

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

**June 21, 2021 – 7:00 P.M.**

**Carl T. Secor Administration Building – Board Room  
and VIA Zoom**

**Minutes**

I. **Vice President**, Lisa VanWhy, called the meeting to order at 7:06 p.m. and led those present in the Pledge of Allegiance. **Board Secretary**, Patricia Rosado, called the roll.

II. **Board Members present:** George Andrews, Rebecca Bear, Dr. Damary Bonilla (virtually), Larry Dymond, Jason Gullstrand, Debbie Kulick, Wayne Rohner, Richard Schlameuss (virtually) and Lisa VanWhy.

**School personnel present:** Joanne Ambrose, Brian D. Baddick, Terrence Bomar, Brian Borosh, McKenzie Bradley, Benjamin Brenneman, Anthony Calderone, Susan Eden, Matt Flicker, Miriam Giove, Maria Heitz, Diane Kelly, David Krupski, Anthony Massa, Ellen Massaro, Loriann Matulevich, Frederick P. Mill, Craig Neiman, Debra Padavano, Mary Parmer, Heather Piperato, William Riker, Damaris Robins, Shirley Rodriguez, Denise Rogers, Patricia Rosado, Kate Schroth, Daniella Stasolla, Miriam Stevens, Renee Stevens, Ken Vetesy, Bill Vitulli, Art Wickberg, Valerie Wickberg, Nadia Worobij and Steve Zall. Christopher Brown, Solicitor.

III. **Community members present:** Lynn Ames, Marilyn M. Brown, Justyne Carnes, Maria Hopkins, Keith Karkut, Darice Pauselius, Michal Peterson, Pattie Shane, Kristin Vidot, Dolores Williams and Kathy Williams.

**Other:** Sandy Cokeley, Cokeley Communications  
John Hauth, St. Luke's University Health Network  
R. Douglas Olmstead, Smithfield Gateway Project

IV. **ANNOUNCEMENT OF EXECUTIVE SESSION**

- a. An Executive Session was held on May 19, 2021 for the purpose of discussing personnel.
- b. An Executive Session was held this evening before this meeting at 5:30 p.m. for the purpose of discussing personnel, litigation and negotiations.

V. **ADOPTION OF AGENDA**

**ACTION BY THE BOARD:**

Motion was made by Richard Schlameuss to adopt this agenda for June 21, 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 Jason Gullstrand.

Motion was made by Debbie Kulick to add two Personnel items on the agenda for the hiring of a 2<sup>nd</sup> shift custodian, Juan Castro, and a Summer Intern, Steven Simpson. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

The agenda with revisions carried unanimously, 9-0.

VI. **APPROVAL OF MINUTES**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the minutes of the May 17, 2021 Board meeting. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

**VII. REPORTS**

a. **Cokeley Communications Presentation**

Ms. Sandy Cokeley extended a sincere thank you to the Board for the opportunity to work with the East Stroudsburg Area School District. She said she has worked with school districts for many years. Ms. Cokeley said it was a rewarding experience to work with the Board, Dr. Riker, Eric Forsyth, the steering committees and everyone involved. She gave a special thank you to Patricia Rosado for her help and support. She said Mrs. Rosado is capable and efficient and helped to make things move so smoothly.

Ms. Cokeley said the Board should have received the full report as well as tonight’s presentation. She said that Dr. Riker brought her into assist and develop actionable goals and a development plan. She presented the ESASD Communications Report & Improvement Plan as follows:

Project Goal: Develop District Communications Plan

- In Accordance with RACE (Research-Analyze-Communicate-Evaluate) Model
- Include stakeholder input
- Deliverable: Final plan to include
  - Communication Strengths
  - Communication Opportunities for Improvement
  - Recommended Strategies with Accompanying Action Steps (Tactics)

Project Steps

- Step One: Preplanning – Review of Existing Communications
- Step Two: SCoPE School Surveys
- Step Three: Steering Committee Kickoff and Board Focus Group
- Step Four: Internal Subcommittee Data Analysis and Goal Setting
- Step Five: External Subcommittee Data Analysis and Goal Setting
- Step Six: Communication Plan Draft and Review
- Step Seven: Communication Plan Articulation

