

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

April 19, 2021 – 7:00 P.M.

VIA Zoom

Minutes

- I. **President**, Richard Schlameuss, called the meeting to order at 7:11 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, Jason Gullstrand (was sworn-in at 7:45 p.m. and joined the meeting), Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy.
- School personnel present:** Brian Baddick, Brian Borosh, Angela Byrne, Eric Forsyth, Donald Francis, Diane Kelly, Maria Lazowski, Jennifer Marmo, Craig Neiman, Debra Padavano, William Riker, Shirley Rodriguez, Denise Rogers, Patricia Rosado, Tammy Schroeder, Lisa Vitulli, William Vitulli, Margie Wagner, Nadia Worobij, Stephen Zall.
Christopher Brown, Solicitor.
- Student School Board Representatives:** Isabella Iacono and America Ramos.
- III. **Community members present:** Lori Bowers, Patricia Briegel, Jihan Colletta, Kathleen Eppler, Jennifer Floyd, Audry Garrett, Amanda Garris, Toni-Ann Gilmore, Leslie Glassman, Nate Hill, Michelle Hiller, Maria Hopkins, Misozi Houston, Steven Lurry, Jacob Morris, Monique Pacheco, Michal Peterson, Keleisha Phillip Stringer, Darryl Sabino, Art Sourwine, Dina Stack, Roy Taylor, Shelly Tharp, Ruben Torres and Kelly VanDerVliet.
- Other:** Jamie Doyle, Public Financial Management

Mr. Schlameuss said that tonight they will elect a replacement for Sharone Glasco. He said he will like to make everyone aware of how they will proceed with the agenda and would like to make everyone aware of the procedures that will take place. He said they will approve the agenda and minutes. They will then hear from the candidates only and the public will have a chance to speak later on. The Board will then accept Sharon's Glasco's resignation then appoint a new Board member.

IV. **ANNOUNCEMENT OF EXECUTIVE SESSION**

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

V. **ADOPTION OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to adopt this agenda for April 19, 2021, 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 Debbie Kulick

Motion was made by Lisa VanWhy to add to the agenda the purchase of two video cameras in the amount of \$7,037.88 with an additional purchase of two 56 SD cards at an additional cost of \$70. Motion was seconded by Rebecca Bear and carried unanimously, 8-0.

The agenda with revision carried unanimously 8-0.

VI. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the minutes, with revisions, of the March 15, 2021 Board Meeting. Motion was seconded by Rebecca Bear and carried unanimously, 8-0.

Mr. Rohner said he has a couple of items for clarification. He said he did not see any motion that was made to remove Wayne Rohner and Larry Dymond as School Board Directors. Mr. Schlameuss said he is having a hard time hearing him and is not sure what he is saying. Mrs. Bear said she believes he said that he does not see the motion that Dr. Bonilla made to have Larry Dymond and Wayne Rohner removed from the Board and it was seconded by Mr. Schlameuss. Dr. Bonilla said she never made that motion. Mrs. Bear said she apologizes for what was said because that is what she thought she heard Mr. Rohner say. Mr. Schlameuss said she made the motion that School Board Directors, Larry Dymond and Wayne Rohner be prohibited entry on any school district property except for attendance at Regular and Special meetings of this Board. Mr. Rohner said that motion is on page ten. Mr. Schlameuss said that motion is on page two when added on the agenda and on page ten when action was taken. Mr. Rohner asked where is the motion to have Larry Dymond and Wayne Rohner removed. Mrs. Rosado said on page 10 under 005 and 006 are the two motions that were added on the agenda. Mr. Schlameuss said Dr. Bonilla made the motion for Wayne Rohner and Larry Dymond to have restriction on school property except for when attending Regular and Special Board meetings. Mr. Rohner asked where is the motion under 004 to have us removed. Mr. Schlameuss said the motion was not to have you and Mr. Dymond removed but under 006 it states that each Board member must participate on his or her own individual device equipped with a camera, speaker and microphone, such that each Board member can visually and orally interact with all Board members contemporaneously. Failure to adhere to this process shall be regarded as refusal to attend the meeting pursuant to Policy 004. We did not act on it since it was the first reading and was not added to the policy. Since everyone is here on their own device, everyone is good to participate.

Mr. Rohner said that on page 21 of the minutes under Payment of Bills, it should say passed 7-2 because he voted no.

Mr. Andrews said on page 5 letter F it says May 19th and it should be April 19th.

Mr. Rohner said that on page 24 of the minutes, they made a motion to approve Lyman and Ash. He said since this is a public record, he needs to ask Damary what does he have a conflict of interest with Lyman and Ash. He said he is not aware of any conflict of interest. Mr. Schlameuss said it does not say any specific Board member's name. Dr. Bonilla said she has mentioned before that when a Board member hires a lawyer or law firm personally to litigate their case and the school district hires these same individuals to represent the school district on taxpayer dollars, then the individual who speaks on behalf of the school district or represents us are the same individuals who previously worked with the law firm. Mr. Rohner said as she is aware that an RFP was done as a School Board years ago and he has never been informed legally of any conflict of interest. Dr. Bonilla said she can speak her opinion as to what she sees as a conflict of interest. Mr. Rohner said she needs to be careful of defamatory comments and statements. Dr. Bonilla said to Mr. Schlameuss that she is here tonight to work, so how are they going to proceed tonight. Mr. Schlameuss said Mr. Rohner and Dr. Bonilla made their statements so he will proceed with the meeting.

VII. PUBLIC PARTICIPATION

Limited to Board Vacancy Item (3 min. ea.)

- A. Ms. Darryl Sabino said she is a parent of a South student, PTO treasurer and a community member. She said the Board received and read her letter of interest. They should know her from her attendance at all Board meetings. She said they know her commitment to ESASD, teachers, students and staff. They also know the research she puts into all topics spoken at the Board meetings. She said she is not afraid to speak her thoughts and opinions. She is willing to learn about policies and procedures. Ms. Sabino said she has an open mind for change and listens to the Board's opinions with respect. She said she is willing to learn. She said she believes she will be an asset on the Board and appreciates their consideration for the position on the Board that will be available tonight.
- B. Mr. Jason Gullstrand said he would like to take a moment to thank the Board for providing the continuity throughout the year. He thanked the staff for providing lunches, transportation and a safe and clean environment. He thanked the classroom teachers. He said this evening he is humbly requesting that they select him for the temporary position. He said in the 1990's he became a homeowner and learned to value his taxes and appreciate the job the Board has done over the last ten years. Mr. Gullstrand said he has two children at South. The continuity of this school year has made a very difficult situation with learning in-person, virtually, hybrid or asynchronous, a seamless integration for students. He has been teaching for 23 years and has seen first-hand the difficulty educating this year. Finally, being a previous Board member proves invaluable. It would be in the Board's best interest to have a candidate that can

acclimate immediately. He said he would like to be considered for the Board position tonight. He knows whatever is decided tonight will be made in the best interest of the students and the district.

- C. Mr. Steven Lurry thanked the Board for the opportunity to express his interest in becoming a Board member. He said he is a union iron worker and Foreman that works as a reinforced steel consultant. He is a husband to a teacher at North and father to 3 children, two of which are at the North campus. He said it is his duty and right to represent the concerns of his wife, children and his community. He said the decisions that are made do not only affect those in the school district but it makes its way to homes of students, teachers and staff. Mr. Lurry said he feels that the Board has had to make tough decisions and knows it is not easy but that is what leadership roles call for. He said he commends the Board for doing a good job so far; but, as we have seen this past year, things are changing. He would like to be in a position to help his family and community in order for them to be successful in the future while they are attending school or working for it.
- D. Ms. Jihan Colletta said she ran for the School Board two years ago. She said her "Why" was "Why Not" and it still is. She said she can bring a fresh perspective and diversity to the Board. She thanked them for their time and consideration.

VIII. BOARD VACANCY

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to accept the resignation of Sharone Glasco, with regrets, from the Board of Education effective April 1, 2021. Motion was seconded by George Andrews and carried unanimously, 8-0.

(See page 20a)

Nominations:

Motion was made by Rebecca Bear to appoint Steven Lurry to fill the vacancy on the Board of Education. Motion was seconded by Richard Schlameuss.

Motion was made by Larry Dymond to appoint Jason Gullstrand to fill the vacancy on the Board of Education. Motion was seconded by Dr. Damary Bonilla.

Motion was made by Debbie Kulick to appoint Darryl Sabino to fill the vacancy on the Board of Education. Motion was seconded by Rebecca Bear.

Motion was made by Richard Schlameuss to appoint Jihan Colletta to fill the vacancy on the Board of Education. Motion was seconded by Dr. Damary Bonilla.

Nominations were closed.

2.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to appoint Steven Lurry to fill the vacancy on the Board of Education for a term to expire on the date of the December 2021 Reorganization Meeting, at which time a permanent replacement will be installed in office as a result of the November 2021 municipal elections. Motion was seconded by Richard Schlameuss. A roll call vote was taken and failed 4-4. Rebecca Bear, Dr. Damary Bonilla, Richard Schlameuss and Lisa VanWhy voted yes. George Andrews, Larry Dymond, Debbie Kulick and Wayne Rohner voted no.

ACTION BY THE BOARD:

Motion was made by Larry Dymond to appoint Jason Gullstrand to fill the vacancy on the Board of Education for a term to expire on the date of the December 2021 Reorganization Meeting, at which time a permanent replacement will be installed in office as a result of the November 2021 municipal elections. Motion was seconded by Dr. Damary Bonilla. A roll call vote was taken and carried unanimously, 8-0. George Andrews, Rebecca Bear, Dr. Damary Bonilla, Larry Dymond, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

Mr. Christopher Brown, Solicitor, sworn Jason Gullstrand into office. He asked him to repeat as follows:
I, Jason Gullstrand, do solemnly swear that I will support, obey and defend the Constitution of the United States and the Constitution of this Commonwealth and that I will discharge the duties of my office with fidelity.

IX. REPORTS**a. Public Financial Management**

Ms. Jamie Doyle said Chris Bamber was not able to join her this evening. She said that she brought tonight the same presentation that she gave to the Finance Committee on April 13th as follows:

Page one of her presentation includes the historic prospective of interest rates and the markets. It also has a bird's eye view of the interest rates between 1/1/2019 and 4/5/2021. The all-time lows were set in August 2020 and today's interest rates are a little bit higher than the all-time lows but still extremely low via industry standards.

Page two includes a summary of the district's outstanding indebtedness. The top half has the gross debt service meaning principal and interest. The bottom half has the local share after we receive State reimbursement to varying degrees. The two issues that we are talking about tonight are the 2016 Bonds and 2016 A Bonds with call dates of September 1, 2021. It's time to start planning for these refinances.

Page three includes the refunding opportunities for the 2016 and 2016 A Bonds. The principal outstanding for the 2016 Bonds is \$8,745,000 and for the 2016A Bonds is \$1,570,000. They are short in duration as the 2016 final maturity date is 2029 and 2016 A is 2030. The average existing rate for the 2016 Bond is 2.18% and for the 2016A Bond is 2.21%. They are short in duration, 2029 and 2030 on the maturity date. Assuming a current estimate of Bank Qualified interest rates, a partial BQ refunding is producing local effort savings of approximately \$215,000 or 2.22% of refunded principal. PFM will utilize a dual-track methodology (like they did for the 2020 Notes) and consider other financing methods including a bank loan. Whoever produces the best economic savings for the school district, will be recommended. The refunded local effort for the 2016 and 2016 A Bonds is \$10,562,780. The estimated local effort for the 2021 Bonds is \$10,347,160 and the local effort savings is \$215,620 through year ending 6/30/2031. PFM is not extending the existing loan. The time line is as follows: Last week on April 13th, PFM made the presentation to the Finance Committee. On April 19th, tonight, they will need authorization from the Board in order to proceed with the refinancing. On May 17th or later, the Board will need to adopt the Parameters Resolution. The week of May 17 or later, competitive sale will take place in order to lock in interest rates. The week of June 21 or later, the settlement of bonds will take place. PFM's sample motion is included which authorizes the Administration to work with the PFM as Financial Advisors, Eckert Seamans as Bond Counsel and the district's local Solicitor in conjunction with the issuance of General obligation bonds or note series 2021.... with a minimum net savings target of 2.00%.

Page five indicates if the district chooses not to do any refinancing with Bond 2016, rates stay the same as well as the payments.

Page six contains the portion of the 2016 Bonds that are being refinanced, which total under 10 million dollars, in order to get the lowest interest rate and call feature. This portion has the most duration and higher rates.

Page seven contains the portion of the bonds that are not being refunded due to having a short end of the curve.

Page eight includes the 2016 A Bonds. If the district chooses not to do any refinancing with Bond 2016 A, rates stay the same as well as payments.

Pages nine and ten has information on the long end of the 2016 A Bonds which are to be refunded. PFM is leaving a small portion of the bonds outstanding. Furthermore, you can see how much principal will be needed for the refunded portion.

