID-19. Does the Administrators and Dr. Riker know how many children have insurance? If they do not, they will have to pay for a flu shot unless something is worked out to give them a flu shot within the district. The district needs to know who has and who does not have insurance. Also, how many do not have internet or an appropriate laptop? This is the wall. This plan completely falls apart in October and it will be devastating to the school district. Every plan should provide an opt out plan and a cyber choice for all parents. Everyone needs to be six feet apart. Why waste time and jeopardize everyone's health. This is not acceptable.
- L. Ms. Melanie Diaz said she appreciates the work that went into this plan and knows it is fluid. She looks forward to receiving more information in August because she has an employer to consider. She is looking at ESACA as a choice although not her first choice but is not completely opposed to it. Communication will be key when she sends her children back to school. If they are exposed, how long will it be before she is informed and before her entire family is potentially exposed? How will a day in the life look like for her children? Despite the COVID-19 tragedy, evil still exists so how will fire drills and other emergency drills look like. She does not envy the district for having to make this decision.
- M. Ms. Audry Garrett said although she respects what others say, the district has said that Google Classroom is not available in the green phase. Why not? She has three people at home with a compromised immune system. She cannot send her children to school with 25 students in a classroom. The ESACA program may have Google Classroom with Edgenuity. She said her kids did not like Edgenuity. She will have to look for an outside Cyber School. The district will lose about \$60,000 for her three kids that go to an outside cyber school. Does the district have an alternative plan for teachers with compromised immune systems? Will they be punished, receive unemployment or be fired? She said she is at the high school every Tuesday for the food pantry and the office does not have and plexiglass for when visitors come in. Are we keeping all staff safe? She does not think that we are planning correctly. The plan needs to be relooked at. We are not a daycare but a school and we need to keep everybody safe. We need to think of the wellbeing of all.
- N. Ms. Vicky Ozgun said she has a child in ESACA for the 3<sup>rd</sup> year and is happy. The staff is great. When she hears negative opinions, she wants them to know that kids were shoved into ESACA without a plan. She agrees with the comments about sending an email to the Board of Directors and not receiving a response. Her question is if a teacher tests positive, will they be required to quarantine for 14 days? Will all students need to stay home and quarantine? Do all students get tested? Who will pay for the test? Do all of their families get tested? If anyone dies who will be liable? The plan is not what people are expecting to happen. What if someone in the teacher's house has COVID-19? Will they have to quarantine? Will staff get paid? Substitutes will not want to sub in a class of affected students. Do parents get notified of who has been infected or is this protected by HIPPA? How will this affect the ability to teach? The plan that was presented today does not think about teachers, students, families or the community. Everyone is being put in danger.
- O. Ms. Jennifer Marmo said as a parent and teacher, her students have become her children. She values the students, and what accomplishments they have reached as adults, just like she values her children. Her son who has health issues attends Bushkill Elementary School with teachers who have assisted him wonderfully. He will not attend in person this year due to his health issues. He will have to live with her parents because she will have to go to work. Who will help with his mental health issues because he will be away from his family. Her daughter who is supposed to start at High School North this year will not be attending in person. She is devastated but her health is priority. Ms. Marmo said she implores the Board that they consider the impacts that, teachers have on their students. She has held students as they mourn a loss. She does not want to help them mourn for a student or

teacher. We can teach online and can continue to impact the life of all of their children and students. She asked that the Board and Administration work with them safely so that they can continue to cultivate those future leaders.

- P. Ms. Camille Patrick said she is a junior at High School North. She said that what is missing from this discussion is a voice from the student body. She said she is disappointed by what she has seen in the so-called plan to be. She said she is amazed and baffled that in the plan she finds that there will be 25 students in a classroom. To have a cookie-cutter classroom is not acceptable. There are classes with different set ups such as band, science, math etc. and all are different. She suggested that they go to the High School North to see the classrooms to see if you can fit 25 students six-feet apart because you cannot. It should not be three-feet apart. Also, two in a seat on the bus is ridiculous. The district should not open. She said her district is not putting enough effort or research to prevent teachers or students being placed in a body bag. Google Classroom should be more viable and not have Edgenuity. Mr. Delong's situation should be addressed by the Board members.
- Q. Ms. Jena Rivera asked what is going on with the Head Start Program. Her four-year old will not wear a mask. She would like an answer tonight. Mr. Schlameuss said the Pocono Services for Families & Children Organization is handling the situation. They are probably trying to figure everything out. Ms. Rivera asked when will the students go back to school. She said her child is looking to go online with Google Classroom and not Edgenuity. Mr. Schlameuss said students will return to school on August 31<sup>st</sup>. Ms. Rivera she wants an answer sooner. Mr. Schlameuss said as Dr. Riker mentioned, parents have two online options. One with Edgenuity and one with Google Meet, which is face-to-face online with teachers. Ms. Rivera said she is not sending her kids into school due to health issues.
- R. Ms. Bridget Zipf said that her son attends Middle Smithfield Elementary School (MSE) and has a compromised immune system. She applauds the work that was done on the outline that is in the plan. She said as a parent, she will physically like to see what MSE is physically doing to ensure every child's safety. She suggested that the Board reach out to elementary schools in order for them to put out a YouTube video on the day in the life of a student. If they wait until the next School Board meeting in August, it does not give parents a lot of time to decide what option they will choose for their child, in-person or online. Her family has two parents that work full-time. Her family will need time to plan for this school year.
- S. Ms. Amanda Sierra said she has three children, one at Bushkill Elementary and two at Lehman Intermediate School. She said she can stay home with her children so that they do not have to go in person. Her concern is for the other children. What if a child is sick and brings the sickness to school and infects the other children? This plan is a mistake and school should not open up. Parents who work will send their children to school even when sick. This will be a disaster.
- T. Ms. Katherine Spiegel said that Dr. Riker stated that students do not learn well online. She said she has a six-year old son who will attend school. The School Board is coming up with various plans for parents. We also have a personal responsibility and it is to keep ourselves safe. We need to wear masks, gloves, etc. As a society, we should do that for others. She said she believes in the Administration to come up with a viable plan online so classes will be smaller for the rest that have to go to work and find childcare. There are many sides and her side should not be negated. She has a two-parent working home and daycares are not all open. Her son will attend and wear a mask and do what he is told. He is excited to go back. He knows that it will be different. It is important to know that kids need to be around their friends even with social distancing. She said she has full confidence in Administration to have our kids in school safely. She suggested that parents talk to their children to keep themselves safe, such as washing their hand, wearing masks, etc. Ms. Spiegel said her side should not be negated but all sides should be heard. She would like school to return in session.
- U. Ms. Michelle Hiller said that Dr. Riker said that the plan is fluid. She is a health care worker and the fluidity is a huge thing. Schools should open in the green phase. We need to take precautions as much as possible. Guidelines were set by the Governor and they are hard to follow and some do not make sense. She said she teaches her children not to live in fear and provide them with things to help them keep safe. We should focus on mental health and be positive. The pandemic is new and scary but not living in fear is a big part of it for our kids. We are blessed to have a district with an online school. Parents will need to make decisions on what is best for themselves. Everybody that is going through this pandemic is at a different comfort level and the district is respecting this by offering many opportunities. Changes are hard to keep up with. It is great that parents have many choices now and in the future. She said she is in favor of going back to school in the green phase. She appreciates everyone's hard work and the time they spent on this plan, since we have never been in this similar situation before.

**X. UNFINISHED BUSINESS**

**None**

**XI. NEW BUSINESS**

**a. LOCAL BOARD PROCEDURES**

**i. 002 – Authority and Powers**

**Board Members comments:**

Mr. George Andrews said on that on July 8<sup>th</sup>, the Board decided to open school in the green phase. At that time the Board said they wanted Google Classroom as part of that program for the students that do not want to come into school or for the parents that do not want to send their children into school. He said he was in agreement with this format to be part of the green phase so that students and parent had the understanding of what it would look like. If we go into the yellow phase it would be an easy transition for all using Google Classroom; therefore, he cannot support the current plan as it stands. Mr. Schlameuss said to Mr. Andrews, so you are not in favor of the plan because Google Classroom is not part of it. Correct? Mr. Andrews said students do not like Edgenuity and it will not be just Google Classroom. Mr. Schlameuss said that Dr. Riker previously stated that Google Classroom will be offered. Mr. Andrews said it will be but along with Edgenuity and a lot of people do not want Edgenuity. Mr. Schlameuss said Edgenuity is a learning tool and Google Classroom will be the interaction with the teacher. Mr. Andrews said this is not how he understood it. He asked Dr. Riker to explain it again. Dr. Riker said if a parent wants to have a blended and more synchronized instruction, they will sign up for ESACA. At that time, they will have options to be synchronized. We would have to add more teachers to ESACA and assign them content level so that they are able to do more direct face-to-face under ESACA. Parents will have to make that choice. Mr. Andrews said it should not be a choice, it should just be part of the plan and this is why I have an issue with it. Dr. Riker said we have selected Google Classroom as a platform that the classroom teachers will be using apart from ESACA. However, not all teachers are ready to switch to Google Classroom. There needs to be training and the union needs to be involved. It is not a simple switch. Our teachers are great but some of them consider themselves a novice of Google Classroom. Mr. Andrews said not all teachers are good at ESACA either.

Ms. Sharone Glasco said this is definitely a heart-over-head decision for her to make as a School Board members, parent and educator. We are trying to make a possible decision in an impossible situation. She said that she is concerned about some things and others are out of their control. One area of concern is with compliance whether or not our young folks and adults are going to conform. She has worked every day during this epidemic. She is not sure that we, as Board members and Administrators, can guarantee that people will follow the rules whether we have a rock solid plan or not. She said she believes that some personal accountability lies in it for all of us. The Administration and School Board members will come up with a plan but everybody needs to make sure that they and their child/children will be safe. She is not sold on the fact that we can provide a safe environment for every child. Children should be in school. We have demonstrated that brick and mortar does not mean lack of instruction and education. I believe that we can improve on what we have provided over the last several months as we have heard the many comments. She would love to open up but as a parent she will be weighing all options for her child until schools open up. Everyone needs to pick the best case scenario for their own child. She also believes that access is important. Every student and parent needs to have the best solution available to them. We need to provide all means for our parents just like they suggested Wi-Fi accessibility in parking lots and other areas. We still have some opportunity to flush this plan out. She appreciates all the comments from parents, faculty and students in order to think about this and make a more fluid plan.

Mrs. Rebecca Bear said, she as well as Ms. Glasco, is a parent and School Board member but she also has a compromised immune system. She goes out to work and wears a mask but also has some worries. She said she understands that not everyone will be responsible as Ms. Glasco implored us to be. Mrs. Bear's concern is about having two students per seat on the bus. If you have a student and know that they have a friend that they can sit with, the district can find this out by sending out a survey. The district will be able to pair up students with who they are comfortable being around. This will help because this is someone that they have had close contact with. A lot of people have mentioned that there will be 25 students in a classroom but it would be less. The guideline is 25 people in total; therefore, teachers and aides would be included in this number. She said she was looking at the class sizes and if every student comes back into school, we would have issues keeping them all safe in certain grades. As for the teachers that have concerns with their health and the health of certain family members, they can choose the blended ESACA program. The district should do a teacher survey to see who would like to do ESACA. They can ask the teachers for their 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> choice and try to accommodate them. To all the parents, not all decisions will be best for you that is best for me. We need to look at equity of services. A lot of people took advantage of the free Wi-Fi from Blue Ridge Communications but now people do not have it in their budget. What if they do not have a car to get to that school? We need to look for other services or they may need to go to school. It does not make them a bad person. No decision we make will

be the right one for another person. But your decision will have to be the right decision for you. There are many options. Some that I may not agree with but it may be good for you. There are four Board members who are parents and they will need to make their decision, too.

Dr. Damary Bonilla thanked everyone for their comments and for being present at the meeting tonight. She said we are in a tough place. As a parent, she has her own concerns, which she mentioned at the last meeting. She would like to clarify what Mr. Andrews said about what the Board decided on the July 8<sup>th</sup> meeting. The Board did not agree with returning to school in the green phase but gave Administration guidelines and guidance of a maximum of 25 persons not students per classroom. We also agreed that there would be flexibility and creativity on what a classroom will look like. She commented on six feet apart; therefore, we need to be creative with the spacing in the plan. This is why she voted yes on July 8<sup>th</sup>. She said today, she has a bunch of concerns of where we are. She appreciates what the administrators have put together and she agrees that it needs to be flexible and fluid because as the Commissioner to the Governor on Latino Affairs, she sees the situation in many angles. Fluidity and flexibility needs to be part of all that we do. She supports one student per seat on each bus unless it is siblings sitting together. She said she also agrees with Mrs. Bear when she mentioned partnering with a friend. It would be a choice that the parents will have to make. The bus is an incubator of the virus and the students will be on top of each other. This will negate distancing the students 6 feet apart in the classroom. She said she trusts the administrators and is a partner with them but right now she is not comfortable with returning in the green phase with respect to her own children. She has spoken to them and they are aware of the situation but it is a tough decision for everyone. New York and Chicago are going hybrid. Maryland, California and others are going remote. Gov. Wolf just changed the mandate for the businesses to operate under 25% capacity because of the rising numbers. She said she knows they are not voting right now but she cannot vote opening under the green phase.

Mr. Larry Dymond said he would love to be able to get back to school but there are so many issues with working from home for so many students that do not have access. He said he does not know what can be done. He said he likes what Pleasant Valley School District and Stroudsburg School District is doing. They are going with two days at school and three days at home but if they do not have internet, it will not solve their issues. He said he was hoping to hear something that would be an 80% workable plan but we do not have that yet.