General Timeline

Task	Date/Deadline
SCoPE School Survey (Ms. Cokeley is a founder)	December 22 – February 12
Steering Committee Kickoff Meeting	January 13
Steering Committee Inputs:	January 14 – February 12
-Communication Samples/Additions	
-Google Form KEEP/STOP/START	
Board of Education Focus Groups	January 25-26-27
Steering Committee Meeting	March 3 (internal)
Data Analysis and Goal Setting	February 24 (external)
Steering Committee Communication	March 2021
Plan Draft Review and Input	
Communication Plan Delivery to Senior Leadership	April – June 2021

Online Quantitative Standardized Surveys

- Staff
- Parents
- Community

Assess

- What audiences are relying on for communication
- How they prefer to be communicated with
- Whether they are getting the information they need
- Quality of communication
- Overall effectiveness of communication
- Perception of the district

Steering Committees

Internal (Faculty and Staff)  
Ben Brenneman

External (Parents and Community)  
Michael Albert

Matthew Flicker  
Miriam Giove  
Maria Heitz  
Paul Kernan  
Loriann Matulevich  
Evan Scott  
Karen Senior  
Stefannie Stricker  
Dr. William Vitulli  
Valerie Wickberg  
Kathy Warlix

Dr. Marilyn Brown  
Maria Hopkins  
Susan Randall  
Donna Sokolowski  
Heather Sonvico  
Keleisha Phillip-Stringer  
Erin Dreisbach (Staff – Parent Engagement)  
Jennifer Fuller (Staff – Parent Engagement)

Sandy Cokeley, APR

Public sector: 5 years – Assistant to PR Director

Private sector – 3 years – Marketing & Sales

Education sector – 23 years

Director of quality and community relations; Pearl River Schools, NY

- Baldrige National Quality Award recipient

BS and provisional elementary/special education teacher certification

AP: Accredited in Public Relations

NSPRA and NYSPRA leadership roles

Baldrige National Quality Program and senior & alumni examiner: 11 years

Published author in quality and school public relations texts and periodicals

Cokeley Communications consulting/training/auditing: 27 years

SCoPE School Surveys 2015

#### ESASD Communication Strengths

1. ESASD perceived as caring, diverse, and organized by all audiences
2. Automated emails and phone calls to staff and families
3. Staff communications strongest around worksite operations and supporting students
4. Family communications strongest in areas regarding their child's success in school
5. News media coverage well-handled by ESASD, presenting district as organized and responsive
6. Community update videos from Dr. Riker
7. Facebook page used effectively for announcements and updates
8. Proactive public relations and community relations program supported by Board policies

#### ESASD Communication Opportunities for Improvement

1. Communication lacks messaging around academic focus and student success
2. Voids in district-to-staff communication compromising staff engagement and district communications
3. Opportunity to increase consistency in parent/family communications
4. Need for proactive, easy-to-digest information regarding Board actions and decisions
5. Need for proactive, easy-to-digest information regarding district finances
6. Significant void in direct communication from district to community, and to a less extent, to parents/families
7. Unsatisfactory response times to questions and requests for information
8. Distribution lists for staff and parents not current and difficult to update; automated messaging inconsistent
9. Website deficiencies compromising information flow and creating user frustration
10. Messaging re: calendar and event changes sometimes late or not received.
11. Flyer distribution to parents/families
12. Some parent/family communications marginalized due to language and cell access
13. Communications lacking in graphic design and branding

#### Recommendations

Strategies (7)

General areas of approach to address opportunities for Improvement

Action Step (32)

Specific tasks to be completed under each strategy

Compiled into Annual Communication Plans based on priority and available resources

Strategy 1: Make internal communication ESASD.

- A1.1 Identify and deploy Key Messages with fidelity
- A1.2 Brand standards for consistent look and feel
- A1.3 Professional graphic design to enhance communications
- A1.4 Content Management System to centralize and coordinate information flow

Strategy 2: Make internal communications a priority.

- A2.1 Training and ongoing professional development for district and school leaders
- A2.2 Send parents and community notifications to staff first
- A2.3 Staff e-newsletter
- A2.4 Clean up and maintain staff email lists
- A2.5 Standardized flow of information from district to schools/departments to staff
- A2.6 Keep support staff informed
- A2.7 Staff Communications Advisory Council

Strategy 3: Fill gaps in parent communications.