Page eleven includes the amount needed to pay off the refunded portion.

Page twelve has the interest rates which range from .55 to 1.44 percent to result in savings. PFM suggests a 2% minimum savings target. The Savings Allocation includes the School District's Share of \$215,619.91 and the State's Share of \$16,916.06 for a total savings of \$232,535.97.

Page thirteen includes the sample of what PFM budgeted for the cost of the issuance. The Bond issuance seems to generate a greater savings than a bank issuance. PFM will do their best to get the most savings as they can. The assumed yield of the issue is about 1.5%.

Ms. Doyle said that this refunding is similar to the one that was done in the past. They are not extending the debt but replacing higher interest rates with lower rates.

Mrs. Bear asked Ms. Doyle to clarify what did the district pay for the underwriting fee on the last refinancing, which is now estimated to be \$8.00. Ms. Doyle said we had a phenomenally low discount of 95 cents on the last issuance, which was a shorter bond than this one. She said she believes the district will do better. Mrs. Bear said the underwriting fee may be about \$1.25 or \$1.50 this time around. Ms. Doyle said different underwriters have different bidding strategies. Some bid a real low commission fee and higher interest rates or a higher commission fee and lower interest rates. The district had a very low bond discount and would likely do the same. Mrs. Bear asked what is the breakdown of the \$100,000 cost of issuance. Ms. Doyle said that is all the items that are part of the next steps, which include the bond counsel, local solicitor, PFM fee, credit rating, advertising fee, etc. There may be no fee for the bond insurance due to the district's excellent credit rating. Any money left over in miscellaneous rounding, due to bonds being sold in \$5,000 increments, goes back to the district in the way of a sinking fund deposit, which is to be used on the first payment of the newly refinanced debt. Mrs. Bear said this is similar to the interest in arrears they collect when doing a mortgage. The arrears go towards paying your first mortgage payment. Ms. Doyle said she is correct. The remaining funds are to get PFM to around a \$5,000 bond because that is the increments that bonds are sold in. Mrs. Bear asked if it is a possibility not to use the total \$100,000 cost of issuance. Ms. Doyle said absolutely. PFM is going to bid out everything they can. PFM is always conservative early on in the process. Mrs. Bear asked if PFM's fee is the same amount as she discussed in the Finance Committee or will the fee fluctuate. Ms. Doyle said PFM's fee is \$29,500. PFM always charges a flat fee. That is what makes them different from an underwriter. Underwriters get paid based on the size of the deal, they get paid in dollars per thousands. PFM charges a flat fee to avoid any conflict of interest. Mrs. VanWhy asked if the anticipated savings of \$215,000 is over ten years. Ms. Doyle said it is. Mrs. VanWhy asked if the savings is after PFM's fee has been paid. Ms. Doyle said yes. Ms. Doyle said she always shows the net base of the savings because that is what concerns the district.

b. Monroe Career & Technical Institute Update

Mrs. Lisa VanWhy said the JOC MCTI meeting was held on April 12th. The members approved the rates for the 2021 Business Office software and Student Information System. They accepted the 2021 Supplemental Grant in the amount of \$90,429. They approved the adjustments made to the MCTI Path to Reopening of Schools. They also approved a Policy for Communicable Disease and a Policy for Attendance and Tardiness. On the agenda tonight they will be taking action on a motion to adopt the Municipal Statement of Revival concerning the Monroe County Area Vocational-Technical School Authority. The Authority is made up of various people from the community. The Authority was founded 50 years ago. The agreement has reached its 50th year term. It is needed in case they want to take out bonds, which, at this time, they do not plan to take any out. However, they need it to keep it active. The MCTI's Award Ceremony is tentatively scheduled for May 25th at the South Stadium. The rain date is May 26th.

c. Colonial IU 20 Update

Dr. Damary Bonilla said that the IU 20 Board of Directors met on March 24th. Several items were covered. Among others, there was one testimonial shared by Dr. Wolfel, Executive Director, from the educational staff in the region expressing their gratitude for the IU's efforts in conducting the vaccination clinic as a host site. The follow up numbers were: 5,565 educational employees in the CIU 20 region were vaccinated at the clinic. The Statewide effort by all intermediate units resulted in 102,161 educational employees being vaccinated statewide. Our district was able to benefit from this opportunity. Dr. Bonilla said Keith Fleming from Palmer and Company presented an audit report to the CIU 20 Board of Directors. The monthly publication of the IU 20 Highlights was mentioned. If anyone is interested in viewing the publication, she can share the link with them. There was a recognition for Dr. Carolyn Krotowski, Principal of Colonial Academy, who retired after 24 years of service with the U.S. Army Reserves. Dr. Bonilla said they received an update that a regional training was conducted in March, virtually, to increase substitute teachers for those interested in working as a substitute teacher in the region and ESASD is part of the region. Also, the IU 20 celebrated diversity and inclusion month in March, by acknowledging the following days:

1. Developmental Disabilities Awareness Month
2. Women's History Month
3. International Women's Day
4. Gender Equality Month

5. Brain Injury Awareness Month
6. World Down Syndrome Month
7. Spread the Word Inclusion Day
8. Social Emotional Learning Day
9. International Day for the Elimination of Racial Discrimination Day

The next CIU 20 meeting will be held on April 28th at 7p.m. (public portion).

d. Property/Facilities Committee Update

Mrs. Lisa VanWhy said the Property/Facilities Committee met on April 6th. The following recommendations were made:

1. To accept the bid from Atlantic Lining Company in the amount of \$549,833.60 to replace the Sanitary Lagoon liner at the North Campus
2. To accept the bid from Cope Commercial Flooring and Interiors in the amount of \$299,995.00 to replace flooring at Bushkill Elementary
3. To accept the base bid from H&P Construction in the amount of \$448,734.00, as well, the bid alternate #1 in the amount of \$124,449.00 to replace flooring at Lehman Intermediate
4. To accept the bid from D&M Construction Unlimited in the amount of \$560,000.00 to replace the curtain wall and storefront at High School North and Lehman Intermediate
5. To accept the bid from Bognet, Inc. in the amount of \$138,286.00 to modify the vestibule and replace the interior gym doors at JM Hill Elementary (includes wheel chair access)
6. To accept the quote from A.G. Mauro Company in the amount of \$7,270 for the replacement of door #25 at JT Lambert
7. D'Huy Engineering Invoices Nos. 1-8
8. S&G Asphalt Service, LLC - Application for Payment #2 - Smithfield Parking Lot Sealcoat - \$3,352.45
9. TERP Consulting - Lyman & Ash Invoice #7821 \$2,800
10. Jottan Roofing - High School North and Lehman Intermediate Roof Project - Application for Payment #12 \$160,488.38.
11. To accept the highest bid from Alpha Recycling in the amount of \$3,800 for the sale of five District vehicles. Payment will be made to the district for the purchase of these vehicles.

The next meeting is scheduled for May 4th at 5:30 in-person in the Administration Center - Board Room

Mr. Schlameuss said the Board will be placing all of the aforementioned items under one motion later on in the agenda in order to avoid repetition.

e. Education Programs & Resource Committee Update

Dr. Bonilla said the Education Programs & Resource Committee met on April 14th at 7:00 p.m. She said it was a full agenda but they got everything done. The Committee celebrated with the announcements of three Education in Excellence Awards, Learn from Home Project and two awards for H.S. South. They heard a presentation from the Robotics Club and discussed what is next. The DEI Committee gave an update, which is done monthly. The DEI Committee continues to grow and continues to work with the Human Resources Department. A community event will be hosted in a couple of months during the end on the school year. The Committee reviewed the 95 Phonics Booster Bundles from the 95 Percent Group in order to purchases resources for all District students in grades 3 to 5, which is funded by ESSER III Grant. They also reviewed the North High School resources purchase, which is funded by the ATSI Grant. The 95 Percent Group purchase was forwarded to the April Finance Committee in order to be placed on the April Regular School Board meeting agenda. Two items, Robotic Purchase and the North H.S. Resources Purchase were forwarded onto the May 2021 Finance Committee agenda in order to be placed on the May Regular Board meeting. The next meeting is scheduled for Wednesday, May 12th at 7:00 p.m. via Zoom.

f. Finance Committee Update

Mrs. Rebecca Bear said the Finance Committee met on April 13, 2021. They heard from Jamie Doyle regarding the bond refinancing as they did tonight. The Committee forwarded the following items onto tonight's agenda:

1. The quote from ePlus in the amount of \$23,733.75 for the purchase of 25 wireless access points in the Administration Center
2. The agreement from Dude Solutions
3. The purchase of "95 Phonics Booster Bundles" paid by the ESSERS Grant
4. The Food Service Bids for Dairy and Bread
5. The award of bids by the IU Joint Purchasing Board for paper and custodial supplies
6. To close the District PLIGIT Cafeteria bank account and transfer the balance to the District ESSA Cafeteria bank account due to not being used in many years.

7. Application for Payment pursuant to Section 604 of the School Code for payment in lieu of taxes for property acquired by the Commonwealth for the National Recreation Area project located in Lehman Township, Pike County
8. The quote from Fisher & Son for the purchase of fertilizer and grass seed to maintain District fields
9. To move forward all of the items from the Property/Facilities Committee meeting, which Mrs. VanWhy mentioned. They are too many to mention again.

The next meeting will be held on May 10, 2021 at 5:30 p.m. via Zoom and in-person in the Administration Center Board Room.

g. Policy Review Committee Update –

Ms. Debbie Kulick said the Policy Review Committee met earlier tonight. They reviewed 6 policies all of which had minor changes primarily due to new updates from PSBA. Tonight on the agenda, they will be adopting the following policies:

1. Food Allergies
2. Employment of Administrators
3. Employment of Professional Employees
4. Employment of Confidential-Administrative Assistants & First-Level Supervisors
5. Employment of School Security Personnel
6. Employment of Substitute & Short-Term Employees

The six policies that were discussed at tonight's meeting will be placed on the district website for review and subsequent approval at the May meeting. The next Policy Review Committee meeting will be held on May 17th at 4:30 p.m.

h. Student School Board Representatives –

Miss Isabella Iacono, High School North, said the Timberwolves athletes have been working hard this season. They are now preparing for the playoffs. She said The National Association for Music Merchants Foundation annually recognizes school districts from around the United States. They released the 2021 list for best music and ESASD is a member of this prestigious list for the 8th consecutive year. She congratulated Travis Williams, who auditioned and won a seat in the 2021 PA Music Educators' Association All-State Orchestra. He is the second student in North history to receive this esteemed honor. The North pantry continues to help students who are in need. She thanked those who donated supplies, edibles and their time. She especially thanked Panera Bread for their baked good donations. The Parent/Teacher Association had a successful fundraiser through their sale of Pura Vida bracelets. They sold out but another order is being placed. North will be having T-wolf Togetherness Days to promote school spirit. The theme for the next two days that are scheduled are Earth Day and National Pretzel Day. In honor of the National Women's Science Day, students were invited to participate via a Zoom meeting an Answer and Question series regarding attending colleges in the STEM fields. North is preparing for Prom, which will be held on May 22nd. They are being creative and innovative and thinking of events that will be welcoming at prom this year.

Miss America Ramos, High School South, said South students are excited to finish the school year strong as the last quarter of the school year begins. H.S. South won two Excellence in Education Awards from the IU. One award was for the "Secondary MTSS Structure and Process", which was led by Kate Lee and many other individuals in the building. The second award was for "East Stroudsburg South Immersive Platform", which was worked on by a student, Steven Simpson and a teacher, Paul Kernan. These awards reflect the collective efforts and resilience at South, despite what they have faced due to the Pandemic. South is working on a time capsule and are collecting virus-related materials from now until April 23rd. Acceptable items are washed face masks, CDC memorabilia, virus related memorabilia, Black Lives Matter Movement materials, AAPI movement materials, news clipping that are positive, student-created artwork, digital materials i.e. videos, music, etc. The capsule will be buried on May 24th during a ceremony. The capsule will be unearthed in a community event at the 25th Class of 2021 reunion. On April 13th FBLA held a virtual awards ceremony for a yearly State Level Competition. Steven Simpson won all 4 Business Achievement Awards, all four community service awards and was inducted into the National Business Honors Society. He also placed 8th in the Current Events/Open Event as well as placed 3rd for Ebusiness and will be going to Nationals. Owen Bowers placed 3rd for E-business and will be going to Nationals. Courtney Donnerstag and Talha Chaudry placed 6th in Open Events. Stephanie Rodriguez-Solis placed 2nd for Electronic Career Portfolio and will be going to Nationals. Meliksah Dolap was inducted into the National Business Honor Society. South is proud of their accomplishments.

Spring sports are under way. South's varsity baseball team defeated Stroudsburg twice this week. There is a new varsity sport called Unified Track and Field. The team's meets are held on Mondays. The teams are comprised of identified and regular education students that compete together in eight different events. Some South students are competing up North to fill up spots. Everyone is invited to attend.

