

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

**December 21, 2020 – 7:00 P.M.**

**VIA Zoom**

**Minutes**

- I. **President**, Richard Schlameuss, called the meeting to order at 7:15 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, Scott Ihle, Diane Kelly, Trenee Lurry, Holly McFarlane, Thomas McIntyre, Debra Padavano, William Riker, Denise Rogers, Patricia Rosado, Renee Stevens, William Vitulli, Valerie Wickberg and Stephen Zall. Christopher Brown, Solicitor.
- IV. **Community members present:** Jay Armitage, Nathan Hill, Angelina Hiller, Michele Hiller, Randy Litts, Vernon Mobley, Keleisha Phillip-Stringer, Darryl Sabino and Chris Witty.
- V. **ANNOUNCEMENT OF EXECUTIVE SESSION**  
An Executive Session was held this evening before this meeting at 5:30 p.m. 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 December 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.

Motion was made by Rebecca Bear to add on the agenda a motion to allow winter sports to begin on January 4, 2021 or whenever the ban is lifted. Motion was seconded by George Andrews and carried unanimously, 9-0.

Motion was made by Lisa VanWhy to add on the agenda a motion to appoint Amanda Parrish as the H.S. North Assistant Principal with a start date to be determined. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

The adoption of this agenda with modifications was carried unanimously, 9-0.

**VII. APPROVAL OF MINUTES**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the minutes of the November 16, 2020 Board meeting. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

**VIII. REPORTS**

- a. **Monroe Career & Technical Institute Update**  
Mrs. Lisa VanWhy said that on December 14<sup>th</sup> MCTI held their Reorganization and Regular School Board meeting. This coming school year, it will be Pleasant Valley School District's term to reside over the meetings. Ms. Susan Kresge was appointed as the Chair and Pocono Mountain School District's Ms. Jacquelyn Leonard was appointed as the Vice Chair. At the meeting, they approved the Path to Reopening Schools, which is part of

the Health and Safety Plan. They also approved several personnel items and policies. She said it is important that students get back to school because although some students are attending, their certification, licenses and skills depend on the in-person learning they receive at MCTI.

b. Colonial IU 20 Update

Dr. Damary Bonilla said the IU 20 Board meeting was held on December 9<sup>th</sup> and covered a lot of information. At the meeting, they approved revisions to the IU 20 Health and Safety Plan, which will be submitted to PDE and posted on the IU 20 website. D'Huy Engineering presented a report and findings on the Capital Plan and Data Center renovation project. This is the first project that they will embark on during the upcoming new school year. The project will cover internet, telephone, server hosting, and firewall protection, which will filter to 18 school districts and four additional IU locations. It will ensure full backup and redundancy services in the event of power outage and emergency situations. The construction is anticipated to begin June 2021 or October 2021, pending bidding results for the project. East Stroudsburg University teamed up with the IU for the Backpack Buddies Program in order to collect food for students and families in need. They received many goods, which filled the families' Thanksgiving tables. She said she is glad that the students from our community were involved in this local effort. On November 20, the CIU 20 held a Turkey Trap Race for families in need. Students worked for canned goods and nine families were provided with a Thanksgiving dinner. The IU 20 Early Intervention and various school-age programs were recipients of a grant that funded remote learning resource bags for families. The bags featured various learning items from PBS, and social emotional learning lessons from the popular children's show, Daniel Tiger. For 40 years, the IU 20 has partnered with the Kiwanis Club of Easton for a holiday party that is typically attended by 150 students in the program. This year, the holiday party was canceled due to the pandemic; therefore, the Kiwanis Club volunteered to create special treat bags to be sent home with the students who would have attended. The next IU 20 Board meeting will be held on January 27, 2021 at 7:30 p.m.

c. Property/Facilities Committee Update

Mrs. Lisa VanWhy said the Property/Facilities Committee met on December 8<sup>th</sup>. The Committee recommended the following:

- A proposal from Center Stage Lighting & Rigging for the repair and replacement of the controls in the South HS auditorium
- A proposal from Trane, Inc. for the installation of dehumidification controls in the JTL POD  
The above two items were not part of the budget or part of the Capital Plan; therefore, the recommendation was to pay them through the General Fund
- The proposal from Keystone Fire Protection for the installation of a dry fire suppression system in the South HS server room
- Pay Application #6 from Lehigh Valley Flooring for work on the JT Lambert Flooring Project
- Pay Application #11 from Jottan, Inc. for work performed on the HS North/Lehman roof  
There are still some small punch list items left to do.
- Pay Application #8 from Trane Inc. for work performed on the HVAC Controls project at the North HS/Lehman Intermediate
- Pay Application #1 from Environmental Restoration for work performed on the removal of the underground storage tank at the JT Lambert bus garage. The project is 85% complete.
- D'Huy Engineering invoices a-j as indicated on the agenda.

d. Education Programs & Resource Committee Update

Dr. Damary Bonilla said that the Education Programs & Resources Committee met on December 9<sup>th</sup>. They held various discussions and thanked George Andrews for his service to the Committee this year and welcomed Ms. Sharone Glasco to the Committee. The Committee had an opportunity to get a report from the DEI Committee and learned about the subcommittees that are working around Diversity, Equity and Inclusion. They also received an update on the Trauma Informed work in the district that has been occurring for over a year. Over 200 staff members have been trained in this effort. Both topics are very important right now due to social issues that students are facing. The Committee approved the 2021 meeting dates. The Committee will meet every 2<sup>nd</sup> Wednesday of each month at 7:00 p.m. Dr. Bonilla said she hopes to have more of the community engaged in the meetings. The next Committee meeting will be held on Wednesday, January 13<sup>th</sup>. Furthermore, the Committee approved for a contract for 2<sup>nd</sup> Step Bullying Prevention, to enhance the district's Bullying Prevention Program, be moved onto the Finance Committee.

e. Finance Committee Update

Ms. Rebecca Bear said the Finance Committee met on December 15. The Committee recommended that the Board approve the 2<sup>nd</sup> Step Bullying Prevention contract, which will be paid through a grant. This program will cover all elementary schools except for one. The program for the 6<sup>th</sup> elementary school will be placed on next year's budget. The Committee was presented with 3 options for an antivirus software and picked IntegraOne. The antivirus software will cover all computers. The Committee also discussed the food delivery program, which is going well and being paid through the funds that the district is receiving to make sure each student gets a meal. They also received a presentation on bus stop-arm cameras for catching speeding cars that run through the stop signs on the buses. The total is \$148,676 which \$140,000 is being paid through a grant. They are beginning to submit fuel bids and will continue to discuss this item. On the agenda, you will find the BerkOne Proposal where Bundle B was selected in the amount of \$730, which is the same amount as in the past. The cost is to pay Berkheimer in order for them to collect local taxes. On the agenda, you will also find a motion where the Board will have to vote on the Act 1 Resolution for the preliminary budget. Mr. McIntyre will present the 2020-2021 budget tonight. The Committee also discussed the current projects in the district. They also approved dates for the 2021 Finance Committee meetings. The Finance Committee will meet on the 2<sup>nd</sup> Monday of each month at 5:30 p.m.

f. Policy Review Committee Update

Ms. Sharone Glasco said the Policy Review Committee met this evening and reviewed five policies. Four policies will be posted for review. The four policies are as follows:

# 337 Vacation

# 342 Jury Duty

# 343 Paid Holidays

# 707 Use of Facilities

Policy 339 Uncompensated Leave will be edited and come back next month.

g. 2021-2022-Budget Presentation

Mr. Tom McIntyre said he will be presenting the annual presentation that he provides every December in accordance with the Act 1 Index.

He presented as follows:

Page 2 – Agenda which include: Current Revenues, Charter School Costs, Role of the School Board with the Budget, School Finance 101, Important Timelines to Guide Your Decisions, Our Story, Blueprint for Success, Outlook for the Future, Why and Next Steps & Key Takeaways.

Page 3 – Property Tax Collections – The collection period is from August through October. Right now we are about one million dollars ahead of last year's collection. This means that people are paying prior to the discount period. He said he will not have final numbers by the end of January, when the tax collectors reconcile the numbers. The number is much better than he had expected.

Page 4 – Earned Income Tax Collection – These numbers are from July through October and they are \$100,000.00 ahead from last year. In his opinion, this means that people are working and paying their taxes, especially during the COVID-19 lock down. This is a great start for the first 3 months of the school year. He hopes it will continue.

Page 5 – Charter School Costs – enrollment in 2019-20 was 241 students and now in 2020-21, as of October, the enrollment is 461 students that are in a charter schools. Tuition in 2019-20 for a Special Education student was \$34,326.00 and for a Regular Education student it was \$14,027. In 2020-21 the tuition cost is \$35,041 for a Special Education student and \$14,319 for a Regular Education student. He said he calculated the tuition numbers at 80% for Regular Education students and 20% for Special Education students and it was about 4.5 million dollars last year for charter school costs. This year, it doubled at about 8.5 million dollars. We do not know what this expense will be for the entire year. If students begin a five-day instruction in-person soon, the expense may be less.

Pages 6 & 7 – What factors should the Board consider in their budget decision making process? Role of the School Board and the Budget.

Page 8 – Role of the School Board and the Budget. The local school Board adopts a budget. They collect revenues, make expenditures, execute related responsibilities. All School district finances start with a budget.

The Board must balance a variety of competing interests and choose between what it finds necessary for a good educational program and what it and its taxpayers can afford.

#### Page 9 – Budgeting

Adopting a budget is one of the most important functions of a School Board. A School system budget, no matter how large or small, is a delicate balance of policy choices.

#### Page 10 – A Budget is Not:

A partisan political tool and it should represent the educational needs of the total community

Self-serving to special-interest groups and must be able to represent the greater public good.

A forum for achieving personal advantage

The sole basis for evaluating administrative performance

A vehicle to censure previous actions

Page 11 – A Budget, if properly planned and presented, will provide benefits beyond legal compliance i.e., conveys cost of programs on a per-student basis, educates the staff about the interrelationship of specific activities, identifies where the money comes from, aids in evaluating planned changes and the progress toward completion, etc.