- A3.1 Keep parent contact information updated
- A3.2 Add text messaging
- A3.3 Standardize classroom apps and portals for secondary students
- A3.4 Digital backpack for flyers
- A3.5 Simultaneous distribution of translated messaging to all families
- A3.6 Alternative communication methods for hard-to-reach families
- A3.7 Standardize school/principal to parent communication across the district

Strategy 4: Maximize existing tools for all audiences.

- A4.1 Update website and improve navigation
- A4.2 Expand social media to include student and staff successes and align to key messages
- A4.3 Expand Community Updates from the superintendent
- A4.4 Expand feature coverage in local media

Strategy 5: Develop additional tools for all audiences to address information gaps.

- A5.1 Publish a timely recap of Board meetings
- A5.2 Establish schedule for periodic, proactive release of financial information
- A5.3 Develop system for calendar change notifications
- A5.4 Community email subscriber list

Strategy 6: Strengthen customer relations with all audiences.

- A6.1 Develop responses standards and ensure compliance
- A6.2 Develop and publish a list of where to direct questions and concerns
- A6.3 Customer service training

Strategy 7: Strengthen community relations with community organizations.

- A7.1 Develop and maintain email distribution list of key civic and community leaders
- A7.2 Assign district staff as liaison to essential organizations
- A7.3 Seek opportunities for district and schools to support local organizations

Deployment

- Three to five years
- Existing vs. additional resources
- Annual Communications Plan
  - Goal and Strategies
  - Actions/Audiences
  - Persons Responsible/Resources
  - Deadlines
  - Evaluative Measures

## 2021-22 ESASD Communication Plan (12)

- A1.1 Identify Key Messages
- A2.1 Training for district and school leaders
- A2.2 Send parent and community notifications to staff first
- A2.3 Staff e-newsletter
- A2.4 Clean up and maintain staff email lists
- A2.5 Standardize flow of information from district to schools/departments to staff
- A2.6 Keep support staff informed
- A2.7 Staff Communications Advisory Council
- A3.1 Keep parent contact information updated
- A4.1 Website improvements
- A4.3 Expand Community Updates from the superintendent
- A5.3 Develop system for calendar change notifications

Ms. Kulick asked as part of Ms. Cokeley's suggestion, does she have a timeline that she has assigned for each strategies or does she have any suggestions. Ms. Cokeley said she and the committee put suggested times but it depends on the resources that the district has. Also, their question is, "Who is going to handle the suggestions? She said they have in the plan a placeholder for the district to put the deadlines for each action steps. Ms. Kulick asked if Ms. Cokeley would recommend that the communication be its own department. Ms. Cokeley said she would and ideally it is an organized function at the leadership level. She said that Mr. Forsyth is very knowledgeable and an accomplished communicator but does many other things, too. If he can give up half of his responsibilities, he can do a lot more with communication. Ideally a district our size has a full-time Communication Specialist at the leadership level. Some districts have more and are expanding to also include people that have technical skills, i.e. videographers, social media technology, etc. that require a certain amount of expertise. As you look at the action plan, you need to determine what do you need to do to get this done and what skills you have on board already. You also need to determine where there are gaps and what can you do to get staff and resources to get it done. Mr. Andrews asked if what Ms. Cokeley is suggesting is that the district needs a point person. Mrs. Cokeley said, "yes". The district needs someone who is trained in communications and who can do it on a full-time basis. Whether the district's budget can support this initiative, she does not know. Mr. Schlameuss asked if Ms. Cokeley would recommend bringing in an organization through an RFP to use them as needed. Ms. Cokeley said some districts go that route. There is also Intermediate Units that can assist in this area. It should be someone who specializes in school communications. Dr. Riker thanked Ms. Cokeley for all of her work. He said he would also like to recognize the folks that are with us tonight in-person and online who participated in our steering committees. He asked them to stand up and be recognized for all their time and efforts. He thanked them and Ms. Cokeley for all of their time and effort they placed on all of their input.

### b. St. Luke's University Health Network Presentation

Mr. John Hauth said the Board should have received St. Luke's proposal. He said as he presents the PowerPoint, the Board members can stop him to ask any questions.