The Cavalier Competitive Cheer team placed third in the PIAA State Championships that were held in Hershey, PA. The Cavalier Chess team placed 2nd in the EPC Monroe Division. Robert McClosky ranked 2nd in the entire league.

In May, they will be hosting a senior athlete / mentor night celebration along with the signing of athletes that will continue in the collegiate level.

Class Officers of all grade levels have been working hard in ways to engage the students of their classes such as: The 2021 Class is working on a Prom by adhering to CDC Guidelines. The theme this year is "Mask-erade".

The 2022 Class is working on fundraisers with Rita's, Texas Roadhouse, etc. They are also scheduling a Trivia Kahoot Event and a Wikipedia Tournament.

The 2023 Class is working on a fundraising opportunity on April 14th with Panera Bread and will look at more ways to raise more funds.

The 2024 Class created a Google Classroom and held a logo contest, which now has been chosen and will be added on clothing for future fundraising.

South held the ASVAB exam, which is given twice per year for juniors and senior who want to enter the Armed Services.

The Senior Scholarship Awards will be held on May 26th. Guidance is scheduling next year's classes. They created instructional videos to assist and will also have live help sessions.

The next SAT test will be held on Saturday, May 8th, which is recommended for juniors. Next year, they will administer SATs five times in October, November, December, March and May.

Miss Ramos said this year has been a learning experience for all. They are thankful for staff, community, students and the Board for their continued support and understanding as they slowly hope to return to normality.

i. NSBA Conference Report

Mr. George Andrews said the NSBA was held from April 8-10 virtually. He said it was a very great event that he recommends for all School Board members. The conference is good to extend his knowledge on a number of subjects and hopefully will make him a better member of the ESASD School Board.

Mr. Andrews said this was his third National School Board Association Conference that he attended. The Keynote Speakers, as well as the individual sessions that he attended, were all relative to issues we have within our own school district. He attended three general sessions and seven concurrent sessions with 59 topics broken into nine focus areas on Advocacy, Equity & Diversity.

The General Sessions were led by:

Leslie Odom Jr. Actor, star of Hamilton. The main topic of his speech was about "failing upward", which is when a series of missteps results in some career upside.

Soledad O'Brien, Journalist. Her speech was to show how mixed race can make it in our country. She went through the history of mixed marriages that were illegal in 1958, when her parents were married and not made legal until 1967. Mr. Andrews said he was not aware of this. Mr. Andrews said he believes we have come a long way on how we treat everyone.

Shawn Achor, author of "The Happiness Advantage". The educational field knows him as being the author of "The Orange Frog". He is a positive psychologist, former Harvard professor and researcher. The author states in both of his books that "Happiness is Contagious" by making small and simple changes and focusing on happiness. Happiness can help make simple changes at the system level, school leaders can raise outcomes for students, teachers and communities in this Pandemic era.

Mr. Andrews said the speakers were very instrumental and good. The overall conference was rewarding and helped with his education on being a Board member. The entire report will be posted along with the minutes.

Mr. Andrew announced a Poster Contest for any member of the community for the PA Fair Funding. He said they are trying to get fair funding for our schools. ESASD has been very much underfunded. We, along with other school districts, are trying to bring awareness of this situation. The cash prize for each level is \$500 for 1st place, \$300 for 2nd place and \$300 for voter's choice. The goal is to share the stories about how inequitable education funding affects the individual. All entries are due by April 30th. For full details go to: <https://pafairfunding.org/2021-student-art-contest/>

Hopefully, all districts can get together and get the funding that they deserve. Right now, since 2013, we are underfunded by about 90 million dollars. Due to underfunding, our district will be additionally underfunded by 13 million dollars next year.

j. 2021-2022-Budget Presentation

Mr. Craig Neiman presented the 2021-22 Budget Update. He said that the agenda for this evening is on the 2020-21 General fund recap, 2021-22 general fund budget update and upcoming meeting schedule. He said this a similar presentation to what he gave to the Finance Committee members.

2020-21 - Revenues

Page 4

Local Revenues

Beginning of the year = uncertainty due to COVID-19

Real Estate Collections strong, 03% behind prior year

Earned Income Tax trending slightly ahead of prior year

Real Estate Transfer Tax trending significantly ahead of prior year and already surpassed full year budgeted amount

Investment income significantly behind prior year and full year budget due to interest rate environment

Conclusion = Local Revenue have "hung in there" so far...

State Revenues

On budget and flat to prior year

Federal Revenues

Significant one time, unbudgeted grant funds made available due to COVID-19

Page 5

Charter School Impact -- the biggest driver of cost this year. This year the cost is about 10 million dollars for about 519 students.

2020-21 Rate per Student:

Regular Ed - \$15,264.54 and Special Ed - \$39,195.69

Rate per student has increased each year based on PDE 363 calculation

Page 6 – Good News

ESSER II Funds

Full award estimated to be \$7,093,789

Allowable use case - As per Division Manager of PDE, paying charter school tuition is not an expense to maintain operations/continuity of services, but a redistribution of state and local funding to account for students enrolled in charter schools.

ESSER II funds can and should be used for continuation of services at the LEA, which in turn, would free up more state and local dollars to pay charter schools. ESSER II funds can be more appropriately used to fund, among other things, the continuing employment of teachers and other operational costs incurred at the district-level to offset increased charter school tuition costs. Furthermore, she stated that if a district has their own LEA-run cyber, they CAN use ESSER II funds to support their own programming.

PDE Division Chief, was asked if increased cost due to the increase in number of students participating in a district-run cyber would be allowable cost under ESSER. The Chief said it's allowed as long as you can make a direct connection to your cyber attendance increase to the COVID situation, it's an allowable use of funds.

ESASD is going to utilize approximately \$7.0 million of our ESSER II Fund allocation to cover the cost of salaries and benefits for all teachers who were transferred to ESACA for the 2020-2021 school year, as well as for the cost of salaries and benefits for all additional schedule B positions that were needed, as a result of the COVID-induced increase in ESACA enrollment.

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Potential 2020-21 Year End Position

Budgeted Revenue = \$160.1

Budgeted Expenditures = \$165.3

Budgeted Deficit = (\$5.2)

Charter Spend over Budget = (\$5.7)

ESSER II Revenue –ESACA \$7.0

Potential Year End Deficit = (\$3.9)

ESSER II funding offsets ongoing operational costs related to ESACA Program expansion due to COVID-19 Pandemic. One time, temporary cost relief.

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2021-22 Budget Themes

Structural Deficit Budget Issue continue

Unfunded State Mandates – Dramatic increase in Charter School costs and pension costs continue to increase.

When/How many cyber charter students return to ESASD

When/How many ESACA students return to ESASD buildings

Assumed flat funding from the State

Federal Funds – ESSER III

Federal cost/contracted cost growth

COVID-19 impact/uncertainty i.e. Local revenues (EIT, interest income), costs, and federal funding.

Focus on maintain educational excellence for all ESASD students

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Budget Change from last Presentation

	<u>2021-22 Budget As of December</u>	<u>2021-22 Budget As of April</u>	<u>Change from December to April</u>
Revenue	\$159,636,866	\$160,215,366	\$578,500
Expenditures	\$169,236,892	\$170,978,781	\$1,741,889
Revenue over Expenditures	(\$9,600,026)	(\$10,763,415)	(\$1,163,389)
Beginning fund Balance	\$43,964,036	\$43,964,036	0
Ending Fund Balance	\$34,364,010	\$33,200,621	(\$1,163,389)

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2021-22 Budget Comparison to Prior Year

	<u>2020-21 Budget</u>	<u>2021-22 Budget</u>	<u>Variance \$</u>	<u>Variance %</u>
Revenue	\$160,104,718	\$160,215,366	\$110,648	0.07%
Expenditures	\$165,285,625	\$170,978,781	\$5,693,155	3.44%
Revenue over Expenditures	(\$5,180,907)	(\$10,763,415)	(\$5,582,507)	
Beginning Fund Balance	\$49,144,943	\$43,964,036		
Ending Fund Balance	\$43,964,036	\$33,200,621	(\$10,763,415)	-24.48%

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2021-22 Budget Cost Drivers

	<u>2021-22 Budget</u>	<u>Increase over 2020-21- \$</u>	<u>Increase over 2020-21- %</u>
PSERS	\$24,300,044	\$1,044,650	4.5%
Charter Schools	\$8,000,000	\$3,600,000	81.8%
Everything Else	\$138,678,737	\$1,048,505	0.8%
Total Expenditures	\$170,978,781	\$5,693,155	3.4%

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PSERS Employer Contribution Rate, which has increased from 2002-04 at 3.77% to 2020-22 at 34.94%

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Charter School Cost Trend from 2015-16 at \$3,726,824 to 2021-22 at \$8,000,000

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2021-22 Budget Cost Categories Compared to 2020-21 Cost Categories

2021-22 Budget	2020-21 Budget
Supplies – 3.5%	Supplies – 3.9%
Purchased Services – 4.4%	Purchased Services – 4.6%
Contracted Services – 5.1%	Contracted Services – 5.0%
Charter Schools – 4.7%	Charter Schools – 2.7%
Debt Service – 10.1%	Debt Services – 11.4%
Salaries & Benefits – 71.2%	Salaries & Benefits – 71.4%

All categories equal or are down from year over year except for Charter Schools.

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One time Federal ESSER Funding

ESSER I - \$1,746,134 (2020-21 Budget)

ESSER II - \$7,108,040 (2020-21 Budget)

ESSER III - \$14,541,856 (2021-22 Budget) - 20% required to support learning loss

Both Revenue and Expenditure amounts will be included in 2021-22 Budget

ESSER Funding is one-time temporary funding

Use of this funding to supplant or pay ongoing expenses will further increase the district's structural deficit

PDE Caution: LEA are advised that CARES Act funding is one-time, emergency aid. As such LEAs should consider how CARES Act funding might interact with other federal funding and the role of enhanced funding flexibilities to ensure strategic and substantial use.

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ESSER III – Blended yet Separate

<u>2021-22</u>	<u>General Fund</u>	<u>ESSER III</u>	<u>Total Budget</u>
Expenses	\$170,978,781	\$14,541,856	\$185,520,637
Revenue	\$160,215,366	\$14,541,856	\$174,757,222
Total	(\$10,763,415)	\$0	(\$10,763,415)
Capital Projects	\$0	\$?	\$0

Stimulus Operational & Learning Loss expenses will be reflected in the General Fund Budget, although they are one-time funds.

Potential for ESSER III Funds to be used for approved use Capital Expenditures (mainly HVAC)

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Act 1

Act 1 of 2006 limits the percentage increase of real estate tax millage to an amount established by two factors:

1. Statewide Average Weekly Wage (SAWW)
2. Employment Cost index (ECI)

Average of both factors determines base Act 1 index

1. 3.0% For 2021-22

Adjustment for districts with a market value/personal income aid ratio greater than .4000

1. .6646% adjustment for ESASD

Adjusted Act 1 Index for 2021-22 is 4.2%

1. $3.0\% \times (.75 + .6646) = 4.2438\%$

Resolution not to exceed approved at December 2020 Board meeting.

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Tax increase history compared to index
2010-11 3.9% to 2021-22 4.2% and a tax increase in 2010 & 2011

Page 20

Millage Scale and Associated Revenue

2021 Millage Rates based on STEB (State Tax Equalization Board) Market Value Rebalance:

Monroe = 30.75 and Pike = 123.66 (down \$5 per mill from 10 years ago)

2020 Median Homestead Assessed Value:

Monroe - \$110,340 Pike: \$24,150

	<u>New Millage Rate Monroe/Pike</u>	<u>Revenue Generated</u>	<u>Annual Impact on Median Homestead Monroe/Pike</u>
1.0%	31.06/124.90	\$939,974	\$37.71/\$29.86
1.5%	31.22/125.51	\$1,409,961	\$54.67/\$44.80
2.0%	31.37/126.13	\$1,879,948	\$71.64/\$59.73
2.5%	31.52/126.75	\$2,349,935	\$88.61/\$74.66
3.0%	31.68/127.37	\$2,819,921	\$105.58/\$89.59
3.5%	31.83/127.00	\$3,289,908	\$122.54/\$104.52
4.0%	31.98/128.61	\$3,759,895	\$139.51/\$119.46

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Potential Deficit Closer Scenario – Revenue over Expenditures

Current Deficit – (\$10,763,415)

Expenditure Cuts - \$1,000,000

Use of Fund Balance - \$7,413,480

Millage Increase (2.5%) - \$2,349,935

Remaining Deficit – (\$0)

\$1 million of fund balance usage could come from Pension committed fund

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General Fund balance as of June 30, 2020

1. Non-spendable - \$343,075- prepared expenses

2. Committed - \$24,545,532 – Future Pension increases and future healthcare costs

3. Assigned - \$18,181,209 – Future Budget Expenditures, Future Educational Program and Capital Projects

4. Unassigned - \$6,075,127 (3.8% of expenditures)

5. Total General Fund balance as of June 30, 2020 - \$49,144,943

-2020-21 Budget assumes consumption of \$5.2 million to cover budget shortfall

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Capital Reserve Fund Balance Review for Construction Projects

From 2010-11

July 1 = \$5,271,385

Revenues = \$29,120

Expenditures = \$4,565,418

Bond Issuance = \$3,736,689

Transfer from GF = \$1,714,000

June 30 = \$6,185,776

To 2019-20

July 1 = \$20,735,337

Revenues = \$312,243

Expenditures = \$7,669,453

Bond Issuance = \$0
Transfer from GF = \$0
June 30 = \$13,378,127

10-year Average
Revenues = \$112,483
Expenditures = \$3,680,240
Bond Issuance = \$676,169
Transfer from GF = \$3,702,262
June 30 = \$12,404,726

Balance as of March 31, 2021 = \$10,325,713 (summer projects will be paid through this fund)
Funding Strategy needs to be determined

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Board Discussion

1. Is the Board open to a tax increase? 2.5% tax increase was discussed at the Finance Committee meeting.
2. Is the Board comfortable using fund balance?
3. Administration continues to monitor local revenue health and status of State and Federal budgets
4. Administration continues to work on recommendation for best utilization of Federal Pandemic Grants.
5. Administration continues to look to cost reductions.

