

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

September 21, 2020 – 7:00 P.M.

VIA Zoom

Minutes

- I. **President** Richard Schlameuss called the meeting to order at 7:26 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:** Brian Baddick, Terrence Bomar, Brian Borosh, Charles Dailey, Gail Francis, Andrea Hower, Diane Kelly, David Krupski, Deatrice Lowe, Trenee Lurry, Jennifer Marmo, Anthony Massa, Thomas McIntyre, Barbara Miller, Venus Morales, Ryan Moran, Debra Padavano, William Riker, Shirley Rodriguez, Denise Rogers, Patricia Rosado, Susan Steakin, Lisa Vitulli, William Vitulli, Valerie Wickberg, Nadia Worobij, Lisa Zabriskie, and Stephen Zall. Christopher Brown, Solicitor.
- IV. **Community members present:** Kate Briegel, Patricia Briegel, Karen Brinkmann, Steffanie Bush, Christa Caceres, Kathy Doyle, Kate Eppler, Audry Garrett, Toni Ann Gilmore, Michelle Hiller, Maria Hopkins, Penda Howell, Jonah Lurry, Steven Lurry, Leyti Ndiaye, Keleisha Phillip-Stringer, Darryl Sabino, Cornelia Sewell-Allen, Alicia Thatch and Kelly Vandervliet.
- Other:** Jamie Doyle – Public Financial Management
Tom Kalinoski –IU 20 Host
- V. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**
- a. An Executive Session was held on September 2, 2020 at 6:00 p.m. for the purpose of discussing personnel.
 - b. 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 Dr. Damary Bonilla to adopt this agenda for September 21, 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 and carried unanimously, 9-0.

VII. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the minutes of the August 17, 2020 Board meeting. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

VIII. **REPORTS**

a. Bond Refinancing

Ms. Jamie Doyle, Public Financial Management, Inc., said she is presenting the report on the refinancing that took place last Tuesday, September 15th via internet access. She displayed the replay of the auction page. The first bid came in at 12:08 p.m. and scheduled to end at 12:15 p.m. The bidders cannot see other bids but can see who is winning. Each are allowed to improve their bid to ascertain the first place position. At the end, Fidelity Capital

Markets had the winning bid of 0.55%. On the bottom of page 1, it shows the interest rates hovering over all-time lows. Page 2 includes a summary of the 22 bids. Fidelity bid two times. Since the district's underlying credit rating is a Aa3 credit rating, all bidders bid without bond insurance. The great credit rating saved the district \$50,000. Manufacturers & Traders Trust Company is the Paying Agent. Page 3 shows the chronology of the 22 bids. The auction was supposed to end at 12:15 p.m. but it was extended by 2.43 seconds. Page 4 indicates that the total amount of the bonds that are being refinanced is \$16,250,000 (2013, 2014AA and 2015). The net local effort savings is \$924,975. In 2021, the savings will be \$22,088 and the bulk of the savings will be in 2022 in the amount of \$888,890. The loan is not extended but the interest rates are being lowered. Pages 5-7 are the details for the short in duration bonds that are being financed. Page 8 shows the total amount that will be needed per bond to pay them off. Page 9 shows the new amortization schedule. The state share is approximately \$107,000 and the districts share as indicated in column show the \$924,974.56 savings to the district. Page 10 includes the underwriter discount which came in at 97 cents per thousand. This was a short issue so we expected the fee to come in lower than the average of \$7.50. The district saved over \$100,000. This is an excellent bond discount. She said she rarely sees commission fees that are under a dollar. In the middle of the page, it shows the settlement date which is scheduled for October 29th. The yield of the issue does not include the underwriter's commission. 0.53% will be reported to IRS. The investors wanted premium bonds so column 3 shows they wanted 3% on the dollar. We were able to downsize the number of bonds which were needed in order to accomplish this refunding. Page 11 is the summary of outstanding indebtedness. The rest of the pages is information on the district's credit report. "Kudos" to the Board and Administration in maintaining the credit rating. In conclusion, Ms. Doyle said she is pleased with the whole process and outcome. She thanked Mr. McIntyre for doing an excellent job on the credit rating call which is more grueling than usual in these challenging times. Mrs. VanWhy thanked Mrs. Doyle for the presentation. Mrs. Bear said all of her questions were answered at the Finance Committee meeting. Mr. Schlameuss thanked Ms. Doyle for her work and for getting excellent savings for the school district.

b. Monroe Career & Technical Institute Update

Mrs. Lisa VanWhy said the average AM and PM session attendance is between 200-206 students. 120 students are virtual. Phase 1 of the roof project is complete and inspections are finished. There are a few punch list items to be completed and probably are done as we speak. Payment of the roof and HVAC were approved. As well as the Federal Government Emergency Relief Grant in the amount of \$144,439.00, the Safe School COVID Grant in the amount of \$89,944.00, The Carl D Perkins Federal Grant from PDE in the amount of \$374,967.00 and a settlement agreement with Barry Isaac in the amount of \$25,000.

c. Colonial IU 20 Update

Dr. Damary Bonilla said that at the last IU 20 Board meeting, they discussed having more focus on the effort with reference to diversity, equity and inclusion similar to what we are doing in the district. She said the district will work together to support this program The focus is to raise cultural awareness and to be a more inclusive organization. The IU 20's Comprehensive Plan is due next year. They are doing a survey to gather information. They will then gather data and identify goals. The ESASD went through the Comprehensive Plan process and knows how long and hard the work was but it was a rewarding process. The Colonial virtual referral program has grown substantially like it has in our district. Last year, the IU 20 had 350 students and this year they have 1,000 students. The IU shifted staff to support the department along with Ms. Renee Harris in order to keep up with the demand. The next IU 20 meeting is next Wednesday.

d. Property/Facilities Committee Update

Mrs. Lisa VanWhy said that the Property/Facilities Committee meeting was on September 5th at 5:30 p.m. The following items were recommended to the Board for approval:

1. The reimbursement in the total amount of \$2,481.02 for safety shields for the district secretaries.
2. Seven D'Huy Engineering invoices for H.S. North roof replacement, H.S. North sanitary liner replacement, Smithfield Elementary parking lot improvements, J. T. Lambert Intermediate security camera installation, J. T. Lambert Intermediate/Resica Elementary flooring replacement and H.S. South pool grouting.
3. Miller Flooring Company invoice for Lehman Intermediate gym floor replacement
4. Pay Application #4 from Lehigh Valley Flooring for the J. T. Lambert Intermediate flooring project.
5. Pay Application # 9 from Jottan Inc. for the H.S. North/Lehman roof project.

e. Education Programs & Resource Committee Update

Dr. Damary Bonilla said the Education Programs & Resource Committee meeting received an update on the Diversity, Equity and Inclusion that is going on in the district. They spoke about all of the teachers, community members and all who are involved and the work that is going such as the training that the stakeholders will be doing on this important work. There will be a curriculum audit that will take place using Diversity, Equity and Inclusion. They will review to see what is relevant to the interest of the students and what is not. They will also see what classes the district will continue to offer or what courses need to be added. The next meeting will take place on

October 7th. An update from Administration will take place. They also had an update from Dr. Vitulli regarding ESACA's enrollment and programs. She invited everyone to attend. Dr. Bonilla thanked all who have joined.

f. Finance Committee Update

Ms. Rebecca Bear said that Ms. Doyle made a presentation regarding the bonds. As you can recall that she had a concern with the underwriter's fee, which was priced at \$7.50 per \$1,000 but the final results came in at 97 cents. She is pleased with this amount and is also glad to hear that there was no insurance cost, which saved the district some more money. Unfortunately, Moody's fee is what it is. We cannot shop around for this type of work. The Committee recommended the Bonds transaction as well as the purchase of computer monitors for all of the teachers in order for them to be able to teach with the two. The Committee also recommended the Property/Facilities invoices that were previously mentioned

g. Policy Review Committee Update

Ms. Sharone Glasco said the Policy Review Committee meeting met earlier this evening and discussed several policies. The following policies will be posted for review:

Policy 203 Communicable Diseases and Immunization

Policy 705 Facilities & Workplace Safety

Policy 803 School Calendar

Policy 904 Public Attendance at School Events

Policy 907 School Visitors

The following policies will be further reviewed by the Committee:

Policy 111 Lesson Plans

Policy 209 Health Examinations

Policy 317 Conduct/Disciplinary Procedures – Administrative Employees

Policy 417 Conduct/Disciplinary Procedures – Professional Employees

Policy 517 Conduct/Disciplinary Procedures – Support Employees

IX. PUBLIC PARTICIPATION

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

Mr. Schlameuss thanked the administrators, students, parents and community for their help in getting the district through the first few weeks of school. For the most part, students are working their way through their classes at home and online. Tonight, the Board will discuss spectators at competitions. He said they understand about the Governor's order and his Veto. The Board have built in some conditions and will be discussing them later tonight. All comments (emails, texts and calls) which were sent to the Board, have been received.

A. Mr. Leyti Ndiaye, student, said he was chosen to speak on behalf of DECA. DECA is an organization that teaches kids business skills i.e. Entrepreneurship, Finance and Accounting as well as many more. He has been part of DECA for the past three years, where he learned to network. This year, they encountered a huge setback since they cannot meet in person. They are looking to make DECA virtual. The group is falling extremely behind other chapters because they cannot meet. He said DECA is asking permission to meet because it would help them a lot.

B. Ms. Michelle Hiller said she knows that the Board is aware about the Bill that was passed with reference to athletics. As part of the agenda's supporting documents page 40c item D. there is a blank space that needs to be filled to indicate the percentage for the total capacity. Will this blank be filled today or looked at since the law changed? The indoor sports have a total capacity of 25 people and in the classroom 25 are allowed. There is a big difference between a classroom and a gym. This amount should be looked at and a percentage should be included. Also, clubs need to be looked at so they can meet virtually.