Ms. Debbie Kulick said obviously, one of the things that helped drive the original decision is that we are in the green phase. A significant amount of parents answered the survey by stating that they wanted their child to attend 5 days a week. However, there are a number of things that need to be put in place with reference to safety. A YouTube video of what the day in the life of a student would look like would be helpful to parents. Twenty-five in a classroom is not an allowable number. We need to see how the classrooms will be set up. She said she understands what Mr. Andrews said about Google Classroom. If a student wants to join his or her class remotely, they can. This discussion will help administration to come back with more things for us to see. How will we handle mental health? How will we enforce the masks? Will we have them wear face shields. She said if we give Administration another week, we can meet again. We can then hear updated and better ideas to make people comfortable.

Mrs. Lisa VanWhy said that she agrees with everyone; however, we set out to provide guidance on how to open this school year and to prepare a plan because we closed quickly last year and had to scramble. Now Administration is working hard and many have moving plans. If we give Administration more time, they will have more answers. Things are changing daily and weekly; therefore, adjustments can be made. The bottom line is that we have provide three options for students, teacher and parents. We have to make a decision for what is best for yourself. Everyone needs to make the right decision for themselves that will fit their own situation. Nobody is here to put anybody in harm's way. This is not the intent of the Board or administrators. The Board is tasked with making this decision for the majority of the people. If they cannot attend or are not comfortable in attending, there are options available. Ultimately, the school is still a school for children to learn. Emotionally, they will need their friends. Her daughter will be attending ESU remotely but is not happy to do so. Her daughter would like to finish school so she will have to make this decision. We must make the decision that will help us feel safe. If you want to come in, then come in. With reference to the busing issue, if you read the plan, it says that they will put students in progression. The students will be spaced apart with a maximum of 48 in a bus. They will not be more than an hour on the bus and they will be spread out. Administration also has alternate places for students to eat lunch. They also have a plan for the yellow phase. Dr. Bonilla said she does not appreciate Mrs. VanWhy undermining her because she read the plan. Mrs. VanWhy said it was not her intent and apologizes if Dr. Bonilla viewed it this way. Dr. Bonilla said ESU is providing virtual instruction for their adults; therefore, our district should do the same for our students.

Mr. Wayne Rohner said initially he was supporting the initial plan but after listening to our community, he is going to support the yellow phase as opposed to the green phase. He said the amount of students in the green phase is too many and would cause a health and safety issue for our community. He said he would also like the development of the Google Classroom to be explored some more.

Mr. Richard Schlameuss said his two concerns are about equity for those that do not have access to internet and for those that have an IEP plan and will require teacher attention. Coming in twice a week versus five days a week will be a hard plan to do. Students in Kindergarten to 5 grades will have a challenging time learning online as well as teachers will have a hard time providing online education to these students. It will be hard to give instruction and know that the child is accomplishing their goals for students in Kindergarten and 1<sup>st</sup> grades. There is not so much worry or the students in grades 6-12 because they can follow the online plan and be with their class. He said he would feel more comfortable if the district were to start grades 6-12 in the yellow phase but perhaps K-5 can attend half day sessions, one in the morning and one in the afternoon. They can use different desks and have about 10-12 kids per class. This will allow them to have face- to-face instruction until we go into the yellow phase. Mr. Dymond and Mr. Rohner agreed with this idea. Dr. Riker this is a good idea for K-5 to come into classes with face-to-face instruction as opposed to having then learn in a synchronized way at home because it will be a very challenging process. He does not know if a synchronized way for elementary students is even feasible. This can be done but what are we accomplishing academically speaking. If the district would do half days, there would be transportation issues. They would need to do two runs a day but then the secondary buses would be affected. He said he would have to look at the feasibility of it all. Mr. Schlameuss said he recommends that the district start in the yellow phase with the older students. The district would need to identify those students that will need four or five days of week of in-person instruction. Mrs. Bear said students in grades 9-12 can begin in the yellow phase for some of their classes for two days but then they can do the cyber program for another class and via google classroom for another class. Dr. Riker said he will not attempt to answer that. Mrs. Bear said some may go in school but others may do the blended program. Dr. Riker said if a student is able to drive themselves it would provide them flexibility; otherwise, the district would need to house them all day or run more buses. Mrs. Bear stated if they are there two days for regular classes, Wednesday through Friday they can do something else. She suggested creating a group C for students to attend four days a week so that students that have no internet and students that have IEPs can attend. Dr. Riker said currently Group C is for supplemental life-skills students to come in four days a week. Mrs. Bear stated asked if a parent chooses to do this if it would work better for their student. This would be for the students with no internet and for those that need more attention. Dr. Riker said the district can do that but you are right back to increasing class sizes. Mrs. Bear said numbers can be kept down from what it would be originally because not all students will attend. Dr. Riker said he does not disagree that numbers will be lowered. Mrs. Bear asked if a survey was done about families that do not have internet. Dr. Riker said they have this information from March. There were 100 families that did not have internet. Mrs. Bear said these students come to the district four days a week. Dr. Riker said they can. Mrs. Bear said the plan will include Group A, B and C for those who do not have internet or need extra help. Mrs. VanWhy said this may cause a bus issue. There are many things that need to be considered. She said she lived in an area with no internet and many students live there. Many students will be taking the bus from that area. Mrs. Bear suggested doing a survey to see how many. Mrs. Kulick suggested having a work session to discuss the details. Mr. Schlameuss said we need to provide a plan to our parents so that they can determine what fit is best for them. He said he does not want to close off the opportunity to revise the plan in order to make it more solid. Dr. Riker said he would like to inform the Board that what he has provided them is not the instructional plan but the Health and Safety Plan. Instruction is not part of it. The instructional component of it is: Are we having school, will all students report, or work remotely, full days or half days. The July 8<sup>th</sup> meeting was for him to get guidance from the Board but it can change. Parents will want to know how many days their student will be in school, how many days at home, and what days. If we have Group A who is coming on Monday and Tuesday and Group B who will be coming in on Thursday and Friday. He said he and his team cannot plan this until we have direction from the Board. The longer we wait our families will not know when and how they come to school. Currently the first day is August 31<sup>st</sup>, but is it every day or on divided days. Knowing this information will assist them in providing this information to the parents. Once he has this information they can look synchronized or a synchronized, Google Classroom, etc. He said another consideration is child care, those students with IEPs and those with no internet will come in for four days. He said he does not know what this would mean for our numbers because it would be different than the plan of Group A and B. He said he would like to emphasize that the direction from PDE is for a Health and Safety Plan to be approved by the Board and not an instructional plan. Mr. Schlameuss said when things return to the normal way, we have the green phase to go back to. Dr. Riker said he agrees and the district's approach is that they will be able to turn on back-to-normal on a dime. He said we do not have to follow the Governor's yellow or red phases but can do what the Board decides is best. The district can start in yellow. How do we change if the Governor says we are in yellow? Do we stay in the yellow phase? What is the plan. Mrs. Bear said we can start with the yellow phase while we are in the green phase and stay there if we turn into the yellow phase. Dr. Riker said we can do that but families may think that this does not make any sense but the Board will need to decide. Mrs. Bear suggested starting in the yellow phase to test the waters and start slowly. If it works, then they can go to green. Mr. Andrews said the yellow phase is not part of the plan. Mr. Schlameuss said what he is hearing from the majority of the Board members tonight is to approve the plan but to have it begin in the yellow phase. He said this would mean going for two days as opposed to the green phase. Mr. Andrews said the plan does not include Google Classroom. Mrs. Bear said it may be included with prerecorded lessons. Mrs. Glasco said we need more content in order to make the best decision. She said she understands that the Board is voting on when or how many days to provide some information for parents to make the decision. We then need to provide the "how" of this plan. Mrs. VanWhy said we keep going back and forth on what we want to do, so how can Administration develop a plan. Mrs. Kulick said Administration is hearing their suggestion tonight. They now will be able to make revisions and provide it to the Board on Monday. The Board needs a more comprehensive plan. Dr. Riker said he needs specifics and he needs the majority to provide it. Mrs. Kulick said if we have to meet again then they should do that. Mrs. VanWhy said each Board member has something

that they want in the plan but the majority of the Board needs to agree. We cannot shout things out with no approval by the majority. If she wants something and four others do not, then it stops there. This the same for all Board members. We need guidance from the majority. Mr. Schlameuss said he heard from Mr. Andrews about Google Classrooms and he agrees. Mrs. VanWhy asked in what context, because she does not agree in the context that Mr. Andrews agrees. Mr. Andrews said he is speaking about Google Classroom as an alternative to Edgenuity. This should be an option for those who want it. Mr. Schlameuss said Google Classroom will be offered through the Cyber Academy. Mr. Andrews said it should be when teachers are teaching so that students can be at home participating. This will give the choice to students if they want to participate via Google Class or in person. Mr. Schlameuss said also if a parent only wants Google Classroom, they can do that as part of ESACA. The other way we will need to reserve a space for the student in the classroom. This may create other issues. Mrs. VanWhy said Dr. Riker mentioned that not all teachers are secure or comfortable teaching via Google Classroom. Mrs. VanWhy said she is okay with the original way it was presented. She realizes that this is not what Mr. Andrews or Mrs. Bear are saying. Mr. Schlameuss asked what is the direction that the Board is giving administration tonight that the Board will approve. What needs to be included? Dr. Bonilla said the first question is what phase color will they start in. Will Google Classroom be part of the green phase? Ms. Kulick said she thinks she heard that the majority of the Board would like to start in a modified yellow phase with two and four-day options. She said she has concerns about notification if someone is sick and also with respect to how do we check these students when they are coming to school. Is it a paper that the parents will need to fill out? Will there be random temperature checks? These are part of the things that people have concerns about. Mr. Andrews said he has no problem with starting in the yellow phase. Mrs. Bear said people want to see how the kids will enter building, direction of the hallways, etc. Grocery stores have arrows. We do not. Mr. Schlameuss said there will be directions at the buildings. Dr. Bonilla said the plan includes signage. We need visuals for the content on the plan. We need some type of tutorial. She, as a parent, was able to ask her questions at her children's school but not everyone has that opportunity to do so. This issue can be followed up with. Mr. Schlameuss said we need to decide if the modified yellow phase will include Group A, Group B and Group C. He said he needs five Board members to agree. Dr. Bonilla, Ms. Kulick, Mr. Dymond, Mr. Schlameuss, Mrs. Bear, Mr. Andrews and Mr. Rohner agreed. Mr. Schlameuss asked if they will agree with Google Classroom in green phase. Mrs. Bear said she hopes that the green phase will be the normal way. Mrs. VanWhy asked how do we determine that and when do we change our plan. Mr. Schlameuss said one way to change over would be by if the testing rate is 5% positive compared to the total amount of individuals who were tested. A matrix needs to be identified for when we are in the green phase. We can decide with Administration on what phase at that time rather than do what Governor Wolf wants us to do. What else do we want in the plan? Mrs. Bear and Dr. Bonilla said they need to decide on the bus issue. Mr. Schlameuss said it would be for siblings and for what parents decide who their child can sit with. Otherwise, it would be 1 to a seat. Mrs. VanWhy said we cannot do that. We will not be able to get the students to school. Mrs. Bear said less students will be attending in the yellow phase. Dr. Bonilla said you cannot sit two to a seat. Many parents will be transporting their kids. Mrs. VanWhy said there is no guarantee. Mrs. Bear said that is why she recommended a buddy system. Dr. Bonilla said that we need to figure this out with parents. Mrs. VanWhy said every student will need to have a seat regardless of who will be driven. Ms. Glasco said parent can opt out of transportation. Dr. Bonilla said we will need to hear from them. She said she voted on the plan at the July 8<sup>th</sup> meeting because it was said that we would be flexible regarding the bus seats. Mr. Dymond said one to a seat will be a stretch. We are already cutting 60 students to 48 students. The kids will love 48 students on the bus. Mr. Schlameuss said we are speaking 24 students on a bus if we are saying one to a seat. He agrees with a survey in order to plan appropriately. Mrs. VanWhy said she thought we did a survey. Dr. Bonilla said the survey was not to gather this information. Mr. Schlameuss asked how many Board members agree with one student per seat on the bus. Mrs. VanWhy asked how many students responded to the last survey. Dr. Riker said 1,000. Mrs. VanWhy said that is about 1/7 of our students. Mr. Schlameuss said we need to develop a plan on how kids will be dropped off. What will this look like because there will be many more vehicles? Mrs. VanWhy said this was presented in the plan. There will be additional drop off and pick up plans. Dr. Bonilla this information can be easily amended and discussed further. Ms. Glasco said insuring that we can provide technology access for all is important. Mrs. VanWhy said the area in Cresco, there is no internet service. It is an issue. Ms. Glasco said this does not mean that the district cannot find another space for remote learning. Mrs. VanWhy said this will help them if they can get to another area. Ms. Glasco said they may be able to use a library. Every area should have access. Mr. Schlameuss said we must ensure that we plan for all students to ride the buses. This may throw a wrench in the plan. If we do 1 per seat, we cannot run our plan. Mr. Dymond suggest working with the plan that Dr. Riker presented and then adjust it as we hit speed bumps. Administration can work out all details. Mr. Andrews asked which basic plan? Is it the one that was agreed upon on July 8<sup>th</sup> or today? Dr. Bonilla said on July 8<sup>th</sup>, they voted on guidelines for the plan. Mrs. VanWhy said she agrees with Mr. Dymond. Mrs. Bear said that parents want answers. Mrs. VanWhy said that is why we need to vote today. Dr. Bonilla said she will vote for the yellow phase. Mrs. Bear agrees and wants to start with a modified yellow phase plan. Mr. Schlameuss said the Board can vote on this plan and Administration can work on it. Mr. Andrews said he would like to see Google Classroom as one of the tools that they will need to figure out the modified plan in the yellow phase. Mr. Andrews asked when will the parents have the plan. Mrs. Bear said on Monday. Dr. Riker said they have already been working on several scenarios and sees no problem with this deadline.

1.

**ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to adopt the Health and Safety Plan for the East Stroudsburg Area School District, as presented. Motion was seconded by Lisa VanWhy. Motion was made by Rebecca Bear to amend the motion to start in modified yellow phase with the plan that has been presented and will be amended by the district. Motion was seconded by Dr. Damary Bonilla. A roll call vote was taken and passed unanimously, 9-0. George Andrews, Rebecca Bear, Dr. Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

(See pages 28 A – 28 JJJJJ)

2.

**ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla to approve the Emergency Instructional Time Schedule as presented, in accordance with Section 520.1 of the School Code, to implement temporary provisions in response to the COVID-19 global pandemic. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 379-381)

ii. **003 – Functions**

1.

**ACTION BY THE BOARD ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to suspend the rules requiring a first reading of Policy 221 – Dress & Grooming prior to consideration and approval. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

2.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to amend Policy 221 – Dress & Grooming by removing the area which relates to the requirement of masks. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

3.

**ACTION BY THE BOARD ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to adopt the Board Policies listed. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

- 1. Policy 201 – Admission of Students
- 2. Policy 221 – Dress & Grooming
- 3. Policy 233 – Suspension and Expulsion

(See pages 29-36)

Changes to Policy 221 – Dress & Grooming:

The following standards regarding student dress and grooming shall be followed by students on school property during the school day and while on school buses:

**ACCEPTABLE SCHOOL ATTIRE**

**TOPS/BLOUSES/SHIRTS** must have sleeves and cover the wearer within 3 3/8” (long side of school district-issued photo ID card length) of the base of the collar bone. Tops may be tucked in or worn so that it meets or extends over the pant/jeggings/shorts/skorts/skirts with no gap in between.

**PANTS/JEANS/JEGGINGS/LEGGINGS** must be worn at the waist. Length of pants shall not extend beyond the bottom of the shoe or drag on the floor. There shall be no gap between tops and pants.

**SHORTS/SKORTS/SKIRTS** must be worn at the waist and cover the wearer within 2” (short side of school district-issued photo ID card) of the top of the knee. Leggings/tights may be worn under skirts that meet the length requirement.

**DRESSES** must have sleeves and cover the wearer within 2" (short side of school district-issued photo ID card) of the top of the knee. Tank or spaghetti strap dresses may be worn; however, they must have a sleeved top beneath. Leggings/tights may be worn under dresses that meet the length requirement.

**SWEATPANTS/SWEATSHIRTS/TRACK SUITS/LEGGINGS** may be worn provided they meet the requirements of tops and pants as noted above.

**HOODED SWEATSHIRTS/SWEATERS** may be worn; however, shall not cover the head while indoors on school district property or while riding on school buses.

**SHOES** must have back straps and/or be secured at the heel.

Heel Height:

- Elementary students are encouraged to wear flat, comfortable shoes that allow them to safely transition throughout their day as well as participate in recess activities. Should a heel be worn, heel height shall not exceed 1 inch.
- Intermediate and high school students are encouraged to wear flat, comfortable shoes that allow them to safely transition throughout their day. Should a heel be worn, heel height shall not exceed 2.5 inches.

**OUTERWEAR** (i.e.: coats, jackets, parkas, gloves, hats, hoods) shall not be worn indoors during the school day, excluding when traveling to or from one's locker (intermediate/high school level) or homeroom (elementary level) when entering or exiting the building. **FACE MASKS** may be worn by students that meet CDC guidelines for **OUTERWEAR** (i.e.: coats, jackets, parkas, gloves, hats, hoods) shall not be worn indoors during the school day, excluding when traveling to or from one's locker (intermediate/high school level) or homeroom (elementary level) when entering or exiting the building.

**SCHOOL DISTRICT ISSUED PHOTO ID** shall be on one's person, or on a lanyard, at all times and shall be produced when requested by district staff upon entrance into school activities or at any time when a student's identity is in question.

#### **UNACCEPTABLE/OFFENSIVE SCHOOL ATTIRE**

The following are considered **UNACCEPTABLE** school attire and shall NOT be worn:

1. Torn, ripped, frayed edges, or holes in the clothing fabric.
2. Excessively baggy pants or clothing that can conceal items and/or pose a safety hazard to the student or others.
3. Exposed undergarments, including but not limited to bra straps, underwear shall not be exposed in any way.
4. Spaghetti strap, halter, mesh, tube, crop, tank, or muscle tops.
5. See-through blouses or shirts.
6. Pajamas or slippers (unless approved as part of a classroom activity or school spirit day/week).
7. Wallets with waist chains.
8. Spiked jewelry that could cause injury or present a safety hazard to the student or others.
9. Headwear including but not limited to caps, hats, hoods, scarves, bandanas, hair nets, sweatbands and/or do-rags indoors while on school district property.
10. Sunglasses indoors while on school district property.

The following clothing, tattoos\*, patches, buttons, pins, jewelry, and/or backpacks will be considered **OFFENSIVE** and shall not be permitted if they:

1. Contain writing, pictures, or symbols that could be considered pornographic, obscene, vulgar and/or sexually suggestive.
2. Advocate violence, hate, intolerance or racism.



3. Advertise and/or promote the use of tobacco, alcohol and/or drugs.
4. Contain double-meaning messages and/or obscene language.
5. Suggest gang affiliation or activities.

\*Students with offensive tattoos will be required to cover the tattoo at all times when on school district property.

School district officials will not make school-wide policies limiting the length or style of hair, but they may require changes in either style or length on an individual basis if they can demonstrate that a student's hairstyle is a health and/or safety hazard and/or disruptive to the educational process.

**b. PROGRAMS**

**i. 140 – Charter Schools**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to adopt the Resolution calling for charter school funding reform, as presented. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See page 37)

**c. PUPILS**

**i. 218 – Student Discipline**

**ACTION BY THE BOARD:** Motion was made by Wayne Rohner to approve the Code of Student Conduct for the 2020-2021 school year as presented. Motion was seconded by Sharone Glasco and carried unanimously, 9-0.

(See pages 38-120)

**d. 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 Larry Dymond and carried unanimously, 9-0.

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

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

|    | <b>Name</b>     | <b>Change in Assignment/Transfer</b>   | <b>Classification</b>      | <b>Compensation</b> | <b>Effective Date(s)</b>                      |
|----|-----------------|--|----------------------------|---------------------|---|
| 1. | Hirsch, Matthew | From: Maintenance II Worker – Maintenance<br>To: Maintenance (Working) Supervisor – Maintenance/LTS<br>Matthew replaces Curtis Beam who resigned.<br>Matthew will return to his Maintenance II worker position at the conclusion of this temporary reassignment. | First Level Supervisor/LTS | \$26.00/hour        | June 29, 2020 through September 30, 2020 only |

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

|    | <b>Name</b>      | <b>Position</b>          | <b>Classification</b>    | <b>Location</b>        | <b>Effective Date(s)</b>   |
|----|------------------|--------------------------|--------------------------|------------------------|--|
| 1. | Fekula, Bridget  | Art teacher              | Professional             | Lehman Intermediate    | February 4, 2020 through February 25, 2020.                                |
| 2. | Farmer, Patricia | Administrative Assistant | Administrative Assistant | Central Administration | July 15, 2020 through December 31, 2020.<br>This is an intermittent leave. |

|    |                 |                  |         |                       |  |
|----|-----------------|------------------|---------|-----------------------|--|
| 3. | Gargan, Michael | Bus Driver       | Support | Transportation        | Through July 1, 2021. This is an intermittent leave. |
| 4. | Hunt, Sabryna   | Paraprofessional | Support | Smithfield Elementary | August 13, 2020 through October 20, 2020.            |

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

**a. Resignations**

|    | Name                | Position                  | Classification        | Location                    | Effective Date(s)                   |
|----|---------------------|---------------------------|-----------------------|-----------------------------|-------------------------------------|
| 1. | Brown, Janine       | School Nurse              | Professional          | J. M. Hill Elementary       | August 26, 2020<br>(end of workday) |
| 2. | McClure, Katie      | Special Education teacher | Professional          | High School South           | June 26, 2020                       |
| 3. | Robinson, Tarjamond | School Police Officer     | School Police Officer | East Stroudsburg Elementary | July 8, 2020                        |
| 4. | DeJesus, Jonathan   | Bookkeeper (BOP II)       | Support               | Administrative Services     | July 30, 2020<br>(end of workday)   |
| 5. | Joseph, Coleen      | Secretary                 | Support               | Curriculum & Instruction    | July 10, 2020<br>(end of workday)   |

(See pages 121-125)

**b. Retirements**

|    | Name              | Position        | Classification | Location          | Effective Date(s) |
|----|-------------------|-----------------|----------------|-------------------|-------------------|
| 1. | Catrillo, Ann     | English teacher | Professional   | High School South | June 30, 2020     |
| 2. | Ippolito, Cynthia | English teacher | Professional   | High School South | June 30, 2020     |
| 3. | Lantz, David III  | Music teacher   | Professional   | High School South | June 30, 2020     |

(See pages 126-128)

**c. Appointments**

|    | Name             | Position  | Classification | Location                              | Compensation                   | Effective Date(s) |
|----|------------------|---|----------------|---------------------------------------|--------------------------------|-------------------|
| 1. | Caruso, Heather  | Family & Consumer Science teacher (TPE)<br>Replaces Destiny Moretto who was reassigned. | Professional   | J. T. Lambert and Lehman Intermediate | \$47,233.00<br>Step 1 Column 3 | August 24, 2020   |
| 2. | Delgado, Tiffany | English teacher (TPE)<br>Replaces Courtney Cabrera who resigned.                        | Professional   | Lehman Intermediate                   | \$47,674.00<br>Step 1 Column 4 | August 24, 2020   |
| 3. | Kealey, Patrick  | Instrumental Music teacher (TPE)<br>Replaces Kevin Horne who resigned.                  | Professional   | J. T. Lambert Intermediate            | \$49,564.00<br>Step 1 Column 7 | August 24, 2020   |

(See pages 129-131)

**d. Salary Change**

|    | Name            | Classification | From/To  | Effective Date(s) |
|----|-----------------|----------------|--|-------------------|
| 1. | Reed, Christine | Professional   | From: \$53,698.00 (prorated) Step 5, Column 8<br>To: \$53,182.00 (prorated) Step 5, Column 7 | April 27, 2020    |

**e. Substitute Appointments**

|    | Name               | Position(s) | Classification | Effective Date(s)     |
|----|--------------------|-------------|----------------|-----------------------|
| 1. | Peckally, Jennifer | Teacher     | Professional   | 2020-2021 School Year |
| 2. | Whitney, Meghan    | Teacher     | Professional   | 2020-2021 School Year |
| 3. | Vigorito, Brenda   | Secretary   | Support        | 2020-2021 Fiscal Year |
| 4. | Hendel, Thomas     | Bus Driver  | Support        | 2020-2021 Fiscal Year |

**f. Bus Drivers – Student Food Delivery Program effective July 1, 2020 through no later than August 28, 2020.**

|     | <b>Name</b>           | <b>2020-2021 Rate</b> |
|-----|-----------------------|-----------------------|
| 1.  | Abrams, Donna         | \$17.39               |
| 2.  | Almodovar, Matilde    | \$18.93               |
| 3.  | Bader, Vicky          | \$22.21               |
| 4.  | Boswell, Neffatiti    | \$17.14               |
| 5.  | Carter, Bernadette    | \$18.29               |
| 6.  | Cavanaugh, Lorraine   | \$20.65               |
| 7.  | Class, Flor           | \$18.29               |
| 8.  | Conklin, Cheryl       | \$19.52               |
| 9.  | Cramer, Kathaleen     | \$17.84               |
| 10. | Curtis, Joseph        | \$18.29               |
| 11. | Daly-Rispin, Mary     | \$18.29               |
| 12. | Donovan, Sharon       | \$18.29               |
| 13. | Fennell-Raby, Beverly | \$18.29               |
| 14. | Gargan, Michael       | \$18.93               |
| 15. | Giannolla, Janice     | \$20.65               |
| 16. | Gonzalez, Jeffrey     | \$18.29               |
| 17. | Gramberg, Karen       | \$18.93               |
| 18. | Hamilton, Crystal     | \$22.21               |
| 19. | Hedgelon, Denise      | \$19.52               |
| 20. | Johnson, Annie        | \$20.65               |
| 21. | Kishbaugh, Costance   | \$20.65               |
| 22. | Kishbaugh, Maureen    | \$18.29               |
| 23. | Ludwig, Christopher   | \$18.29               |
| 24. | Lynch, Linda          | \$22.21               |
| 25. | Madera, Wanda         | \$18.29               |
| 26. | Mattern, Kathy        | \$17.84               |
| 27. | Molloy, Nannette      | \$18.93               |
| 28. | Prunkel, Jennifer     | \$18.29               |
| 29. | Ramirez, Marlene      | \$18.29               |
| 30. | Roberts, Elaine       | \$22.21               |
| 31. | Roberts, Michele      | \$17.14               |
| 32. | Rosario, Maryann      | \$17.39               |
| 33. | Schmidt, Elizabeth    | \$18.29               |

|     |                        |         |
|-----|------------------------|---------|
| 34. | Smith, Kesha           | \$17.84 |
| 35. | Snow, Kathleen         | \$18.29 |
| 36. | Stang, Jannene         | \$18.29 |
| 37. | Sullivan, Kerry        | \$17.84 |
| 38. | Venlosky, Dana         | \$17.84 |
| 39. | Warlix-Williams, Kathy | \$18.29 |
| 40. | Wells, Barbara         | \$20.65 |
| 41. | Wolfe, Ellen           | \$20.65 |

- g. Tech Tip Tuesday.** Motion to approve up to a maximum of 60 hours each at the curriculum rate for coordinating Tech Tip Tuesday Professional Development sessions. These positions are fully funded by the CARES Grant.