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Meeting Schedule

1. April 19th - Board Meeting 2021-22 Budget Update
 2. May 10th - Finance Committee Meeting – 2021-22 Budget Update
 3. May 17th - Board Meeting – Budget Update and Proposed Final 2021-22 Budget Vote
 4. June 14th – Finance Committee Meeting -2021-22 Budget Update
 5. June 21st – Board Meeting – Budget Update and Final 2021-22 Budget Vote
- A final budget needs to be passed by June 30th.

Mr. Schlameuss said what Mr. Neiman presented is an early proposed budget. Part of the issue is that because of the increase in the Charter School expense and flat line subsidy from the State, we are in a position to make a decision on how to fund the expenses. In the past years, we had funding but now due to COVID, this is the position we are in. We, the nine Board members, need to work with Mr. Neiman in order to decide in the position that we are going. The message we need to put out there is, one, Cyber students need to return to the district and two, we need to advocate for more funding from the State. Ms. Kulick said that Dr. Riker will be reaching out to the students that have gone to the Cyber and Charter Schools. We encourage the parents to respond. The more we bring back, the less likely we need to think on terms that we do not want to think on.

X. PUBLIC PARTICIPATION

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

- A. Mr. Jacob Morris said he would like to start off by thanking Dr. Riker for his innovative collaboration and cooperation in regards to agreeing to host four exhibits from the Traveling Smithsonian, which represent various topics. Two of them are at the North campus. He said he is hoping to have a reception on May 14th at 4:30 p.m. and would like the School Board to be in the loop about it. He said Dr. Riker and his staff at High School North are planning to make it exciting and convivial. One of the exhibits is about Black Scientists and the other is called, "A Place for all People". The students and faculty have had positive reactions to them. The district is hoping to have some type of curriculum tied into the exhibits. Mr. Morris said at his last meeting with Dr. Riker, he proposed that the district consider constructing a science playground for the North Campus. He said he emailed Dr. Riker an article about a school district in Massachusetts that constructed one. Children as they play, learn scientific principles. This will help them with STEM learning for the rest of their lives and it is not too expensive to do. He said he knows that science playgrounds draw grant money and enthusiasm from all staff and students. Mr. Morris said he would love to see the district do more innovative things in order to close the digital divide and perhaps come up with innovative policies to show leadership to the rest of Pennsylvania.
- B. Ms. Michal Peterson said she is a former School Board Member from 2003 -2007. She read a prepared statement as follows: I am extremely disappointed with the behavior of some of the School Board members in recent meetings. I feel that they have disrespected and insulted their fellow Board members by attempting to restrict the activities that

are necessary to carry out their duties. All Board members share equally in their responsibilities, duties and rights of their elected office. No member has the legal right to restrict any member in carrying out their duties to the taxpayers and students. Board members' duty is first to the taxpayers who elected them and making sure that all decisions are fiscally responsible. There is no room for personal agendas. Board Members who attack, disrespect, insult or attempt to restrict Board Members' activities are behaving inappropriately and in an unacceptable manner, which I feel puts the welfare of the students and taxpayers in jeopardy. We need solutions to many serious issues in the district. Our students and taxpayers deserve better than what they have been getting from our elected Board. Members should not be struggling against each other but working as a strong single cohesive unit to solve problems. I hope to see improvement in the near future.

XI. UNFINISHED BUSINESS

None

XII. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 003 – Functions

1.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to adopt the Board Policies listed. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

Adopt

1. 210.2 Food Allergies
2. 303 Employment of Administrators
3. 304 Employment of Professional Employees
4. 304.2 Employment of Confidential-Administrative Assistants & First-Level Supervisors
5. 304.3 Employment of School Security Personnel
6. 305 Employment of Substitute & Short-Term Employees

(See pages 20b-38)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to repeal the Board Policies listed. Motion was seconded by George Andrews and carried unanimously, 9-0.

Repeal

1. 404 Employment of Professional Employees

ii. 005 – Organization

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to appoint Richard Schlameuss as a member of the Policy Review Committee for a one-year term ending with the next reorganization meeting of the School Board in December 2021, to fulfill the unexpired term of Sharone Glasco. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

2.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to appoint Debbie Kulick as the Chairperson of the Policy Review Committee for a one-year term ending with the next reorganization meeting of the School Board in December 2021, to fulfill the unexpired term of Sharone Glasco. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

3.

ACTION BY THE BOARD: Motion was made by Richard Schlameuss to appoint Jason Gullstrand as a member of the Property/Facilities Committee for a one-year term ending with the next reorganization meeting of the School Board in December 2021, to fulfill the unexpired term of Sharone Glasco. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

4.

ACTION BY THE BOARD: Motion was made by Richard Schlameuss to appoint Jason Gullstrand as a member of the Education Programs & Resources Committee for a one-year term ending with the next reorganization meeting of the School Board in December 2021, to fulfill the unexpired term of Sharone Glasco. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

b. PROGRAMS

i. 115 – Career and Technical Education

ACTION BY THE BOARD: Motion was made by Lisa VanWhy to adopt the Municipal Statement of Revival concerning the Monroe County Area Vocational-Technical School Authority, as presented. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 39-40)

c. PERSONNEL

1. 308 – Employment Contract

ACTION BY THE BOARD: Motion was made by Larry Dymond to approve the following Memorandum of Understanding between the East Stroudsburg Board of Education and Angela Byrne, Coordinator of Federal Programs/Grants (Act 93) with respect to Remote Work for the 2021-2022 fiscal year. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 41)

2. 408 – Employment Contract

ACTION BY THE BOARD: Motion was made by Dr. Damary Bonilla to approve the following Memorandum of Understanding between the East Stroudsburg Board of Education and the East Stroudsburg Area Education Association with respect to the professional position of Multi-Tiered Systems of Support (MTSS) Coach for the 2021-2022 school year. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 42)

3.

ACTION BY THE BOARD: Motion was made by Dr. Damary Bonilla to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.
[Subject to proper completion and receipt of all necessary documents and clearances, where applicable.]

i. 309 – Assignment and Transfer

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Cruz, Carolyn	From: Building Substitute teacher -- High School North To: Biology teacher – High School North (LTS).	Professional/LTS	\$50,626.00 (prorated) Step 1 Column 9	October 1, 2020 now through May 14, 2021 only.

		Carolyn will return to her Building Substitute teacher position at the conclusion of this temporary assignment.			
2.	Lurry, Trene	From: Special Education teacher -- High School North To: Dean of Students (.5) and Diversity, Equity & Inclusion (DEI) (.5) -- North Campus. This is a temporary assignment for a new position for the 2021-2022 school year only.	Professional	No change to base salary	The day after the last 2020-2021 student day through the last 2021-2022 teacher work day.
3.	Oiler, Kathy	From: Speech/Language teacher (.73) -- To: Speech/Language teacher (full-time) -- Due to District needs.	Professional	No change to base salary	April 29, 2021
4.	Fredette, Christopher	From: Custodian (1 st shift) -- High School North To: Custodian (1 st shift) Shipping & Receiving -- High School North Replaces Richard Garris who retired.	Support	No change	April 20, 2021
5.	Tonkin, Lisa	From: Student Aide -- J. M. Hill Elementary To: Student Aide -- East Stroudsburg Elementary Due to District needs.	Support	No change	March 24, 2021

ii. 335 – Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Carr, Kathleen	Grade 4 teacher	Professional	J. M. Hill Elementary/ESACA	January 27, 2021 through April 26, 2021.
2.	Phillips, Daniel	Music teacher	Professional	High School South	March 29, 2021 through April 21, 2021.
3.	Brown, Denise	Front Desk Receptionist	Support	High School South	March 9, 2021 through May 6, 2021. This is an intermittent leave.
4.	Caldera, John	Paraprofessional	Support	High School South	February 17, 2021 through July 30, 2021. This is an intermittent leave.
5.	Newberry, Jessica	Secretary	Support	Curriculum & Instruction	March 22, 2021 through May 19, 2021. This is an intermittent leave.
6.	Romansky, Patricia	Secretary	Support	East Stroudsburg Elementary	June 10, 2021 through July 23, 2021.
7.	Searfoss, Barbara	Cafeteria Cook	Support	J. T. Lambert Intermediate	December 2, 2020 through February 26, 2021.
8.	Smith, Kesha	Bus Driver	Support	Transportation	March 24, 2021 through April 18, 2021.
9.	Stang, Jennene	Bus Driver	Support	Transportation	February 17, 2021 through March 26, 2021.

iii. Family and Medical Leave and Child Rearing Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	DeFazio, Mary	English teacher	Professional	High School North	January 25, 2021 now through the end of the 2020-2021SY.

iv. 339 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Carr, Kathleen	Grade 4 teacher	Professional	J. M. Hill Elementary/ESACA	April 27, 2021 through June 1, 2021.
2.	Azikiwe, Emmanuela	Paraprofessional (Reading)	Support	Bushkill Elementary	April 1, 2021 through April 23, 2021.

(See page 43)

v. 303/304.1/305/404 - Employment

a. Rescission

	Name	Position	Classification	Location
1.	Aulio, Lindsay	Virtual Summer STEAM*R Enrichment Library Advisor	Schedule B	East Stroudsburg Elementary
2.	Bernhardt, Benjamin	Director of Transportation	Act 93	Administration – Transportation

(See page 44)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Avelino, Alexander	Custodian	Support	East Stroudsburg Elementary	April 23, 2021 (end of workday).
2.	Jones, Melanie	Health Room Nurse	Support	East Stroudsburg Elementary	March 31, 2021 (end of workday).
3.	LeBar, Edward	School Bus Driver Trainer	Support – Supplemental Position	Transportation	June 30, 2021

(See pages 45-47)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Dahl, Barbara	Grade 4 teacher	Professional	Middle Smithfield Elementary	June 30, 2021
2.	Hatcher, Kevin	Grade 4 teacher	Professional	J. M. Hill Elementary	The end of the last teacher 2020-21 workday.
3.	Rodriguez, Laura	Reading teacher	Professional	Lehman Intermediate	June 30, 2021
4.	Pietrofere, Maria	Security Officer	Security Officer	High School North	<u>Date Change</u> June 30, 2021
5.	Chamberlin, James	Information Technologist II	Support	Administrative Services	July 30, 2021 (end of workday)
6.	Determan, Martha	Secretary	Support	Food Services	July 30, 2021 (end of workday)
7.	Marx, Claudia	Bus Driver	Support	Transportation	April 18, 2021
8.	Morris, Gary	Paraprofessional	Support	High School North	June 9, 2021

(See pages 48-55)

d. Workday Hour Change

	Name	Position	Classification	Location	From/To	Effective Date(s)
1.	Fahl, Sharon	Bus Driver	Support	Transportation	From: 6 hour To: 7 hour	March 29, 2021

e. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Robins, Damaris	Director of Transportation Replaces Dawn Rohrer who resigned.	Act 93	Administration	\$78,040.00 (prorated)	May 24, 2021
2.	Phipps, Rachel	Grade 3 teacher (LTS) Replaces Steven Randall who will be on a leave.	Professional	Bushkill Elementary	\$46,353.00 (prorated) Step 1 Column 1	April 21, 2021 through the last 2020-2021 teacher workday only.
3.	Arico, Lauren	English teacher (LTS) Replaces Mary DeFazio who is on a leave.	Professional/LTS	High School North	\$46,353.00 (prorated) Step 1 Column 1	February 4, 2021 now through the last 2020-2021 teacher workday.