Mr. Hauth presented the St. Luke's University Health Network Sports Medicine Relationships PowerPoint as follows:

#### Community Benefit/Partnership Features

- One-Time & Annual Sponsorships
- Loyalty & Special Projects Sponsorships
- Scholarship and Education Foundation Support
- Sports Physicals Included
- Safety in School Program – AED Donation/Training
- Food Insecurity & Nutrition Program
- St. Luke's – Nutrition Lecture Series
- Sports Performance Plus Package – And More
- Professional/Olympic Athlete Clinics & Appearances
- Chapter 339 Liaison – Variety of Programs/Experiences
- Game day Ambulance Sponsorship
- Team Partner – Secondary Insurance Consulting

“Healthy Lifestyle” Integrated Model

School & Sports Medicine

- Community & Preventive Health
- Behavioral Health
- Education Certifications Chapter 339
- Occupational Medicine
- Sponsorships Donations Discounts

Quality Access to Providers & Facilities

- St. Luke’s Monroe County Hospital
- Various Facilities in East Stroudsburg
- St. Luke’s medical offices coming to Smithfield Gateway

Orthopedic Surgeons & Primary care

- Monroe, Anderson and University Hospitals
- Sub-Specialists: Sports, Trauma, Shoulder, Spine and Hand

Sports Medicine Services

- Sports Medicine Physicians – Designated ESASD Team Physicians
  - Orthopedic Surgeon; Primary Care Sports Medicine
  - Game coverage, Consulting, Annual Sports Physicals, Plus!
- Athletic Training Support - (6.0 ATs plus Additional Support)
- Dedicated Sports Performance Coach – North & South
- Dedicated Sports Physical Therapist - (Coordinate Screenings)
- Senior Liaison – (1) Ensures streamlined access, (2) Manages Insurance Claims & (3) Monitor Costs to support ESASD
- Fast Track through St. Luke’s Athletic Trainers: “Sports Health Call”
- Outstanding: communication and integration across all specialties. Continued support of ESU Graduate Assistant Program. Positions contingent on licensing and availability.

Ms. Kulick said the district has an Athletic Trainer and potentially two of them. Will St. Luke’s individuals report to the Athletic Trainers? Mr. Hauth said this would be very similar to how they work in Easton. In Easton, they have a Coordinator that is employed by their district. The trainers work with that individual. The person from the district sets the tone and our individuals support them. The Athletic Trainers from the ESASD would be in charge. Ms. Kulick asked who would be at the games. Mr. Hauth said any of the doctors he mentioned would be on the side lines.

St. Luke’s Sports Performance Services with Keith Gray

- Dedicated Sports Performance Coach – Customizable
- Team Builder Software – Team Management
- Baseline Sports Performance Testing
- Fitness Discounts for ESASD Community/SP Discounts ESASD Athletes
- Indoor Turf & Sport Facility Vouchers and/or Discounts
- Will be bringing more facilities to Monroe County

Professional/Olympic Athlete Series

- Will design programs and bring more professional/Olympic athletes to the district to encourage student athletes.

ESASD Food Insecurity & Nutrition Grant

- St. Luke’s & ESASD Steering Committee – Initiate Fall 2021
  - James Pagliaro, Gatorade Associate
  - Director of Athletics – ESASD North and South
  - ESASD Representative(s)
  - Mike Cerimele, St. Luke’s Sports Performance
  - Jorge Perez, St. Luke’s Sports Medicine Program Manager
  - Community Health Worker
  - They will work with district to address healthy eating.
- Financial Assistance – Annual St. Luke Sponsorship \$10,000.00

#### St. Luke's – Cedar Crest Nutrition Series

- SL & CCC Nutrition & Performance Experts
- Selected Lectures/Presentation (Per Season)
  - Pre-Sleep Nutrition & Performance
  - Pre-Game Nutrition & Half-time Recovery
  - Post Recovery Nutrition
  - Nutrition and the Female Athlete
  - Supplements and the Athlete
  - Hydration for Sports Performance
  - Sports Nutrition for Endurance Athletes
  - Science of Recovery
  - Other Topics Upon Request
- Consultation: Upon Request /Referral for Treatment
- Schedule: Mutually Agreed upon by July 1<sup>st</sup> Each School Year

#### Safety in Sport Program

- Working with Rachel Moyer for AED Units

#### Behavioral Health Programs – YESS (Your Emotional Strength Supported)

- Collaborative process to see what the district is interested in with reference to trauma and inform care.