C. Mr. David Krupski said he would like to speak on a Social Studies elective. He said it is his understanding that the new course would be in African American History. He heard there is some pushback on it. He believes it would be beneficial to the students and community who have to deal with it on a daily basis. This school district has a checkered history with race and the Board has shown some indifference. Passing on an opportunity like this would further the divide between the community and the Board. Bringing this course on history and different cultures of people around the world, will further students' education and sense of worth. The job of the district is to provide the best possible education; therefore, this decision should be made. There is tension on this issue but he believes that the teachers, students and staff would do justice to this sensitive topic. He implores the Board to do this great measure for our students in helping them get the education that they deserve.

- D. Ms. Kate Briegel, Senior at H.S. South and President of our DECA Chapter, said she heard several scenarios of when clubs will be starting. She is not asking for activity buses but would like to be able to begin meetings virtually. She said they have ideas of meeting online in groups and in clusters in a virtual environment. She said she is willing to set up as many zoom meetings as possible. She has been working very hard to keep members involved locally and within the State, since she is a State Officer. She would like to see growth and have students succeed. Other DECA Chapters are moving forward and she would like the green light in order to start. Other clubs have first year students and DECA does not have them yet. She is asking the Board to approve clubs starting this week in order to get prepared.
- E. Mr. Steven Lurry said he believes that African American History classes are needed. It is American history. With everything going on today, it will help kids understand each other in times like this and in the future. We are in pivotal times where this is needed.
- F. Ms. Alicia Thatch said the African American class should be part of the school's curriculum. Why would there be any pushback? A large percentage of minorities attend the schools in the district; therefore, it would benefit the students. African Americans play a big part in this country's history. It would benefit everyone to fully understand how it benefits this place. Implementing this class would help resolve issues of ignorance and racism.
- G. Mr. Jonah Lurry agrees that the African American class should be part of the curriculum. It is American history and his fellow students are being deprived of this education. It should be taught to all school district students.
- H. Ms. Maria Hopkins said she has spoken to Board members about her feelings about spectators at athletic games. Her concern is about all students being able to participate at the games such as the band students. All students should be allowed before spectators are allowed. If there is space for spectators, then tickets should be given equally to all students' families that are participating.

X. UNFINISHED BUSINESS

None

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 002 – Authority and Powers

1.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the revisions to the Health and Safety Plan for the East Stroudsburg Area School District, as presented. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 23-28)

ii. 003 – Functions

ACTION BY THE BOARD:

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

1. #005 – Organization

(See pages 29-32)

iii. **004 – Membership**

1. **Conference Attendance**

1.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the virtual attendance of William Riker at the PASA Summit - Bridging SEL (Social and Emotional Learning) Research and the Applied Implementation of SEL in Schools on November 6, 2020 in the amount of \$69.00. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

2.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to elect David Hein as PSBA President for 2021. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 33-34)

3.

ACTION BY THE BOARD:

Motion was made by Larry Dymond to elect Sabrina Backer as PSBA Vice President for 2021. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 35-36)

4.

ACTION BY THE BOARD:

Motion was made by Larry Dymond to elect Michael Gossert as PSBA Treasurer for 2021. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 37)

5.

ACTION BY THE BOARD:

Motion was made by Sharone Glasco to elect Brian Petula as PSBA Section 4 Advisor for 2021. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See page 38)

6.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to elect Michael Faccinnetto and Marianne Neel as PSBA Insurance Trust Trustees through December 31, 2023. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See page 39)

7.

ACTION BY THE BOARD:

Motion was made by Larry Dymond to elect Stephen Skrocki and Tracy Long as the PSBA Forum Steering Committee through December 2022. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See page 40)

b. **PROGRAMS**

i. **123 – Interscholastic Athletics**

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the revisions to the Athletics Health and Safety Plan as presented. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

Motion was made by Sharone Glasco to approve the plan to include all modifications as listed. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 41-45)

Ms. Rebecca Bear said currently the district has to remain having athletic events at the maximum capacity of 250 individuals for outdoor sports until they hear back from the Senate on the Governor's Veto. Mr. Andrews asked if discussion has to be made on what percentage to approve to allow spectators. Mr. Schlameuss said that the only capacity issue is at South. Mr. Andrews said the backup pages 40, 40a-40h and 41-45 need to be discussed with reference to a decision if spectators should be allowed. Mr. Schlameuss asked if Mr. Andrews is making a motion for spectators to be added at non-football home games. Mr. Andrews said they should be allowed for individuals at home and visitors at home games. Dr. Riker said the Board does not need a motion because whatever they decide can be added to the Athletic Health and Safety plan. He suggested that the Board discuss and make decisions on four items: One, middle school sports schedules with reference to whether they will be permitted to compete with other Monroe County teams. Two, is the percentage that will be allowed if the Governor's veto is overturned. By deciding a number tonight, the Board would not need to reconvene. Three, if the Governor's veto is not overturned, how do we distribute the tickets that are available. Four, is the Board willing to allow spectators from visiting schools. Currently the other Monroe County School Districts have decided not to do that. Mr. Andrews said not allowing spectators was an easy way out for the other Athletic Directors. Mr. Schlameuss asked the Board members if they would like to allow visiting spectators from other districts. Mrs. Bear said that her concern is that the district students would want to come and support their peers. The district should let our parents and students come to the games before allowing spectators from the visiting teams. Mr. Andrews asked if Ms. Bear is speaking about allowing spectators for the cross country matches. Mrs. Bear said allowing spectators at the smaller teams is fine but for football there are too many on the team already. Mr. Andrews said the Board should make a decision sport by sport. Mrs. Bear said she believes that our families should have the opportunity to see their student first. Mr. Andrews said decisions should be made per sport and not make a blanket decision. Mr. Schlameuss asked if there are five people that say "no" to allow visiting spectators. Mrs. VanWhy asked if they are voting on visitors on a sport-by-sport basis. Mrs. Bear said she is okay with all other sports having visiting spectators because most spectators will have video access. What happens to those individuals who cannot watch them on the app? Mr. Andrews said this is a subscription so parents will have to pay for it. Mrs. Bear said parents will have to pay a fee anyway if they go to see their child play away. Mr. Andrews said he was under the impression that this was a free service but parents have to pay. Mrs. Bear said students can view it for free to see previous games. Mr. Andrews said the Board needs to realize that East Bay gave us the TV monitors, but the service is not free. Mrs. Bear and Mr. Schlameuss said if you go to any game, parents have to pay and this service does not cost more than the tickets. Mr. Schlameuss asked if the Board would like to allow 1 ticket per player because we are up in numbers closer to 250 depending on the athletic event. The Boys South Soccer team totals 222 visiting spectators. The Girls South Soccer team totals 185 and the Field Hockey has 218. Mrs. VanWhy said she agrees with Mrs. Bear with allowing our families first before visitors are permitted. Mrs. Bear said there is no way to allow visitors in teams with a large number. Mr. Andrews said the smaller teams should be allowed to have spectators. Mrs. Kulick suggested making one rule for all teams. Mr. Andrews said this would be taking the easy way out. Mrs. Bear said how about not allow any visitors or spectators. Mr. Rohner said that should not be the answer. Mrs. VanWhy said it is not fair for tennis to have spectators and other teams can't. Dr. Bonilla said they need to be consistent across the board. Mrs. Bear said if she has a child that plays tennis, she would not have a video to watch because there are no cameras there. Mrs. Bear said if students play field hockey, parents/families have the opportunity to purchase the app; therefore, she, as a parent, has the opportunity to watch her child when she plays away. Dr. Bonilla suggested reviewing sport by sport in order to make a decision. Mr. Schlameuss said the volleyball team only has 25 people. Mrs. Bear said they do not have spectators. Mr. Schlameuss said the Boys Soccer Team South has a total of approximately 222 in the stadium and North has approximately 225; therefore, there is wiggle room of about 25. Mrs. Bear suggested doing a survey to see who can attend. Dr. Bonilla asked Mr. Schlameuss to indicate whether each sport has video availability. Mr. Schlameuss said Girls Soccer, Boys Soccer and Field Hockey teams have video provided and the game is played on the field. The Girl Soccer North team has a total of approximately 187 in the stadium and the South team has approximately 185 without spectators. Mrs. Bear asked how many spectators is the district allowing for every athlete. Dr. Riker said currently 7 tickets for North and six tickets for South. Dr. Bonilla said since no visiting spectators have been allowed, they can probably be given 20 tickets and still stay under the maximum level. Mrs. Bear asked how would they regulate who gets a ticket. Mr. Schlameuss said tickets can be sent to them ahead of time. Mrs. Bear asked if spectators will