4.	Gray, Willie	Cafeteria Aide (3 hour, part-time) Replaces Dina Jordan who resigned.	Support	High School South	\$13.68/hour	April 26, 2021
5.	Milford, Timothy	Custodian (2 nd shift) – High School South Replaces James Schmidt who resigned.	Support	High School South	\$15.88/hour (plus \$.40/per hour shift differential)	April 26, 2021
6.	Pena, Eric	Maintenance II Worker (2 nd shift) Replaces Glenn Pearson who retired.	Support	Maintenance	\$21.40/hour (plus \$.40/per hour shift differential)	May 5, 2021
7.	Villiano, Lisa	Paraprofessional/Special Education (LTS) Replaces Lori Tassinari who was temporarily reassigned to a teaching position.	Support/LTS	Resica Elementary	\$17.12/hour	January 19, 2021 through the last 2020-2021 paraprofessional workday.

(See pages 56-57)

f. Professional Staff 2017-2018 Salary Compensations subsequent to Grievance Settlement #16-17-04. Ninth (9th) and Seventeenth (17th) pays are prorated.

	Name	2017-18 1 st pay FROM:	2017-18 1 st pay TO:	2017-18 9 th pay FROM:	2017-18 9 th pay TO:	2017-18 17 th pay FROM:	2017-18 17 th pay TO:
1.	Fuehrer, Kelli	\$68,939 Step 12 Col. 12	\$69,583 Step 12 Col. 13	\$68,939 Step 12 Col. 12	\$69,583 Step 12 Col. 13	\$68,939 Step 12 Col. 12	\$69,583 Step 12 Col.13
2.	Jennings Jill	\$58,163 Step 9 Col. 9	\$58,730 Step 9 Col. 10	\$58,163 Step 9 Col. 9	\$58,730 Step 9 Col. 10	\$58,163 Step 9 Col. 9	\$58,730 Step 9 Col. 10
3.	Lowris, Joel	\$55,665 Step 9 Col. 5	\$56,103 Step 9 Col. 6	\$55,665 Step 9 Col. 5	\$56,103 Step 9 Col. 6	\$55,665 Step 9 Col. 5	\$56,103 Step 9 Col. 6
4.	Matulevich, Loriann	\$59,322 Step 8 Col. 11	\$59,322 Step 8 Col. 11	\$59,322 Step 8 Col. 11	\$59,941 Step 8 Col. 12	\$59,322 Step 8 Col. 11	\$59,941 Step 8 Col. 12
5.	Miller, Robbi Jean	\$59,322 Step 9 Col. 11	\$59,941 Step 9 Col. 12	\$59,322 Step 9 Col. 11	\$59,941 Step 9 Col. 12	\$59,322 Step 9 Col. 11	\$59,941 Step 9 Col. 12
6.	Pecha, Kaitlin	\$44,506 Step 3 Col. 3	\$45,382 Step 3 Col. 5	\$44,506 Step 3 Col. 3	\$45,382 Step 3 Col. 5	\$44,506 Step 3 Col. 3	\$45,382 Step 3 Col. 5
7.	Seeuwen, Natalie	\$50,681 Step 4 Col. 7	\$51,196 Step 4 Col. 8	\$51,196 Step 4 Col. 8	\$51,737 Step 4 Col. 9	\$51,196 Step 4 Col. 8	\$51,737 Step 4 Col. 9
8.	Soskil, Lori	\$83,931 Step 16 Col. 12	\$84,575 Step 16 Col. 13	\$83,931 Step 16 Col. 12	\$84,575 Step 16 Col. 13	\$83,931 Step 16 Col. 12	\$84,575 Step 16 Col. 13
9.	Stevens, Miriam	\$44,068 Step 3 Col. 2	\$44,506 Step 3 Col. 3	\$44,068 Step 3 Col. 2	\$44,506 Step 3 Col. 3	\$44,068 Step 3 Col. 2	\$44,506 Step 3 Col. 3
10.	Watson, Mark	\$79,655 Step 16 Col. 5	\$80,093 Step 15 Col. 6	\$79,655 Step 16 Col. 5	\$80,093 Step 15 Col. 6	\$79,655 Step 16 Col. 5	\$80,093 Step 15 Col. 6

g. Professional Staff 2018-2019 Salary Compensations subsequent to Grievance Settlement #16-17-04. Ninth (9th), Mid Year (14th) and Seventeenth (17th) pays are prorated.

	Name	2018-19 1 st pay FROM:	2018-19 1 st pay TO:	2018-19 9 th pay FROM:	2018-19 9 th pay TO:	2018-19 Mid Year FROM:	2018-19 Mid Year TO:	2018-19 17 th pay FROM:	2018-19 17 th pay TO:
1.	Fuehrer, Kelli	\$74,080 Step 13 Col 12	\$75,393 Step 13 Col 14	\$74,080 Step 13 Col 12	\$75,393 Step 13 Col 14	\$74,080 Step 14 Col 12	\$75,393 Step 14 Col 14	\$74,080 Step 14 Col 12	\$75,393 Step 14 Col 14
2.	Jennings, Jill	\$67,161 Step 10 Col 9	\$67,728 Step 10 Col 10	\$67,161 Step 10 Col 9	\$67,728 Step 10 Col 10	\$67,161 Step 11 Col 9	\$67,728 Step 11 Col 10	\$67,161 Step 11 Col 9	\$67,728 Step 11 Col 10
3.	Lowris, Joel	\$64,663 Step 10 Col 5	\$65,101 Step 10 Col 6	\$64,663 Step 10 Col 5	\$65,101 Step 10 Col 6	\$64,663 Step 11 Col 5	\$65,101 Step 11 Col 6	\$64,663 Step 11 Col 5	\$65,101 Step 11 Col 6

4.	Martone-Bunn, Larysa	\$43,630 Step 3 Col 1	\$44,068 Step 3 Col 2	\$43,630 Step 3 Col 1	\$44,068 Step 3 Col 2	\$43,630 Step 3 Col 1	\$44,068 Step 3 Col 2	\$43,630 Step 3 Col 1	\$44,506 Step 3 Col 3
5.	Matulevich Loriann	\$59,322 Step 9 Col 11	\$59,941 Step 9 Col 12	\$59,322 Step 9 Col 11	\$59,941 Step 9 Col 12	\$68,320 Step 10 Col 11	\$68,939 Step 10 Col 12	\$68,320 Step 10 Col 11	\$68,939 Step 10 Col 12
6.	Metzgar, Richard	\$81,597 Step 16 Col 7	\$82,112 Step 16 Col 8	\$81,597 Step 16 Col 7	\$82,112 Step 16 Col 8	\$81,597 Step 16 Col 7	\$82,112 Step 16 Col 8	\$81,597 Step 16 Col 7	\$82,112 Step 16 Col 8
7.	Miller, Robbi Jean	\$68,320 Step 10 Col 11	\$68,939 Step 10 Col 12	\$68,320 Step 10 Col 11	\$68,939 Step 10 Col 12	\$68,320 Step 11 Col 11	\$68,939 Step 11 Col 12	\$68,320 Step 11 Col 11	\$68,939 Step 11 Col 12
8.	Pecha, Kaitlin	\$48,363 Step 4 Col 3	\$49,239 Step 4 Col 5	\$48,363 Step 4 Col 3	\$49,239 Step 4 Col 5	\$48,363 Step 5 Col 3	\$49,239 Step 5 Col 5	\$48,363 Step 5 Col 3	\$49,239 Step 5 Col 5
9.	Seeuwen, Natalie	\$51,737 Step 5 Col 9	\$52,304 Step 5 Col 10	\$51,737 Step 5 Col 9	\$52,304 Step 5 Col 10	\$51,737 Step 6 Col 9	\$52,304 Step 6 Col 10	\$52,304 Step 6 Col 10	\$52,896 Step 6 Col 11
10.	Simonds, Kevin	\$43,099 Step 2 Col 1	\$43,975 Step 2 Col 3	\$43,099 Step 2 Col 1	\$43,975 Step 2 Col 3	\$43,099 Step 2 Col 1	\$43,975 Step 2 Col 3	\$43,099 Step 2 Col 1	\$44,413 Step 2 Col 4
11.	Soskil, Lori	\$84,431 Step 16 Col 12	\$85,075 Step 16 Col 13	\$84,431 Step 16 Col 12	\$85,075 Step 16 Col 13	\$84,431 Step 16 Col 12	\$85,075 Step 16 Col 13	\$84,431 Step 16 Col 12	\$85,075 Step 16 Col 13
12.	Stevens, Miriam	\$47,925 Step 4 Col 2	\$48,363 Step 4 Col 3	\$47,925 Step 4 Col 2	\$48,363 Step 4 Col 3	\$47,925 Step 5 Col 2	\$48,363 Step 5 Col 3	\$47,925 Step 5 Col 2	\$49,239 Step 5 Col 5
13.	Watson, Mark	\$80,155 Step 16 Col 5	\$80,593 Step 15 Col 6	\$80,155 Step 16 Col 5	\$80,593 Step 15 Col 6	\$80,155 Step 16 Col 5	\$80,593 Step 15 Col 6	\$80,155 Step 16 Col 5	\$80,593 Step 15 Col 6

**h. Professional Staff 2019-2020 Salary Compensations subsequent to Grievance Settlement #16-17-04.
Ninth (9th) and Seventeenth (17th) pays are prorated.**

	Name	2019-20 1 st pay FROM:	2019-20 1 st pay TO:	2019-20 9 th pay FROM:	2019-20 9 th pay TO:	2019-20 17 th pay FROM:	2019-20 17 th pay TO:
1.	Fuehrer, Kelli	\$80,301 Step 14 Col. 12	\$81,632 Step 14 Col. 14	\$80,301 Step 14 Col. 12	\$81,632 Step 14 Col. 14	\$80,301 Step 14 Col. 12	\$81,632 Step 14 Col. 14
2.	Jennings Jill	\$70,414 Step 11 Col. 9	\$70,987 Step 11 Col. 10	\$70,414 Step 11 Col. 9	\$70,987 Step 11 Col. 10	\$70,414 Step 11 Col. 9	\$70,987 Step 11 Col. 10
3.	Lowris, Joel	\$67,893 Step 11 Col. 5	\$68,335 Step 11 Col. 6	\$67,893 Step 11 Col. 5	\$68,335 Step 11 Col. 6	\$67,893 Step 11 Col. 5	\$68,335 Step 11 Col. 6
4.	Martone-Bunn, Larysa	\$44,630 Step 3 Col. 1	\$45,506 Step 3 Col. 3	\$44,630 Step 3 Col. 1	\$45,506 Step 3 Col. 3	\$44,630 Step 3 Col. 1	\$45,506 Step 3 Col. 3
5.	Matulevich, Loriann	\$68,887 Step 10 Col. 11	\$69,511 Step 10 Col. 12	\$68,887 Step 10 Col. 11	\$69,511 Step 10 Col. 12	\$68,887 Step 10 Col. 11	\$69,511 Step 10 Col. 12
6.	Metzgar, Richard	\$82,821 Step 16 Col. 7	\$83,344 Step 16 Col. 8	\$82,821 Step 16 Col. 7	\$83,344 Step 16 Col. 8	\$82,821 Step 16 Col. 7	\$83,344 Step 16 Col. 8
7.	Miller, Robbi Jean	\$71,584 Step 11 Col. 11	\$72,208 Step 11 Col. 12	\$71,584 Step 11 Col. 11	\$72,208 Step 11 Col. 12	\$71,584 Step 11 Col. 11	\$72,208 Step 11 Col. 12
8.	Pecha, Kaitlin	\$50,859 Step 5 Col. 3	\$51,737 Step 5 Col. 5	\$50,859 Step 5 Col. 3	\$51,737 Step 5 Col. 5	\$50,859 Step 5 Col. 3	\$51,737 Step 5 Col. 5
9.	Seeuwen, Natalie	\$57,505 Step 6 Col. 10	\$58,099 Step 6 Col. 11	\$57,505 Step 6 Col. 10	\$58,099 Step 6 Col. 11	\$57,505 Step 6 Col. 10	\$58,099 Step 6 Col. 11
10.	Simonds, Kevin	\$44,099 Step 2 Col. 1	\$45,413 Step 2 Col. 4	\$44,099 Step 2 Col. 1	\$45,413 Step 2 Col. 4	\$44,099 Step 2 Col. 1	\$45,413 Step 2 Col. 4
11.	Soskil, Lori	\$85,696 Step 16 Col. 12	\$86,350 Step 16 Col. 13	\$85,696 Step 16 Col. 12	\$86,350 Step 16 Col. 13	\$85,696 Step 16 Col. 12	\$86,350 Step 16 Col. 13
12.	Stevens, Miriam	\$50,420 Step 5 Col. 2	\$51,737 Step 5 Col. 5	\$50,420 Step 5 Col. 2	\$51,737 Step 5 Col. 5	\$50,420 Step 5 Col. 2	\$51,737 Step 5 Col. 5
13.	Tobin, Snoann	\$69,511 Step 10 Col. 12	\$69,511 Step 10 Col. 12	\$69,511 Step 10 Col. 12	\$69,511 Step 10 Col. 12	\$69,511 Step 10 Col. 12	\$70,160 Step 10 Col. 13
14.	Watson, Mark	\$81,357 Step 16 Col. 5	\$81,802 Step 16 Col. 6	\$81,357 Step 16 Col. 5	\$81,802 Step 16 Col. 6	\$81,357 Step 16 Col. 5	\$81,802 Step 16 Col. 6

i. Professional Staff 2020-2021 Salary Compensations subsequent to Grievance Settlement #16-17-04. Ninth (9th) and Seventeenth (17th) pays are prorated.