#### Page 11 & 12 – School Finance 101 – Budgeting

Required by State Law

2 Parts

- Investment Plan for programs and services designed to achieve the district's educational goals & objectives
- Financing Plan to meet the district's expected costs

#### Page 14 – Finances – Expenditures by Function

State Required

5 Educational cost categories

- Instruction
- Support Services
- Non-instructional services
- Capital outlay
- Other financing uses

Instruction costs are largest percentage

#### Page 15 – School Finance 101 – Finances

Spending by Object

State required

Examples include:

Salaries, Benefits, (which represent the largest percentage) Contracted Services, Property Services, etc.

#### Page 16 – School Finance 101 - Cost Factor Examples

Controllable – Staffing, Class Size, Facilities, Collective Bargaining Units and Non-Mandated Programs

Uncontrollable – PSERS Rate, Charter Tuitions, Geographic Location, Mandated Programs (Special Education and English Language Development).

#### Page 17 – School Finance 101 – Finances

Revenue Sources

3 Major Areas – Local, State, & Federal

What if we need more money? Bond Financing for Construction Projects.

#### Page 18 – School Finance 101 – Revenue Factor Examples

Zoning of tax parcels, trends in assessed values of real estate, other tax-generating capacity, practical & legal limits on rates of taxation, State subsidies, Federal & State Grants, Prior year funds (Fund Balance)

#### Page 19 – School Finance 202 – The Balance Budget

The total amount shall not exceed the amount of funds available for school purposes. The budget equation goes from beginning fund balance to ending fund balance.

Page 20 – School Finance 101 – What is Fund Balance

Government Accounting Term, Measures of net financial assets, adequate balance to cover district emergencies, not a recurring source of revenue. It can be used for one-time investments or conservative budget balancing.

Page 21 – Fund Balances Constraint Hierarchy – Board Control

Non-spendable – Inventories & Prepaid Items

Restricted- (Imposed by Law or Externally Imposed) Once you put money in an account such as capital reserve, you cannot use for anything else.

Committed – Formal Action by the District (Board Resolution)

Assigned – Expressed Intent – Management or Board Action

Unassigned – No Restrictions – State Limits Apply -8%

Page 22 – Fund Balance Limits

24 PS 6-688 Limitations on certain unreserved fund balances. Our budget exceeds 160 million dollars; therefore:

Limited to 8% (Unassigned) at the time of the budget adoption

Other categories do not have a limit

General Fund has a limit

Page 23, 24 & 25 – Act 1 of 2006 Timeline

Taxpayer Relief Act of 2006

Requires the following:

School District limitations on raising taxes

- Base Index
- Adjusted Index
- Exception Index
- Referendum

Prescriptive Timeline

Tighter deadlines for budget preparation

Property Tax Relief for Approved Homesteads/Farmsteads

Page 26 – Act 1 of 2006

Taxpayer Relief Act of 2006

Requires the following:

- School District limitations on raising taxes
- Prescriptive Timeline
- Tighter deadlines for Budget preparation
- Property Tax Relief for Approved Homestead/Farmstead (if available)

Page 27- Act 1 Budget Timeline

Mr. McIntyre said the Board would have to decide at the December 2020 Regular Board meeting if they would like to approve the “Opt-Out” Resolution like they have done in the past in order not to raise taxes over the 4.2% index. The other choice is to move forward with a Preliminary Budget in order to ask PDE for the exceptions. PDE will need to approve the exceptions or they may not approve any. In January 28, 2021, a preliminary budget will need to be displayed publically. On February 17, 2021 the Board will need to approve the preliminary budget. May 31<sup>st</sup> is the deadline to approve a proposed final budget and June 30<sup>th</sup> is the deadline to approve the final budget.

Page 28 – Tax Index Limitation

Prior law granted boards unlimited power to tax

Act 1 Law imposes limitations on real estate tax increase

Increase is limited to an annual “inflationary” index.

Page 29 – Exceptions to “Index Rule”

Three specific statutory exceptions – Special Education, pension and Construction (Before Act 1)

Voter approval in election referendum in May or each year. Complex law requires complex timetable.

Page 30 – Act 1 Index

Base Index = 3.0% which increased from 2.6%

Adjusted Index = 4.2% which increased from 3.6%  
It would generate \$4,944,318 of new revenue if the district would increase the taxes at the new index.

Page 31 – Act 1 Decision  
School Board Decisions  
2 Options

1. X% Budget (Exceed Index) available for public inspection on/before January 28, 2021  
Maximum Tax Increase and Fund Balance & Tax Increase  
Would need to make the decision at the December Board meeting.
2. Pass Resolution not to increase taxes higher than the index. Would need to vote on this resolution at the December Board Meeting.

Page 32 –Where does the money come from?  
State - 30.36%  
Local - 65.65%  
Federal – 2.95%  
Other Sources – 1%

Page 33 – Local Revenues based on Real Estate Taxes, Income Tax, Local Service Tax, Delinquent Tax, Assessed Values, Collection Rate and Millage Rate.

Page 34 – Revenues – Local  
Millage Rate

Due to having a multi-county district both counties, Monroe and Pike Counties, would need to be balanced. In Monroe County, the assessed value decreased by \$41,745,745 (1.57%) and the assessed value slightly decreased in Pike County by \$148,990.00 (0.077%). If there were not to be any tax increase this year, Monroe County would remain the same at 30.72 but Pike county would decrease from 123.66 to 121.21 in 2021-22. Mr. McIntyre said he would like to make sure that the Board understands that even if there were no tax increase Pike County would decrease slightly.

Page 35 – Revenues – Local  
Millage Rate

If the district would increase the millage to 4.2% index:  
Monroe County – would increase to 32.0458 in 2021-22 from 30.72 in 2020-21 and Pike County would increase to 128.8537 in 2021-22 from 121.21 in 2020-21. The increase would generate about 4.9 million dollars. Mr. Schlameuss asked since the assessed value went down about 1% is that why the index went from 2.6% to 4.2% or was there another formula that calculated this number. Mr. McIntyre said it was a different formula because there is a lot of moving parts to arrive at the index.

Page 36 – Revenue State

State Revenues = 30.36% of total District Revenue  
State Revenues are benefiting the ESASD. When he started at the district they received 22% and now we are slowly receiving more at 30.36%. It is difficult to predict the funding, especially this year due to COVID-19. The worst case scenario is that the State would flat line the revenues for this year. The State has a lot of ground to cover in order to balance their budget. Hopefully, they will not forget about the school districts. The new Basic Ed funding formula has helped the district.

Page 37 – Revenue – Federal/Other

Federal Grants = 2.7% of Total Revenue

Primary Title Programs: Title I, Title II, and Title III

Budget at the 2020-21 anticipated levels. They may go down. There is nothing set in stone. They are waiting for the new administration to take office. They are in the same financial situation as everyone is due to the pandemic.

Other Revenue = 1.44% of Total Revenue

Proceeds from Financing (Leases)

Sale of Fixed Assets (Bus Buy-Back program ended in 2017-18)

Projected in 2020-21 is less than \$1,450,426

Page 38 – Revenues – Total – 2021-22

Local	\$104,042,108 – 2020-21 and \$104,805,231 – 2021-22
State	\$ 47,828,977 – 2020-21 and \$ 48,471,926 – 2021-22
Local	\$104,042,108 – 2020-21 and \$104,805,231 – 2021-22
Federal/Other	\$ 8,233,633 – 2020-21 and \$ 6,359,709 – 2021-22
Total	\$160,104,718 – 2020-21 and \$159,636,866 – 2121-22

Page 39 – Where does the money go? Salaries and Benefits are 72% of the Budget for 1,200 Staff.

Page 40 – Investments in our Students

Wages and Benefits represent the largest share of costs = 72%

Debt Service is 11%

83% of the District's Costs are fixed

Less than 20% of the District's costs are variable i.e. supplies, books, utilities, etc.

Some expenses are not directly controllable by the District I.e. Special Education and Alternative Ed Services, charter school tuition, etc.

Page 41 comparing salary and benefits cost from last year to this year, it is projected to have a 3.7 million-dollar increase (3.10%), which includes benefits, PSERS, etc. The professional contract will expire at the end of this school year and an increase in this area has been placed in the budget.

Page 42 Non Salary & Benefit costs projected to increase i.e. contracted services, other purchased services, debt, supplies, etc. All Administrators have done a great job with maintaining the expenses low. Mr. McIntyre said he increased cyber charter expenses by two million dollars and hopes it will be less.

Page 43 total investments are projected to increase 2.39% = \$4 million dollars. This amount is pretty good but can be reviewed further.

Page 44 Investments in our Students – Instruction = 56.63% of the Budget

Page 45 Investments in our Students – Support = 31.37% of the Budget –different parts of the district support the students.

Page 46 Investments in our Students – Non-Instruction and Debt = 12.00% of the Budget

Page 47 – 70 cents of every dollar is spend direct or indirectly supporting student learning

15 cents of every dollar is spent on Maintenance and Operations

10 cents of every dollar is spent on Debt service

5 cents of every dollar is spent on Administrative activities.

Page 48 & 49 – In Summary - Preliminary Results

	2020-21	2021-22	%Change
Revenue	\$160,104,718	\$159,636,866	-0.29%
Salary & Benefits	\$118,086,056	\$121,752,510	3.01%
Other Investments	\$ 47,199,569	\$ 47,484,382	0.60%
Balance	(\$5,180,907)	(\$9,600,026)	46.03%

Page 50 - Balancing the Budget

Revenues –Local, State and Federal

Expenditures – Programmatic (Mandated and Non-Mandates) and Operational

Fund Balance

Page 51 – Board Decision Points

1. Real Estate Taxes – Act 1 Index 4.2% = \$4.9 MM (Adjusted)
2. Fund Balance – 8% Limit on Unrestricted Fund Balance (budget approval only like they did this year)
3. Budget Adjustments – Prioritize our needs i.e. cut programs, staff, or stay status quo. Mr. McIntyre said he would need guidance from the Board this evening.

Page 52 – Key Takeaways

Projected Starting Deficit - \$9.6 MM

Act Index – 4.2% or \$4.9MM (Adjusted)

December Decision – Preliminary Budget or “Opt Out” Resolution, which is on the agenda tonight.