also have tickets. Mr. Schlameuss said they will get tickets ahead of the season. Dr. Bonilla said if no spectators will be allowed in the boys' team then no spectators should be allowed in the girls' team. Mrs. VanWhy said she agrees. Mr. Schlameuss said that the total numbers in the stadium for Field Hockey are 193 for North and 218 for South. A video is available. Dr. Bonilla and Mrs. VanWhy suggested not having any visiting spectators. Mr. Schlameuss said since the total allowed is 250 they may be able to get one or two tickets. Mrs. VanWhy suggested giving the opposing team the balance of the tickets and let them decide how they will distribute them. Dr. Bonilla said we need to have consistency and equity. If parents have the opportunity to see their children via video, let it be but for the opposing team the Board needs to figure something out. Mr. Schlameuss suggested giving 25 tickets to the opposing team for Tennis and Cross Country. Mr. Andrews said Cross Country is not a spectator sport. If they have 10 individuals, that is a lot. Dr. Bonilla said due to the current situation, many more individuals may want to get out to do something or may want to support their child. Mr. Andrews asked how many are on the Cross Country team. Mr. Schlameuss said they can probably give them about 50 tickets. How many tickets should be given to the Tennis team? Mrs. Bear and Mr. Rohner suggested giving 2 tickets per tennis player per visiting team. Mrs. Kulick said we still have the responsibility to have a safe environment for everyone. Mrs. Bear said there is no seating for tennis spectators. Do we have capacity to fit lawn chairs and social distance? Mrs. VanWhy said it is a big field. Mr. Schlameuss suggested giving 5 tickets for the Cross Country team. All other sports are at full capacity, 250. Further conversation can be had if the Governor's Veto is overwritten. Mrs. Kulick said no further discussion will be needed if the Board sets a percentage. Mr. Schlameuss suggested that they decide the percentage before discussing football. Mrs. VanWhy asked what does this all mean for practice. Mr. Schlameuss said it does not pertain to practice because no one is allowed. Mrs. Bear said parents are never allowed at practices. Mr. Rohner said the reason no one is allowed is due to COVID-19. Mr. Schlameuss said the only sports issuing visitor tickets are Tennis and Cross Country. Dr. Riker said will need to decide the same for JV, Freshman and Middle School sports. This may apply for all of the sports that were previously mentioned but the focus has been on varsity sports. The same would apply for all. Mrs. Bear said JV and Varsity may be included in the same numbers since they play on both teams. Mrs. Schlameuss said they were given numbers for several sport teams but not for football North. Mrs. Bear said golf was not discussed. Mr. Schlameuss said golf does not get spectators. With reference to J.T. Lambert and Lehman Soccer, Field Hockey, and Cross Country, he would suggest having visitors receive 1 ticket, where feasible. Mrs. VanWhy said she agrees. Dr. Riker said the district can take care of the tickets. Mrs. Bear asked if they have tickets for when students play against each other North vs. South. Mr. Schlameuss said they are not receiving tickets for these games that is why everything needs to be figured out. For Tennis, Cross Country and Intermediate sports a few tickets will be distributed to the visitors. If the Senate gets enough votes to overrule the Governor's Veto, we need to set a percentage. Mrs. Bear asked how many seats are in each stadium. Mr. Schlameuss said the South Stadium has 3,800 seats and the North stadium has 1,400 seats. Mr. Andrews asked if there is this much of a difference between the both stadiums. Mr. Rohner said there is. Mr. Schlameuss said if they decide on 50%, social distancing can be controlled. Mr. Schlameuss asked for a percentage from the Board members. The Board's consensus was 50%. Mr. Schlameuss said now they have to decide the number of tickets for varsity football spectators. One option is for the full band to perform at half time but only a couple of students in a pep band can join in the stands when they are done, which would include the seniors staying for the game. The band, cheerleaders and football players would get a certain amount of tickets. Mrs. Bear said why are they kicking out the band students and giving tickets to spectators. Mrs. Schlameuss said another option is allowing all band students to attend and not allowing any spectators. Mrs. Bear said otherwise, you are saying that the band does not matter. Dr. Damary said she does not see it that way. We are trying to please a lot of people in a complicated situation and while being in the middle of a crisis. We need to have flexibility and fluidity as regulations change. Mrs. Bear said if they are limiting band students then why not limit cheerleaders, too, from staying in the game. Dr. Bonilla said we can but you, Ms. Bear, was previously advocating for spectators and now you want to limit cheerleaders. Mr. Andrews said we can limit the football players, too. Mr. Rohner said that is not a good idea. Mrs. VanWhy said what numbers are gained if we eliminate one group or another. How many spectators would be allowed? Dr. Riker said 35-40 spectators would be allowed. Mrs. VanWhy said if that is the number, then it is not worth it. We should allow all students to remain. Mr. Schlameuss said we would still have an issue with 6 band members. Mrs. VanWhy suggested cutting staff. Dr. Riker said we do not need to cut any band members because they all can be accommodated. Mr. Schlameuss said that the Board needs to make these hard decisions. Mrs. Bear said students are more important than spectators. Parents would choose to let their child attend. Dr. Bonilla said she agrees students are important but some parents may not agree with not allowing spectators. We need to be mindful of what we are discussing, in what order and how we are making decisions. Mrs. Kulick said we are saying that students are a priority and they should come first. Mr. Schlameuss said if our position is going to be to allow all band students and no spectators for South, we may have people yelling at us. Mrs. VanWhy said if people are upset that they cannot see their children, then they should talk to their Legislators in order for them to override the veto. Mr. Andrews said the other issue is that the Federal Judge declared the Governor's directive unconstitutional, so we should be allowed to have as many people as we want. Let's see if Governor Wolf can stop us from having everyone. We should open it up to all. How can he enforce a mandate that is unconstitutional? Mr. Brown said there is a difference between the Governor issuing directives to private individuals and organizations compared to him issuing directives to a political subdivision like school districts. Dr. Bonilla said this a discussion for another day. Mrs. VanWhy said what she was trying to say was for the community to put pressure on their Legislators. Mr. Schlameuss said the consensus he is hearing from the Board members is to allow all band students and no spectators. We will give direction to administration to make that happen. The final discussion involves whether to allow intermediate schools to play each other and other districts. Dr. Riker asked if the previous decision that was made included North and South football teams. Mr.

Schlameuss said the decision was for South only because there is space for spectators at the North stadium. Dr. Riker said there will be room for parents. Mr. Rohner said then parents should be allowed. Mr. Schlameuss said they should be flexible where they can be. Dr. Riker asked Mr. Schlameuss how would the Board like the district to distribute tickets at North because they can start giving to senior students but they would run out of them very fast. There would not be enough for every football player, band, or cheerleaders. Mr. Rohner said give tickets to all seniors. Mrs. VanWhy asked if there are enough tickets for all seniors. Dr. Riker said he can distribute the tickets to all senior students involved. Mr. Schlameuss said a decision has to be made about the middle school athletic competition. Does the Board want to allow the teams to play with other teams from Monroe County? Mr. Rohner said yes. Mrs. Bear said they should be allowed to play with other Monroe County teams if parents are comfortable with traveling to other districts. Mr. Andrews said what is the difference if they travel from North to South or if they travel to other districts. Mrs. Bear said some parents have concerns about traveling out of the district. Ms. Glasco said parents should be able to make that decision without any penalties to the student. Mr. Schlameuss said during these COVID times, parents will need to make the decision that is best for them and their child.

The Following decisions from the Board will be added to the Athletic Health & Safety Plan

1. Boys' soccer, Girls' soccer, and Field Hockey. - Allow home spectators and visiting spectators, where feasible. – Video will be available.
2. Volleyball - No home spectators/no visiting spectators. Video will be available.
3. Tennis – Home spectators allowed and 2 tickets for visiting spectators will be distributed
4. Cross County – Home spectators allowed and 5 tickets for visiting spectators will be distributed
5. Freshman, JV & Flag Football, Soccer, Field Hockey and Cross Country - Visitor tickets will be distributed, where feasible
6. If Governor's Veto fails, ESASD will permit 50% of a venue's total allowable capacity.
7. If Governor's Veto does not fail, no spectators allowed at the South Stadium – only football players, band students and cheerleaders along with coaching staff and administrators as well as visiting team will be allowed.
8. Spectators allowed at North Stadium. Distribute tickets starting with senior participants (football, cheerleaders and band students)
9. Middle School sports are allowed to play with the Monroe County teams. Parents will be able to make that decision with no penalty to student, if they chose not to play.

c. **PERSONNEL**

1. 407 - Affiliation Agreement (Cedar Crest University)

ACTION BY THE BOARD:

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

(See pages 46-49)

2. Affiliation Agreement (Point Park University)

ACTION BY THE BOARD:

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

(See pages 50-54)

3. Employment

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0. Wayne Rohner abstained from i. k. #60. Rohner, Jordan.

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

i. 309/409/509 – Assignments and Transfers

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
2.	Lee, MaryKatherine	From: Special Education teacher – High School South To: Multi-Tiered Systems of Support (MTSS) coach – High School South This is a new position.	Professional	No change	September 22, 2020
3.	Martone-Bunn, Larysa	From: Social Studies teacher – High School North To: Social Studies teacher – High School South Replaces Joseph Jacobs, Jr. who retired.	Professional	No change	August 24, 2020
4.	Stricker, Stefanie	From: Elementary teacher – ESACA To: Educational Consultant – ESACA This is a new position. Stefanie will return to her teaching position at the conclusion of this temporary assignment.	Professional	No Salary Change. Plus up to 20 Supplemental Days effective August 12, 2020 through June 30, 2021.	August 24, 2020 through the last 2020-2021 teacher workday.
5.	DiCola, Dominique	From: Building Substitute teacher – High School South To: Social Studies teacher – High School South (LTS) Replaces Michael Healey who is on a leave. Dominique will return to her building substitute teacher position at the conclusion of this temporary assignment.	Professional/LTS	\$46,353.00 (prorated) Step 1 Column 1	August 31, 2020 through November 19, 2020 (end of workday).
6.	Tassinari, Lori	From: Paraprofessional – Resica Elementary To: Grade 4 teacher – Bushkill Elementary (LTS) Replaces Jennifer Peruso who is on a leave. Lori will return to her paraprofessional position at the conclusion of this temporary assignment.	Professional/LTS	\$46,353.00 (prorated) Step 1 Column 1	September 10, 2020 through November 19, 2020 (end of workday).
7.	Hirsch, Matthew	From: Maintenance II Worker – Maintenance To: Maintenance (Working) Supervisor – Maintenance (LTS) Matthew replaces Curtis Beam who resigned.	First Level Supervisor/LTS	\$26.00/hour	June 29, 2020 now through October 19, 2020 only
8.	Catalano, John	From: Student Aide (7 hour) – High School North To: Paraprofessional (Special Ed) – High School North Replaces Brenda Vigorito who was reassigned.	Support	\$17.12/hour	To be determined.
9.	Butz, Connie	From: Student Aide (7 hour) – Middle Smithfield Elementary To: Student Aide (7 hour) – J. T. Lambert Intermediate Moved with student.	Support	No change	August 25, 2020
10.	Cherif, Amanda	From: Student Aide (7 hour) – Bushkill Elementary To: Student Aide (7 hour) – East Stroudsburg Elementary Reassigned due to student needs.	Support	No change	August 25, 2020
11.	Ciucci, Margaret	From: Student Aide (7 hour) – Lehman Intermediate To: Student Aide (7 hour) – High School North Moved with student.	Support	No change	August 25, 2020