	Name	2020-21 1 st pay FROM:	2020-21 1 st pay TO:	2020-21 9 th pay FROM:	2020-21 9 th pay TO:	2020-21 17 th pay FROM:	2020-21 17 th pay TO:
1.	Fuehrer, Kelli	\$83,455 Step 15 Col. 12	\$84,795 Step 15 Col. 14	\$83,455 Step 15 Col. 12	\$84,795 Step 15 Col. 14	\$83,455 Step 15 Col. 12	\$84,795 Step 15 Col. 14
2.	Jennings Jill	\$73,512 Step 12 Col. 9	\$74,088 Step 12 Col. 10	\$73,512 Step 12 Col. 9	\$74,088 Step 12 Col. 10	\$73,512 Step 12 Col. 9	\$74,088 Step 12 Col. 10
3.	Lowris, Joel	\$70,974 Step 12 Col. 5	\$71,419 Step 12 Col. 6	\$70,974 Step 12 Col. 5	\$71,419 Step 12 Col. 6	\$70,974 Step 12 Col. 5	\$71,419 Step 12 Col. 6
4.	Martone- Bunn, Larysa	\$47,991 Step 4 Col. 2	\$48,873 Step 4 Col. 4	\$48,432 Step 4 Col. 3	\$48,873 Step 4 Col. 4	\$48,873 Step 4 Col. 4	\$49,314 Step 4 Col. 5
5.	Matulevich, Loriann	\$71,978 Step 11 Col. 11	\$72,605 Step 11 Col. 12	\$71,978 Step 11 Col. 11	\$72,605 Step 11 Col. 12	\$71,978 Step 11 Col. 11	\$72,605 Step 11 Col. 12
6.	Metzgar, Richard	\$84,282 Step 16 Col. 7	\$84,808 Step 16 Col. 8	\$84,282 Step 16 Col. 7	\$84,808 Step 16 Col. 8	\$84,282 Step 16 Col. 7	\$84,808 Step 16 Col. 8
7.	Miller, Robbi Jean	\$74,690 Step 12 Col. 11	\$75,318 Step 12 Col. 12	\$74,690 Step 12 Col. 11	\$75,318 Step 12 Col. 12	\$74,690 Step 12 Col. 11	\$75,318 Step 12 Col. 12
8.	Pecha, Kaitlin	\$53,845 Step 6 Col. 3	\$54,729 Step 6 Col. 5	\$53,845 Step 6 Col. 3	\$54,729 Step 6 Col. 5	\$53,845 Step 6 Col. 3	\$54,729 Step 6 Col. 5
9.	Seeuwen, Natalie	\$60,532 Step 7 Col. 10	\$61,130 Step 7 Col. 11	\$60,532 Step 7 Col. 10	\$61,130 Step 7 Col. 11	\$60,532 Step 7 Col. 10	\$61,130 Step 7 Col. 11
10.	Simonds, Kevin	\$47,358 Step 3 Col. 1	\$48,679 Step 3 Col. 4	\$47,358 Step 3 Col. 1	\$48,679 Step 3 Col. 4	\$47,358 Step 3 Col. 1	\$48,679 Step 3 Col. 4
11.	Soskil, Lori	\$87,173 Step 16 Col. 12	\$87,831 Step 16 Col. 13	\$87,831 Step 16 Col. 13	\$88,514 Step 16 Col. 14	\$87,831 Step 16 Col. 13	\$88,514 Step 16 Col. 14
12.	Stevens, Miriam	\$53,403 Step 6 Col. 2	\$54,729 Step 6 Col. 5	\$53,403 Step 6 Col. 2	\$54,729 Step 6 Col. 5	\$53,845 Step 6 Col. 3	\$54,729 Step 6 Col. 5
13.	Tobin, Snoann	\$73,259 Step 11 Col. 13	\$73,259 Step 11 Col. 13	\$73,259 Step 11 Col. 13	\$73,938 Step 11 Col. 14	\$73,938 Step 11 Col. 14	\$73,938 Step 11 Col. 14
14.	Watson, Mark	\$82,810 Step 16 Col. 5	\$83,257 Step 15 Col. 6	\$82,810 Step 16 Col. 5	\$83,257 Step 15 Col. 6	\$82,810 Step 16 Col. 5	\$83,257 Step 15 Col. 6

j. Professional Staff Salary Change.

	Name	From:	To:	Effective Date:
1.	Souffrant Fabiola	\$64,312 (Step 9, Column 7)	\$64,833 (Step 9, Column 8)	December 24, 2020 (9 th pay)

k. Professional Staff 2020-2021 Salary Compensations effective on the 17th teacher pay. All salaries are prorated.

	Name	From:	To:
2.	Altofer, Priscilla	\$59,960 (Step 7, Column 9)	\$60,532 (Step 7, Column 10)
3.	Baron, Meghan	\$77,858 (Step 14, Column 7)	\$78,382 (Step 14, Column 8)
4.	Bock, Elizabeth	\$68,666 (Step 10, Column 10)	\$69,266 (Step 10, Column 11)
5.	Brescancine, Stacey	\$65,955 (Step 9, Column 10)	\$66,554 (Step 9, Column 11)
6.	Campbell, Sarah	\$53,993 (Step 5, Column 8)	\$54,539 (Step 5, Column 9)
7.	Capuano, Meredith	\$52,463 (Step 5, Column 6)	\$53,474 (Step 5, Column 7)
8.	Catalano, Jessica	\$48,177 (Step 2, Column 4)	\$48,617 (Step 2, Column 5)
9.	DeLuca, Nicole	\$48,177 (Step 2, Column 4)	\$48,617 (Step 2, Column 5)
10.	Delgado, Tiffany	\$48,114 (Step 1, Column 5)	\$48,555 (Step 1, Column 6)
11.	Dunstane, Mary	\$48,177 (Step 2, Column 4)	\$48,617 (Step 2, Column 5)

12.	Francois, Maria	\$63,295 (Step 9, Column 6)	\$64,312 (Step 9, Column 7)
13.	Furst, Kane	\$69,266 (Step 10, Column 11)	\$69,893 (Step 10, Column 12)
14.	Gouger III, William	\$54,287 (Step 6, Column 4)	\$54,729 (Step 6, Column 5)
15.	Grindle, Aliya	\$65,119 (Step 8, Column 13)	\$65,796 (Step 8, Column 14)
16.	Haddad, Ziad	\$48,617 (Step 2, Column 5)	\$50,067 (Step 2, Column 7)
17.	Hill, Jessica	\$46,855 (Step 2, Column 1)	\$47,296 (Step 2, Column 2)
18.	Houck, Tara	\$48,114 (Step 1, Column 5)	\$49,564 (Step 1, Column 7)
19.	Kehr, Marisa	\$69,266 (Step 10, Column 11)	\$69,893 (Step 10, Column 12)
20.	Kerdzaliev, Amanda	\$79,097 (Step 15, Column 5)	\$79,544 (Step 15, Column 6)
21.	Kessel, Brielle	\$54,729 (Step 6, Column 5)	\$56,184 (Step 6, Column 7)
22.	Kule, Jay	\$87,173 (Step 16, Column 12)	\$87,831 (Step 16, Column 13)
23.	Lucykanish, Devon	\$84,282 (Step 16, Column 7)	\$84,808 (Step 16, Column 8)
24.	Marrone, Ashley	\$47,550 (Step 4, Column 1)	\$47,991 (Step 4, Column 2)
25.	Mlodzienski, Lian	\$48,617 (Step 2, Column 5)	\$49,057 (Step 2, Column 6)
26.	Moretto, Destiny	\$60,368 (Step 6, Column 14)	\$61,070 (Step 6, Column 15)
27.	Munch, Laura	\$60,532 (Step 7, Column 10)	\$61,130 (Step 7, Column 11)
28.	Musselman, Mary	\$49,564 (Step 1, Column 7)	\$50,082 (Step 1, Column 8)
29.	Nute, Katherine	\$71,978 (Step 11, Column 11)	\$72,605 (Step 11, Column 12)
30.	Panepinto, Carrie	\$84,808 (Step 16, Column 8)	\$85,360 (Step 16, Column 9)
31.	Parr, Nellianne	\$56,979 (Step 5, Column 13)	\$57,654 (Step 5, Column 14)
32.	Reed, Christine	\$53,993 (Step 5, Column 8)	\$54,539 (Step 5, Column 9)
33.	Reese, Stephanie	\$62,670 (Step 8, Column 9)	\$63,244 (Step 8, Column 10)
34.	Romano, Nicole	\$46,855 (Step 2, Column 1)	\$47,296 (Step 2, Column 2)
35.	Ruhl, Jessica	\$83,257 (Step 16, Column 6)	\$84,282 (Step 16, Column 7)
36.	Schroth, Catherine	\$56,703 (Step 6, Column 8)	\$57,249 (Step 6, Column 9)
37.	Schulte, Gloria	\$68,091 (Step 10, Column 9)	\$68,666 (Step 10, Column 10)
38.	Souffrant, Fabiola	\$64,833 (Step 9, Column 8)	\$65,381 (Step 9, Column 9)
39.	Stevens, Hillary	\$73,259 (Step 11, Column 13)	\$73,938 (Step 11, Column 14)
40.	Ware, James	\$85,360 (Step 16, Column 9)	\$85,938 (Step 16, Column 10)
41.	Winkler, Mary	\$49,754 (Step 4, Column 6)	\$50,765 (Step 4, Column 7)
42.	Zajac, Mary	\$74,690 (Step 12, Column 11)	\$75,318 (Step 12, Column 12)

- l. **Supplemental Days for Diversity, Equity and Inclusion (DEI) position.** Approve up to a maximum of 10 supplemental days effective the day after the last 2020-2021 student day through June 30, 2022.

m. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Flores, Jonathan	Substitute teacher	Professional	2020/2021 School Year
2.	Sullivan, Natalie	Substitute teacher	Professional	2020/2021 School Year
3.	Sullivan, Natalie	Paraprofessional, Student Aide	Support	2020/2021 Fiscal Year

n. Athletic Event Worker's Pay Scale for the 2021-2022 School Year

Position	Hourly Rate
Game Manager	\$18.00
Ticket Manager	\$16.50
Concession Manager	\$16.50
Scoreboard Operator	\$16.50
Statistician	\$16.50

Ticket Seller	\$16.50
Announcer	\$16.50
Chain Crew	\$16.50
Ticket Taker	\$15.00
Faculty Security/Event Worker	\$15.00
Speech and Debate Judge	\$15.00
Other Event Worker(s)	\$15.00

- o. **COVID Compensatory Services (CCS).** Approve the following teachers for after hour instruction to support COVID Compensatory Services (CCS) for special education instructional programming. These positions are fully funded by Special Education COVID-19 Compensatory Mitigation Impact Grant and ACCESS funds.

	Last Name	First Name	Rate	Effective Date(s)
1.	Malvagno	Catherine	\$29.56 per hour not to exceed 60 hours.	March 29, 2021 through June 29, 2021
2.	Millard	John	\$29.56 per hour not to exceed 60 hours.	March 29, 2021 through June 29, 2021
3.	Sandy	Jasmine	\$29.56 per hour not to exceed 60 hours.	March 29, 2021 through June 29, 2021
4.	Silva	Susanna	\$29.56 per hour not to exceed 60 hours.	March 29, 2021 through June 29, 2021
5.	Smith	Kelly-Jo	\$29.56 per hour not to exceed 60 hours.	March 29, 2021 through June 29, 2021

- p. **Kindergarten Late Screenings in July and August.** Approve the following appointment for the purpose of providing a screening and data meeting for incoming Kindergarten students that missed the May screening windows. These positions are fully funded by the Title I Grant.