|    | Name            | Maximum number of Hours | Rate             |
|----|-----------------|-------------------------|------------------|
| 1. | Allison, Diana  | 60                      | \$29.31 per hour |
| 2. | Martin, Joseph  | 60                      | \$29.31 per hour |
| 3. | Seidel, Maureen | 60                      | \$29.31 per hour |
| 4. | Wescott, Shawn  | 60                      | \$29.31 per hour |

- h. ESACA Program Opening.** Motion to approve up to a maximum of 60 hours prior to August 25, 2020 at the curriculum rate for the following employees to assist in the opening of the ESACA program.

|    | Last Name | First Name | School | Total Amount of Hours     | Rate             |
|----|-----------|------------|--------|---------------------------|------------------|
| 1. | Bock      | Elizabeth  | ESACA  | Not to exceed 60 hours    | \$29.31 per hour |
| 2. | Espinoza  | Marilyn    | ESACA  | Not to exceed 60 hours    | \$29.31 per hour |
| 3. | Gambill   | Geofrey    | ESACA  | Not to exceed 60 hours    | \$29.31 per hour |
| 4. | Stricker  | Stefanie   | ESACA  | Not to exceed of 60 hours | \$29.31 per hour |
| 5. | Vitulli   | Lisa       | ESACA  | Not to exceed of 60 hours | \$29.31 per hour |
| 6. | Zerfoss   | Jon        | ESACA  | Not to exceed of 60 hours | \$29.31 per hour |

- i. Cyber Academy Facilitators Appointments for the 2020 – 2021 School Year – Intermediate.** Motion to approve the following ESACA related Schedule B positions for the school year of 2020 – 2021 with the following stipulations related to enrollment fluctuations as a result of the COVID-19 pandemic:

- Compensation: \$29.56/hour up to 70 hours per year (not to exceed 75 hours including training) for “Full-Credit” courses and up to 38 hours (not to exceed 43 hours including training) for “Quarter or Half-Credit” courses, depending on student enrollment per course as stipulated by the current Memorandum of Understanding.
- Approval by the board does not guarantee that this position will exist in the 2020 – 2021 school year.
- Approval by the board does not guarantee adjustments will not be made to course assignments based on pandemic related enrollment results.
- (\*) Quarter or Half-Credit course

|    | Name             | Subject          | Effective Date(s) |
|----|------------------|------------------|-------------------|
| 1. | Geofrey Gambill  | Math 6           | 2020 - 2021 SY    |
| 2. | Elizabeth Bock   | Science 6        | 2020 - 2021 Fall  |
| 3. | Deatrice Lowe    | ELA 6            | 2020 - 2021 SY    |
| 4. | Lisa Vitulli     | Social Studies 6 | 2020 - 2021 SY    |
| 5. | Samantha Munford | PE 6             | 2020 - 2021 SY    |

|     |                    |                        |                    |
|-----|--------------------|------------------------|--------------------|
| 6.  | Samantha Munford   | Health 6               | 2020 - 2021 Spring |
| 7.  | Karen Kirkpatrick  | Art Experience 6       | 2020 - 2021 SY     |
| 8.  | Hillary Stevens    | Music Experience 6     | 2020 - 2021 SY     |
| 9.  | Ziad Haddad        | Math 7                 | 2020 - 2021 SY     |
| 10. | Daniel Moser       | Science 7              | 2020 - 2021 SY     |
| 11. | Elizabeth Bock     | ELA 7                  | 2020 - 2021 SY     |
| 12. | Geofrey Gambill    | Social Studies 7       | 2020 - 2021 SY     |
| 13. | Samantha Munford   | PE 7                   | 2020 - 2021 SY     |
| 14. | Samantha Munford   | Health 7               | 2020 - 2021 SY     |
| 15. | Karen Kirkpatrick  | Art Experience 7       | 2020 - 2021 SY     |
| 16. | Raymond Uy         | Music Experience 7     | 2020 - 2021 SY     |
| 17. | Marilyn Espinoza   | Math 8                 | 2020 - 2021 SY     |
| 18. | Daniel Moser       | Science 8              | 2020 - 2021 SY     |
| 19. | Lisa Vitulli       | ELA 8                  | 2020 - 2021 SY     |
| 20. | Jon Zerfoss        | Social Studies 8       | 2020 - 2021 SY     |
| 21. | Samantha Munford   | PE 8                   | 2020 - 2021 SY     |
| 22. | Samantha Munford   | Health 8               | 2020 - 2021 SY     |
| 23. | Karen Kirkpatrick  | Art Experience 8       | 2020 - 2021 SY     |
| 24. | Raymond Uy         | Music Experience 8     | 2020 - 2021 SY     |
| 25. | Ryan Louhran       | Intermediate Spanish   | 2020 - 2021 SY     |
| 26. | Catherine Hennings | Intermediate French    | 2020 - 2021 SY     |
| 27. | Marilyn Espinoza   | Intermediate Algebra 1 | 2020 - 2021 SY     |

**j. Cyber Academy Facilitators Appointments for the 2020 – 2021 School Year – High School.** Motion to approve the following ESACA related Schedule B positions for the school year of 2020 – 2021 with the following stipulations related to enrollment fluctuations as a result of the COVID-19 pandemic:

- Compensation: \$29.56/hour up to 70 hours per semester (not to exceed 75 hours including training) for “Full-Credit” courses and up to 38 hours (not to exceed 43 hours including training) for “Quarter or Half-Credit” courses, depending on student enrollment per course as stipulated by the current Memorandum of Understanding.
- Approval by the board does not guarantee that this position will exist in the 2020 – 2021 school year.
- Approval by the board does not guarantee adjustments will not be made to course assignments based on pandemic related enrollment results.
- (\*) Quarter or Half-Credit course

|    | Name             | Subject   | Effective Date(s) |
|----|------------------|-----------|-------------------|
| 1. | Marilyn Espinoza | Algebra 1 | 2020 - 2021 SY    |

|     |                     |                                 |                    |
|-----|---------------------|---------------------------------|--------------------|
| 2.  | Karla DeLeon        | Algebra 2                       | 2020 - 2021 Fall   |
| 3.  | Shelli Bird         | Consumer Math                   | 2020 - 2021 SY     |
| 4.  | Robert Breiner      | Math Essentials                 | 2020 - 2021 SY     |
| 5.  | Darrin Dobrowolski  | Geometry                        | 2020 - 2021 SY     |
| 6.  | Darrin Dobrowolski  | Trigonometry                    | 2020 - 2021 Spring |
| 7.  | Darrin Dobrowolski  | Pre-Calc                        | 2020 - 2021 SY     |
| 8.  | Anna Przybylski     | Statistics                      | 2020 - 2021 SY     |
| 9.  | Shelli Bird         | SAT Math Prep*                  | 2020 - 2021 SY     |
| 10. | David Scott         | General Science                 | 2020 - 2021 SY     |
| 11. | Lian Mlodzienski    | Chemistry                       | 2020 - 2021 SY     |
| 12. | David Scott         | Environmental Science           | 2020 - 2021 SY     |
| 13. | Kym Gavitt          | Biology                         | 2020 - 2021 SY     |
| 14. | David Scott         | Physics                         | 2020 - 2021 SY     |
| 15. | Kym Gavitt          | Anatomy & Physiology            | 2020 - 2021 SY     |
| 16. | James Ware          | ELA 9                           | 2020 - 2021 SY     |
| 17. | Daryl Reith         | ELA 10                          | 2020 - 2021 SY     |
| 18. | Daryl Reith         | ELA 11                          | 2020 - 2021 SY     |
| 19. | Gloria Schulte      | ELA 12                          | 2020 - 2021 SY     |
| 20. | Courtney Dunlap     | SAT Reading Prep*               | 2020 - 2021 SY     |
| 21. | James Ware          | SAT Writing Prep*               | 2020 - 2021 SY     |
| 22. | Ziad Haddad         | World History                   | 2020 - 2021 SY     |
| 23. | Larysa Martone-Bunn | Civics and Government           | 2020 - 2021 SY     |
| 24. | Jon Zerfoss         | American History                | 2020 - 2021 SY     |
| 25. | David Krupski       | Global Citizenship              | 2020 - 2021 SY     |
| 26. | David Krupski       | Current World Issues            | 2020 - 2021 SY     |
| 27. | Jon Zerfoss         | Psychology                      | 2020 - 2021 SY     |
| 28. | Jon Zerfoss         | Sociology                       | 2020 - 2021 SY     |
| 29. | Jessica Hopstetter  | Computer Apps - Office 2016     | 2020 - 2021 SY     |
| 30. | Jessica Hopstetter  | Introduction to Business        | 2020 - 2021 SY     |
| 31. | Joseph Formica      | Career Planning and Development | 2020 - 2021 SY     |
| 32. | Joseph Formica      | Career Explorations             | 2020 - 2021 SY     |

|     |                     |                                   |                |
|-----|---------------------|-----------------------------------|----------------|
| 33. | Lisa Vitulli        | Online Learning & Digital Citiz.* | 2020 - 2021 SY |
| 34. | Martina Matheis     | Critical Reading and Writing      | 2020 - 2021 SY |
| 35. | Martina Matheis     | Introduction to Speech            | 2020 - 2021 SY |
| 36. | Larysa Martone-Bunn | Economics                         | 2020 - 2021 SY |
| 37. | Wayne Carson        | Introduction to Coding            | 2020 - 2021 SY |
| 38. | Lisa Vitulli        | Strategies for Academic Success*  | 2020 - 2021 SY |
| 39. | Wayne Carson        | Introduction to Information Tech  | 2020 - 2021 SY |
| 40. | Lori Soskil         | Introduction to Health Science    | 2020 - 2021 SY |
| 41. | Ann Zannella        | Personal Finance 1                | 2020 - 2021 SY |
| 42. | Ann Zannella        | Personal Finance 2                | 2020 - 2021 SY |
| 43. | Wayne Carson        | Microsoft Mini - Word/Powerpoint* | 2020 - 2021 SY |
| 44. | Wayne Carson        | Game Design                       | 2020 - 2021 SY |
| 45. | Wayne Carson        | Cybersecurity                     | 2020 - 2021 SY |
| 46. | David Falbo         | Criminology*                      | 2020 - 2021 SY |
| 47. | David Scott         | Forensic Science                  | 2020 - 2021 SY |
| 48. | Larysa Martone-Bunn | Anthropology                      | 2020 - 2021 SY |
| 49. | Courtney Dunlap     | Mythology and Folklore*           | 2020 - 2021 SY |
| 50. | Kym Gavitt          | Veterinary Science*               | 2020 - 2021 SY |
| 51. | Regina Brotherton   | Early Childhood Education*        | 2020 - 2021 SY |
| 52. | Regina Brotherton   | Restaurant Management*            | 2020 - 2021 SY |
| 53. | Karen Kirkpatrick   | Introduction to Art               | 2020 - 2021 SY |
| 54. | Karen Kirkpatrick   | Art History                       | 2020 - 2021 SY |
| 55. | Karen Kirkpatrick   | Digital Photography*              | 2020 - 2021 SY |
| 56. | Samuel Davidge      | Health 9                          | 2020 - 2021 SY |
| 57. | Brielle Kessel      | Health 10 - Driver's Ed           | 2020 - 2021 SY |
| 58. | Aimee Ellison       | Health 11                         | 2020 - 2021 SY |
| 59. | Scott Moskovitz     | Health 12                         | 2020 - 2021 SY |
| 60. | Samuel Davidge      | PE 9                              | 2020 - 2021 SY |
| 61. | Brielle Kessel      | PE 10                             | 2020 - 2021 SY |
| 62. | Amiee Ellison       | PE 11                             | 2020 - 2021 SY |
| 63. | Scott Moskovitz     | PE 12                             | 2020 - 2021 SY |

|     |                     |                          |                |
|-----|---------------------|--------------------------|----------------|
| 64. | Ryan Loughren       | Spanish 1                | 2020 - 2021 SY |
| 65. | Ryan Loughren       | Spanish 2                | 2020 - 2021 SY |
| 66. | Ryan Loughren       | Spanish 3                | 2020 - 2021 SY |
| 67. | Ryan Loughren       | Spanish 4                | 2020 - 2021 SY |
| 68. | Mark Watson         | French 1                 | 2020 - 2021 SY |
| 69. | Mark Watson         | French 2                 | 2020 - 2021 SY |
| 70. | Mark Watson         | French 3                 | 2020 - 2021 SY |
| 71. | Darrin Dobrowolski  | AP Calculus AB           | 2020 - 2021 SY |
| 72. | Darrin Dobrowolski  | AP Statistics            | 2020 - 2021 SY |
| 73. | David Scott         | AP Environmental Science | 2020 - 2021 SY |
| 74. | Paul Kernan         | AP Psychology            | 2020 - 2021 SY |
| 75. | Larysa Martone-Bunn | AP Gov't & Politics      | 2020 - 2021 SY |
| 76. | Jon Zerfoss         | AP US History            | 2020 - 2021 SY |

**k. 2019-2020 Summer IEP Preparation.** This position is to meet IEP requirements as determined by the Special Education Department.

|    | Name             | Position | Classification | Compensation  |
|----|------------------|----------|----------------|---|
| 1. | Phillips, Daniel | Teacher  | Professional   | \$29.31 per hour, not to exceed a total of 8 hours. |

**l. Additional Supplemental Days for ESACA.** Motion to approve additional supplemental days for the ESACA School Counselor for the summer months in preparation for the 2020-2021 school year.

|    | Name          | Position         | School | Compensation                            |
|----|---------------|------------------|--------|---|
| 1. | Krammes, Kate | School Counselor | ESACA  | Per diem rate up to a maximum of 5 days |

**m. Elementary Student Early Admission Assessment.** Motion to approve the following professional staff for the purpose of providing early screening for students at the elementary schools. The early screenings are fully funded by the Curriculum Office.