12.	Duval, Elvira	From: Student Aide (7 hour) – Bushkill Elementary To: Student Aide (7 hour) – East Stroudsburg Elementary Reassigned due to student needs.	Support	No change	August 25, 2020
13.	Foran, Widya	From: Student Aide (7 hour) – Lehman Intermediate To: Student Aide (7 hour) – High School North Moved with student.	Support	No change	August 25, 2020
14.	Green, Kelly	From: Student Aide (7 hour) – Resica Elementary To: Student Aide (7 hour) – Bushkill Elementary Moved with student.	Support	No change	August 25, 2020
15.	Jackson, Jacquelyn	From: Student Aide (7 hour) – Middle Smithfield Elementary To: Student Aide (7 hour) – Bushkill Elementary Moved with student.	Support	No change	August 25, 2020
16.	Johnson, Mark	From: Student Aide (7 hour) – Lehman Intermediate To: Student Aide (7 hour) – High School North Moved with student.	Support	No change	August 25, 2020
17.	Justiniano, Edward	From: Student Aide (7 hour) – Middle Smithfield Elementary To: Student Aide (7 hour) – Lehman Intermediate Moved with student.	Support	No change	August 25, 2020
18.	Lapping, Sara	From: Student Aide (7 hour) – Middle Smithfield Elementary To: Student Aide (7 hour) – J. T. Lambert Intermediate Moved with student.	Support	No change	August 25, 2020

(See pages 55-56)

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Capuano, Meredith	Special Education teacher	Professional	Lehman Intermediate	September 2, 2020 through December 23, 2020. This is an intermittent leave.
2.	Farley-Picciano, Erin	English teacher	Professional	High School South	August 31, 2020 through November 30, 2020.
3.	Grier, Marisa	Special Education teacher	Professional	Lehman Intermediate	September 9, 2020 through November 4, 2020. This is an intermittent leave.
4.	Lehman, Lauren	Music teacher	Professional	Resica Elementary	August 31, 2020 through November 24, 2020.
5.	Paradis, Lindsay	Grade 1 teacher	Professional	Resica Elementary	October 8, 2020 through November 19, 2020.
6.	Peruso, Jennifer	Grade 4 teacher	Professional	Bushkill Elementary	August 31, 2020 through November 20, 2020.
7.	Seeuwen, Natalie	Art teacher	Professional	High School North	November 16, 2020 through February 5, 2020.
8.	Wood, Cori	Special Education teacher	Professional	High School North	August 31, 2020 through October 2, 2020.
9.	Maye, Riley Jr.	Security Officer	Security Officer	High School South	August 31, 2020 through September 27, 2020.

10.	Andrews, Julie	Paraprofessional	Support	Lehman Intermediate	August 27, 2020 through September 11, 2020.
11.	Aponte, Betty	Paraprofessional	Support	Lehman Intermediate	August 24, 2020 through November 20, 2020.
12.	Castillo, Victoria	Paraprofessional (Reading)	Support	Smithfield Elementary	August 24, 2020 through November 19, 2020.
13.	Christenson, Sabryna	Paraprofessional	Support	Smithfield Elementary	August 13, 2020 now through September 18, 2020.
14.	Clare, Linda	Front Desk Receptionist	Support	J. M. Hill Elementary	August 31, 2020 through December 4, 2020.
15.	Counterman, Boyd Jr.	Maintenance Worker	Support	Maintenance	August 20, 2020 through October 1, 2020.
16.	Counterman, Boyd	Bus Driver	Support	Transportation	July 1, 2020 through June 30, 2021. This is an intermittent leave.
17.	Curras, Odette	Bus Driver	Support	Transportation	August 17, 2020 now through December 1, 2020.
18.	Fritz, Andrea	Health Room Nurse	Support	Lehman Intermediate	Now effective September 14, 2020 through December 11, 2020. This is not an intermittent leave.
19.	Hatter, Kahlasia	Paraprofessional (Reading)	Support	Smithfield Elementary	August 24, 2020 through November 20, 2020.
20.	Sourwine, Judy	Secretary	Support	Transportation	August 4, 2020 now through September 25, 2020.
21.	Tennis, Brendan	Maintenance II Worker	Support	Maintenance	August 22, 2020 through September 28, 2020.

iii. Military Leaves

	Name	Effective Date(s)
1.	Employee #10347	August 24, 2020 through September 3, 2020. September 18, 2020.

iv. 339/439/539 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Bernabel, Quisqueya	Bus Driver	Support	Transportation	September 14, 2020 through September 13, 2021.
2.	Burnett, Jolita	Cafeteria Aide	Support	Middle Smithfield Elementary	August 31, 2020 through the end of the 2020-2021 first semester.
3.	Craig, Theresa	Cafeteria Worker	Support	East Stroudsburg Elementary	August 26, 2020 through September 11, 2020.
4.	Greaves, Micanel	Paraprofessional	Support	Bushkill Elementary	August 24, 2020 through the last 2020-2021 teacher workday.
5.	McKeithan, Nelson	Paraprofessional	Support	High School North	May 16, 2020 now through September 25, 2020.
6.	Pearson, Glenn	Maintenance II Worker	Support	Maintenance	March 4, 2020 now through October 16, 2020.
7.	Saffer, Michele	Student Aide	Support	High School South	August 31, 2020 through December 23, 2020.
8.	Salerno, Martene	Student Aide	Support	Lehman Intermediate	October 5, 2020 through January 15, 2021.

v. 303/404/405/504/505 – Employment

a. Rescissions

	Name	Position	Classification	Location
1.	Capuano, Meredith	Field Hockey Head Coach	Schedule B	Lehman Intermediate
2.	Cole, Adam	Basketball-Girls Head Coach	Schedule B	High School South
3.	Hochrine-Firth, Christy	Field Hockey Assistant Coach	Schedule B	Lehman Intermediate
4.	Panepinto, Carrie	Intramural Builder's Group Advisor	Schedule B	J. T. Lambert Intermediate
5.	Searfoss, George	Rifle Team Varsity Assistant Coach	Schedule B	High School South

(See pages 57-61)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Moran, Ryan	Assistant Superintendent for Curriculum & Instruction	Administrative	Central Administration	September 25, 2020 (end of workday)
2.	Been, Brianna	Bus Driver	Support	Transportation	August 30, 2020
3.	Cali, Charlotte	Student Aide	Support	Lehman Intermediate	August 21, 2020
4.	Halsell, Michael	Bus Driver	Support	Transportation	August 21, 2020
5.	Nubile, Linda	Cafeteria Aide	Support	Resica Elementary	September 22, 2020 (end of workday)

(See pages 62-66)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Blackmore, Helen	Cafeteria Aide	Support	J. T. Lambert Intermediate	June 30, 2020
2.	Crowl, Maureen	Secretary	Support	Curriculum & Instruction	November 3, 2020 (end of workday)
3.	Leeds, Dorothylee	Health Room Nurse	Support	High School North	December 31, 2020
4.	Thomas, Glenn	Bus Driver	Support	Transportation	October 18, 2020

(See pages 67-70)

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
2.	Lenkaitis, Chesla	Spanish teacher (PE) Replaces Gisela Piedra who was reassigned.	Professional	High School South	\$67,229.00 (prorated) Step 8 Column 16	September 24, 2020
3.	Purser, Jessica	English teacher (LTS) Replaces Erin Farley-Picciano who is on a leave.	Professional/LTS	High School South	\$46,353.00 (prorated) Step 1 Column 1	October 5, 202 through November 25, 2020 only.
4.	Barlotta, Jessica	Secretary Replaces Coleen Joseph who resigned.	Support	Central Administration	\$14.96/hour	October 14, 2020
5.	Heller, Layton	Maintenance I Worker (1 st shift) Replaces Arthur Sourwine who retired.	Support	Maintenance	\$16.08/hour	August 24, 2020
6.	Kiersted, Alan	Mechanic (1 st shift) Replaces Josh Craver who resigned.	Support	Mechanic	\$19.38/hour	September 14, 2020
7.	Cook, Samantha	Paraprofessional (ISS) (LTS) Replaces Nelson McKeithan who is on a leave.	Support/LTS	High School North	\$17.12/hour	October 6, 2020 through December 18, 2020 only.
8.	Pena, Daniel	Maintenance II Worker (2 nd shift) (LTS) Replaces Glenn Pearson who is on leave.	Support/LTS	District	\$21.40/hour (plus \$0.40/hour shift differential.	March 17, 2020 now through November 16, 2020 only.

(See pages 71-72)
September 21, 2020

e. **Workday Hour Changes**

	Last Name	First Name	Position	Building	From:	To:	Effective
1.	Napodano	Anthony	Custodian	Bushkill Elementary	2nd shift	1st shift	August 24, 2020
2.	Gomez	Brenda	Custodian	Resica Elementary	2nd shift	1st shift	August 24, 2020
3.	Fuzio	Antonio	Custodian	Resica Elementary	2nd shift	1st shift	August 24, 2020
4.	Cardillo	Gerard	Custodian	Middle Smithfield Elementary	2nd shift	1st shift	August 24, 2020
5.	Gatpo	Wilma	Custodian	J. M. Hill Elementary	2nd shift	1st shift	August 24, 2020
6.	Rosado	Annette	Custodian	Smithfield Elementary	2nd shift	1st shift	August 24, 2020
7.	Bompane	Gregory	Custodian	J. T. Lambert Intermediate	3rd shift	1st shift	August 24, 2020
8.	Lopresti	Filippo	Custodian	J. T. Lambert Intermediate	3rd shift	1st shift	August 24, 2020
9.	Negele	Michael	Custodian	J. T. Lambert Intermediate	3rd shift	2nd shift	August 24, 2020
10.	Bergmann	Michael	Custodian	High School South	3rd shift	2nd shift	August 24, 2020
11.	Cross	Donald	Custodian	High School South	3rd shift	2nd shift	August 24, 2020
12.	Garris	Randy	Custodian	High School South	3rd shift	1st shift	August 24, 2020
13.	Schmidt	James	Custodian	High School South	3rd shift	1st shift	August 24, 2020
14.	Bell	Morris	Custodian	High School South	3rd shift	2nd shift	August 24, 2020
15.	Schubert	Edwin	Custodian	High School South	3rd shift	2nd shift	August 24, 2020
16.	Gannon	Michael	Custodian	North Campus	3rd shift	1st shift	August 24, 2020
17.	Shoemaker	Michael	Custodian	North Campus	3rd shift	2nd shift	August 24, 2020
18.	Vitale	Thomas	Custodian	North Campus	3rd shift	1st shift	August 24, 2020
19.	Liatto	Cheryl	Custodian	North Campus	3rd shift	1st shift	August 24, 2020
20.	Fedette	Christopher	Custodian	North Campus	3rd shift	1st shift	August 24, 2020
21.	Benfield	Dave	Custodian	North Campus	3rd shift	2nd shift	August 24, 2020
22.	Martinez	Hector	Custodian	North Campus	3rd shift	1st shift	August 24, 2020