	Last Name	First Name	Location	Rate	Effective Date(s)
1.	Caiazza	Nancy	Bushkill Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
2.	Christiansen	Marie	Bushkill Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
3.	Gittens	Linda	Bushkill Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
4.	Jennings	Melissa	Bushkill Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
5.	Matulevich	Loriann	Bushkill Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
6.	Zabriskie	Lisa	Bushkill Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
7.	Dollar	Beverly	East Stroudsburg Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
8.	Greiner	Katie	East Stroudsburg Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
9.	Melendez	Dawn	East Stroudsburg Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
10.	Peters	Joanne	East Stroudsburg Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
11.	Prusik	Julia	East Stroudsburg Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021

12.	Winkler	Mary	East Stroudsburg Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
13.	Dunstane	Mary Kate	J. M. Hill Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
14.	Hogan	Karin	J. M. Hill Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
15.	Leonard	Jacilyn	J. M. Hill Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
16.	Metzgar	Danielle	J. M. Hill Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
17.	Munch	Laura	J. M. Hill Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
18.	Rogers	Maria	J. M. Hill Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
19.	Rubino	Julie	J. M. Hill Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
20.	Spitzle	Tanya	J. M. Hill Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
21.	Heeter	Patricia	Middle Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
22.	Marston-Roses	Dawn	Middle Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
23.	Miller	Barbara	Middle Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
24.	Osmun	Laura	Middle Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
25.	Seeman	Deziree	Middle Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
26.	Shaffer	Nancy	Middle Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
27.	Zimmerman	Lindsey	Middle Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
28.	LeDuc	Wendy	Resica Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
29.	Reyes	Claudia	Resica Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
30.	Ruberto	Robin	Resica Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
31.	Agolino	Jennifer	Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021

32.	Brescancine	Stacey	Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
33.	Caplette	Tara	Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
34.	Daning	Robin	Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
35.	Karas	Jillian	Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
36.	LaBar	Jacqueline	Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
37.	Osmun	Laura	Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
38.	Rovi	Lauren	Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
39.	Wagner	Margaret	Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021
40.	Weeks	Laura	Smithfield Elementary	\$29.56 per hour not to exceed 30 hours.	July 6-9, 2021 August 16-18, 2021

- q. **High School Accounting Videos for 2021-2022 School Year.** Approve the following position for the creation of videos for Accounting I and Accounting II High School courses to offer in the 2021-2022 school year for ESACA students.

	Last Name	First Name	Position	Rate	Effective Date(s)
1.	O'Malley	Annette	Create videos for High School Accounting Courses for 2021-2022 ESACA	\$29.56 per hour not to exceed 30 hours.	2020-2021 School Year

- r. **Quick Start to Kindergarten Program, Summer 2021.** Effective April 20, 2021 for planning/training. Program dates: August 2, 2021 - August 13, 2021. These positions are fully funded by Title I.

	Name	Position	Classification	Location	Compensation
1.	Govus, Diana	Program Teacher	Professional	Bushkill Elementary	\$29.56/hour (57 hour maximum)
2.	Rolando, Tina	Parent Presentation Facilitator	Professional	Bushkill Elementary	\$29.56/hour (27 hour maximum)
3.	Greiner, Katie	Program Teacher	Professional	East Stroudsburg Elementary	\$29.56/hour,(57 hour maximum)
4.	Steakin, Susan	Parent Presentation Facilitator	Professional	East Stroudsburg Elementary	\$29.56/hour (27 hour maximum)
5.	Leonard, Jacilyn	Program Teacher	Professional	JM Hill Elementary	\$29.56/hour (57 hour maximum)
6.	Seeman, Deziree	Program Teacher	Professional	Middle Smithfield Elementary	\$29.56/hour (57 hour maximum)

7.	Bioh, Magdalene	Parent Presentation Facilitator	Professional	Middle Smithfield Elementary	\$29.56/hour (27 hour maximum)
8.	Iannazzo, Julia	Program Teacher	Professional	Resica Elementary	\$29.56/hour (57 hour maximum)
9.	Marone, Ashley	Parent Presentation Facilitator	Professional	Resica Elementary	\$29.56/hour (27 hour maximum)
10.	Munch, Laura	Program Teacher	Professional	Smithfield Elementary	\$29.56/hour (57 hour maximum)
11.	Bleckler, Ronda	Parent Presentation Facilitator	Professional	Smithfield Elementary	\$29.56/hour (27 hour maximum)

s. **Student Mandated Physical/Health Screenings.** Approve the following school nurse appointments for assistance with the completion of state mandated student school physicals/screenings.

	Last Name	First Name	Location	Rate	Effective Date
1.	Caiazzo	Nancy	J. T. Lambert Intermediate	\$29.56 per hour not to exceed 5 hours.	April 17, 2021
2.	Early	Eileen	J. T. Lambert Intermediate	\$29.56 per hour not to exceed 5 hours.	April 17, 2021
3.	Fritz	Andrea	J. T. Lambert Intermediate	\$29.56 per hour not to exceed 5 hours.	April 17, 2021
4.	Branigan	Jeanne	J. T. Lambert Intermediate	\$29.56 per hour not to exceed 10 hours.	April 24, 2021
5.	Cole	Susan	J. T. Lambert Intermediate	\$29.56 per hour not to exceed 5 hours.	April 24, 2021
6.	Dunstane	Mary	J. T. Lambert Intermediate	\$29.56 per hour not to exceed 5 hours.	April 24, 2021
7.	Fritz	Andrea	J. T. Lambert Intermediate	\$29.56 per hour not to exceed 5 hours.	April 24, 2021
8.	Reichl	Heather	J. T. Lambert Intermediate	\$29.56 per hour not to exceed 5 hours.	April 24, 2021
9.	Caiazzo	Nancy	High School North/Lehman Intermediate	\$29.56 per hour not to exceed 5 hours.	May 8, 2021
10.	Cox	Leslie	High School North/Lehman Intermediate	\$29.56 per hour not to exceed 5 hours.	May 8, 2021
11.	Fritz	Andrea	High School North/Lehman Intermediate	\$29.56 per hour not to exceed 5 hours.	May 8, 2021
12.	Neyhart	Mary Louise	High School North/Lehman Intermediate	\$29.56 per hour not to exceed 5 hours.	May 8, 2021

t. **Virtual Classwork Help.** Approve the following appointment for the purpose of providing classwork support to students and families. This position is fully funded through the ESSERS Grant. No appointment is hereby made in the event that the respective programs are cancelled.

	Last Name	First Name	Position	Rate	Effective Dates(s)
1.	Stricker	Stefanie	Virtual Classwork Help Advisor Grades 3-5	\$29.56 per hour not to exceed 50 hours	2020-2021 School Year

- u. **2021 Title I Virtual STEAM*R Summer Enrichment Program.** Effective March 16, 2021 to allow for pre-planning and preparation. Program dates: July 6 - July 29, 2021. These positions are fully funded by the Title I and Title IV grants.

	Name	Position	Classification	Location	Compensation
1.	Jennings, Jill	Program Teacher	Professional	Middle Smithfield Elementary	\$29.56/hour (102.5 hour maximum)
2.	Bennett, Monica	Floating Teacher	Professional	Middle Smithfield Elementary	\$29.56/hour (87.5 hour maximum)

v. **Schedule B Position Appointments**

2020-2021 School Year

	Last Name	First Name	Position	Building	Rate
1.	Altreche	Richardo	Intramural Weight Room Supervisor (spring)	High School North	\$24.46/hour (130 hour maximum)
2.	Aseng	Jessica	Volunteer Girls' Soccer Advisor	Lehman Intermediate	not applicable
3.	Campbell	Bridget	Intramural Girls' Tennis Co-Advisor	High School North	\$24.46/hour (12 hour maximum)
4.	Catrilfo	Danielle	Intramural GSA Advisor	J. T. Lambert Intermediate	\$24.46/hour (24 hour maximum)
5.	Frame	Cira	Volunteer Unified Sports Advisor	High School South	not applicable
6.	Francis	John	Intramural Boys' Soccer Advisor	High School North	\$24.46/hour (24 hour maximum)
7.	Fuller	Jennifer	Intramural Girls' Tennis Co-Advisor	High School North	\$24.46/hour (12 hour maximum)
8.	Harris	Shoshanah	Intramural Girls' Soccer Advisor	Lehman Intermediate	\$24.46/hour (24 hour maximum)
9.	Martini	Grace	Volunteer Unified Sports Advisor	High School South	not applicable
10.	Mauro	Samantha	Intramural Yearbook Advisor	East Stroudsburg Elementary	\$24.46/hour (10 additional days/total of 30 hour maximum)
11.	Munford	Samantha	Intramural Field Hockey Co-Advisor	High School South	\$24.46/hour (12 hour maximum)
12.	Prothro	Robert	Volunteer Softball Advisor	Lehman Intermediate	not applicable
13.	Tirjan	Lisa	Intramural Girls' Basketball Co-Advisor	J. T. Lambert Intermediate	\$24.46/hour (12 hour maximum)
14.	Zerfoss	Jon	Intramural Girls' Basketball Co-Advisor	J. T. Lambert Intermediate	\$24.46/hour (12 hour maximum)

d. **FINANCES**

i. **601 – Fiscal Objectives**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner that the Board of School Directors of the East Stroudsburg Area School District (the "School District") does hereby authorize the Administration to work with PFM Financial Advisors LLC as Financial Advisor, Eckert Seamans Cherin & Mellott, LLC as Bond Counsel and the Solicitor in conjunction with the issuance of General Obligation Bonds or Note, Series of 2021, via the dual track process between a bank loan and a bond issue, the proceeds of which will be used towards the current refunding of the District's Series of 2016 Bonds and Series A of 2016 Bonds at a minimum net savings target of 2.00%. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 58-72)

ii. **605 -- Tax Levy**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to ratify and affirm the authority of the Superintendent, Board President, and Board Secretary to execute and submit to the Pennsylvania Department of Education an Application for Payment pursuant to Section 604 of the School Code for payment in lieu of taxes for property acquired by the Commonwealth for the National Recreation Area project located in Lehman Township, Pike County in the form as presented at this meeting and in accordance with the recommendation of the Finance Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See page 73)

iii. 608 – Bank Accounts

ACTION BY THE BOARD:

Motion was made by George Andrews to close the District PLIGIT Cafeteria bank account and transfer the balance to the District ESSA Cafeteria bank account, in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 74-76)

iv. 610 – Purchases Subject to Bid

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the following section iv. 610-Purchases Subject to Bid motions 1 through 12. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

1.

RECOMMENDATION: Motion to accept the quote from ePlus in the amount of \$23,733.75 for the purchase of 25 wireless access points in the Administration Center and the associated seven-year licensing agreement, in accordance with the recommendation of the Finance Committee.

(See pages 77-78)

2.

RECOMMENDATION: Motion to accept the three-year agreement from Dude Solutions beginning July 1, 2021 at an annual cost of \$23,485 including Asset Essentials Core Plus, Dude Analytics, and Event Manager Enterprise, in accordance with the recommendation of the Finance Committee.

(See pages 79-86)

3.

RECOMMENDATION: Motion to approve the purchase of “95 Phonics Booster Bundles” for all District students in grades 3 to 5 at a cost of \$22,701.80 from the 95 Percent Group. These materials are fully funded through the ESSER III grant and fulfills part of the requirements for eligibility of the grant. This is in accordance with the recommendation of the Finance Committee.

(See page 87)

4.

RECOMMENDATION: Motion to approve the award of the Food Service Bids in the estimated quantities and unit prices as presented, in accordance with the recommendation of the Finance Committee.

(See pages 88-89)

5.

RECOMMENDATION: Motion to approve a Five-year service agreement with Trane at a cost of \$318,423 concerning all District buildings, in accordance with the recommendation of the Property & Facilities Committee and Finance Committee.

(See pages 90-146)

6.

RECOMMENDATION: Motion to accept the quote from Keystone Fire Protection in the amount of \$3,676 to convert Middle Smithfield and JT Lambert to cellular monitoring, in accordance with the recommendation of the Property & Facilities Committee and Finance Committee.

(See pages 147-178)

7.

RECOMMENDATION: Motion to accept the quote from Miller Sports Construction in the amount of \$21,450.00 to Sand and Refinish the Gym and Stage Floor at Bushkill Elementary School, in accordance with the recommendations of the Property & Facilities and Finance Committees.

(See page 179)

8.

RECOMMENDATION: Motion to accept the bid from Atlantic Lining Company in the amount of \$549,833.60 to replace the Sanitary Lagoon liner at the North Campus, in accordance with the recommendation of the Property & Facilities Committee and Finance Committees.

9.

RECOMMENDATION: Motion to accept the bid from Cope Commercial Flooring and Interiors in the amount of \$299,995.00 to replace flooring at Bushkill Elementary, in accordance with the recommendation of the Property & Facilities Committee and Finance Committees.

10.

RECOMMENDATION: Motion to accept the base bid from H&P Construction in the amount of \$448,734.00, as well, the bid alternate #1 in the amount of \$124,449.00 to replace flooring at Lehman Intermediate, in accordance with the recommendation of the Property & Facilities Committee and Finance Committees.

11.

RECOMMENDATION: Motion to accept the bid from D&M Construction Unlimited in the amount of \$560,000.00 to replace the curtain wall and storefront at High School North and Lehman Intermediate, in accordance with the recommendation of the Property & Facilities Committee and Finance Committees.