|    | Last Name    | First Name | School                       | Total Amount of Hours | Rate             |
|----|--------------|------------|------------------------------|-----------------------|------------------|
| 1. | Burlein-Pitz | Carrie     | Bushkill Elementary          | Not to exceed 5 hours | \$29.31 per hour |
| 2. | Riley        | Kimberly   | East Stroudsburg Elementary  | Not to exceed 5 hours | \$29.31 per hour |
| 3. | Rubino       | Julie      | J. M. Hill Elementary        | Not to exceed 5 hours | \$29.31 per hour |
| 4. | Heeter       | Patricia   | Middle Smithfield Elementary | Not to exceed 5 hours | \$29.31 per hour |
| 5. | Ammerman     | Stacie     | Resica Elementary            | Not to exceed 5 hours | \$29.31 per hour |
| 6. | Wagner       | Margaret   | Smithfield Elementary        | Not to exceed 5 hours | \$29.31 per hour |



- n. Kindergarten Screening** – Motion to approve the following teachers for the purpose of providing a screening for incoming Kindergarten students from August 3, 2020 to August 14, 2020. The screenings are funded by the Curriculum Office.

|     | <b>Last Name</b> | <b>First Name</b> | <b>Location</b>             | <b>Total Number of Hours</b> | <b>Rate</b>      |
|-----|------------------|-------------------|-----------------------------|------------------------------|------------------|
| 1.  | Baron            | Meghan            | Bushkill Elementary         | Not to exceed 3 hours        | \$29.31 per hour |
| 2.  | Caiazzo          | Nancy             | Bushkill Elementary         | Not to exceed 3 hours        | \$29.31 per hour |
| 3.  | Christiansen     | Marie             | Bushkill Elementary         | Not to exceed 18 hours       | \$29.31 per hour |
| 4.  | Gittens          | Linda             | Bushkill Elementary         | Not to exceed 3 hours        | \$29.31 per hour |
| 5.  | Govus            | Diana             | Bushkill Elementary         | Not to exceed 3 hours        | \$29.31 per hour |
| 6.  | Jennings         | Melissa           | Bushkill Elementary         | Not to exceed 3 hours        | \$29.31 per hour |
| 7.  | Litts            | Diane             | Bushkill Elementary         | Not to exceed 3 hours        | \$29.31 per hour |
| 8.  | Matulevich       | Loriann           | Bushkill Elementary         | Not to exceed 3 hours        | \$29.31 per hour |
| 9.  | Quire            | Taylor            | Bushkill Elementary         | Not to exceed 18 hours       | \$29.31 per hour |
| 10. | Zabriskie        | Lisa              | Bushkill Elementary         | Not to exceed 18 hours       | \$29.31 per hour |
| 11. | Covart           | Maureen           | East Stroudsburg Elementary | Not to exceed 3 hours        | \$29.31 per hour |
| 12. | Dollar           | Beverly           | East Stroudsburg Elementary | Not to exceed 3 hours        | \$29.31 per hour |
| 13. | Greiner          | Katie             | East Stroudsburg Elementary | Not to exceed 18 hours       | \$29.31 per hour |
| 14. | Keiper           | Alisa             | East Stroudsburg Elementary | Not to exceed 3 hours        | \$29.31 per hour |
| 15. | Melendez         | Dawn              | East Stroudsburg Elementary | Not to exceed 18 hours       | \$29.31 per hour |
| 16. | Newman           | Julianne          | East Stroudsburg Elementary | Not to exceed 3 hours        | \$29.31 per hour |
| 17. | Peters           | Joanne            | East Stroudsburg Elementary | Not to exceed 18 hours       | \$29.31 per hour |
| 18. | Prusik           | Julia             | East Stroudsburg Elementary | Not to exceed 18 hours       | \$29.31 per hour |

|     |               |          |                              |                        |                  |
|-----|---------------|----------|------------------------------|------------------------|------------------|
| 19. | Riley         | Kimberly | East Stroudsburg Elementary  | Not to exceed 3 hours  | \$29.31 per hour |
| 20. | Winkler       | Mary     | East Stroudsburg Elementary  | Not to exceed 18 hours | \$29.31 per hour |
| 21. | Brown         | Janine   | J. M. Hill Elementary        | Not to exceed 3 hours  | \$29.31 per hour |
| 22. | Hogan         | Karin    | J. M. Hill Elementary        | Not to exceed 3 hours  | \$29.31 per hour |
| 23. | Leonard       | Jacilyn  | J. M. Hill Elementary        | Not to exceed 18 hours | \$29.31 per hour |
| 24. | Lowe          | Angelica | J. M. Hill Elementary        | Not to exceed 18 hours | \$29.31 per hour |
| 25. | Mercado       | Ace      | J. M. Hill Elementary        | Not to exceed 18 hours | \$29.31 per hour |
| 26. | Munch         | Laura    | J. M. Hill Elementary        | Not to exceed 3 hours  | \$29.31 per hour |
| 27. | Rodriguez     | Valerie  | J. M. Hill Elementary        | Not to exceed 3 hours  | \$29.31 per hour |
| 28. | Rogers        | Maria    | J. M. Hill Elementary        | Not to exceed 18 hours | \$29.31 per hour |
| 29. | Romano        | Nicole   | J. M. Hill Elementary        | Not to exceed 18 hours | \$29.31 per hour |
| 30. | Rubino        | Julie    | J. M. Hill Elementary        | Not to exceed 3 hours  | \$29.31 per hour |
| 31. | Spitzel       | Tanya    | J. M. Hill Elementary        | Not to exceed 3 hours  | \$29.31 per hour |
| 32. | Heeter        | Patricia | Middle Smithfield Elementary | Not to exceed 3 hours  | \$29.31 per hour |
| 33. | Marston-Roses | Dawn     | Middle Smithfield Elementary | Not to exceed 18 hours | \$29.31 per hour |
| 34. | Miller        | Barbara  | Middle Smithfield Elementary | Not to exceed 3 hours  | \$29.31 per hour |
| 35. | Osmun         | Laura    | Middle Smithfield Elementary | Not to exceed 3 hours  | \$29.31 per hour |
| 36. | Seeman        | Deziree  | Middle Smithfield Elementary | Not to exceed 18 hours | \$29.31 per hour |
| 37. | Shaffer       | Nancy    | Middle Smithfield Elementary | Not to exceed 18 hours | \$29.31 per hour |
| 38. | Zimmerman     | Lindsey  | Middle Smithfield Elementary | Not to exceed 3 hours  | \$29.31 per hour |

|     |             |           |                       |                         |                  |
|-----|-------------|-----------|-----------------------|-------------------------|------------------|
| 39. | Chamberlin  | Carley    | Resica Elementary     | Not to exceed 3 hours   | \$29.31 per hour |
| 40. | Early       | Eileen    | Resica Elementary     | Not to exceed 3 hours   | \$29.31 per hour |
| 41. | LeDuc       | Wendy     | Resica Elementary     | Not to exceed 18 hours  | \$29.31 per hour |
| 42. | Newman      | Shelley   | Resica Elementary     | Not to exceed 18 hours  | \$29.31 per hour |
| 43. | Reyes       | Claudia   | Resica Elementary     | Not to exceed 18 hours  | \$29.31 per hour |
| 44. | Ruberto     | Robin     | Resica Elementary     | Not to exceed 18 hours  | \$29.31 per hour |
| 45. | Brescancine | Stacey    | Smithfield Elementary | Not to exceed 3 hours   | \$29.31 per hour |
| 46. | Karas       | Jillian   | Smithfield Elementary | Not to exceed 18 hours  | \$29.31 per hour |
| 47. | Mendicino   | Christina | Smithfield Elementary | Not to exceed 18 hours  | \$29.31 per hour |
| 48. | Rovi        | Lauren    | Smithfield Elementary | Not to exceed 3 hours   | \$29.31 per hour |
| 49. | Weeks       | Laura     | Smithfield Elementary | Not to exceed 7.5 hours | \$29.31 per hour |

- o. 2019-2020 Summer ELL Evaluating/Revising.** These positions are fully funded through the Title III Grant for the purposes of evaluating the English Language Learner Program and planning effective instruction for ELLs for the 2020-2021 school year. Effective date August 17, 2020.

|    | Name              | Position    | Classification | Compensation                              |
|----|-------------------|-------------|----------------|---|
| 1. | Barry, Lori       | ESL Teacher | Professional   | \$29.31 per hour, not to exceed 7.5 hours |
| 2. | Gittens, Linda    | ESL Teacher | Professional   | \$29.31 per hour, not to exceed 7.5 hours |
| 3. | Keiper, Alisa     | ESL Teacher | Professional   | \$29.31 per hour, not to exceed 7.5 hours |
| 4. | Lowe, Angelica    | ESL Teacher | Professional   | \$29.31 per hour, not to exceed 7.5 hours |
| 5. | Matheis, Martina  | ESL Teacher | Professional   | \$29.31 per hour, not to exceed 7.5 hours |
| 6. | Reveron, Evelyn   | ESL Teacher | Professional   | \$29.31 per hour, not to exceed 7.5 hours |
| 7. | Rodriguez, Janice | ESL Teacher | Professional   | \$29.31 per hour, not to exceed 7.5 hours |

|    |                    |             |              |   |
|----|--------------------|-------------|--------------|---|
| 8. | Weeks, Laura       | ESL Teacher | Professional | \$29.31 per hour, not to exceed 7.5 hours |
| 9. | Zimmerman, Lindsey | ESL Teacher | Professional | \$29.31 per hour, not to exceed 7.5 hours |

- p. 2020-2021 Robotics Intramurals.** Motion to approve Robotics Intramural Schedule B appointments, for the purpose of students developing 21<sup>st</sup>-century skills of collaboration, communication, creativity, critical thinking, and problem-solving in accordance with approved applicable policies and procedures. These positions are fully funded through the Ready to Learn Grant. No appointment is hereby made in the event that the respective programs are cancelled.

|     | Last Name | First Name | Building/Position                    | Rate                                    | Effective Dates       |
|-----|-----------|------------|--------------------------------------|---|-----------------------|
| 1.  | Granquist | Mark       | Bushkill Elementary/Advisor          | \$24.46 per hour not to exceed 35 hours | 2020-2021 school year |
| 2.  | Randall   | Steven     | Bushkill Elementary/Advisor          | \$24.46 per hour not to exceed 35 hours | 2020-2021 school year |
| 3.  | Capulish  | Mary       | East Stroudsburg Elementary/Advisor  | \$24.46 per hour not to exceed 35 hours | 2020-2021 school year |
| 4.  | Keyes     | Lisa       | East Stroudsburg Elementary/Advisor  | \$24.46 per hour not to exceed 35 hours | 2020-2021 school year |
| 5.  | Hogan     | Karin      | J. M. Hill Elementary/Advisor        | \$24.46 per hour not to exceed 35 hours | 2020-2021 school year |
| 6.  | Rogers    | Maria      | J. M. Hill Elementary/Advisor        | \$24.46 per hour not to exceed 35 hours | 2020-2021 school year |
| 7.  | Heeter    | Patricia   | Middle Smithfield Elementary/Advisor | \$24.46 per hour not to exceed 35 hours | 2020-2021 school year |
| 8.  | Jennings  | Jill       | Middle Smithfield Elementary/Advisor | \$24.46 per hour not to exceed 35 hours | 2020-2021 school year |
| 9.  | Shaffer   | Alisa      | Resica Elementary/Advisor            | \$24.46 per hour not to exceed 35 hours | 2020-2021 school year |
| 10. | Scott     | Jessica    | Resica Elementary/Advisor            | \$24.46 per hour not to exceed 35 hours | 2020-2021 school year |
| 11. | Souffrant | Fabiola    | Smithfield Elementary/Advisor        | \$24.46 per hour not to exceed 35 hours | 2020-2021 school year |
| 12. | Struhala  | Jennifer   | Smithfield Elementary/Advisor        | \$24.46 per hour not to exceed 35 hours | 2020-2021 school year |

- q. 2020-2021 Robotics Intramurals.** Motion to approve Robotics Intramural Schedule B appointments, if and only if the programs occur, for the purpose of students developing 21<sup>st</sup>-century skills of collaboration, communication, creativity, critical thinking, and problem-solving in accordance with approved applicable policies and procedures. These positions are fully funded through the Ready to Learn Grant. No appointment is hereby made in the event that the respective programs are cancelled.

|    | Last Name | First Name | Building/Position     | Rate                                    | Effective Dates       |
|----|-----------|------------|-----------------------|---|-----------------------|
| 1. | Bybee     | Steve      | J. T. Lambert/Advisor | \$24.46 per hour not to exceed 30 hours | 2020-2021 school year |
| 2. | Lazowski  | Philip     | J. T. Lambert/Advisor | \$24.46 per hour not to exceed 30 hours | 2020-2021 school year |

- r. 2020-2021 Online Instruction.** Motion to approve the use of up to 7,300 hours at the curriculum rate (\$29.31) for the planning and preparation of the online instruction. These positions are fully funded by the Curriculum & Instruction budget.
- s. 2020-2021 Schedule B Position Appointments.** Motion 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.