f. **Salary Changes**

	Name	From:	To:	Effective Date:
1.	Bock, Elizabeth	\$65,023 (Step 9, Column 9)	\$68,666 (Step 10, Column 10)	August 24, 2020
2.	Correa, Veronica	\$49,564 (Step 1 Column 7)	\$50,626 (Step 1, Column 9)	August 24, 2020
3.	Gagnon, Diane	\$48,363 (Step 4, Column 3)	\$51,580 (Step 5, Column 4)	August 24, 2020
4.	Molina, Michelle	\$48,363 (Step 4, Column 3)	\$51,580 (Step 5, Column 4)	August 24, 2020
5.	Matheis, Martina	\$88,514 (Step 16, Column 14)	\$89,225 (Step 16, Column 15)	August 24, 2020
6.	Sanker, Donald	\$65,101 (Step 11, Column 6)	\$65,105 (Step 11, Column 7)	April 18, 2019
7.	Sanker, Donald	\$68,335 (Step 11, Column 7)	\$69,349 (Step 11, Column 7)	August 20, 2019
8.	Sanker, Donald	\$69,349 (Step 11, Column 7)	\$72,439 (Step 12, Column 7)	August 24, 2020

g. **Building Substitute Teacher**

	Name	Location	Effective Date(s)
1.	Bergoffen, Demetria	Resica Elementary	August 24, 2020 through the last 2020-2021 student day.
2.	Whitney, Meghan	East Stroudsburg Elementary	August 24, 2020 through the last 2020-2021 student day.

h. **Tenure**

	Last Name	First Name	Certification	Location
1.	Casto	Juliana	School Counselor	Middle Smithfield Elementary
2.	Croom	Jamie	Special Education	East Stroudsburg Elementary
3.	Greenya	Kaley	Health & Physical Education	High School North
4.	Ilch	Erin	Art	J. M. Hill Elementary
5.	Keller	Mary	Elementary	Lehman Intermediate

6.	Kiesling	Martha	Spanish	High School South
7.	LaBar	Jacqueline	Elementary	Smithfield Elementary
8.	Lashinski	Jennie	Math	Lehman Intermediate
9.	Mauro	Samantha	Elementary	East Stroudsburg Elementary
10.	Molina	Michelle	Family & Consumer Science	J. T. Lambert Intermediate
11.	Newman	Katrina	Biology	High School South
12.	Paradis	Lindsay	Elementary	Resica Elementary
13.	Quire	Taylor	Elementary	Bushkill Elementary
14.	Romagno	Jennifer	Elementary	Resica Elementary
15.	Schaller	Derek	Biology	High School North
16.	Strain	Scott	Math	High School South
17.	Sullivan	Caitlin	English	J. T. Lambert Intermediate
18.	Winkler	Mary	Elementary	East Stroudsburg Elementary

- i. **Parent University sessions.** Motion to approve the use of up to a maximum of 60 hours, at the curriculum rate of \$29.56 per hour, to provide Parent University sessions in the evenings for the purpose of supporting families in the East Stroudsburg Area School District with remote learning. The positions are funded by the ESSER Fund.
- j. **2020-2021 Online Instruction.** Motion to approve the following appointments for the planning and preparation of the online instruction at the applicable curriculum rate. These positions are fully funded through the CARES grant.

	Employee	Hours	Rate
1.	Aimee Ellison	5	\$29.31
2.	Alisa Keiper	9	\$29.31
3.	Alisa Keiper	3	\$29.56
4.	Angela Janaro	5	\$29.31
5.	Angelica Lowe	4	\$29.31
6.	Angelica Lowe	3	\$29.56
7.	Barbara Miller	25.5	\$29.31
8.	Barbara Nordmark	5	\$29.31
9.	Barbara Rescigno	79.5	\$29.31
10.	Barbara Rescigno	4	\$29.56
11.	Billie Trauschke	48.5	\$29.31
12.	Brenda Perini	46	\$29.31
13.	Cara Ridner	14.75	\$29.31
14.	Cara Ridner	6	\$29.56
15.	Caroline Agosto	24	\$29.31
16.	Catherine Schroth	1	\$29.31
17.	Catherine Tynemouth	9	\$29.31
18.	Diane Gagnon	5	\$29.31
19.	Erin Ilch	6.5	\$29.31
20.	Erin Ilch	8.5	\$29.56
21.	Fabiola Souffrant	55	\$29.31
22.	Heather Gress	53	\$29.31
23.	Jacilyn Leonard	55.5	\$29.31
24.	Jacqueline Visser	40	\$29.31
25.	Jane Oplinger	16	\$29.31
26.	Jane Oplinger	4.5	\$29.56
27.	Jennifer Agolino	17.25	\$29.31
28.	Jennifer Scott	5	\$29.31
29.	Karin Hogan	15.5	\$29.31
30.	Lindsey Zimmerman	4	\$29.31
31.	Lindsey Zimmerman	3	\$29.56
32.	Lisa Johnson	20	\$29.31

33.	Maria Rogers	48	\$29.31
34.	Marjory Gullstrand	1	\$29.31
35.	Maureen Seidel	48.5	\$29.31
36.	Maureen Seidel	5	\$29.56
37.	Mercy Shemansky	5	\$29.31
38.	Nicole Kresge	39	\$29.31
39.	Patricia Heeter	20.25	\$29.31
40.	Paul Bakner	2	\$29.31
41.	Scott Hnasko	56	\$29.31
42.	Shawn Wescott	36.25	\$29.31
43.	Stacie Ammerman	20.25	\$29.31
44.	Stephanie Clark	40	\$29.31
45.	Stephanie Clark	13	\$29.56
46.	Susan Hegarty	28	\$29.31
47.	Suzanne Ludwig	22.75	\$29.31
48.	Suzanne Ludwig	25.5	\$29.56
49.	Tamara Cykosky	65.5	\$29.31
50.	Tamara Cykosky	2.5	\$29.56
51.	Tania Iannia	40	\$29.31
52.	Taylor Forgione (Quire)	22	\$29.31
53.	Tina Falbo	37	\$29.31
54.	Tina Falbo	1	\$29.56
55.	Zachary Martin	25	\$29.31
56.	Aimee Ellison	5	\$29.31
57.	Alexandria Briggs-Reichart	15	\$29.31
58.	Alexis Vagni	1	\$29.31
59.	Aliya Grindle	18.5	\$29.31
60.	Alyssa Shetler	4	\$29.31
61.	Amanda Hendricks McGee	8	\$29.31
62.	Amanda Signorello	8	\$29.56
63.	Amanda Signorello	7.5	\$29.31
64.	Amberly Warner	4	\$29.31
65.	Andrea Rhoadhouse	4	\$29.31
66.	Anna Przybylski	1.5	\$29.31
67.	Annette O'Malley	9	\$29.31
68.	Brian Mitchell	4	\$29.31
69.	Bridget Fekula	4.5	\$29.56
70.	Bridget Fekula	3.5	\$29.31
71.	Catherine Schroth	2	\$29.56
72.	Catherine Schroth	12	\$29.31
73.	Catherine Van Winkle	4.5	\$29.31
74.	Christine Schweppenheiser	4	\$29.31
75.	Christy Firth	1.5	\$29.31
76.	Cynthia Pellington	7.5	\$29.31
77.	Darrin Dobrowolski	4	\$29.31
78.	David Krupski	5.5	\$29.56
79.	David Krupski	17	\$29.31
80.	David Scott	3	\$29.31
81.	Dawn Schnatter	4	\$29.31
82.	Deatrice Lowe	3	\$29.31
83.	Deborah Koch	4	\$29.31
84.	Despina Secor	4	\$29.31
85.	Destiny Moretto	9	\$29.31

86.	Devin Cetnar	12	\$29.56
87.	Diana Allison	10	\$29.31
88.	Dina Doyle	1	\$29.31
89.	Donald (Terry) Toth	7	\$29.56
90.	Donna Moraski	1	\$29.31
91.	Edward Christian	4	\$29.31
92.	Eleanor Della-Calce	3	\$29.31
93.	Emily Nieman	5	\$29.31
94.	Erin Farley-Picciano	6	\$29.31
95.	Fred Ridner	2	\$29.31
96.	Gary Homulka	3.25	\$29.31
97.	Gillian Turner	4	\$29.56
98.	Gillian Turner	13.75	\$29.31
99.	Hillary Stevens	2	\$29.56
100.	Hillary Stevens	11	\$29.31
101.	Iveliz Cruz	1	\$29.31
102.	James Ware	2	\$29.31
103.	Jan Zelinski	9	\$29.31
104.	Jason Leap	4	\$29.31
105.	Jennifer Andrews	13	\$29.56
106.	Jennifer Andrews	6	\$29.31
107.	Jennifer DeLong	1.5	\$29.31
108.	Jennifer Marmo	6	\$29.31
109.	Jessica Carson	12	\$29.31
110.	Jessica Hill	4	\$29.31
111.	Jessica Hopstetter	5	\$29.31
112.	John Koretski	4	\$29.31
113.	John Lehr	7	\$29.31
114.	Joseph Martin	14.25	\$29.31
115.	Joseph P. Fluhr	4	\$29.31
116.	Justin Mengel	4	\$29.31
117.	Kane Furst	22	\$29.56
118.	Kane Furst	7	\$29.31
119.	Karen Mochan	2.5	\$29.31
120.	Karla De Leon	2.5	\$29.31
121.	Kathleen Muniz	8.25	\$29.31
122.	Kathryna Martocci	4	\$29.31
123.	Katy Clogg	4	\$29.31
124.	Kerrie Symonies	4	\$29.31
125.	Kym Gavitt	3.75	\$29.31
126.	Launie Summerville	8.75	\$29.31
127.	Laura Householder	2	\$29.56
128.	Laura Householder	34.25	\$29.31
129.	Laura Witcraft	4	\$29.31
130.	Lian Mlodzienski	3.25	\$29.31
131.	Lisa Tirjan	8.5	\$29.31
132.	Lisa Vitulli	20.25	\$29.31
133.	Lori Soskil	12	\$29.56
134.	Lori Soskil	9.25	\$29.31
135.	Lorin Miller	4	\$29.31
136.	Lorraine H. Englert	4	\$29.31
137.	Lucianna Coke	11	\$29.56
138.	Lucianna Coke	12	\$29.31