12.

Motion to accept the bid from Bognet, Inc. in the amount of \$138,286.00 to modify the vestibule and replace the interior gym doors at JM Hill Elementary, in accordance with the recommendation of the Property & Facilities Committee and Finance Committees.

v. 613 – Cooperative Purchasing

1.

ACTION BY THE BOARD:

Motion was made by George Andrews to accept the quote from Fisher & Son, reflecting Co-Stars pricing, in the amount of \$15,983.26 for the purchase of fertilizer and grass seed to maintain District fields, in accordance with the recommendation of the Finance Committee. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 180-185)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the award of bids by the IU Joint Purchasing Board for paper and custodial supplies effective July 1, 2021 for a period of one year in the estimated quantities and unit prices as presented, in accordance with the recommendation of the Finance Committee. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See page 186)

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to accept the quote from A.G. Mauro Company in the amount of \$7,270 for the replacement of door #25 at JT Lambert, in accordance with the recommendation of the Property & Facilities Committee and Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 187-197)

4.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the purchase of two video cameras in the amount of \$7,037.88, with an additional purchase of two 56 SD cards at an additional cost of \$70. Motion was seconded by George Andrews and carried unanimously, 9-0.

vi. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Budget Transfers, Payment of Bills and Treasurer's Report listed in this agenda for 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 7-2. Larry Dymond and Wayne Rohner voted no.

1. Budget Transfers - (See pages 198-208)
2. Payment of Bills - (See pages 209-233)
3. Treasurer's Report - (See page 234-273)

2.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the following invoices for services rendered, in accordance with the recommendations of the Property & Facilities Committee and Finance Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

- a. Payment of D'Huy Engineering Invoices:
 - i. Resica & Middle Smithfield Elementary Water Filtration - Invoice #52491 \$865.00
 - ii. North Campus Sanitary Liner Replacement - Invoice #52492 \$3,495.00
 - iii. Transportation Underground Tank Removal – Invoice #52493 \$1,749.85
 - iv. High School South Pool Repairs – Invoice #52494 \$3,535.20
 - v. High School North and Lehman Intermediate Window Replacement - Invoice #52495 \$1,302.70
 - vi. Lehman Intermediate and Bushkill Elementary Flooring Replacement - Invoice #52496 \$559.98
 - vii. High School's North and South Hand Wash Stations - Invoice #52497 \$1,737.30
 - viii. J.M. Hill Vestibule Renovation - Invoice #52498 \$1,297.49(See pages 274-281)
- b. S&G Asphalt Service, LLC - Application for Payment #2 - Smithfield Parking Lot Sealcoat - \$3,352.45
(See pages 282-283)

- c. TERP Consulting - Lyman & Ash Invoice #7821 \$2,800.
(See page 284)
- d. Jottan Roofing - High School North and Lehman Intermediate Roof Project - Application for Payment #12 \$160,488.38.
(See pages 285-287)

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

1.

ACTION BY THE BOARD:

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

- 1. Reading Olympics – H.S. South
- 2. Shanti Students After School Yoga – H.S. South

2.

ACTION BY THE BOARD:

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

- 1. Cavalier Justice Academy – H.S. South

e. **PROPERTY**

i. **706.1 – Disposal of Equipment, Supplies, & Textbooks**

ACTION BY THE BOARD:

Motion was made by Larry Dymond to accept the highest bid from Alpha Recycling in the amount of \$3,800 for the sale of five District vehicles, in accordance with the recommendation of the Property & Facilities Committee and Finance Committee. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 288-300)

f. **OPERATIONS**

i. **803 – School Calendar**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the revised 2020-2021 School Calendar as presented to reflect one (1) snow day and establishing June 8, 2021 as High School North’s graduation and June 9, 2021 as High School South’s graduation. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See page 301)

2.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve 2021-2022 School Calendar as presented. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 302-303)

ii. 818 – Contracted Services

1.

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 George Andrews and carried unanimously, 9-0.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial IU 20	Three one-on-one services coverage for after hours – Unified Sport.	Not to Exceed \$4,837.86 or \$31.62 per hour	Pupil Services and Special Education	3/3/21 – 5/2/21
2.	Chef Rudy LLC	Catering Services for the H.S. North 2021 Prom	\$7,308.00	H.S. North	5/22/21
3.	Kachmar, Steven P.	Special Education Independent Educational Evaluation at Public Expense	Not to Exceed \$3,750.00	Pupil Services and Special Education	4/20/21
4.	Law Sound and Lighting	Sound, Lighting and Staging for Graduation.	\$4,500.00	High School North	6/8/21 (rain date 6/10/21)
5.	Lehigh Valley Center for Independent Living	Special Education Service for after-school extra-curricular sign language interpreter	Not to Exceed \$3,600.00	Pupil Services and Special Education Program	3/29/21 – 6/11/21
6.	PEEC (Emma Roth)	Herpetology Lessons at Middle Smithfield Elementary School.	\$100 each	PEEC Grant	5/11/21 & 5/13/21
7.	Prothro, Robert	DJ Services for the H.S. North 2021 Prom	\$700.00	H.S. North	5/22/21
8.	Sherman Theater	Premium seating, delivery, set up and break down for graduation.	\$2,165.00	High School North	6/8/21 (rain date 6/10/21)
9.	Sherman Theater	Stage decks, stage frames, deck railings, stairs, truss cranks, array frame, boxes, etc. for graduation.	\$4,015.00	High School South	6/9/21
10.	TFH Special Needs Toys (Dr. Anthony McCrovitz)	Special Education Staff Professional Development on Sensory Integration in school setting and use of sensory tools.	Not to Exceed \$1,798.00	Pupil Services and Special Education ACCESS Program	4/28/21 5/5/21 5/12/21

(See pages 304-324)

Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial IU 20	Autistic Support at East Stroudsburg Elementary	Not to Exceed \$13,992.44	Pupil Services and Special Education	3/18/21-through the end of the 2020-21 school year

(See page 325)

ACTION BY THE BOARD:

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

XIII. ADJOURNMENT: 9:18 P.M.

Respectfully submitted,



Patricia L. Rosado,
Board Secretary

NSBA 2021 Report
(April 8-10)

George Andrews, Board Member
East Stroudsburg Area School District

It was my pleasure to virtually attend the 2021 National School Board Association Conference. The conferencing extended my knowledge on a number of subjects and hopefully will make me a better member of the ESASD School Board.

This was my third National School Board Association Conference in three years as the 2020 conference was cancelled due to the Covid-19 Pandemic. These conferences along with the Pennsylvania School Board Association Conference and the education sessions I have taken over the past 3 ½ years have given me a good basis for the school board.

The keynote speakers as well as the individual sessions that I attended were all relative to issues we have within our own school district. There were some sessions occurring simultaneously which would have been advantageous to the district. There were three (3) general sessions and seven (7) Concurrent Sessions with fifty-nine (59) topics broken into Nine Focus Areas of which all my focus areas were Advocacy & Equity & Diversity. (Other focus areas _ Governance & Executive Leadership, Innovation in District Management, Personal Development, School Board/Superintendent Relationships, Safe & supportive Schools, Student Achievement Assessment & Accountability, and Technology & Digital Learning Solutions). In between the General Sessions and Focus sessions there were fifteen-minute mini-sessions for breaks, meeting other attendees to discuss topics and to go to the virtual showcase.

I attended the three (3) General Sessions which had influential keynote speakers along with entertainment from a variety of music from different and speeches on important topics from Charlie Wilson the departing President and Anna Marcia Chavez Executive Director, CEO and others from NSBA.

General Sessions:

(1) Leslie Odom Jr., Actor, star of Hamilton

The main gist of his speech was about "**failing upward**" which simply put is when a series of missteps results in some career upside. Try things but don't quit and you will find you will succeed.

He also spoke of the importance of the "ARTS" in school, taking care of teachers, and systemic racism.

(2) Soledad O'Brien, journalist

Her speech was to show how a mixed race (Latino and white) can make it in our country. She described how she went from a small time beat reporter to a national reporter for NBC, MSNBC, CNN, and other networks, to Board Director, and philanthropist who anchors and producer.

She goes through the history of mixed marriages that were illegal in 1958 when her parents were married and not made legal until 1967

She also remarked on the problems of education today: Only 60% of students are participating in remote learning; 31% of PS students connect with teachers where as 66% of private school students. Students lost both Math and English skill.

The biggest issue is going to be "GETTING THE STUDENTS REENGAGED IN EDUCATION" There will be major problems getting the minimal motivated and special needs students reengaged.

(3) Shawn Achor, Author, "The Happiness Advantage"; "The Orange Frog"

Positive psychologist, former Harvard professor and researcher.

In the Education field many know of "The Orange Frog".

In both books, the author states "Happiness is Contagious". By making small and simple changes and focusing on "happiness" making simple changes at the system level, school leaders can raise outcomes for student, teachers, and communities in this Pandemic era. He does not down play the hardships that people may go through but that the brain can be taught "happiness" (joy) which is long term. When schools put "happiness" first the brain becomes more positive and all outcomes will improve creating a more positive environment on itself.

Happiness and success are different- with success the brain changes the goalpost which is why we are never totally satisfied when we successfully Complete at task.

"Happiness is Contagious"

Sessions Taken: (A= Advocacy, E= Equity & Diversity)

- 1) A, E Dismantling Racism in Schools (D.I.R.E.): What Will It Take
 - a) Starts with mindset that it is attainable
 - b) Equity needs to be in our “strategic” planning
 - c) Needs to be addressed in policy
- 2) A State of Play: Education Hot Topics for the New Administration and Congress
 - a) Covid-19 mitigating learning loss
 - b) Special Ed for 2022
 - c) Teacher retention and recruitment – teacher shortage
 - d) Homework Gap (Electronics)
 - e) School Transformation
 - i) Brick and mortar teaching
 - ii) Cyber teaching of brick-and-mortar classes (virtual)
 - iii) ESACA (virtual)
 - f) Children nutrition and welfare
 - g) School Infrastructure
- 3) A, E Views From the Field: Diverse Student Enrollment and Desegregation Legal Issues
 - a) You need to define your School District’s Interests in Diversity.
 - b) The definition should be:
 - i) Unique to a school district’s mission and circumstances
 - ii) Not be just a matter of race
 - iii) Able to provide a means of evaluating progress
- 4) E School Transformation with an Equity Lens (Panel Discussion) –

Some basic conclusions:

 - a) Schools will need to look at change through Diversity, Equity, and Inclusion
 - b) It will prepare students to be better citizens
 - c) Helps students as they enter adulthood
 - d) Addresses bullying and harassment
 - e) This can be difficult when bringing different cultures together
- 5) E The Ins and Outs of Title IX: Legal Compliance and Beyond
 - a) Examples of prohibited discrimination:
 - Denial of opportunities because of sex
 - Sex stereotyping
 - Gender stereotyping

- Inequity in athletics
 - Pregnancy or parental status discrimination
 - Focus of training: "Sexual Harassment"
- 6) A Reasonable Accommodations in the Time of COVID-19 (PP available)
- a) A Board Policy is not required, but highly recommended.
 - b) Should be in employee and student handbooks
 - c) Masks and Face coverings – May have issue with hearing impaired
 - d) Vaccines
 - i) Employee may have a disability that prevents them from getting the COVID-19 vaccine
 - ii) Provide reasonable accommodations to employees who are unable to be vaccinated because of a disability (remote work, shift change, etc.)
 - iii) Leave (paid or unpaid) until herd immunity is reached
- 7) E The Work of Equity: A Division wide Approach (Fairfax County Schools)
- a) 5 Step Plan
 - 1) Dedicated Positions Working On Common Goals That Reduce Inequities
 - 2) Shared Ownership Of The Work Across The Division
 - 3) Equity Leads and Equity Teams at Site Level
 - 4) Cognitive Shift And Behavioral Shift: Policies & PD
 - 5) Being Reflective In All We Do

Other Sessions Taken: Chance to Network

- 1) How do you equitably allocate resources and money to improve student outcomes?
 - a. Equality in resources does not mean equity because students are starting from different points.
 - b. Resources and money need to be based on different proficiencies depending on students' goals – i.e. college, career, military, etc.
 - c. No one test fits all
- 2) What's is the hardest part about working virtually? What's the easiest?
 - a. Access to supplies for both teachers and students
 - b. Hands on attention to students, especially the special needs and SEL students
 - c. Interaction with your peers
 - d. Internet issues
 - e. Students' loss of learning

- 3) What's the most important thing(s) learned since coming to this event?
- a. Almost all districts are grabbing with DEI – there is still a lot of denial but overall they believe it will be achieved. There was a good positive attitude by school board members.
 - b. "Happiness" can be a real positive in bettering all aspects of the district personnel, students, community – it is contagious.
 - c. There is much change coming and we need to work together.