Mr. Schlameuss stated that when Mr. McIntyre began the budget process around this time last year, the deficit was about six million dollars. The district then brought it down to about two million dollars. He would like the public not to be frightened by this number. There is still more work to be done to bring it down to where it needs to be. He thanked Mr. McIntyre for presenting the budget along with the deficit to help them start looking at all areas. Mrs. VanWhy asked for clarification from page 35. If we raise the mil to the 4.2% index, how much of an increase will it be for Pike County? Is it about 7% and Monroe County will be 4%? Mr. McIntyre said that is correct. It goes according to the grading scale formula. Pike County will go up to a 7-mil increase. Mrs. VanWhy asked if we opt out what does that mean. Mr. McIntyre said if the district approves the Act 1 Resolution tonight, the district will not be able to raise taxes higher than the 4.2% index. Once the resolution is approved and sent to PDE, there is no going back. Mrs. Bear asked if the Board chooses not to do anything, will Pike County get a decrease. Mr. McIntyre said that is correct. Mr. Schlameuss said that the Board is not setting an amount tonight. They are just deciding if they want to approve the Act 1 Resolution to consider raising taxes not more than the 4.2% index or if they would like to raise the taxes above the index. Mr. McIntyre said that is correct and the Board will need to make a final decision at the June 2021 Regular Board meeting.

#### IX. PUBLIC PARTICIPATION

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

- A. Ms. Darryl Sabino said that Ms. Bear asked for sports to be placed back on the agenda in order to begin practicing. She said she would like to remind everybody that sports are on a voluntary basis. Parents do not have to send their child to any sport activity. Some kids need sports to get into college and for her child, he will need it to get into the military. She said she wants to emphasize that sending your child to sports is not mandatory. Ms. Sabino said she wanted to ensure that the Board realizes that it is not mandatory for when they take action on the sports decision. She said she would also to inform the Board about the Rifle Team and Wrestling Team. They practice in the same building but not in the same area. Both teams have their own entrance; therefore, will not be near each other. The Rifle Team will be competing virtually for the entire season; therefore, not be near other teams. It's not fair to ask the Rifle Team to practice during late hours.
- B. Mr. Chris Witty said a lot of parents and students need the social interaction and will do their best to be safe during sports. He said it is important for them but sports are on a voluntary basis. Parents and students need to follow directions and rules in order to participate. The American Academy of Pediatrics put out an article this month on the harm of students not being in school vs. general low probability of caregivers getting COVID 19. He thanked Mr. McIntyre for the budget presentation and hopes he puts the information on the website in order for everyone to be able to view it in depth. He said last week the district closed due to a snow date but asked going forward to review the day so that they do not have to call for a snow date and add more time to the end of the year. The district should be giving things to do at home and not call a snow date since not many people were without power last week. He understands if the storm is worse and power is shut down but since the students are learning remotely anyway, the day should count and help to move the calendar year forward.
- C. Mr. Nathan Hill said he was not present in the beginning of the meeting and wondered if the Board is going to vote on the reopening of schools. He said he and his wife want the students to go back the full five days. His said his special needs child needs help and is not doing well. Other parents he spoke to want the same for their children. His said his family is struggling much with the online learning, internet problems and missing time from their jobs. He said he and his wife want everything back to normal as quickly as possible.
- D. Ms. Angelina Hiller said she is a sophomore at H.S. South and on the wrestling team. She asked the Board to allow for winter sports. She said the athletes need 15 practices and this opportunity is being taken away from them. Other districts have started their practices now they have an advantage over ESASD athletes. This is unfair to students and the parents. Sports help students by making it an easier and better environment for learning. This helps many students escape a home they are not comfortable at by going to a safe place. Other students suffer with mental issues and sports can help them. There are many more suicides due to the pandemic and it's getting worse. Many kids believe they do not have a safe place to go to. She said as an athlete, it helps to keep their mind off other things. She said she believes our district should give the same opportunities to the students that other districts are giving. This will help with mental health, competitions, scholarships and with the ability to achieve personal goals. It will also allow all student athletes to get the same opportunity as other students in other districts are getting.



- E. Ms. Michelle Hiller said she agrees with what her daughter said and would also like to comment on the Trauma Education that is occurring in the district. It is important to have due to the unforeseen circumstances that we are in. She said she supports the student athletes. She also said that it is correct that the Rifle Team and Wrestling Team do not see each other during practice. She suggested that they enter the building just a few minutes apart. She said she supports the Health and Safety Plan being changed to include in-person instruction during the substantial phase. Our district is the only one in the county that does not offer it. Stroudsburg is allowing as of January 4<sup>th</sup> in-person instruction. Some districts are allowing five days a week instruction such as the IU. There are a lot of families struggling and do not know about School Board meetings. She said the page 51 of the Health and Safety Plan has an option to allow in-person vs. virtual instruction during the substantial phase. In-person instruction is very beneficial and there is research to back it up. She said the district should offer this option. If we continue virtual under substantial, we will never be back to in-person learning. Parents should be given an option. Kids need the sports and it should be on a voluntary basis. The benefits outweigh the risk for some people.
- F. Mr. Vernon Mobley said that he is Head Coach for the North's Girls' basketball team. He said he appreciates everything the Board has done to make sure that all students stay safe. He said he would like the Board to consider the many aspects and the positive things that happen with student athletes and physical activity. Playing basketball is 85% mental and coaches try to inspire the students. All coaching staff has done their best to keep in contact with students but students are losing faith and they are suffering by not having the activity interactions. He said as the Board considers voting tonight, please consider the many aspects that are not just physical although important. There are so many other things that the athletes are not getting right now. It helps shape the person's character, future and opinion. All of these attributes happen in the midst of their sports season. The athletes also learn to deal with rules and discipline. He asked that the Board consider all of the items he mentioned.

## **X. UNFINISHED BUSINESS**

**None**

## **XI. NEW BUSINESS**

### **a. LOCAL BOARD PROCEDURES**

#### **i. 002 – Authority and Powers**

Mr. Schlameuss asked what are the changes on the Health and Safety Plan. Dr. Riker said it contains the options he presented on Friday to them. Mr. Schlameuss said that Option 1 is stating that the students will return to the hybrid schedule as they were previously. Option 2 is for students in grades K-5 to return to the hybrid model. Two days a week and three off. Option 3 is for students in grades K-3 to return on a hybrid schedule and also for the students with an IEP, which is group D, to return to the hybrid schedule. Mrs. Bear asked if the schedule they are speaking about is to return during the substantial level. Dr. Riker said currently the Board has said for the students to remain under full virtual learning under the substantial level through January 15<sup>th</sup> because January 18<sup>th</sup> is a holiday. Students would return to school on January 19<sup>th</sup>. The options Dr. Riker said he provided are for the Board to choose from and put in place before January 19<sup>th</sup>. Mrs. Bear said she picks Option 1 because not just elementary students will benefit with in-person learning such as her daughter, who is struggling. Ms. Bear said her internet bandwidth is also a struggle. Many families are also having the same issue with internet use. It's getting very expensive. There are many parents also working from home using the internet. She said although she does not always work from home, it's a struggle to keep on top of her kids to do their work. At some point, she would like to consider going back to school 5 days a week. Mrs. VanWhy said she agrees and asked where is the option for five days a week. When do we say it's that time for five days a week? There are other options for parents to make if they do not want the five days a week. She said, as we heard tonight, the public is crying out and it's not only these people. She hears comments from people in person. She said she realizes what all the news is saying and understands that we are under the substantial phase. At the very least, we should choose option 1 and we should go back as soon as possible. Mr. Schlameuss said we chose to come back on hybrid instruction on January 19<sup>th</sup> after the holiday break. Mrs. VanWhy said she does not disagree but we need to get back to normal life. Dr. Bonilla said she gets frustrated when people say let's get back to normal but there is an outbreak. Not everyone is sharing that they have been exposed and coming into buildings anyway. As we make a decision, we are not considering that we are forcing staff back into the classroom. She said it is frustrating that the Board makes a decision that is best for everyone but then they want to start changing the decision. The Board members makes decisions for people who come to the meetings, but we cannot assume a small group of people are speaking for everyone. There are people who have health issues. If students do not want to come into the classroom, then they will want to switch to ESACA. Mr. Andrews said he agrees with Mrs. VanWhy. If a parent does not want to go into the brick and mortar, they can stay learning virtually. He asked if his understanding is correct. Dr. Riker said that is incorrect. It will be a staffing concern especially at the elementary level rather than at the secondary level. Mrs. VanWhy said she misspoke when she said that parents can chose their option. She does not believe they will flip flop their child's schedule. Dr. Bonilla said the options will cause parents to flip flop. If the district will go back to brick and