|     | Last Name  | First Name | Position                              | Building                    | Rate   | Longevity Stipend                 |
|-----|------------|------------|---------------------------------------|-----------------------------|--|-----------------------------------|
| 1.  | Perkins    | Rose       | Band Director (Elementary)            | Bushkill Elementary         | \$1,757.00   | (plus \$250.00 longevity stipend) |
| 2.  | Jablonski  | Alison     | Detention Supervisor                  | Bushkill Elementary         | \$29.56/hour   |                                   |
| 3.  | Noia       | Donna      | Intramural Art Advisor                | Bushkill Elementary         | \$24.46/hour (30 hour maximum)                           |                                   |
| 4.  | Rolando    | Tina       | Intramural Math Strategies Advisor    | Bushkill Elementary         | \$24.46/hour (30 hour maximum)                           |                                   |
| 5.  | Parton     | James      | Detention Supervisor                  | East Stroudsburg Elementary | \$29.56/hour (75 hour maximum split between supervisors) |                                   |
| 6.  | Yohe       | Zahra      | Detention Supervisor                  | East Stroudsburg Elementary | \$29.56/hour (75 hour maximum split between supervisors) |                                   |
| 7.  | Ballard    | Nicole     | Intramural Art Advisor                | East Stroudsburg Elementary | \$24.46/hour (24 hour maximum)                           |                                   |
| 8.  | Parton     | James      | Intramural Chess Group Advisor        | East Stroudsburg Elementary | \$24.46/hour (30 hour maximum)                           |                                   |
| 9.  | Antolick   | Lynn       | Intramural Musical Theater Advisor    | East Stroudsburg Elementary | \$24.46/hour (20 hour maximum)                           |                                   |
| 10. | Aulisio    | Lindsay    | Intramural Musical Theater Advisor    | East Stroudsburg Elementary | \$24.46/hour (65 hour maximum)                           |                                   |
| 11. | Ballard    | Nicole     | Intramural Musical Theater Co-Advisor | East Stroudsburg Elementary | \$24.46/hour (30 hour maximum)                           |                                   |
| 12. | Mauro      | Samantha   | Intramural Ski Group Co-Advisor       | East Stroudsburg Elementary | \$24.46/hour (20 hour maximum)                           |                                   |
| 13. | Riley      | Kimberly   | Intramural Ski Group Co-Advisor       | East Stroudsburg Elementary | \$24.46/hour (20 hour maximum)                           |                                   |
| 14. | Mauro      | Samantha   | Intramural Yearbook Advisor           | East Stroudsburg Elementary | \$24.46/hour (20 hour maximum)                           |                                   |
| 15. | Greiner    | Katie      | Intramural Yearbook Co-Advisor        | East Stroudsburg Elementary | \$24.46/hour (30 hour maximum)                           |                                   |
| 16. | Hatcher    | Kevin      | Detention Supervisor                  | J. M. Hill Elementary       | \$29.56/hour   |                                   |
| 17. | Mengel     | Justin     | Choral Co-Director (Grades 7 & 8)     | J. T. Lambert Intermediate  | \$2,460.00 (prorated)                                    |                                   |
| 18. | Rhoadhouse | Andrea     | Choral Co-Director (Grades 7 & 8)     | J. T. Lambert Intermediate  | \$2,460.00 (prorated)                                    | (plus \$250.00 longevity stipend) |
| 19. | Rhoadhouse | Andrea     | Choral Director (Grade 6)             | J. T. Lambert Intermediate  | \$1,757.00   | (plus \$250.00 longevity stipend) |
| 20. | Zerfoss    | Jon        | Intramural Boys' Soccer Advisor       | J. T. Lambert Intermediate  | \$24.46/hour (24 hour maximum)                           |                                   |
| 21. | Peeke      | Lachlan    | Intramural Cross Country Advisor      | J. T. Lambert Intermediate  | \$24.46/hour (24 hour maximum)                           |                                   |
| 22. | Kessel     | Brielle    | Intramural Field Hockey Co-Advisor    | J. T. Lambert Intermediate  | \$24.46/hour (12 hour maximum)                           |                                   |
| 23. | McCue      | Bailey     | Intramural Field Hockey Co-Advisor    | J. T. Lambert Intermediate  | \$24.46/hour (12 hour maximum)                           |                                   |
| 24. | Mitchell   | Daniel     | Intramural Football Advisor           | J. T. Lambert Intermediate  | \$24.46/hour (24 hour maximum)                           |                                   |
| 25. | Watson     | Mark       | Intramural Volleyball Advisor         | J. T. Lambert Intermediate  | \$24.46/hour (24 hour maximum)                           |                                   |
| 26. | Burns      | Holly      | National Honor Society Co-Advisor     | J. T. Lambert Intermediate  | \$1,205.00 (prorated)                                    |                                   |

|     | Last Name      | First Name | Position   | Building                     | Rate  | Longevity Stipend                 |
|-----|----------------|------------|--|------------------------------|---|-----------------------------------|
| 27. | Grindle        | Aliya      | National Honor Society Co-Advisor                              | J. T. Lambert Intermediate   | \$1,205.00 (prorated)                                 |                                   |
| 28. | Toth           | Donald     | Stage Manager  | J. T. Lambert Intermediate   | \$2,921.00  | (plus \$250.00 longevity stipend) |
| 29. | Dunlap         | Courtney   | Student Council Co-Advisor                                     | J. T. Lambert Intermediate   | \$1,638.00 (prorated)                                 |                                   |
| 30. | Lazowski       | Maria      | Student Council Co-Advisor                                     | J. T. Lambert Intermediate   | \$1,638.00 (prorated)                                 |                                   |
| 31. | Murphy         | Kenneth    | Track and Field-Boys Head Coach                                |                              | \$2,837.00  | (plus \$250.00 longevity stipend) |
| 32. | Varner         | Lisa       | Yearbook Assistant Editor Advisor                              | J. T. Lambert Intermediate   | \$1,401.00  |                                   |
| 33. | Ruhl           | Jessica    | Yearbook Editor Advisor  | J. T. Lambert Intermediate   | \$1,900.00  |                                   |
| 34. | Francis        | Gail       | Cross Country Head Coach                                       | Lehman Intermediate          | \$2,837.00  |                                   |
| 35. | Hochrine-Firth | Christy    | Field Hockey Assistant Coach                                   | Lehman Intermediate          | \$2,356.00  |                                   |
| 36. | Capuano        | Meredith   | Field Hockey Head Coach  | Lehman Intermediate          | \$2,837.00  |                                   |
| 37. | Long           | Damon      | Football Assistant Coach                                       | Lehman Intermediate          | \$2,356.00  |                                   |
| 38. | Kowalczyk      | Anthony    | Football Head Coach  | Lehman Intermediate          | \$3,691.00  |                                   |
| 39. | Lauer          | Danny      | Art Club Advisor   | Middle Smithfield Elementary | \$1,113.00  |                                   |
| 40. | Worobij        | Nadia      | Choral Director  | Middle Smithfield Elementary | \$1,757.00  | (plus \$250.00 longevity stipend) |
| 41. | Tobin          | Snoann     | Detention Supervisor   | Middle Smithfield Elementary | \$29.56/hour  |                                   |
| 42. | Heard          | Jeffrey    | Intramural Homework Co-Advisor (1st semester)                  | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 43. | Johnson        | JoAnn      | Intramural Homework Co-Advisor (1st semester)                  | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 44. | Heard          | Jeffrey    | Intramural Homework Co-Advisor (2nd semester)                  | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 45. | Johnson        | JoAnn      | Intramural Homework Co-Advisor (2nd semester)                  | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 46. | Jennings       | Jill       | Intramural Math Group Advisor (shared position) (1st semester) | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 47. | Kizer          | Ann Marie  | Intramural Math Group Advisor (shared position) (1st semester) | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 48. | Tobin          | Snoann     | Intramural Math Group Advisor (shared position) (1st semester) | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 49. | Jennings       | Jill       | Intramural Math Group Advisor (shared position) (2nd semester) | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 50. | Kizer          | Ann Marie  | Intramural Math Group Advisor (shared position) (2nd semester) | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |

|     | Last Name      | First Name | Position  | Building                     | Rate  | Longevity Stipend                 |
|-----|----------------|------------|---|------------------------------|---|-----------------------------------|
| 51. | Tobin          | Snoann     | Intramural Math Group Advisor (shared position) (2nd semester)    | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 52. | Berardi        | Ann Marie  | Intramural Math Group Co-Advisor (shared position) (1st semester) | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 53. | Berardi        | Ann Marie  | Intramural Math Group Co-Advisor (shared position) (2nd semester) | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 54. | Dahl           | Barbara    | Intramural Ski Group Co-Advisor                                   | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 55. | Kizer          | Ann Marie  | Intramural Ski Group Co-Advisor                                   | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 56. | Trauschke      | Billie     | Intramural Student Council Co-Advisor                             | Middle Smithfield Elementary | \$24.46/hour (48 hour maximum between advisors)       |                                   |
| 57. | Perkins        | Rose       | Band Director (Elementary)  | Resica Elementary            | \$1,757.00  | (plus \$250.00 longevity stipend) |
| 58. | Lehman         | Lauren     | Choral Director   | Resica Elementary            | \$1,757.00  | 20-21: 3rd yr.                    |
| 59. | Shaffer        | Alicia     | Detention Supervisor  | Resica Elementary            | \$29.56/hour (12 hour maximum)                        |                                   |
| 60. | Tassinari      | Lori       | Intramural "Full STEAM Ahead" Advisor                             | Resica Elementary            | \$24.46/hour (24 hour maximum)                        |                                   |
| 61. | Slama          | Susan      | Intramural Academic Enhancement Advisor                           | Resica Elementary            | \$24.46/hour (48 hour maximum)                        |                                   |
| 62. | Lehman         | Lauren     | Intramural African Drumming Ensemble Advisor                      | Resica Elementary            | \$24.46/hour (24 hour maximum)                        |                                   |
| 63. | Shaffer        | Alicia     | Intramural Expressive Reading Advisor                             | Resica Elementary            | \$24.46/hour (24 hour maximum)                        |                                   |
| 64. | Mignosi        | Lisa       | Intramural Homework Advisor                                       | Resica Elementary            | \$24.46/hour (48 hour maximum)                        |                                   |
| 65. | Nieman         | Emily      | Intramural Musical Theater Advisor                                | Resica Elementary            | \$24.46/hour (48 hour maximum)                        |                                   |
| 66. | Metaxas        | Carolyn    | Intramural Ski Group Advisor                                      | Resica Elementary            | \$24.46/hour (24 hour maximum)                        |                                   |
| 67. | Henry          | Jeffrey    | Intramural Sports Advisor (Grade 4)                               | Resica Elementary            | \$24.46/hour (28 hour maximum)                        |                                   |
| 68. | Henry          | Jeffrey    | Intramural Sports Advisor (Grade 5)                               | Resica Elementary            | \$24.46/hour (28 hour maximum)                        |                                   |
| 69. | Romagno        | Jennifer   | Intramural Student Council Advisor                                | Resica Elementary            | \$24.46/hour (24 hour maximum)                        |                                   |
| 70. | Siptroth       | Michelle   | Detention Supervisor  | Smithfield Elementary        | \$29.56/hour  |                                   |
| 71. | States-DelCane | Denise     | Intramural Environmental Group Co-Advisor                         | Smithfield Elementary        | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 72. | Sutton         | Deanna     | Intramural Environmental Group Co-Advisor                         | Smithfield Elementary        | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 73. | Davidge        | Samuel     | Intramural Fall Sports (Grades 4 and 5)                           | Smithfield Elementary        | \$24.46/hour (24 hour maximum)                        |                                   |

|     | Last Name      | First Name | Position  | Building              | Rate  | Longevity Stipend                 |
|-----|----------------|------------|---|-----------------------|---|-----------------------------------|
|     |                |            | Co-Advisor  |                       |   |                                   |
| 74. | Heitzman       | Vicki      | Intramural Ski Group Advisor                          | Smithfield Elementary | \$24.46/hour (27 hour maximum)                        |                                   |
| 75. | Davidge        | Samuel     | Intramural Spring Sports (Grades 4 and 5) Co-Advisor  | Smithfield Elementary | \$24.46/hour (24 hour maximum)                        |                                   |
| 76. | Moskovitz      | Scott      | Intramural Spring Sports (Grades 4 and 5) Co-Advisor  | Smithfield Elementary | \$24.46/hour (24 hour maximum)                        |                                   |
| 77. | States-DelCane | Denise     | Intramural Yearbook Co-Advisor                        | Smithfield Elementary | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 78. | Flicker        | Matthew    | Assistant Band Director                               | High School North     | \$4,202.00  | (plus \$250.00 longevity stipend) |
| 79. | Bakner         | Paul       | Band Director   | High School North     | \$6,675.00  | (plus \$250.00 longevity stipend) |
| 80. | Prothro        | Aileen     | Cheerleading Head Coach (fall)                        | High School North     | \$2,598.00  |                                   |
| 81. | Prothro        | Aileen     | Cheerleading Head Coach (winter)                      | High School North     | \$2,598.00  |                                   |
| 82. | LaBar          | Keith      | Choral Director                                       | High School North     | \$3,690.00  | (plus \$250.00 longevity stipend) |
| 83. | Sanker         | Rebecca    | Color Guard Advisor                                   | High School North     | \$3,104.00  |                                   |
| 84. | Dunleavy       | Susan      | Detention Supervisor                                  | High School North     | \$29.56/hour  |                                   |
| 85. | Massaro        | Ellen      | Detention Supervisor                                  | High School North     | \$29.56/hour  |                                   |
| 86. | McGrath        | Francine   | Detention Supervisor                                  | High School North     | \$29.56/hour  |                                   |
| 87. | Wright         | Patricia   | Detention Supervisor                                  | High School North     | \$29.56/hour  |                                   |
| 88. | LaBar          | Keith      | Director of School Productions (spring)               | High School North     | \$2,642.00  | (plus \$250.00 longevity stipend) |
| 89. | LaBar          | Keith      | Drama Musical Director                                | High School North     | \$1,527.00  | (plus \$250.00 longevity stipend) |
| 90. | Orsargos       | Joseph     | Football Freshman Assistant Coach                     | High School North     | \$4,294.00  |                                   |
| 91. | Marmo          | Jennifer   | Freshman Class Advisor                                | High School North     | \$1,208.00  |                                   |
| 92. | Tischler       | Julie      | Intramural Art Advisor                                | High School North     | \$24.46/hour (48 hour maximum)                        |                                   |
| 93. | Mochan         | Karen      | Intramural Bootcamp Algebra Advisor (shared position) | High School North     | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 94. | Vagni          | Alexis     | Intramural Bootcamp Algebra Advisor (shared position) | High School North     | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 95. | Warner         | Amberly    | Intramural Bootcamp Algebra Advisor (shared position) | High School North     | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 96. | Best           | Marc       | Intramural Boys' Track & Field Advisor                | High School North     | \$24.46/hour (24 hour maximum)                        |                                   |
| 97. | LaBar          | Keith      | Intramural Chorale Advisor                            | High School North     | \$24.46/hour (48 hour maximum)                        |                                   |
| 98. | Marmo          | Jennifer   | Intramural GSA (Gay Straight Alliance) Advisor        | High School North     | \$24.46/hour (48 hour maximum)                        |                                   |