139.	Lynda Miller	8.5	\$29.31
140.	Maria Francois	2	\$29.31
141.	Mark Vaccaro	12	\$29.31
142.	Mary Keller	4	\$29.31
143.	Mary Zajac	4	\$29.31
144.	Matthew Flicker	4	\$29.31
145.	Matthew Whitney	4	\$29.31
146.	Melissa Hughes	1.5	\$29.31
147.	Melissa Stout	2	\$29.31
148.	Melissa West	4	\$29.31
149.	Mercy Shemansky	5	\$29.31
150.	Michael Korb	2	\$29.31
151.	Michelle Christopher	2.5	\$29.31
152.	Michelle Molina	10	\$29.31
153.	Michelle Osborn-Hallet	7.75	\$29.31
154.	Nathan Fekula	4	\$29.31
155.	Patricia J. Bixler	2	\$29.31
156.	Paul Bakner	4	\$29.31
157.	Rachel Meola	4	\$29.31
158.	Regina Brotherton	35	\$29.31
159.	Richard Stine	1	\$29.31
160.	Rick Sanker	12	\$29.31
161.	Ryan Loughren	4	\$29.31
162.	Samantha Munford	4	\$29.31
163.	Sandra Hartman	7	\$29.56
164.	Sara Hendricks-McGee	4	\$29.31
165.	Shannon Ludka	3	\$29.31
166.	Shelli Bird	12	\$29.56
167.	Stephanie Widger	4	\$29.31
168.	Stephen Meglio	4	\$29.31
169.	Steve Ruhl	4	\$29.31
170.	Susan Harris	3	\$29.31
171.	Suzanne Franks	2	\$29.31
172.	Tara Lewis	4	\$29.31
173.	Thomas Rogers	4	\$29.31
174.	Tyler Dolph	4	\$29.31
175.	Wayne Carson	11	\$29.31
176.	Wayne Koberlein	1.5	\$29.31
177.	Zachary Cole	5	\$29.31

k. Summer District Athletes Return to Practice Plan. Motion to approve an additional 510 hours paid at the curriculum rate of \$29.31 per hour for the implementation of the District's Athletes Return to Practice Plan. These positions will be fully funded by the ESSR grant.

	Employee Name	Hours
1.	Altreche, Ricardo	5
2.	Ammerman, Denise	5
3.	Andrews, Jennifer	43.75
4.	Avvento, Amanda	5
5.	Bealer, Brett	5
6.	Bell, Rickie	5
7.	Bell, Rickie	5
8.	Bowman, Daniel	5
9.	Buksa, Erik	23

10.	Camaerei, Albert	5
11.	Campbell, Bridget	5
12.	Capuano, Meredith	5
13.	Carbajal, Louis	5
14.	Cole, Zachary	5
15.	Corrigan, Caitlin	5
16.	Corso, Christopher	5
17.	Cruz, Lisa	18
18.	Dailey, Charles	41.25
19.	Davis, Drew	5
20.	Deluca, Nicole	5
21.	Dolph, Tyler	5
22.	Donald, Dawn	8
23.	Ellison, Aimee	5
24.	Francis, John	5
25.	Fuller, Jennifer	5
26.	Harris, Shoshanah	5
27.	Hendricks Mcgee, Amanda	5
28.	Hicks, Steven	5
29.	Hochrine-Firth, Christy	5
30.	Kessel, Brielle	5
31.	Kolcun, Brian	5
32.	Kowalczyk, Anthony	5
33.	Krammes, Barry	5
34.	Krupski, David	5
35.	Leap, Jason	5
36.	Lehr, John R	5
37.	Lester, David	5
38.	Long, Damon	5
39.	Longo, Jennifer	5
40.	Lopez, Myrna	8
41.	Marrone, Ashley	5
42.	Martinelli, Armand	27
43.	Mason-Caiazzo, Laura	5
44.	McCue, Bailey	5
45.	McCue, Catherine	10.75
46.	Medley, Khari	5
47.	Mitchell, Daniel	5
48.	Mitchell, Raymond	5
49.	Morales, Venus	5
50.	Munford, Samantha	5
51.	Nicholls, Rhonda	7
52.	Orsargos, Joseph	5
53.	Pappalardo, Lynn	4
54.	Peeke, Lachlan	5
55.	Perito-Flores, Mিকেle	5
56.	Prothro, Aileen	5
57.	Reichl, Jeffrey	5
58.	Reith, Daryl	5
59.	Rogers, Denise	41.25
60.	Rohner, Jordan	5
61.	Rossi, Christopher	13
62.	Santos, David	5

63.	Shamey, Alexis	15
64.	Shanley, Edward	5
65.	Shook, Nicki	5
66.	Simcisko, Jessica	5
67.	Smith, Antony	5
68.	Vanderhoff, Wayne	5
69.	Walters, Matthew	5
70.	Watkins, Willie	5
71.	Watson, Mark	5
72.	Weber, Sarah	5
73.	Whitney, Meghan	5
74.	Williams, Michael	5
75.	Zerfoss, Jon	5

- I. 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
1.	Briggs-Reichart	Alexandria	Mentor for Heather Caruso	Lehman Intermediate	\$625.00
2.	Coffman	Adam	Mentor for Dominique DiCola (effective 8/31/20-11/19/20)	High School South	\$625.00 (prorated)
3.	Casagrande	Chrisoula	Mentor for Samantha Barone	J. M. Hill Elementary	\$625.00
4.	Kiesling	Martha	Mentor for Mary Musselman (first semester)	High School South	\$625.00 (prorated)
5.	LaBar	Keith	Mentor for Cody Kelly (first semester)	High School South	\$625.00 (prorated)
6.	Lee	MaryKatherine	Mentor for Lydia Hess	High School South	\$625.00
7.	Phillips	Daniel	Mentor for Timothy Sullivan	High School South	\$625.00
8.	Signorello	Amanda	Mentor for Philip George (first semester)	High School South	\$625.00 (prorated)
9.	Yacuboski	Cheryl	Mentor for Veronica Correa	High School South	\$625.00
10.	Allen	Nichelle	Intramural American Sign Language Advisor	Bushkill Elementary	\$24.46/hour (30 hour maximum)
11.	Allen	Nichelle	Intramural Homework Advisor (all year-shared position)	Bushkill Elementary	\$24.46/hour (80 hour maximum split between advisors)
12.	Bianchi	Mary	Intramural Photography Co-Advisor	Bushkill Elementary	\$24.46/hour (30 hour maximum split between advisors)
13.	Lopez	Kaitlin	Intramural Broadcast Advisor (all year)	East Stroudsburg Elementary	\$24.46/hour (65 hour maximum)
14.	Nichols	Monica	Intramural Homework Advisor Substitute	Middle Smithfield Elementary	\$24.46/hour (48 hour maximum split between advisors)
15.	Shamp	Melodie	Band Director (Elementary)	Smithfield Elementary	\$1,757.00 (plus \$250.00 longevity stipend)
16.	Rowinski	Lisa	Detention Supervisor	J. T. Lambert Intermediate	\$29.56/hour
17.	Vazquez	Gabrielle	Soccer-Boys Assistant Coach	J. T. Lambert Intermediate	\$2,356.00
18.	Simcisko	Jessica	Soccer-Girls Assistant Coach	J. T. Lambert Intermediate	\$2,356.00
19.	Fort	Jamal	Basketball-Boys Head Coach	Lehman Intermediate	\$3,697.00
20.	Hochrine-Firth	Christy	Field Hockey Head Coach	Lehman Intermediate	\$2,837.00
21.	Finnerty	Brian	Football Assistant Coach	Lehman Intermediate	\$2,356.00
22.	Yandolino	Nicholas	Soccer-Boys Assistant Coach	Lehman Intermediate	\$2,356.00