mortar some may want to flip their schedule. The district would need to get ready for it. She said she hates to make a decision and not have everyone here to give an opinion. Mrs. VanWhy said if we chose Option 1, it would not hinder anything. Dr. Bonilla asked Mrs. VanWhy if she is supporting starting Option 1 on January 4<sup>th</sup> or 19<sup>th</sup>. Mrs. VanWhy said she agrees with beginning Option 1 on January 19<sup>th</sup> but would also support beginning on the 4<sup>th</sup>. Mrs. Bear said we should keep the 19<sup>th</sup> so that those who were out of State during the holidays can quarantine and be ready to come back to school on a hybrid schedule. Dr. Bonilla asked if Mrs. Bear is supporting starting Option 1 on the 19<sup>th</sup>, too. Mrs. Bear said she supports beginning the hybrid schedule on the 19<sup>th</sup> in order to keep classrooms small and help students get the interaction that they need. Dr. Bonilla said she agrees with the 19<sup>th</sup>. Mrs. Bear said she wants Option 1 for all students not just some grades. As long as numbers are not skyrocketing, she is okay with the 19<sup>th</sup> in the hybrid schedule. Families that chose hybrid have time to adjust. Ms. Kulick said she agrees with beginning on the 19<sup>th</sup>. She said she believes that part of the anxiety that students have expressed is to allow them to begin sports on the 4<sup>th</sup>. Mr. Schlameuss said that is a separate issue that will be discussed later on. He said from the discussion, he is hearing that on the 19<sup>th</sup> the district should open under the hybrid schedule. He said we have been able to demonstrate that five elementary buildings were fine and 1 had an outbreak. He asked if this is the direction that the Board members want to take? Mr. Dymond asked what is the guidance from the State. Dr. Riker said the guidance from the State would be Option 4 to remain remote throughout the substantial level. Mr. Schlameuss said our local districts are going virtual. By making a decision today, it will allow parents and staff to adjust and prepare. When, anything changes in a building or district-wide, we need to move to shut down following our plan. Dr. Bonilla suggested that the district inform families what will happen under Option 1 and they can decide if they want to come in or not. Mr. Schlameuss said if the student/parent does not want to attend in the hybrid schedule, they will need to contact the district to see where they can place the student. Dr. Riker said if a student is under the hybrid schedule and does not want the hybrid schedule, the parent will need to fill out a document at the appropriate school in order to prepare getting them into the ESACA program. Dr. Bonilla asked if the student will be changing their schedule and class if they choose to switch to the ESACA program. Dr. Riker said that is correct. Mrs. Bear asked how much time do they need to make that switch. How quickly can they get from hybrid to ESACA. Dr. Riker said it will all depend on the number of students that switch. Currently, the trend is that students are moving to the ESACA program as opposed to brick and mortar. If this change causes a spike, we will need to look at the staffing. There would be students who may not be immediately be placed in ESACA. It will help to know, the sooner the better. Dr. Bonilla said Dr. Riker said students are leaving the brick and mortar and going to ESACA, which is different from what individuals spoke about tonight. Mrs. Bear asked if ESACA is different from what is occurring in the hybrid schedule. There is a lot of flexibility with ESACA than with the hybrid schedule. Dr. Riker said she is correct. Mrs. Bear said that is why if they chose hybrid they should be able to go back. She said in the hybrid schedule, there is lack of flexibility. Computer time is mandated up to 7 hours a day. With ESACA, students can work at their own place. This is why those who chose hybrid wanted it but it's difficult on students to be on the computer for that much time in a week. Dr. Bonilla said her children are learning in the hybrid and it's tough. She said the Board had agreed on following the data and to be flexible and fluid with the plans. She said she had stated from the start that there are many different issues to consider. Now students would have to change classrooms and teachers. Mr. Schlameuss said one thing he wants to point out is that although the Board would like to go back to hybrid learning under the substantial level of the spread, there has not been the same number people in hospitals and number of deaths as there were in April. This may mean that there is better management of the virus in the community. Also, the community is just about ready to receive the vaccine. There are opportunities that we did not have before. Every few weeks more will be able to obtain the vaccine. He said he is hoping by mid-April that we will be in a better state. He said his kids are also being challenged. The district/community has been very good in managing students with masking and social distancing. Ms. Glasco said everyone covered all the bases. As a parent, she sees the challenges. Her daughter is motivated to get it done. Her daughter is in ESACA and has flexibility. Students are not mentally in the right place. It changes daily. She said she heard all sides and agrees for parents to make their choice under Option 1 to begin on the 19<sup>th</sup>. Mr. Rohner asked if Option 1 allows for students to attend the brick and mortar 5 days a week. Mr. Schlameuss said it does not. Option 1 allows for students to attend a hybrid schedule. Currently, that is what needs to be done. Mrs. Bear said Option 1 does give the families the option to go 4 days a week if they were doing so before. Mr. Schlameuss said that he believes the Board's consensus is to go the hybrid model beginning on the 19<sup>th</sup>, which is Option 1. If parents do not want to, they can contact the district. Mrs. Bear suggested sending a Connect Ed informing parents as soon as possible in order for them to make their decision. Mr. Brown suggested voting on both motions. Mr. Rohner asked if this motion also includes winter activities. Mrs. Bear said winter sports will be a separate motion.

1.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve revisions to the Health and Safety Plan to select Option 1 to begin on January 19, 2021, even under the substantial phase, as presented. Motion was seconded by George Andrews and passed 8-1. Larry Dymond voted no.

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

(See pages 19-45)

December 21, 2020

Option 1 – The district will return to our hybrid model for all (non-ESACA) K-12 students for Groups A, B, C, and D. Group E will remain in ESACA. Group F and Group G will only attend as part of their A or B Group (2-days per week). Group C and Group D will move from a 5-day per week schedule to a 4-day per week schedule. All out of district placements, including MCTI, will continue to be in-person throughout our remote instructional/learning model providing the facilities they attend remain in-person.

2.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve the revisions to 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 Richard Schlameuss and carried unanimously, 9-0.

(See pages 46-50)

3.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to affirm and adopt the Attestation Ensuring Implementation of Mitigation Efforts as executed by the President and Superintendent. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 51-52)

4.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to allow winter sports to begin on January 4, 2021 during the substantial spread phase if the Governor’s ban is lifted. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

Mr. Dymond asked if transportation will be transporting students during winter sports. If so, the buses will need to be cleaned in order to make them safe. Mr. Dymond said that Dr. Bart said, during his presentation that buses are a breeding ground for everything. Mrs. Bear said, in the fall, parents had to transport their kids to practice. Parents including herself found a way to get the students there. Mrs. VanWhy said she believes the Health and Safety plan includes the cleaning of the buses. Mr. Dymond said something needs to be put in place. Mrs. Bear said the district ran late buses in the fall. Parents carpooled in order to get their children to practices and then the buses took them back in the evening. The community came together to get the students to practices in the fall. All students came off the bus with masks and sat separately on the bus. The students know that sports are a privilege; therefore, coaches and students know they have to follow rules or they cannot participate. Dr. Riker said the plan was not to provide transportation to the practice on January 4<sup>th</sup> but the district can provide activity buses for the end of practices. Mr. Schlameuss said, in his opinion, that would be fine. Dr. Bonilla said need the district needs to reiterate safety precautions with all students, parents and staff. Mr. Schlameuss said parents will need to attend mandatory meetings. Dr. Bonilla said all procedures that the Board mandated for fall sports should be followed with winter sports. Mrs. Bear said parents will need to sign off before students can begin practice. Coaches will need to be trained, too. Dr. Riker said all coaches have received their training. Mr. Schlameuss said all training is mandatory and important. Mrs. Bear suggested that students should also sign off on the paperwork in order to participate in sports.

ii. **003 – Functions**

**ACTION BY THE BOARD:**

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

1. 118.1 Online Courses & The East Stroudsburg Area Cyber Academy
2. 222 Tobacco and Vaping Products - Pupils
3. 323 Tobacco and Vaping Products - Employees

(See pages 53-66)

b. **PROGRAMS**

i. **113 – Special Education**

**ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla to approve the Release and Settlement agreement between the East Stroudsburg Area School District and the parents of the students with case ##RSA20201221A. Motion was seconded by Sharone Glasco and carried unanimously, 9-0.

(See pages 67-76)

c. **PERSONNEL**

**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, including the appointment of Amanda Parrish as the H.S. North Assistant Principal. Motion was seconded by George Andrews and carried unanimously, 9-0,

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

i. **309 – Assignments and Transfers**

	<b>Name</b>	<b>Change in Assignment/Transfer</b>	<b>Classification</b>	<b>Compensation</b>	<b>Effective Date(s)</b>
1.	Agolino, Jennifer	From: Reading Specialist – Bushkill Elementary To: Reading Specialist – Smithfield Elementary Due to student needs.	Professional	No change	December 1, 2020
2.	Rodriguez, Lizzette	From: School Nurse – J. T. Lambert Intermediate To: School Nurse – District and Non-Public schools Replaces Lynn Pappalardo who retired.	Professional	No change	February 1, 2021
3.	Scarfallotto, Anna	From: Art teacher – Bushkill and East Stroudsburg Elementary To: Art teacher – Bushkill Elementary (.5) and Lehman Intermediate (.5) Due to student needs.	Professional	No change	December 1, 2020
4.	Cruz, Carolyn	From: Building Substitute teacher – High School North To: Biology teacher – High School North (LTS) Replaces Ryan DeLong. Carolyn will return to her building substitute teacher position at the conclusion of this temporary reassignment.	Professional/LTS	\$50,626.00 (prorated) Step 1 Column 7)	October 1, 2020 now through the end of the 2020-2021 first semester only.
5.	Reid, Victoria	From: Building Substitute teacher – Middle Smithfield Elementary To: Grade 4 teacher – Middle Smithfield Elementary/ESACA (LTS) Replaces William Kesselring who is on a leave. Victoria will return to her building substitute teacher position at the conclusion of this temporary reassignment.	Professional/LTS	\$47,674.00 (prorated) Step 1 Column 4	August 31, 2020 through December 11, 2020 only.
6.	Scott, Jessica	From: Paraprofessional/Reading – Resica Elementary To: Grade 1 teacher (LTS) – Resica Elementary Replaces Lindsay Paradis who is on leave.	Professional/LTS	\$46,353.00 (prorated) Step 1 Column 1	October 26, 2020 now through November 25, 2020 only.

		Jessica will return to her paraprofessional position at the conclusion of this temporary reassignment.			
7.	Allen, Nichelle	From: Paraprofessional/Special Education – Bushkill Elementary To: Paraprofessional/Reading – Lehman Intermediate Replaces Pauline Leone who retired.	Support	No change	To be determined.
8.	Antonesei, Liliana	From: Student Aide – Resica Elementary To: Student Aide – Bushkill Elementary Due to student’s relocation.	Support	No change	December 2, 2020
9.	Ednie, Sean	From: Custodian (2 <sup>nd</sup> shift) – J. T. Lambert Intermediate (LTS) To: Custodian (2 <sup>nd</sup> shift) – J. T. Lambert Intermediate Replaces Robert Goeller who was terminated.	Support	\$15.88/hour (plus \$.40/per hour shift differential)	December 22, 2020

(See page 77)

**ii. 335 – Family and Medical Leaves**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Effective Date(s)</b>
1.	Aiello, Katrina	Special Education teacher	Professional	Middle Smithfield Elementary	October 5, 2020 now through December 7, 2020.
2.	Briggs-Reichart, Alexandria	Family & Consumer Science teacher	Professional	High School North	Now effective February 22, 2021 through May 19, 2021. This is not an intermittent leave.
3.	Capuano, Meredith	Special Education teacher	Professional	Lehman Intermediate	September 2, 2020 now through November 24, 2020. This is an intermittent leave.
4.	DeFazio, Mary	English teacher	Professional	High School North	September 2, 2020 now through November 18, 2020. This is an intermittent leave.
5.	DeFazio, Mary	English teacher	Professional	High School North	February 12, 2021 through April 7, 2021.
6.	Fisher, Marijo	Science teacher	Professional	J. T. Lambert Intermediate	October 16, 2020 through November 9, 2020.
7.	Kehr (Grier), Marisa	Special Education teacher	Professional	Lehman Intermediate	September 9, 2020 now through November 18, 2020. This is an intermittent leave.
8.	Kesselring, William	Grade 4 teacher	Professional	Middle Smithfield Elementary	August 24, 2020 now through December 4, 2020.
9.	Paradis, Lindsay	Grade 1 teacher	Professional	Resica Elementary	Now effective September 28, 2020 through November 25, 2020.
10.	Seeuwen, Natalie	Art teacher	Professional	High School North	Now effective November 6, 2020 through February 5, 2021.
11.	Werth, John	Tech Ed teacher	Professional	High School North	October 21, 2020 through November 25, 2020.
12.	Castillo, Victoria	Paraprofessional (Reading)	Support	Smithfield Elementary	August 24, 2020 now through November 20, 2020.
13.	Ciucci, Margaret	Student Aide	Support	High School North	October 15, 2020 through June 30, 2021. This is an intermittent leave.
14.	Curras, Odette	Bus Driver	Support	Transportation	August 17, 2020 now through December 1, 2020.
15.	Diaz, Denise	Cafeteria Worker	Support	High School North	September 2, 2020 now through November 18, 2020-intermittent and December 1, 2020 through December 23, 2020-consistent.