|      | Last Name | First Name | Position   | Building          | Rate                           | Longevity Stipend                 |
|------|-----------|------------|--|-------------------|--------------------------------|-----------------------------------|
| 99.  | Nute      | Katherine  | Intramural Key and Leo Advisor                       | High School North | \$24.46/hour (48 hour maximum) |                                   |
| 100. | Edwards   | Sean       | Intramural Technology Student Crew Advisor           | High School North | \$24.46/hour (48 hour maximum) |                                   |
| 101. | Carson    | Jessica    | Intramural Varsity Video Game Advisor                | High School North | \$24.46/hour (24 hour maximum) |                                   |
| 102. | Williams  | Michael    | Intramural Volleyball Advisor                        | High School North | \$24.46/hour (24 hour maximum) |                                   |
| 103. | Bakner    | Paul       | Jazz Band Director                                   | High School North | \$1,927.00                     | (plus \$250.00 longevity stipend) |
| 104. | Sanker    | Donald R.  | Marching Band Instructor                             | High School North | \$1,900.00                     | (plus \$250.00 longevity stipend) |
| 105. | Lashinski | Jennie     | Mock Trial Head Coach                                | High School North | \$2,534.00                     |                                   |
| 106. | Ware      | James      | National Honor Society Advisor                       | High School North | \$1,205.00                     |                                   |
| 107. | Cloward   | Daniel     | Scholastic Scrimmage Head Coach                      | High School North | \$2,306.00                     | (plus \$250.00 longevity stipend) |
| 108. | VanWinkle | Catherine  | Senior Class Advisor                                 | High School North | \$1,478.00                     |                                   |
| 109. | Smith     | Anthoney   | Soccer-Boys Varsity Assistant Coach                  | High School North | \$3,717.00                     |                                   |
| 110. | Morales   | Venus      | Sophomore Class Co-Advisor                           | High School North | \$1,208.00 (prorated)          |                                   |
| 111. | Syfor     | Nicole     | Sophomore Class Co-Advisor                           | High School North | \$1,208.00 (prorated)          |                                   |
| 112. | Lashinski | Jennie     | Speech & Debate Team Advisor                         | High School North | \$1,982.00                     |                                   |
| 113. | Edwards   | Sean       | Stage Manager  | High School North | \$3,861.00                     | (plus \$250.00 longevity stipend) |
| 114. | VanWinkle | Catherine  | Student Council Advisor                              | High School North | \$2,301.00                     |                                   |
| 115. | Fuller    | Jennifer   | Tennis-Girls Head Coach                              | High School North | \$3,807.00                     |                                   |
| 116. | Campbell  | Bridget    | Tennis-Girls Junior Varsity Coach                    | High School North | \$2,234.00                     |                                   |
| 117. | Williams  | Michael    | Volleyball-Girls Head Coach                          | High School North | \$4,989.00                     |                                   |
| 118. | Lehr      | John       | Volunteer Game Design Advisor                        | High School North | not applicable                 |                                   |
| 119. | Lehr      | John       | Volunteer Golf Advisor                               | High School North | not applicable                 |                                   |
| 120. | Pecha     | Kaitlin    | Volunteer Journalism Advisor                         | High School North | not applicable                 |                                   |
| 121. | Edelbaum  | Jacqueline | Yearbook Assistant Editor Advisor                    | High School North | \$1,540.00                     |                                   |
| 122. | VanWinkle | Catherine  | Yearbook Editor Advisor                              | High School North | \$2,654.00                     |                                   |
| 123. | Turner    | Gillian    | Assistant Co-Director of School Productions (fall)   | High School South | \$1,628.00 (prorated)          | (plus \$250.00 longevity stipend) |
| 124. | Turner    | Gillian    | Assistant Co-Director of School Productions (spring) | High School South | \$1,628.00 (prorated)          | (plus \$250.00 longevity stipend) |
| 125. | Clogg     | Katy       | Band Director  | High School South | \$6,675.00                     | (plus \$250.00 longevity stipend) |
| 126. | Griffin   | Larry      | Basketball-Boys Varsity Assistant Coach              | High School South | \$5,134.00                     |                                   |
| 127. | Maye      | Riley      | Basketball-Boys Varsity Assistant Coach              | High School South | \$5,134.00                     | (plus \$250.00 longevity stipend) |

|      | Last Name     | First Name  | Position   | Building          | Rate  | Longevity Stipend                 |
|------|---------------|-------------|--|-------------------|---|-----------------------------------|
| 128. | Cole          | Adam        | Basketball-Girls Head Coach                            | High School South | \$7,906.00  | (plus \$250.00 longevity stipend) |
| 129. | Tosh          | Christopher | Basketball-Girls Varsity Assistant Coach               | High School South | \$5,134.00  | (plus \$250.00 longevity stipend) |
| 130. | Williams      | Philip      | Basketball-Girls Varsity Assistant Coach               | High School South | \$5,134.00  |                                   |
| 131. | Snapp         | Donna       | Color Guard Advisor                                    | High School South | \$3,104.00  | (plus \$250.00 longevity stipend) |
| 132. | Clogg         | Katy        | Director of School Productions (fall)                  | High School South | \$2,642.00  | (plus \$250.00 longevity stipend) |
| 133. | Clogg         | Katy        | Director of School Productions (spring)                | High School South | \$2,642.00  | (plus \$250.00 longevity stipend) |
| 134. | Coke          | Lucianna    | FBLA Club Advisor                                      | High School South | \$1,113.00  |                                   |
| 135. | McMahon       | Beverly     | Intramural After School Study Hour Advisor (Thursday)  | High School South | \$24.46/hour (48 hour maximum)                        |                                   |
| 136. | McMahon       | Beverly     | Intramural After School Study Hour Advisor (Wednesday) | High School South | \$24.46/hour (48 hour maximum)                        |                                   |
| 137. | Davis         | Drew        | Intramural Cross Country Co-Advisor                    | High School South | \$24.46/hour (12 hour maximum)                        |                                   |
| 138. | Mason-Caiazza | Laura       | Intramural Cross Country Co-Advisor                    | High School South | \$24.46/hour (12 hour maximum)                        |                                   |
| 139. | Tiernan       | Patricia    | Intramural Gay & Straight Alliance Advisor             | High School South | \$24.46/hour (48 hour maximum)                        |                                   |
| 140. | Kolcun        | Brian       | Intramural Golf Advisor                                | High School South | \$24.46/hour (24 hour maximum)                        |                                   |
| 141. | Signorello    | Amanda      | Intramural Reading Olympics Co-Advisor                 | High School South | \$24.46/hour (48 hour maximum split between advisors) |                                   |
| 142. | Clogg         | Katy        | Intramural Tri-M National Music Honors Society Advisor | High School South | \$24.46/hour (48 hour maximum)                        |                                   |
| 143. | Clogg         | Katy        | Jazz Band Director                                     | High School South | \$1,927.00  | (plus \$250.00 longevity stipend) |
| 144. | Kiesling      | Martha      | Junior Class Advisor                                   | High School South | \$1,302.00  |                                   |
| 145. | Sanker        | Donald R.   | Key Club Advisor                                       | High School South | \$1,113.00  |                                   |
| 146. | Przybylski    | Anna        | Marching Band Co-Instructor                            | High School South | \$1,900.00 (prorated)                                 |                                   |
| 147. | Coke          | Lucianna    | Newspaper Advisor                                      | High School South | \$2,585.00  |                                   |
| 148. | Lewis         | Daniel      | Soccer-Boys Head Coach                                 | High School South | \$5,639.00  |                                   |
| 149. | Coke          | Lucianna    | Sophomore Class Co-Advisor                             | High School South | \$1,208.00 (prorated)                                 |                                   |
| 150. | Turner        | Gillian     | Sophomore Class Co-Advisor                             | High School South | \$1,208.00 (prorated)                                 |                                   |
| 151. | Clogg         | Katy        | Stage Co-Manager                                       | High School South | \$3,861.00 (prorated)                                 |                                   |
| 152. | Kolcun        | Brian       | Tennis-Boys Head Coach                                 | High School South | \$3,807.00  | (plus \$250.00 longevity stipend) |
| 153. | Krajewski     | Madison     | Volunteer Field Hockey Advisor                         | High School South | not applicable  |                                   |
| 154. | Tiernan       | Patricia    | Volunteer Shanti Students Yoga Advisor                 | High School South | not applicable  |                                   |

|      | Last Name | First Name | Position                             | Building          | Rate           | Longevity Stipend |
|------|-----------|------------|--------------------------------------|-------------------|----------------|-------------------|
| 155. | Tiernan   | Patricia   | Volunteer Wilderness Club Co-Advisor | High School South | not applicable |                   |
| 156. | McMahon   | Beverly    | Yearbook Business Advisor            | High School South | \$1,750.00     |                   |
| 157. | Tiernan   | Patricia   | Yearbook Editor Advisor              | High School South | \$2,654.00     |                   |

e. **FINANCES**

i. **601 – Fiscal Objectives**

1.

**ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to authorize the Chief Financial Officer to perform all year-end budget transfers and assignment of Fund Balance account amounts for the 2019-2020 fiscal year as needed, subject to final audit and approval of the Board. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

2.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy that the Board of School Directors of the East Stroudsburg Area School District (the “School District”) does hereby authorize the Administration to work with PFM Financial Advisors LLC as Financial Advisor, Eckert Seamans Cherin & Mellott, LLC as Bond Counsel and the Solicitor in conjunction with the issuance of General Obligation Bonds or Note, Series of 2020, via the dual track process between a bank loan and a bond issue, the proceeds of which will be used towards the current refunding of the District’s Series of 2013 Bonds, Series of 2014 Bonds, Series AA of 2014 Bonds, and Series of 2015 Bonds at a minimum net savings target of 2.00%, in accordance with the recommendation of the Finance Committee. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 132-143)

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

1.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to accept the proposal from H.T. Lyons in the amount of \$7,730.00 to make repairs to the Boiler at HS North, in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See page 144)

2.

**ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to approve Change order #1 from C&D Waterproofing in the amount of (\$28,556.00) for unused project allowances for the Resica Roof, in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by Sharone Glasco and carried unanimously, 9-0.

(See page 145)

3.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve the proposal from docverify for remote online Notary capabilities for the Student Registration Office as presented, in accordance with the recommendations of the Finance Committee. Motion was seconded by George Andrews

Motion was made by Larry Dymond that the proposal be for a one-year term. Motion was seconded by George Andrews. and carried unanimously, 9-0.

Amended motion was carried unanimously, 9-0.

(See pages 146-159)

iii. **613 – Cooperative Purchasing**

1.

**NO ACTION TAKEN:** Motion to accept the proposal from A.G. Mauro Company in the amount of \$59,185.00 for the replacement of the Door and windows at HS North and Lehman Intermediate school as per CoStars Contract #008-289, in accordance with the recommendation of the Property & Facilities and Finance Committees.

(See pages 160-162)

2.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve the proposal from IntegraOne in the amount of \$228,254.00 for two Fortinet FortiGate Firewalls, in accordance with the recommendations of the Finance Committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 163-169)

iv. **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 and 2020-2021 fiscal years, 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 Dr. Damary Bonilla and carried unanimously, 9-0.

- 1. Budget Transfers - (See pages 170-179)
- 2. Payment of Bills - (See pages 180-202)
- 3. Treasurer’s Report - (See page 203-241)

2.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve the payment of the following invoices for services rendered. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

**D’HUY ENGINEERING INVOICES**

- 1. Invoice #51236 \$12,000.18 - High School North Roof Replacement
  - 2. Invoice #51237 \$3,700.46 - Resica Elementary/Middle Smithfield Elementary Water Filtration
  - 3. Invoice #51238 \$8,180.03 - High School North Sanitary Liner Replacement
  - 4. Invoice #51239 \$5,887.40 - J.T. Lambert/Resica Elementary Flooring Replacement
  - 5. Invoice #51240 \$4,175.70 - High School South Pool Grouting
- (See pages 242-246)

3.

**ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to approve the payment of invoice #3196 from Lyman and Ash in the amount of \$17,377.50 for Special Construction Counsel, in accordance with the recommendation of the Finance Committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 247-248)

4.

**ACTION BY THE BOARD:**

Motion was made by Larry Dymond to approve Pay Application #2 from Cope Commercial Flooring in the amount of \$65,700.00 for work on the Resica Flooring Project, in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 249-250)

5.

**ACTION BY THE BOARD:**

Motion was made by Larry Dymond to approve Pay Application #2 from Lehigh Valley Flooring in the amount of \$291,925.80 for work on the JT Lambert Flooring Project, in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 251-252)

6.

**ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla to approve Pay Application #2 from Guyette Communications Industries in the amount of \$43,191.00 for work on the JT Lambert Camera Installation Project, in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 253-254)

7.

**ACTION BY THE BOARD:**

Motion was made by Larry Dymond to approve Pay Application #4 from CRCS, Inc. in the amount of \$1,500.00 for work on the HS South Camera Installation Project, in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 255-256)

8.