	Last Name	First Name	Position	Building	Rate
23.	Noble	Joshua	Basketball-Boys Freshman Coach	High School North	\$4,141.00
24.	McKenzie	Denzal	Basketball-Boys Head Coach	High School North	\$7,906.00
25.	Duval	Fabian	Basketball-Boys Varsity Assistant Coach	High School North	\$5,134.00
26.	Mills	Kyle	Basketball-Boys Varsity Assistant Coach	High School North	\$5,134.00
27.	Rutkowski	Rebecca	Basketball-Girls Freshman Coach	High School North	\$4,141.00
28.	Mobley	Vernon	Basketball-Girls Head Coach	High School North	\$7,906.00
29.	Cacace	Michael	Football Freshman Coach	High School North	\$5,474.00
30.	Harris	Shoshanah	Intramural Girls Soccer Co-Advisor	High School North	\$24.46/hour (12 hour maximum)
31.	Lester	David	Intramural Girls Soccer Co-Advisor	High School North	\$24.46/hour (12 hour maximum)
32.	Transue	Scott	Intramural Weightroom Advisor (fall)	High School North	\$24.46/hour (135 hour maximum)
33.	Lowris	Joel	Rifle Team Head Coach	High School North	\$3,412.00 (plus \$250.00 longevity stipend)
34.	Rutkowski	Rebecca	Softball Junior Varsity Coach	High School North	\$4,040.00
35.	Kreider	Andrea	Softball Varsity Assistant Coach	High School North	\$4,154.00
36.	Altreche	Ricardo	Summer Weight Training Coach	High School North	\$2,774.00
37.	Harris	Shoshanah	Swim Team Head Coach	High School North	\$6,1245.00
38.	Francois	Maria	Swim Team Varsity Assistant Coach	High School North	\$4,001.00
39.	Lowris	Joel	Tennis-Boys Head Coach	High School North	\$3,807.00
40.	Hogan	Matthew	Wrestling Head Coach	High School North	\$7,565.00
41.	Werth	John	Wrestling Varsity Assistant Coach	High School North	\$5,000.00 (plus \$250.00 longevity stipend)
42.	Milford, Jr.	Gregory	Baseball Junior Varsity Coach	High School South	\$4,040.00
43.	Markowski	Sigmund	Baseball Varsity Assistant Coach	High School South	\$4,154.00
44.	Meola	Rachel	Choraliers Club Advisor	High School South	\$1,113.00
45.	Bogart	Jenny	DECA Fashion Club Co-Advisor	High School South	\$1,113.00 (prorated)
46.	Peters	Karen	DECA Fashion Club Co-Advisor	High School South	\$1,113.00 (prorated)
47.	Musselman	Mary	Freshman Class Advisor	High School South	\$1,208.00
48.	Zannella	Ann	Intramural After School Study Hour Advisor (Monday)	High School South	\$24.46/hour (48 hour maximum)
49.	Ellison	Amiee	Intramural Weight Room Co-Advisor (fall season)	High School South	\$24.46/hour (39 hour maximum)
50.	Furst	Kane	Intramural Weight Room Co-Advisor (fall season)	High School South	\$24.46/hour (39 hour maximum)
51.	Kelly	Cody	S.A.D.D. Club Advisor	High School South	\$1,113.00
52.	Bogart	Jenny	Senior Class Co-Advisor	High School South	\$1,478.00 (prorated)
53.	Stanukenas	Christopher	Softball Junior Varsity Coach	High School South	\$4,040.00
54.	ZeRuth	Samantha	Softball Varsity Assistant Coach	High School South	\$4,154.00
55.	Munford	Samantha	Swim Team Head Coach	High School South	\$6,245.00 (plus \$250.00 longevity stipend)
56.	Stanukenas	Christopher	Volunteer Football Coach	High School South	not applicable
57.	Turner	Gillian	Volunteer Philosophy Advisor	High School South	not applicable
58.	Bogart	Jenny	Volunteer SGA Advisor	High School South	not applicable
59.	Bogart	Jenny	Volunteer Spirit Club Advisor	High School South	not applicable

3.

ACTION BY THE BOARD:

Motion was made by Sharone Glasco approve the employment action listed in accordance with the associated, applicable policies, procedures and contractual agreements as revised: Motion was seconded by Dr. Damary Bonilla. A roll call vote was taken and passed 6-3. George Andrews, Dr. Damary Bonilla, Sharone Glasco, Debbie Kulick, Richard Schlameuss and Lisa VanWhy voted yes. Rebecca Bear, Larry Dymond and Wayne Rohner voted no.

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

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Vitulli, William Dr.	From: Principal – ESACA To: Assistant Superintendent for District Programs Replaces Ryan Moran who resigned.	Administration	\$125,000.00 (prorated)	September 28, 2020

m. **404 - Memorandum of Understanding – Additional School Counselor Supplemental Days under COVID 19**

1.

ACTION BY THE BOARD:

Motion was made by Sharone Glasco to approve the Memorandum of Understanding between the East Stroudsburg Education Association and the East Stroudsburg Area School District with respect to Additional School Counselor Supplemental Days under COVID 19. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 73)

404 - Memorandum of Understanding – Internal Teachers of Virtual Classroom 2020-2021 School Year

2.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the Memorandum of Understanding between the East Stroudsburg Education Association and the East Stroudsburg Area School District with respect to Internal Teachers of Virtual Classroom for the 2020-2021 School Year. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 74-75)

d. **FINANCES**

i. **610 – Purchases Subject to Bid**

1.

ACTION BY THE BOARD:

Motion was made by Larry Dymond to approve the reimbursement of \$2,481.02 to the East Stroudsburg Area Education Support Professional Association, for the purchase of 19 Safety Shield/Guards for secretaries in the district, 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 76-77)

2.

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the quote from Staples in the amount of \$65,972.00 for computer monitors and adapters, in accordance with the recommendation of the Finance Committee. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 78-82)

ii. **614 – Payroll Authorization**

1.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to affirm the Board’s direction to Administration to maintain working hours for all employees of the school district notwithstanding the effects on building hours and staffing needs resulting from the COVID-19 Pandemic. Motion was seconded by George Andrews and carried unanimously, 9-0.

iii. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Payment of Bills and Treasurer’s Report listed in this agenda for the 2020-2021 fiscal year, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the Auditor General. Motion was seconded by Lisa VanWhy and passed 8-1. Wayne Rohner voted no.

1. Payment of Bills - (See pages 83-116)
2. Treasurer’s Report - (See page 117-144)

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 Larry Dymond and carried unanimously, 9-0.

D’HUY ENGINEERING INVOICES

- a. Invoice #51482 \$24,500.27- High School North Roof Replacement
- b. Invoice #51483 \$980.00 - High School North Roof Replacement Forensic Investigation
- c. Invoice #51484 \$4,657.28 - High School North Sanitary Liner Replacement
- d. Invoice #51485 \$709.10 - Smithfield Parking Lot Improvements
- e. Invoice #51486 \$602.05- J.T. Lambert Intermediate Security Camera Installation
- f. Invoice #51487 \$5,877.00 - J.T. Lambert/Resica Elementary Flooring Replacement
- g. Invoice #51488 \$909.49 - High School South Pool Grouting

(See pages 145-151)

Miller Flooring Company

Invoice #15478 \$159,558.00 – Lehman Intermediate School gym floor replacement. Total cost to the district is \$90,108.00; the District’s insurance claim covered \$69,450.00 of the costs.

(See page 152)

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve Pay Application #4 from Lehigh Valley Flooring in the amount of \$49,649.50 for work on the JT Lambert Flooring Project, in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

(See pages 153-154)

4.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve Pay Application #9 from Jottan, Inc. in the amount of \$688,435.55 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 Larry Dymond and carried unanimously. 9-0.

(See pages 155-157)

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

1.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the requests to renew the already established student activity funds listed. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

Lehman Intermediate
LEH Girls Who Game – Coding/Gamers Club for Female Students
LEH Girls Soccer
LEH Field Trip SPA
LEH National Junior Honor Society Lehman Chapter

High School North
EHN Student Gov't Assoc. (SGA)
EHN Key & Leo
EHN Gay Straight Alliance (GSA)
EHN Class of 2021
EHN Class of 2022
EHN Class of 2023
EHN Yearbook Club
EHN National Honor Society
EHN Varsity Video Game Club

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the requests to establish the student activity funds listed. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

East Stroudsburg Elementary
Songwriting and Music Production Club

Lehman Intermediate
Dance Team

High School North
HSN Class of 2024
HSN Journalism Club

(See pages 158-163)

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the requests to renew the already established special activity funds listed with appropriate training given to all signers on these accounts. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

Administration Building	High School North
Community Program Support	EHN Chorus Special Activity
East Stroudsburg Education Foundation	EHN Spring Production-Musical
	EHN Girls Basketball
Bushkill Elementary	EHN Cheerleading
BES Teacher/Sunshine Committee	EHN Cross Country
	EHN Girls Volleyball
J.T. Lambert Intermediate	EHN Wrestling
JTL Special Activity Teachers Fund	EHN Football Team
	EHN Faculty North Pepsi Fund
Lehman Intermediate	EHN Art club
LIS Crew Club	EHN Boys Basketball
LIS Spring Production	EHN Boys Tennis Team
LIS Casual for a Cause SPA	EHN Swimming
LIS Eric Jacobson Memorial Account	EHN Rifle Team
LIS Principal's Special Activity Account	
LIS French Club	High School South
LIS Student Council	EHS Field Trip
LIS North Jr. High Wrestling	EHS Principal's General Fund/SPA
LIS School Yearbook Club	EHS Special Spring Gala
LIS 6 Blue	EHS Cavalier Varsity Rifle Team
LIS 6 Silver	EHS Track and Field
LIS 7 Blue Team	EHS Girls Tennis
LIS 7 Silver	EHS South Faculty
LIS 8 Blue	
LIS IF	
LIS Teacher Soda Fund	
LIS Reading Olympics	
LIS Crew Club	
LIS Interactive Outdoor Classroom & Trail	

4.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the requests to establish the special activity funds listed. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

High School North
EHN North Side Café
EHN North Game Design Club

(See pages 164-165)

5.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the request to close the student and special activity funds listed. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

Student Activity Fund
High School South
EHS Foreign Language Club

(See page 166)

Special Activity Funds
High School South
Softball Special Activity

(See pages 167)

e. **OPERATIONS**

i. **803 – School Calendar**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the 2020-2021 School Calendar as presented. Motion was seconded by Lisa VanWhy.

Motion was made by Richard Schlameuss to adjust the calendar to move Monday’s in-service date to a Friday date. Motion was seconded by Wayne Rohner.

Motion carried, with amendment, unanimously, 9-0.

(See pages 168-169)

ii. **818 – Contracted Services**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the contracts listed for their specific services, rates and effective dates, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0. Debbie Kulick and Richard Schlameuss abstained from 2. Contracts Totaling \$10,000 or More # 8. Pocono Mountains United Way.