16.	Fritz, Andrea	Health Room Nurse	Support	Lehman Intermediate	September 14, 2020 now through December 14, 2020.
17.	Garris, Randy	Custodian	Support	High School South	October 15, 2020 through December 1, 2020.
18.	Gilmore, Khadijah	Paraprofessional	Support	J. T. Lambert Intermediate	November 5, 2020 through November 22, 2020.
19.	Hedgelon, Denise	Bus Driver	Support	Transportation	October 15, 2020 through November 30, 2020.
20.	Hossain, Denise	Cafeteria Worker	Support	Bushkill Elementary	September 3, 2020 now through November 20, 2020-intermittent and December 1, 2020 through December 23, 2020-consistent.
21.	O'Grady, Joseph	Bus Driver	Support	Transportation	December 7, 2020 through March 21, 2021.
22.	Strunk, Geraldine	Bus Driver	Support	Transportation	September 8, 2020 through June 30, 2021. This is an intermittent leave.
23.	Suarez, Nicholas	Custodian	Support	Resica Elementary	November 2, 2020 through December 8, 2020.
24.	Tennis, Brendan	Maintenance II Worker	Support	Maintenance	August 22, 2020 now through November 16, 2020.
25.	Tumminello, Tracy	Cafeteria Worker	Support	Smithfield Elementary	October 2, 2020 through December 23, 2020.

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Ballard, Nicole	Art teacher	Professional	East Stroudsburg Elementary	August 24, 2020 now through November 25, 2020.
2.	Shetler, Alyssa	Grade 6 teacher	Professional	Lehman Intermediate/ESACA	January 4, 2021 through April 16, 2021.
3.	Suarez, Elizabeth	Grade 3 teacher	Professional	Resica Elementary	Now effective November 24, 2020 through March 26, 2021.

**iv. 335 – Family and Medical Leave and School Board Policy 434-Sick Leave**

	Name	Position	Classification	Location	Effective Date(s)
1.	Vaccaro, Mark	Business Education teacher	Professional	High School North	Effective August 24, 2020 now through November 20, 2020.

**v. 335 – Family and Medical Leave and School Board Policy 534-Sick Leave**

	Name	Position	Classification	Location	Effective Date(s)
1.	Montuori, Jason	Custodian	Support	Bushkill Elementary	September 16, 2020 now through February 5, 2021.

**vi. Sabbatical Leave**

	Name	Position	Classification	Location	Effective Date(s)
1.	Lehman, Lauren	Music teacher	Professional	Resica Elementary	Now effective December 1, 2020 through the end of the 2020-2021SY.

**vii. 535 - Sick Leave**

	Name	Position	Classification	Location	Effective Date(s)
1.	Curras, Odette	Bus Driver	Support	Transportation	December 2, 2020 through December 22, 2020.

**viii. Military Leave**

	Name	Classification	Effective Date(s)
1.	Employee #9361	Professional	September 1, 2020 through December 9, 2020 only. This is an intermittent leave.

**ix. 339/439/539 – Uncompensated Leaves**

	Name	Position	Classification	Location	Effective Date(s)
1.	Benfield, David	Custodian	Support	High School North	December 22, 2020 through January 13, 2021.
2.	Burnett, Jolita	Cafeteria Aide	Support	East Stroudsburg Elementary	August 31, 2020 now through the end of the 2020-2021SY.
3.	Craig, Theresa	Cafeteria Worker	Support	East Stroudsburg Elementary	August 26, 2020 now through January 3, 2021.
4.	Curras, Odette	Bus Driver	Support	Transportation	December 23, 2020 through January 27, 2021.
5.	Hendel, Marianne	Bus Driver	Support	Transportation	February 13, 2020 now through November 30, 2020.
6.	Pearson, Glenn	Maintenance II Worker	Support	Maintenance	March 4, 2020 now through December 31, 2020.
7.	Salerno, Martene	Student Aide	Support	Lehman Intermediate	October 5, 2020 now through February 15, 2021.
8.	Stys, Patricia	Cafeteria Aide	Support	High School South	October 8, 2020 through November 30, 2020.

**x. Workers Compensation Leave**

	Name	Position	Classification	Location	Effective Date(s)
1.	Tennis, Brendan	Maintenance II Worker	Support	Maintenance	November 17, 2020 through January 12, 2021.

**xi. 303/305/404/406/504 – Employment****a. Rescissions**

	Name	Position	Classification	Location
1.	Jennings, Jill	Intramural Robotics Advisor	Schedule B	Middle Smithfield Elementary
2.	Morales, Venus	Sophomore Class Co-Advisor	Schedule B	High School North
3.	Scott, Jessica	Intramural Robotics Advisor	Schedule B	Resica Elementary
4.	Souffrant, Fabiola	Intramural Robotics Advisor	Schedule B	Smithfield Elementary
5.	Syfor, Nicole	Sophomore Class Co-Advisor	Schedule B	High School North
6.	Tiernan, Patricia	Intramural Gay & Straight Alliance Advisor	Schedule B	High School South

(See pages 78-83)

**b. Resignations**

	Name	Position	Classification	Location	Effective Date(s)
1.	Myers, Sherri	School Psychologist	Professional	Middle Smithfield Elementary	January 15, 2021 (end of workday)
2.	Scott, Jessica	Paraprofessional/Reading	Support	Resica Elementary	January 3 2021.

(See pages 84-85)

**c. Retirements**

	Name	Position	Classification	Location	Effective Date(s)
1.	Antoni, Barbara	Secretary	Support	Lehman Intermediate	July 9, 2021 (end of workday)
2.	Garris, Richard	Custodian	Support	High School North	April 2, 2021
3.	Hendel, Marianne	Bus Driver	Support	Transportation	December 1, 2020

(See pages 86-88)

**d. Bus Driver 2020-2021 School year Workday Hours (Effective August 31, 2020)**

	<b>Last Name</b>	<b>First Name</b>	<b>2020-2021 Hours</b>
1.	Abrams	Donna	6
2.	Almodovar	Matilde	8
3.	Anderson	Diane	8
4.	Bader	Vicky	8
5.	Bailey	Donnell	6
6.	Bisbing	Charlene	8
7.	Blaha	Timothy	6
8.	Boswell	Neffatiti	6
9.	Brenner	Vivianna	6
10.	Cando	Maribel	6
11.	Carter	Bernadette	8
12.	Cavanaugh	Lorraine	8
13.	Class	Flor	6
14.	Conklin	Cheryl	8
15.	Counterman	Boyd	8
16.	Cramer	Kathaleen	6
17.	Curran	James	7
18.	Curras	Odette	8
19.	Curtis	Joseph	8
20.	Daly-Rispin	Mary	8
21.	Donovan	Sharon	8
22.	Draksin	Peter	8
23.	Eccleston	Barbara	7
24.	Fahl	Sharon	6
25.	Fennell-Raby	Beverly	8
26.	Ferdinand	Marc	7
27.	Francis	Donald	6
28.	Fylstra	Steven	8
29.	Gallo	Vincent	6
30.	Garcia	Rachel	6
31.	Gargan	Michael	8
32.	Gawlik	Irena	6
33.	Giannolla	Janice	8
34.	Gonzales	Jeffrey	8
35.	Gramberg	Karen	7
36.	Graver	Clifford	8
37.	Hamilton	Crystal	8
38.	Harding	Peter	6
39.	Hedgelon	Denise	8
40.	Hendel	Marianne	8
41.	Holva	Michelle	6
42.	Honicker	Nona	6



43.	Huber	Colleen	6
44.	Johnson	Annie	8
45.	Johnston	James	6
46.	Kishbaugh	Constance	8
47.	Kishbaugh	Maureen	8
48.	Knitter	Jefferey	8
49.	Kurtz	Ninette	8
50.	Lane	Michael	6
51.	Lanese	Benjamin	7
52.	Lanese	Chad	8
53.	Lebar	Edward	8
54.	Ludwig	Christopher	8
55.	Lynch	Linda	8
56.	Madera	Wanda	8
57.	Mahan	Eileen	6
58.	Marx	Claudia	8
59.	Mattern	Kathy	8
60.	McFarlane	Holly	6
61.	Molloy	Nanette	8
62.	O'Grady	Joseph	8
63.	Olsen	Danielle	6
64.	Ortiz	Michelle	8
65.	Ortiz	Nersy	8
66.	Parciasepe III	Rudolph	7
67.	Peters	Kimberlee	6
68.	Phillips	Joshua	6
69.	Phillips	Natalia	6
70.	Presco	Debra	8
71.	Prunkel	Jennifer	8
72.	Ramirez	Marlene	8
73.	Resto	Enid	6
74.	Reyes	Samuel	6
75.	Roberts	Elaine	8
76.	Roberts	Michele	6
77.	Rodriguez	Bernadette	8
78.	Rogers	Charlene	8
79.	Rosario	Maryann	7
80.	Schmidt	Elizabeth	6
81.	Schroeder	Tammy	8
82.	Schuler Jr.	Patrick	6
83.	Scott	Malika	6
84.	Smith	Kesha	8
85.	Snow	Kathleen	6
86.	Soto	Lourdes	8
87.	Stang	Jennene	8
88.	Steimer	Cheryl	7
89.	Stofik	Jennifer	7