**ACTION BY THE BOARD:**

Motion was made by Larry Dymond to approve Pay Application #7 from Jottan, Inc. in the amount of \$684,263.62 for work performed on the HS North/Lehman roof, in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 257-259)

9.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve Pay Application #10 from C&D Waterproofing in the amount of \$35,737.95 for work performed on the Resica roof, in accordance with the recommendation of the Property & Facilities and Finance Committees. Payment will not be released until the District receives a copy of the certificate of occupancy. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 260-261)

v. **627 – Tax Assessment Appeals**

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve the tax assessment appeal settlement stipulations presented, and to authorize the Solicitor to execute the stipulations on behalf of the school district. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 262-275)

f. **OPERATIONS**

i. **803 – School Calendar**

1.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the 2020-2021 School Calendar as presented. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See page 276)

ii. **805.1 – Relations with Law Enforcement Agencies**

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the Memoranda of Understanding by and between the East Stroudsburg Area School District and Pennsylvania State Police – Stroudsburg and the Pennsylvania State Police – Blooming Grove. Both agreements shall be subject to review and re-authorization in July 2022. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

(See pages 277-308)

iii. **818 – Contracted Services**

**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 Lisa VanWhy and carried unanimously, 9-0.

1. **Contracts Totaling Under \$10,000**

|    | <b>NAME</b>        | <b>SERVICE</b>   | <b>RATE</b> | <b>PAYMENT FROM</b> | <b>EFFECTIVE DATE</b> |
|----|--------------------|--|-------------|---------------------|-----------------------|
| 1. | Breiner, Robert    | Starting to Go Paperless:<br>Kami Basics                                       | \$175.00    | ESSER Fund Grant    | 7/7/20                |
| 2. | Breiner, Robert    | Sapphire: Beyond Attendance<br>and Grades (6 <sup>th</sup> -12 <sup>th</sup> ) | \$175.00    | ESSER Fund Grant    | 8/11/20               |
| 3. | Brotherton, Regina | Kami: Beyond Annotations   | \$175.00    | ESSER Fund Grant    | 7/14/20               |

|     |                    |   |   |                                      |  |
|-----|--------------------|---|---|--------------------------------------|--|
| 4.  | Brotherton, Regina | WeVideo Screencasting: Foster and Empower   | \$175.00  | ESSER Fund Grant                     | 7/28/20                                      |
| 5.  | Brotherton, Regina | Google Classroom Intermediate: Go Paperless and Increase Engagement   | \$175.00  | ESSER Fund Grant                     | 8/4/20                                       |
| 6.  | Carson, Jessica    | Harnessing the Power of YouTube in Your Classroom   | \$175.00  | ESSER Fund Grant                     | 7/21/20                                      |
| 7.  | Colonial IU 20     | To enter into an agreement with Sweet, Stevens, Katz & Williams, LLC, who will provide proactive strategies, training, ad procedure to help stop potential problems or liability that comes with new technology in the digital age. | \$600.00  | Technology Services                  | 8/26/20-8/25/21                              |
| 8.  | Colonial IU 20     | Renew-Transperfect remote interpreting services to students and staff as needed.  | \$11.50 per month, for 12 months, not to exceed \$138,00 plus a fee of \$1.15 per minute for interpreting services  | Pupil Services and Special Education | 7/1/20-6/30/21<br>For the<br>2020-2021 SY    |
| 9.  | Colonial IU 20     | Renew- Master Teacher Online professional   | Unlimited license option rate is \$1,499.00   | Pupil Services and Special Education | 8/1/ 20 – 7/31/21                            |
| 10. | Colonial IU 20     | Renew-web-based curriculum program licenses for the Unique Learning Program utilized in the following district level educational programs: Autistic Support, Life Skills Support, Learning Support, Emotional Support               | Number of student licenses: 9, Cost per license: \$526.78, Total cost: \$4,741.02   | Pupil Services and Special Education | 7/ 1/20 – 6/30/21<br>For the<br>2020-2021 SY |
| 11. | Colonial IU 20     | Renew- Sign language interpreting services for any ESASD student as needed.   | \$53.08 per hour. Total amount will be based on the total number of hours requested for each service per student  | Pupil Services and Special Education | 7/ 1/20 – 6/30/21<br>For the<br>2020-2021 SY |
| 12. | Colonial IU 20     | Renew- Psychiatric evaluations as needed  | Psychiatric Evaluations- \$295.61, Psychiatric Amendment- \$118.24, Fee for No Show Appointment- \$118.24, Fee for Cancellation- Less than 48 Hours' Notice- \$118.24 | Pupil Services and Special Education | 7/ 1/20 – 6/30/21<br>For the<br>2020-2021 SY |
| 13. | Colonial IU 20     | Renew- LPN or an RN qualified Nurse to administer   | \$58.00 per hour for either a   | Pupil Services and Special Education | 7/ 1/20 – 6/30/21<br>For the                 |

|     |  |   |   |                                      |                   |
|-----|--|---|---|--------------------------------------|-------------------|
|     |  | medication to students while attending IU20 Community Based Instruction and/or field trips.                                   | qualified LPN or RN Nurse   |                                      | 2020-2021 SY      |
| 14. | Colonial IU 20   | Associate Teacher for direct, one-on-one services for one (1) student attending the IU20 virtual Extended School Year program | Not to Exceed \$3,557.40  | Pupil Services and Special Education | 7/ 7/20 – 7/30/20 |
| 15. | Gullstrand, Marjory  | Library Programs/Resource (K-5 <sup>th</sup> Grade)   | \$175.00  | ESSER Fund Grant                     | 7/14/20           |
| 16. | Gullstrand, Marjory  | Library Programs/Resource (6 <sup>th</sup> -12 <sup>th</sup> Grade)   | \$175.00  | ESSER Fund Grant                     | 7/28/20           |
| 17. | Hallet, Michelle   | Discovery Education 101   | \$175.00  | ESSER Fund Grant                     | 7/28/20           |
| 18. | Hartman, Sandra  | Flipped and Blended Learning with Edpuzzle  | \$175.00  | ESSER Fund Grant                     | 7/14/20           |
| 19. | Hnasko, Scott  | How to Use Google Slides to Create Digital Storybooks   | \$175.00  | ESSER Fund Grant                     | 8/4/20            |
| 20. | Levin Legal Group  | Special Counsel for Legal Services as indicated in the fee letter.  | \$200/hr. M. Levin<br>\$190/hr. A. Hendricks, A. Petersen, P. Cianci, D. Brown, R. Galtman, J. Musial, M. Sweeney<br>\$180/hr. J. Ann Levin | Legal Service Expenses               | 7/1/20-6/30/21    |
| 21. | PA Treatment & Healing (PATH)                              | Act 48 Alternative Education for Disruptive Youth Services  | Regular Education Daily Tuition Rate - \$90.00 per day<br>Special Education AEDY Daily Tuition Rate - \$95.00 per day                       | Pupil Services and Special Education | 7/1/20-6/30/21    |
| 22. | Pocono Services for Families & Children Head Start Program | Head Start Supplemental Assistance Program Contract Renewal   | N/A   | N/A                                  | 7/1/20-6/30/21    |
| 23. | Przybylski, Anna   | Google Classroom for Beginners  | \$175.00  | ESSER Fund Grant                     | 7/7/20            |
| 24. | Przybylski, Anna   | Google Classroom (with some Experience)   | \$175.00  | ESSER Fund Grant                     | 8/4/20            |
| 25. | Rhoadhouse, Andrea   | Sub Plans: Learning Happening When You Are Gone   | \$175.00  | ESSER Fund Grant                     | 8/11/20           |
| 26. | Schembeck, Angela  | Jamboard – Interactive whiteboard with Google Meet  | \$175.00  | ESSER Fund Grant                     | 8/11/20           |
| 27. | Soskil, Lori   | Organizing Your Google Drive  | \$175.00  | ESSER Fund Grant                     | 8/4/20            |
| 28. | Sweet/Stevens/Katz/Williams                                | Standard Agreement for Fees, Costs and Expenses as Special Counsel for Representation of Public Educational Entities          | For Routine matters:<br>\$160/hour for attorneys<br>\$125/hour for legal assistants.  | Legal Service Expenses               | 7/1/20-6/30/21    |



|     |                             |  |  |                        |                |
|-----|-----------------------------|--|--|------------------------|----------------|
|     |                             |  | For Non-routine matters:<br>\$195/hour for attorneys<br>\$125/hour for legal assistants. |                        |                |
| 29. | The Bollinger Law Firm, LLC | Special Counsel for Legal Services as indicated in the fee letter. | Hourly Rate<br>\$225.00  | Legal Service Expenses | 7/1/20-6/30/21 |
| 30. | Trauschke, Billie           | Google Forms   | \$175.00   | ESSER Fund Grant       | 7/28/20        |
| 31. | Vitulli, Lisa               | Digital Breakout Using Google Forms                                | \$175.00   | ESSER Fund Grant       | 7/21/20        |

(See pages 309-362)

Contracts Totaling \$10,000 or More

|    | NAME                          | SERVICE  | RATE  | PAYMENT FROM                         | EFFECTIVE DATE  |
|----|-------------------------------|--|---|--------------------------------------|---|
| 1. | Colonial Intermediate Unit 20 | Title IIA Services for non-public schools programs and services within ESASD boundaries  | Not to Exceed \$18,216.00 (Revised)   | Title IIA Grant                      | 8/19/19-9/30/20   |
| 2. | Colonial Intermediate Unit 20 | One (1) full-time certified Mental Health Worker within the ESASD Emotional Support Program at Bushkill Elementary. Delivery of: Social and Emotional Curriculum, Individual Counseling Support, Mental Health Case Management, Behavioral Data Collection, Behavioral Support Planning and Implementation, Family Support, Educational Support.   | Prorated and Not to Exceed \$60,020.00  | Pupil Services and Special Education | Prorated and effective date TBD and will extend through the end of the 2019-2020 school year. |
| 3. | Colonial Intermediate Unit 20 | Three (3) full-time certified Mental Health Workers within the East Stroudsburg Area School District assigned to the district's emotional Support classes at: Bushkill Elementary, JT Lambert Intermediate, and High School South location for the 2020-2021 school year. Delivery of: social and emotional curriculum, individual counseling support, mental health case management, behavioral data collection, behavioral support planning and implementation, family support, educational support. | Not to Exceed \$180,054.00  | Pupil Services and Special Education | 7/1/20-6/30/21 (2020-2021 SY)   |
| 4. | Colonial Intermediate Unit 20 | Three (3) IU20 full-time certified and licensed Social Workers within the East Stroudsburg Area School District assigned to provide individual, group, family  | Not to exceed \$267,750.00.<br>Note: All services rendered through the current IU20 Outpatient Clinic | Pupil Services and Special Education | 7/1/20-6/30/21 (2020-2021 SY)   |

|    |                |  |  |                                      |  |
|----|----------------|--|--|--------------------------------------|--|
|    |                | counseling services, mental health case management, mental health assessments.   | within the district will be used to offset ESASD total cost for this contract of the three (3) IU20 full-time certified and licensed Social Workers (self-funded through MA billing) |                                      |  |
| 5. | Colonial IU 20 | Renew- An associate teacher for direct, one-on-one services at the following ESASD and IU20 locations: four students at High School South-Autistic Support, JT Lambert-Autistic Support, Two students at MSE-Autistic Support, Two students at MSE Emotional Support, Lehman Intermediate-Emotional Support, Pleasant Valley High School- Emotional Support, Two students at Stroudsburg High School- Autistic Support, Swiftwater Intermediate- Life Skills Support | Not to exceed \$597,643.20   | Pupil Services and Special Education | 7/ 1/20 – 6/30/21<br>For the<br>2020-2021 SY |
| 6. | Colonial IU 20 | Renew- Mental Health Worker for direct, one-on-one student services at JT Lambert-Autistic Support   | Not to exceed \$50,580.00  | Pupil Services and Special Education | 7/ 1/20 – 6/30/21<br>For the<br>2020-2021 SY |

(See pages 363-374)

g. **COMMUNITY**

i. **904 – Public Attendance at School Events**

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the event admission pricing at North and South High Schools for the listed events as presented. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

(See page 375)

ii. **914 – Relations with Intermediate Unit**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to authorize the Superintendent to execute the local agreement letter with Colonial Intermediate Unit 20 as presented. Motion was seconded by Sharone Glasco and carried unanimously, 9-0.

(See page 376)

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING  
July 20, 2020 - 7:00 P.M.  
Via Zoom**

**ADDENDUM A**

**d. PERSONNEL ITEMS**

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

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

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

|    | <b>Name</b>       | <b>Change in Assignment/Transfer</b>   | <b>Classification</b> | <b>Compensation</b> | <b>Effective Date(s)</b> |
|----|-------------------|--|-----------------------|---------------------|--------------------------|
| 2. | Gilmore, Khadijah | From: Student Aide (7hr) – Lehman Intermediate<br>To: Paraprofessional (Special Ed)– JT Lambert Intermediate<br>Replacing Roberta Dell’Orto who retired. | Support               | \$17.12/hour        | August 24, 2020          |

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

**c. Appointments**

|    | <b>Name</b>    | <b>Position</b>   | <b>Classification</b> | <b>Location</b>      | <b>Compensation</b> | <b>Effective Date(s)</b> |
|----|----------------|---|-----------------------|----------------------|---------------------|--------------------------|
| 4. | Reese, Jessica | Principal<br>Replacing Michelle Arnold who retired.                           | Act 93                | J.M. Hill Elementary | \$92,679.62         | August 24, 2020.         |
| 5. | Shallo, Sandy  | Cafeteria Aide (3.75hours)<br>Part-time<br>Replaces Nancy Rohner who retired. | Support               | Lehman Intermediate  | \$13.68/hour        | August 31, 2020          |
| 6. | King, Tyhessa  | Security Officer<br>Replaces Dorothy Sochinsky who retired.                   | Support               | District             | \$17.18/hour        | August 31, 2020          |
| 7. | Grant, Disya   | Security Officer<br>Replaces Victor Malvagno who retired.                     | Support               | District             | \$17.18/hour        | August 31, 2020          |

(See page 2)

**ACTION BY THE BOARD:**

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

**XII. ADJOURNMENT: 11:23 P.M.**

Respectfully Submitted,

Patricia L. Rosado  
Board Secretary