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial IU 20	Renewal of the 2020/2021 Discovery Education Streaming to East Stroudsburg Area School District	\$.715 per student for 6,684 students Not To Exceed \$4,779.06	Curriculum & Instruction	7/1/20-6/30/21
2.	Colonial IU 20	Renew contracted for services – speech evaluation, reevaluations and speech IEPs	The rate for services is \$126.65 per hour. The total amount of this contract will be based on the total number of hours	Pupil Services and Special Education	8/18/20-8/20/21

			requested for each student		
3.	Flint, Ian	Writing drill for South high School Marching Band for the Fall 2020 season.	\$1,750.00	Instrumental Music Department	8/2020-9/2020
4.	Mower, Taryn	Aimsweb plus platform training	\$350.00	Professional Development	8/25/20
5.	Lehigh Learning Academy	Renewal of Contract for 2020-2021 Special Education Services and Alternative Education Services	\$126.94 per school day. An additional fee for \$5.00 per day applied for credit recovery.	Pupil Services and Special Education	2020/2021 School Year
6.	Schaf's Video Productions (Todd Schafer)	Provide game videography for all North Football games and scrimmages at specified locations and times.	6 games @ \$115.00 Total-\$690.00	Athletics Department	9/25/20 – 10/30/20
7.	Schaf's Video Production (Todd Schafer)	Provide game videography for all South Football games and scrimmages at specified locations and times.	6 games @ \$115.00 Total - \$690.00	Athletics Department	9/25/20-10/30/20
8.	Watson, Scott	Composing a band piece for Lehman Intermediate 6 th grade band.	\$4,000.00	Instrumental Music	Fall/Winter 2020-2021

(See pages 170-183)

2. Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial IU 20	Colonial Virtual Program Consortium site-wide license bundle for online 6-12 implementation	\$58,650.00	ESACA	8/1/20-7/31/21
2.	Colonial IU 20	Contracted for services – Autistic Support at East Stroudsburg Elementary School	Not to Exceed \$42,688.80	Pupil Services and Special Education	2020-2021 School Year
3.	Colonial IU 20	Contract for services – Autistic Support at Resica Elementary School	Not to Exceed \$42,688.80	Pupil Services and Special Education	2020-2021 School Year
4.	Colonial IU 20	Renewal: Contracted for 2020-2021 Special Education Services (adaptive physical education, audiology services, autistic support emotional support, hearing support, speech and language, vision support, life skills support, multi-disability support, occupational therapy, physical support, physical therapy team, Project SEARCH, psychological services), in accordance with the recommendation of the Finance Committee.	Approximately \$3,992,036.00 (Cost estimate is based on student data and does not account for new programs, students first coming into the district or those leaving the district.)	Pupil Services and Special Education	2020-2021 School Year
5.	Colonial IU 20	IDEA – Part B Use of Funds Agreement, in accordance with	\$1,068,970.39	IDEA Grant	7/1/20-9/30/21

		the recommendation of the Finance Committee.			
6.	Colonial Intermediate Unit 20	Title I Services for non-public schools within ESASD boundaries	Not to Exceed \$12,047.40	Title I Grant	2020 -2021 SY
7.	Colonial Intermediate Unit 20	Title IIA Services for non-public schools programs and services within ESASD boundaries	Not to Exceed \$18,194.00	Title IIA Grant	2020 -2021 SY
8.	Pocono Mountains United Way	To provide: <ul style="list-style-type: none"> 1. Provide financial coaching for families participating in the Bridges out of Poverty family mentoring program. 2. Provide S.M.I.L.E. home mentoring/visit program for families with at-risk children living within the ESASD borders. 3. Provide 250 Free early vision and hearing screenings, as well as overall healthy child screenings for children up to 5 years old. 	\$45,500.00	Title IV Grant	8/31/20-8/31/21

(See pages 184-201)

3. Transportation Contracts

	NAME	SERVICE	Not to Exceed Yearly Amount	PAYMENT FROM	EFFECTIVE DATE
1.	Afolabe, Taiwo	Contracted Driver	\$10,014.96	Transportation Dept.	2020/2021 School Year
2.	Caramella, George	Contracted Driver	\$35,005.10	Transportation Dept.	2020/2021 School Year
3.	DeJesus, Miguel	Contracted Driver	\$19,673.65	Transportation Dept.	2020/2021 School Year
4.	Frascella, Maria	Contracted Driver	\$14,459.45	Transportation Dept.	2020/2021 School Year
5.	Fuchs, Joseph	Contracted Driver	\$31,615.14	Transportation Dept.	2020/2021 School Year
6.	Galunic, Jenny	Contracted Driver	\$30,914.68	Transportation Dept.	2020/2021 School Year
7.	Gerst, Lisa	Contracted Driver	\$39,570.93	Transportation Dept.	2020/2021 School Year
8.	Holmes, Deborah	Contracted Driver	\$43,904.51	Transportation Dept.	2020/2021 School Year
9.	Holmes Katharine	Contracted Driver	\$32,175.31	Transportation Dept.	2020/2021 School Year
10.	Krupski, Diane	Contracted Driver	\$37,259.06	Transportation Dept.	2020/2021 School Year
11.	Kutzman, Cheryl	Contracted Driver	\$19,763.33	Transportation Dept.	2020/2021 School Year
12.	LaBar, Karla	Contracted Driver	\$9,429.37	Transportation Dept.	2020/2021 School Year
13.	Severud, Melody	Contracted Driver	\$28,377.05	Transportation Dept.	2020/2021 School Year
14.	Sinclair, Ionie	Contracted Driver	\$13,042.31	Transportation Dept.	2020/2021 School Year
15.	Siska, Dustin	Contracted Driver	\$21,700.67	Transportation Dept.	2020/2021 School Year

f. **COMMUNITY**

i. **910 – Community Relations**

ACTION BY THE BOARD:

Motion was made by Sharone Glasco to approve the resolutions presented commending PSBA, Lili Clarke, Inc. and Game Face Grooming Products for their community service during the COVID-19 Pandemic. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 202-204)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
September 21, 2020
Via Zoom**

ADDENDUM A

c. **PERSONNEL ITEMS**

3.

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 Dr. Damary Bonilla 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**

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
19.	Tonkin, Lisa	From: Student Aide (7 hour) – Smithfield Elementary To: Student Aide (7 hour) – J. M. Hill Elementary Moved with student.	Support	No change	September 18, 2020.
20.	Menditto, Marguerite	From: Secretary – North High School To: Secretary – ESACA At the conclusion of this temporary reassignment Marguerite will return to her secretary position at North High School.	Support	No change.	September 22, 2020 through the end of the of the 2020-2021 school year only.

v. **303/404/405/504/505 – Employment**

d. **Appointments**

	Name	Position	Classification	Location	Compensation	Effective Date(s)
8.	Romagno, Daniel	Maintenance II Worker(LTS) Replaces Matthew Hirsch who was temporarily reassigned to a 1 st Level Supervisor position.	Support/LTS	Maintenance	\$21.40/hour	August 25, 2020 now through November 16, 2020 only.

n. **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 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

	Teacher	Position
1.	Evan Scott	Health & PE 6-8
2.	Gisela Piedra	Spanish
3.	Melissa Stout	ELA

o. Cyber Academy Facilitators Appointments for 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 for the entire 2020 – 2021 school year.
- Approval by the board does not guarantee adjustments will not be made to course assignments based on pandemic related ongoing enrollments.
- (*) Quarter or Half-Credit course

	Teacher	Position
1.	Michael Plytage	Algebra 1 & Consumer Math & Geometry
2.	Karla DeLeon	Algebra 1
3.	Marilyn Espinoza	Algebra 2
4.	Catherine Van Winkle	Geometry
5.	Carolyn Cruz	Environmental Science
6.	James Ware	AP English & SAT Prep
7.	Gloria Schulte	ELA 9 & 12
8.	Catherine Schroth	ELA 9
9.	Jennifer Marmo	ELA 10
10.	Jessica Carson	ELA 11
11.	Lucianna Coke	ELA 12
12.	Jessica Walters	World History
13.	Joseph Parker	World History & Civics
14.	Larysa Martone-Bunn	World History
15.	Jon Zerfoss	Civics
16.	Ziad Haddad	Civics & World History
17.	Lois Groff-Yarnall	Global Citizenship & Sociology
18.	Paul Kernan	Psychology

19.	Ann Zannella	Intro to Business & Personal Finance & Entrepreneurship
20.	Kate Krammes	Career Planning and Development
21.	Lian Mlodzienski	Into to Health Science
22.	Diane Gagnon	PE & Health 9
23.	Kaley Greenya	PE & Health 11
24.	Carol Huffman	PE & Health 11
25.	Angela Janaro	PE 10
26.	Amiee Ellison	PE & Health 12
27.	Samuel Davidge	PE 12
28.	Scott Moskovitz	PE & Health 9
29.	Maria Francios	General Science
30.	Melissa Hughes	AP Bio
31.	Gisela Piedra	Spanish

p. **Cyber Academy Facilitators Appointments for 2020-2021 School Year – Elementary.** 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 350 hours per school year (not to exceed 350 hours including training)
- Approval by the board does not guarantee that this position will exist for the entire 2020 – 2021 school year.
- Approval by the board does not guarantee adjustments will not be made to course assignments based on pandemic related ongoing enrollments.

	Teacher	Position
1.	Miriam Stevens	Elementary
2.	Trene Lurry	Elementary
3.	Zahra Yohe	Elementary
4.	Shaquila Castle	Elementary
5.	Aceneth Mercado	Elementary
6.	Mary Capulish	Elementary
7.	Matthew Trapp	Elementary
8.	Lisa Vitulli	Elementary
9.	Fabiola Souffrant	Elementary
10.	Kara Luchowski	Elementary
11.	Linda Gittens	Elementary
12.	Carolyn Cruz	Elementary
13.	Salvator Lapadula	Elementary
14.	Laura Rodriguez	Elementary
15.	Thomas Trauschke	Elementary
16.	Karen Green	Elementary

ii. 818 – Contracted Services

ACTION BY THE BOARD:

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

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
9.	Lurry, Trenee	Cultural & Diversity Training at the Administrative Retreat	\$275.00 (4 Hours)	Professional Development	7/22/20 & 7/23/20
10.	Lurry, Trenee	Cultural & Diversity Training during New Teacher Induction	\$150.00 (1.5 hours)	H.R. Professional Services	8/19/20
11.	Lurry, Trenee	Cultural & Diversity Training for district employees.	\$675.00 (9 hours)	Professional Development	8/18/20, 8/19/20 & 8/20/20

(See pages 4-6)

ACTION BY THE BOARD:

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

XII. ADJOURNMENT: 9:26 PM

Respectfully Submitted,

Patricia L. Rosado
Board Secretary