90.	Strunk	Geraldine	8
91.	Sullivan	Kerry	6
92.	Thomas	Glenn	6
93.	Trabucco	Richard	6
94.	Tullo	Richard	8
95.	Turner	Cory	8
96.	Turner	Sandra	8
97.	VanVoorhis	Carl	7
98.	VanWhy	Carrie	6
99.	Venslosky	Dana	6
100.	Walsh	Robert	6
101.	Warlix-Williams	Kathy	8
102.	Wells	Barbara	8
103.	Wills	Natasha	6
104.	Wolfe	Ellen	8

**e. Workday Hour Changes**

	Name	Position	Classification	Location	From/To	Effective Date(s)
1.	Boswell, Neffatiti	Bus Driver	Support	Transportation	From: 6 hour To: 8 hour	October 22, 2020 through the last 2020-2021 student day.
2.	Donovan, Sharon	Bus Driver	Support	Transportation	From: 8 hour To: 7 hour	August 31, 2020 through the last 2020-2021 student day.
3.	Draksin, Peter	Bus Driver	Support	Transportation	From: 6 hour To: 8 hour	September 28, 2020 through October 18, 2020
4.	Holva, Michelle	Bus Driver	Support	Transportation	From: 6 hour To: 8 hour	October 5, 2020 through the last 2020-2021 student day.
5.	Huber, Colleen	Bus Driver	Support	Transportation	From: 6 hour To: 7 hour	August 31, 2020 through the last 2020-2021 student day.
6.	Peters, Kimberlee	Bus Driver	Support	Transportation	From: 6 hour To: 8 hour	October 5, 2020 through the last 2020-2021 student day.
7.	Snow, Kathleen	Bus Driver	Support	Transportation	From: 6 hour To: 8 hour	October 5, 2020 through the last 2020-2021 student day.

**f. Bus Driver 2020-2021 Fiscal Year Salary Adjustments – In compliance with the Settlement Agreement and Memorandum of Understanding with respect to Bus Driver Two Vacation Days that was Board approved on November 16, 2020. All hourly rates are effective July 1, 2020 through June 30, 2021.**

	Last Name	First Name	Position	2020-2021 Fiscal Year Hourly Rate From:	2020-2021 Fiscal Year Hourly Rate To:
1.	Abrams	Donna	Bus Driver	\$17.39	\$17.57
2.	Almodovar	Matilde	Bus Driver	\$18.93	\$19.13
3.	Anderson	Diane	Bus Driver	\$18.29	\$18.48
4.	Bader	Vicky	Bus Driver	\$22.21	\$22.45
5.	Bailey	Donnell	Bus Driver	\$17.39	\$17.58
6.	Been (resigned 8/30/20)	Brianna	Bus Driver	\$17.39	\$17.57
7.	Bisbing	Charlene	Bus Driver	\$24.14	\$24.40
8.	Blaha	Timothy	Bus Driver	\$18.29	\$18.48
9.	Brenner	Vivianna	Bus Driver	\$18.29	\$18.48
10.	Cando	Maribel	Bus Driver	\$18.29	\$18.48
11.	Carter	Bernadette	Bus Driver	\$18.29	\$18.48
12.	Cavanaugh	Lorraine	Bus Driver	\$20.65	\$20.87

13.	Class	Flor	Bus Driver	\$18.29	\$18.48
14.	Conklin	Cheryl	Bus Driver	\$19.52	\$19.73
15.	Counterman	Boyd	Bus Driver	\$32.25	\$32.60
16.	Cramer	Kathaleen	Bus Driver	\$17.84	\$18.03
17.	Curran	James	Bus Driver	\$17.84	\$18.03
18.	Curras	Odette	Bus Driver	\$19.85	\$20.06
19.	Curtis	Joseph	Bus Driver	\$18.29	\$18.48
20.	Daly-Rispin	Mary	Bus Driver	\$18.29	\$18.48
21.	Donovan	Sharon	Bus Driver	\$18.29	\$18.48
22.	Draksin	Peter	Bus Driver	\$18.29	\$18.48
23.	Eccleston	Barbara	Bus Driver	\$17.39	\$17.57
24.	Fahl	Sharon	Bus Driver	\$21.33	\$21.56
25.	Fennell-Raby	Beverly	Bus Driver	\$18.29	\$18.48
26.	Ferdinand	Marc	Bus Driver	\$18.29	\$18.48
27.	Francis	Donald	Bus Driver	\$17.84	\$18.03
28.	Fylstra	Stephen	Bus Driver	\$22.21	\$22.45
29.	Gallo	Vincent	Bus Driver	\$18.29	\$18.48
30.	Garcia	Rachel	Bus Driver	\$18.29	\$18.48
31.	Gargan	Michael	Bus Driver	\$18.93	\$19.13
32.	Gawlik	Irena	Bus Driver	\$18.93	\$19.13
33.	Giannolla	Janice	Bus Driver	\$20.65	\$20.87
34.	Gonzalez	Jeffrey	Bus Driver	\$18.29	\$18.48
35.	Gramberg	Karen	Bus Driver	\$18.93	\$19.13
36.	Graver	Clifford	Bus Driver	\$22.21	\$22.45
37.	Hamilton	Crystal	Bus Driver	\$22.21	\$22.45
38.	Harding	Peter	Bus Driver	\$17.84	\$18.03
39.	Hedgelon	Denise	Bus Driver	\$19.52	\$19.73
40.	Hendel (retired 12/1/20)	Marianne	Bus Driver	\$19.52	\$19.73
41.	Holva	Michelle	Bus Driver	\$18.29	\$18.48
42.	Honicker	Nona	Bus Driver	\$18.29	\$18.48
43.	Johnson	Annie	Bus Driver	\$20.65	\$20.87
44.	Kishbaugh	Constance	Bus Driver	\$20.65	\$20.87
45.	Kishbaugh	Maureen	Bus Driver	\$18.29	\$18.48
46.	Knitter	Jefferey	Bus Driver	\$18.93	\$19.13
47.	Kurtz	Ninette	Bus Driver	\$18.93	\$19.13
48.	Lanese	Benjamin	Bus Driver	\$17.84	\$18.03
49.	Lanese (resigned 9/26/20)	Chad	Bus Driver	\$17.84	\$18.03
50.	Lebar	Edward	Bus Driver	\$28.85	\$29.16
51.	Ludwig	Christopher	Bus Driver	\$18.29	\$18.48
52.	Lynch	Linda	Bus Driver	\$22.21	\$22.45
53.	Madera	Wanda	Bus Driver	\$18.29	\$18.48
54.	Mahan	Eileen	Bus Driver	\$18.29	\$18.48
55.	Marx	Claudia	Bus Driver	\$18.29	\$18.48
56.	Mattern	Kathy	Bus Driver	\$17.84	\$18.03
57.	McFarlane	Holly	Bus Driver	\$18.29	\$18.48
58.	Molloy	Nannette	Bus Driver	\$18.93	\$19.13
59.	O'Grady	Joseph	Bus Driver	\$19.52	\$19.73
60.	Olsen	Danielle	Bus Driver	\$17.84	\$18.03
61.	Ortiz	Michelle	Bus Driver	\$18.29	\$18.48
62.	Ortiz	Nersy	Bus Driver	\$18.29	\$18.48
63.	Parciasepe	Rudolph	Bus Driver	\$18.29	\$18.48
64.	Peters	Kimberlee	Bus Driver	\$17.84	\$18.03
65.	Presco	Debra	Bus Driver	\$23.04	\$23.29

66.	Prunkel	Jennifer	Bus Driver	\$18.29	\$18.48
67.	Ramirez	Marlene	Bus Driver	\$18.29	\$18.48
68.	Resto	Enid	Bus Driver	\$17.84	\$18.03
69.	Reyes	Samuel	Bus Driver	\$17.39	\$17.57
70.	Roberts	Elaine	Bus Driver	\$22.21	\$22.45
71.	Rodriguez	Bernadette	Bus Driver	\$18.93	\$19.13
72.	Rogers	Charlene	Bus Driver	\$21.33	\$21.56
73.	Rosario	Maryann	Bus Driver	\$17.39	\$17.57
74.	Schmidt	Elizabeth	Bus Driver	\$18.29	\$18.48
75.	Schroeder	Tammy	Bus Driver	\$19.52	\$19.73
76.	Schuler	Patrick	Bus Driver	\$17.84	\$18.03
77.	Scott	Malika	Bus Driver	\$18.29	\$18.48
78.	Smith	Kesha	Bus Driver	\$17.84	\$18.03
79.	Snow	Kathleen	Bus Driver	\$18.29	\$18.48
80.	Soto	Lourdes	Bus Driver	\$19.52	\$19.73
81.	Stang	Jennene	Bus Driver	\$18.29	\$18.48
82.	Steimer	Cheryl	Bus Driver	\$20.65	\$20.87
83.	Stofik	Jennifer	Bus Driver	\$18.29	\$18.48
84.	Strunk	Geraldine	Bus Driver	\$20.65	\$20.87
85.	Sullivan	Kerry	Bus Driver	\$17.84	\$18.03
86.	Thomas (retired 10/18/20)	Glenn	Bus Driver	\$19.52	\$19.73
87.	Trabucco (retire 12/23/20)	Richard	Bus Driver	\$18.29	\$18.48
88.	Tullo	Richard	Bus Driver	\$18.29	\$18.48
89.	Turner	Cory	Bus Driver	\$30.47	\$30.80
90.	Turner	Sandra	Bus Driver	\$24.14	\$24.40
91.	VanVoorhis	Carl	Bus Driver	\$17.39	\$17.57
92.	VanWhy	Carrie	Bus Driver	\$17.39	\$17.57
93.	Venslosky	Dana	Bus Driver	\$17.84	\$18.03
94.	Walsh	Robert	Bus Driver	\$18.29	\$18.48
95.	Warlix-Williams	Kathy	Bus Driver	\$18.29	\$18.48
96.	Wells	Barbara	Bus Driver	\$20.65	\$20.87
97.	Wolfe	Ellen	Bus Driver	\$20.65	\$20.87

g. **Mechanic Salary Adjustments – In compliance with the Memorandum of Understanding with respect to Mechanic Starting Wages that was Board approved on November 16, 2020. All hourly base rates are effective October 26, 2020 through June 30, 2021.**

	Last Name	First Name	Position	Hourly Base Rate From:	Hourly Base Rate To:	Effective Date
1.	Fleming	Timothy	Mechanic	\$21.64	\$24.00	October 26, 2020
2.	Kiersted	Alan	Mechanic	\$19.38	\$24.00	October 26, 2020
3.	Pawlicki	Daniel	Mechanic	\$19.73	\$24.00	October 26, 2020

h. **Appointments**

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Parrish, Amanda	Assistant High School Principal (TPE) Replaces Renee Stevens who was reassigned to a principal position.	Act 93	High School North	\$85,000.00 (prorated)	January 22, 2021
2.	Scott, Jessica	Grade 1 teacher (TPE) Replaces Jean Benfante who retired.	Professional	Resica Elementary	\$46,353.00 (prorated) Step 1 Column 1	January 4, 2021

3.	Bennett, Monica	Special Education teacher (LTS) Replaces Katina Aiello who is on a leave.	Professional/LTS	Middle Smithfield Elementary	\$46,353.00 (prorated) Step 1 Column 1	October 15, 2020 now through December 11, 2020 only.
4.	Kirkpatrick, Karen	Art teacher (LTS) Replaces Natalie Seeuwen who is on a leave.	Professional/LTS	High School North	\$50,681.00 (prorated) Step 5 Column 7	December 1, 2020 through February 5, 2021 only.
5.	Messana, Amy	Business Education teacher (LTS) Replaces Mark Vaccaro who is on a leave.	Professional/LTS	High School North	\$46,353.00 (prorated) Step 1 Column 1	October 13, 2020 now through November 20, 2020 only.
6.	Purser, Jessica	Special Education teacher (LTS) Replaces MaryKatherine Lee who is on a temporary reassignment.	Professional/LTS	High School South	\$46,353.00 (prorated) Step 1 Column 1	December 1, 2020 through the last 2020-2021 teacher workday only.
7.	Butts, Joy	Cafeteria Aide (3 hour, part-time) Replaces Helen Blackmore who retired.	Support	J. T. Lambert Intermediate	\$13.68/hour	To be determined.
8.	Famighetti, Amy	Secretary Replaces Rebecca Lopez who was reassigned.	Support	Facilities	\$14.96/hour	January 13, 2021
9.	Flores, Jeanette	Secretary Replaces Annemarie Chamberlin who retired.	Support	Pupil Services	\$14.96/hour	January 5, 2021.
10.	Pena, Daniel	Maintenance II Worker (2 <sup>nd</sup> shift) Replaces Matthew Hirsch who was reassigned to a 1 <sup>st</sup> Level Supervisor position.	Support	Maintenance	\$21.40/hour (plus \$.40/hour shift differential).	December 22, 2020
11.	Frazier, Janice	Secretary Replaces Jessica Newberry who was reassigned.	Support	ESACA	\$14.96/hour	December 22, 2020
12.	Cook, Samantha	Paraprofessional/ISS (LTS) Replaces Nelson McKeithan who is on a leave.	Support/LTS	High School North	\$17.12/hour	October 6, 2020 now through December 23, 2020 only.
13.	Hernandez, Jose	Paraprofessional/Special Education (LTS) Replaces Magdalene Bioh who is temporarily reassigned to a teaching position.	Support/LTS	Middle Smithfield Elementary	\$17.12/hour	November 13, 2020 through February 1, 2021 only.
14.	Pena, Daniel	Maintenance II Worker (2 <sup>nd</sup> shift) (LTS) Replaces Glenn Pearson who is on a leave.	Support/LTS	Maintenance	\$21.40/hour (plus \$.40/hour shift differential).	March 17, 2020 now through December 21, 2020 (end of workday).
15.	Stackhouse, Ashley	Paraprofessional (Reading) (LTS) Replaces Victoria Castillo who is on a leave.	Support/LTS	Smithfield Elementary	\$17.12/hour	October 19, 2020 now through November 20, 2020 (end of workday).

(See pages 89-91)

**i. Professional Staff 2020-2021 Salary Compensations effective December 24, 2020. All salaries are prorated.**

	<b>Name</b>	<b>From:</b>	<b>To:</b>
1.	Brescancine, Stacey	\$65,381 (Step 9, Column 9)	\$65,955 (Step 9, Column 10)
2.	Caiazzo, Nancy	\$48,177 (Step 2, Column 4)	\$48,617 (Step 2, Column 5)
3.	Capuano, Meredith	\$51,138 (Step 5, Column 3)	\$52,463 (Step 5, Column 6)
4.	Catalano, Jessica	\$47,736 (Step 2, Column 3)	\$48,177 (Step 2, Column 4)
5.	Cloward, Daniel	\$84,282 (Step 16, Column 7)	\$84,808 (Step 16, Column 8)
6.	Cole, Zachary	\$46,855 (Step 2, Column 1)	\$47,296 (Step 2, Column 2)
7.	Dalton, Sarabeth	\$56,109 (Step 7, Column 2)	\$56,551 (Step 7, Column 3)
8.	DeLuca, Nicole	\$47,736 (Step 2, Column 3)	\$48,177 (Step 2, Column 4)
9.	Early, Eileen	\$84,282 (Step 16, Column 7)	\$84,808 (Step 16, Column 8)
10.	Furst, Kane	\$68,666 (Step 10, Column 10)	\$69,266 (Step 10, Column 11)
11.	Gagnon, Diane	\$51,580 (Step 5, Column 4)	\$52,021 (Step 5, Column 5)
12.	Grindle, Aliya	\$64,468 (Step 8, Column 12)	\$65,119 (Step 8, Column 13)
13.	Handzo, Andrea	\$51,138 (Step 5, Column 3)	\$51,580 (Step 5, Column 4)
14.	Healey, Michael	\$81,092 (Step 15, Column 8)	\$81,644 (Step 15, Column 9)
15.	Householder, Laura	\$81,644 (Step 15, Column 9)	\$82,222 (Step 15, Column 10)
16.	Keller, Mary	\$51,828 (Step 4, Column 9)	\$52,399 (Step 4, Column 10)
17.	Kresge, Taryn	\$47,358 (Step 3, Column 1)	\$47,798 (Step 3, Column 2)
18.	Lapadula, Salvatore	\$62,852 (Step 9, Column 5)	\$63,295 (Step 9, Column 6)
19.	Lehr, Christina	\$47,358 (Step 3, Column 1)	\$47,798 (Step 3, Column 2)
20.	Lowe, Deatrice	\$78,933 (Step 14, Column 9)	\$80,113 (Step 14, Column 11)
21.	Martone-Bunn, Larysa	\$47,991 (Step 4, Column 2)	\$48,432 (Step 4, Column 3)
22.	Mengel, Justin	\$47,798 (Step 3, Column 2)	\$48,239 (Step 3, Column 3)
23.	Mlodzienski, Lian	\$48,177 (Step 2, Column 4)	\$48,617 (Step 2, Column 5)
24.	Molina, Michelle	\$51,580 (Step 5, Column 4)	\$52,021 (Step 5, Column 5)
25.	Nieman, Emily	\$46,855 (Step 2, Column 1)	\$47,736 (Step 2, Column 3)
26.	Nute, Katherine	\$71,377 (Step 11, Column 10)	\$71,978 (Step 11, Column 11)
27.	Panepinto, Carrie	\$84,282 (Step 16, Column 7)	\$84,808 (Step 16, Column 8)
28.	Pellington, Cynthia	\$79,511 (Step 14, Column 10)	\$80,113 (Step 14, Column 11)
29.	Reed, Christine	\$53,474 (Step 5, Column 7)	\$53,993 (Step 5, Column 8)
30.	Reese, Stephanie	\$62,123 (Step 8, Column 8)	\$62,670 (Step 8, Column 9)
31.	Rossi, Christopher	\$85,938 (Step 16, Column 10)	\$86,543 (Step 16, Column 11)
32.	Scarano, Rachel	\$50,067 (Step 2, Column 7)	\$50,585 (Step 2, Column 8)
33.	Schroth, Catherine	\$56,184 (Step 6, Column 7)	\$56,703 (Step 6, Column 8)
34.	Scott, David	\$64,833 (Step 9, Column 8)	\$65,381 (Step 9, Column 9)
35.	Scott, Jennifer	\$84,808 (Step 16, Column 8)	\$85,360 (Step 16, Column 9)
36.	Scott, Sara	\$48,873 (Step 4, Column 4)	\$49,314 (Step 4, Column 5)
37.	Soskil, Lori	\$87,173 (Step 16, Column 12)	\$87,831 (Step 16, Column 13)
38.	Summerville, Launie	\$47,358 (Step 3, Column 1)	\$47,798 (Step 3, Column 2)
39.	Ware, James	\$84,808 (Step 16, Column 8)	\$85,360 (Step 16, Column 9)
40.	Warner, Amberly	\$56,184 (Step 6, Column 7)	\$56,703 (Step 6, Column 8)
41.	Winkler, Mary	\$48,873 (Step 4, Column 4)	\$49,754 (Step 4, Column 6)
42.	Wysocki, Lauren	\$47,798 (Step 3, Column 2)	\$48,239 (Step 3, Column 3)

**j. 2020-2021 Robotics Intramurals.** Approve the following 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 Date(s)
1.	Locke	Gina	Smithfield Elementary/Advisor	\$24.46/hour not to exceed 35 hours	2020-2021 school year
2.	Tobin	Snoann	Middle Smithfield Elementary/Advisor	\$24.46/hour not to exceed 35 hours	2020-2021 school year
3.	Cykosky	Tamara	Resica Elementary/Advisor	\$24.46/hour not to exceed 35 hours	2020-2021 school year

**k. Schedule B Position Appointments** – 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.	Summerville	Launie	Intramural Math Tutor Advisor	Lehman Intermediate	\$24.46/hour (50 hour maximum)
2.	McGrath	Gerard	Baseball Head Coach	High School North	\$6,062.00
3.	Millard	John	Chess Team Coach	High School North	\$2,155.00
4.	McKenzie	Denzal	Intramural Boys Basketball Advisor	High School North	\$24.46/hour (24 hour maximum)
5.	Harris	Shoshanah	Intramural Swim Team Advisor	High School North	\$24.46/hour (24 hour maximum)
6.	Morales	Venus	Junior Class Co-Advisor	High School North	\$1,302.00 (prorated)
7.	Syfor	Nicole	Junior Class Co-Advisor	High School North	\$1,302.00 (prorated)
8.	Mlodzienski	Lian	Sophomore Class Co-Advisor	High School North	\$1,208.00 (prorated)
9.	Ammerman	Denise	Track & Field-Girls Varsity Assistant Coach	High School North	\$4,027.00 (plus \$250.00 longevity stipend)
10.	Krupski	David	Track and Field-Girls Head Coach	High School North	\$6,187.00 (plus \$250.00 longevity stipend)
11.	Rayhon	Danielle	Intramural Gay & Straight Alliance Co-Advisor	High School South	\$24.46/hour (48 hour maximum split between advisors)
12.	Tiernan	Patricia	Intramural Gay & Straight Alliance Co-Advisor	High School South	\$24.46/hour (48 hour maximum split between advisors)
13.	Kelly	Linda	Intramural Study Buddy Quad-Advisor	J. T. Lambert Intermediate	\$24.46/hour (58 hour maximum)
14.	Ostroski	Deana	Intramural Study Buddy Quad-Advisor	J. T. Lambert Intermediate	\$24.46/hour (58 hour maximum)
15.	DeLeon	Daniel	Baseball Head Coach	Lehman Intermediate	\$2,837.00
16.	Perez	Julissa	Soccer-Girls Assistant Coach	Lehman Intermediate	\$2,356.00
17.	Morales	Venus	Soccer-Girls Head Coach	Lehman Intermediate	\$2,837.00
18.	Witte	Sarah	Softball Head Coach	Lehman Intermediate	\$2,837.00
19.	Richardson	Dejon	Track and Field-Boys Head Coach	Lehman Intermediate	\$2,837.00
20.	Francis	Gail	Track and Field-Girls Head Coach	Lehman Intermediate	\$2,837.00 (plus \$250.00 longevity stipend)

**l. 508 – Employment Contract**

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to waive the stipulation with respect to payment of unused sick leave at retirement as set forth in the Agreement between the East Stroudsburg Area School District and East Stroudsburg Area Education Support Professional Association for the 2017-2018 to 2021-2022 contained in Article XII – Sick Leave – Item F, which requires “written notice of retirement must be made prior to January 1 of the applicable year”, for the following employees: Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

1. Dorothylee Leeds whose retirement date is December 31, 2020.  
(See page 92)
2. Pauline Leone whose retirement date is October 30, 2020.  
(See page 93)

3. Richard Trabucco whose retirement date is December 23, 2020.  
(See page 94)

d. **FINANCES**

i. **604 – Budget Adoption**

**ACTION BY THE BOARD:**

Motion was made by Sharone Glasco to adopt the formal Resolution as presented at this meeting certifying that the District will not seek exceptions to the Act 1 Index and will not raise taxes in an amount that exceeds the Act 1 Index (4.2%) for the 2021-22 fiscal year. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 95-96)

ii. **606 – Tax Collection**

**ACTION BY THE BOARD:**

Motion was made by Larry Dymond to accept Bundle B - Basic Services of the proposal from BerkOne for Act 80 Comparison Services in the amount of \$730.00 which is at no increase from prior year, in accordance with the recommendation of the Finance Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 97-101)

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

**ACTION BY THE BOARD:**

Motion was made by Larry Dymond to approve the proposal from Committee for Children in the amount of \$5,645.00 for the subscription and materials for Second Step Bullying Prevention, in accordance with the recommendations of Education P & R and Finance Committees. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 102-106)

iv. **613 – Cooperative Purchasing**

1.

**ACTION BY THE BOARD:**

Motion was made by Larry Dymond to accept the proposal from IntegraOne in the amount of \$104,028.00 for a five-year Antivirus protection, in accordance with the recommendation of the Finance Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 107-120)

2.

**ACTION BY THE BOARD:**

Motion was made by Larry Dymond to approve the proposal from Pro-Vision in the amount of \$148,676 for the procurement of Bus Stop-Arm Camera Bundle, in accordance with the recommendation of the Finance Committee. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 121-134)



3.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve the proposal from Center Stage Lighting & Rigging in the amount of \$10,452.00 for the repair and replacement of the controls in the South HS auditorium, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 135-139)

4.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve the proposal from Trane, Inc. in the amount of \$31,969.00 for the installation of dehumidification controls in the JTL POD, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Sharone Glasco and carried unanimously, 9-0.

(See pages 140-144)

5.

**ACTION BY THE BOARD:**

Motion was made by Larry Dymond to approve the proposal from Keystone Fire Protection in the amount of \$17,884.00/\$1,000.00 for the installation of a dry fire suppression system in the South HS server room, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 145-158)

v. **616 – Payment of Bills**

1.

**ACTION BY THE BOARD:**

Motion was made by Sharone Glasco to approve the Budget Transfers, Payment of Bills and Treasurer’s Report listed in this agenda for 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 Rebecca Bear and passed 7-2. Larry Dymond and Wayne Rohner voted no.

- 1. Budget Transfers - (See pages 159-169)
- 2. Payment of Bills - (See pages 170-195)
- 3. Treasurer’s Report - (See page 196-224)

2.

**ACTION BY THE BOARD:**

Motion was made by Larry Dymond 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

- a. Invoice #51915 \$19,059.97 - High School North Roof Replacement
- b. Invoice #51916 \$425.00 - High School North Roof Replacement Forensic Investigation
- c. Invoice #51917 \$1,763.10 - J.T. Lambert/Resica Elementary Flooring Replacement
- d. Invoice #51918 \$804.20 - Transportation Building Underground Storage Tank Removal
- e. Invoice #51919 \$3,855.01 - High School South Pool Repairs
- f. Invoice #51920 \$380.01 - High School North/Lehman Intermediate Window Replacement
- g. Invoice #51921 \$665.03 - Lehman Intermediate/Bushkill Elementary Flooring Replacement
- h. Invoice #51922 \$1,757.50 - High School North & High School South Handwash Stations
- i. Invoice #51923 \$9,000.00 - Resica/Middle Smithfield Elementary Water Filtration
- j. Invoice #51924 \$5,700.00 - High School North Sanitary Liner Replacement

(See pages 225-235)

3.

**ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to approve Pay Application #6 from Lehigh Valley Flooring in the amount of \$10,716.00 for work on the JT Lambert 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 236-237)

4.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve Pay Application #11 from Jottan, Inc. in the amount of \$304,220.48 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 Debbie Kulick and carried unanimously, 9-0.

(See pages 238-240)

5.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve Pay Application #8 from Trane Inc. in the amount of \$283,863.79 for work performed on the HVAC Controls project at the North HS/Lehman Intermediate, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 241-244)

6.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve Pay Application #1 from Environmental Restoration for work performed on the removal of the underground storage tank at the JT Lambert bus garage, in accordance with the recommendations of the Property & Facilities and the Finance Committees. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 245-246)

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

1.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the request to renew the already established special activity fund listed. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

- 1. East Stroudsburg Elementary Musical Theater Club

2.

**ACTION BY THE BOARD:**

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

- 1. East Stroudsburg High School South Girls Basketball

(See page 247)

vii. **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 Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 248-254)

e. **PROPERTY**

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

**ACTION BY THE BOARD:**

Motion was made by Sharone Glasco to accept a grant in the amount of \$12,000.00 from Pocono Mountains United Way for East Stroudsburg Area School District’s summer STEAM-R Program. Motion was seconded by Rebecca Bear and passed 7-0-2. Debbie Kulick and Richard Schlameuss abstained.

(See pages 255-256)

f. **OPERATIONS**

i. **818 – Contracted Services**

**ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla 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.

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

	<b>NAME</b>	<b>SERVICE</b>	<b>RATE</b>	<b>PAYMENT FROM</b>	<b>EFFECTIVE DATE</b>
1.	Balmages, Brian	To provide a one-hour master class and question/answer session for the North High School Band students via Google Meet.	\$200.00	Instrumental Music	1/21/21
2.	Owens, William	Composing a band piece for the E.S. South High School – Grades 9-12 band.	\$5,000.00	Instrumental Music	3/1/21-3/2/21
3.	Roth, Emma (PEEC)	Virtual presentation via Zoom to 5 <sup>th</sup> grade students in ESACA regarding animal strategies of survival for winter.	\$100.00 per session	PEEC Grant	1/11/21
4.	Roth, Emma (PEEC)	Virtual presentation via Zoom East Stroudsburg Elementary students regarding animal strategies of survival for winter.	\$100.00 per session	PEEC Grant	1/12/21
5.	Roth, Emma (PEEC)	Virtual presentation via Google Classroom to 6 <sup>th</sup> , 7 <sup>th</sup> , & 8 <sup>th</sup> grade students at Lehman Intermediate regarding animal strategies of survival for winter.	\$100.00 per session	PEEC Grant	TBD

6.	Sherman, Stephanie (PEEC)	Virtual presentation via Zoom to 4th grade students in ESACA regarding animal strategies of survival for winter.	\$100.00 per session	PEEC Grant	TBD
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(See pages 257-268)

Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Bancroft NeuroHealth	Student residential placement: school tuition school days only, per school day, extended school year (2020-2021) extended school year day is for 32 days), 1:1 staffing in or residence, if needed.	Tuition \$190.00 per school day,  Extended school year \$190.00 per day,  1:1 staff as needed \$31.00 per hour	Pupil Services and Special Education	12/22/2020-12/23/2021
2.	Colonial Intermediate Unit 20	Title IIA Services for non-public schools programs and services within ESASD boundaries	Not to Exceed The revised amount of \$18,194.40	Title IIA Grant	2020-2021 SY  Previously approved on 9/21/20

(See pages 269-271)

**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: 9:43 PM**

Respectfully Submitted,

Patricia L. Rosado  
Board Secretary