#### Educational Opportunities

- Mobile simulation lab/dissection
- Will sit with curriculum team

#### Educational Opportunities – Chapter 339

- More educational possibilities

#### We Teach What We Practice – Chapter 339 Integration

- Continued collaboration with St. Luke's for numerous educational opportunities.

Ms. Kulick asked if all of the elements of the programs he mentioned are a-la-cart and one cost will cover everything or does the district add on things as they need them. Mr. Hauth said the interesting thing is that there is no cost to the district. If there are some educational programs that need supplies, there may be a cost but if you get the students to the location, St. Luke's will provide them with the program. Plans need to be made a year in advance. The administration will need to provide the individuals that need to be involved. We need to get a few wins early and build on like there has been in Bethlehem and Easton, since they have worked with them for several years. It takes planning and knowing who will work on what. There is a lot of different areas and folks that will need to be involved. It requires a committee and a planning process.

Mr. Schlameuss asked if a student has an injury on the sideline, needs attention and needs ice on it, will there be any cost to the district or parent. Mr. Hauth said there will not be any cost just like it has always been. The student will get immediate care and a phone call will be made to the parent. The parent will choose the next steps that they would like to take with regard to further treatment or not. St. Luke's will follow the standard operating procedures that the district has in place. They will follow the district's playbook. Mr. Schlameuss said that one of his major concerns is that in the event that a child gets hurt and has to go to the emergency room and St. Luke's Hospital is outside of the East Stroudsburg Borough and not walking distance to the community, what kind of service, do they provide? A van? Some parents may not have funds or any means to get there. Will the student be allowed to go to the nearest hospital, i.e. LVHN Pocono Hospital? Mr. Hauth said there are rules around on how they are transported. It depends on the type of injury. They will not be taken out of the area and it's where the parent wants to go. The closest is LVHN Pocono Hospital and that is where they should go if they need immediate care. If parents want them to go to St. Luke's, that would be a conversation with parents and their squad. Mrs. Bear asked what if parents are not there, will they be taken to the closest hospital. Mr. Hauth said St. Luke's does not make that decision. EMT does. Mrs. Bear asked if coaches want to get AED training, will St. Luke's do the training for free. Mr. Hauth said the individual will need to cover the certification fee but St. Luke's will cover everything else and do the trainings for adults and students, too. He said St. Luke's has provided trainings for bus drivers and nurses. Mrs. Bear asked if the district would want to have their bus drivers trained and all they have to pay is

for their certification, will St. Luke's train them. Mr. Hauth said they would as they have done at numerous districts.

c. Smithfield Gateway Project

Mr. Douglas Olmstead said he is the Development Manager for the Smithfield Gateway Project and is here to speak about roll back taxes now that they have started their development. On the overall site, there are five separate parcels that the former property owner made the application and became part of the Act 319 Clean and Green Program. Therefore, the amount of taxes was reduced for those five parcels. When the tax parcel gets a change in view, it no longer falls under the Clean and Green Program; therefore, the current owner has to pay the back taxes plus interest. The assessment office let us know that the back taxes for the five parcels is \$521,000.00. Since they are just in phase one, they would like to inform you of their plan to see if you amenable and, if so, the next steps for them is to go to the borough and the county. In two of the five parcels, there is no disturbance at all. In the other areas, they would then like to pay those taxes when they go into those areas. They are proposing to pay the taxes for the two parcels that are being worked on. One of the parcels, as seen on the map road C, which he provided to the Board members, runs through Music Center Drive where the new loop road is going to go through. The people on Music Center Drive will be able to get access to the new traffic signal that will be constructed next year. He said they are asking to delay the payment on that tax parcel until we develop that particular piece, which is a small piece, about a third of an acre. It amounts to 1% of the overall area. He said they are asking that the district allow them to forego the payment on that for the time being, until they develop that particular phase. Out of the \$521,000, they are proposing a payment of \$188,000 and about \$133,000 comes to the district. He said he is not sure how much the interest will be. They are expecting the payment to be made within a couple of months at the most. Mrs. VanWhy said what is phase 1A-1 that is on the top of the map. Mr. Olmstead said the top part of the map are not part of the Phase 1 Area. The larger portion of the yellow area is where the new medical facilities for St. Luke's will be constructed. Mrs. VanWhy asked if he is here today to speak about the area that is outlined in blue. Mr. Olmstead said that they are not touching the highlighted area in yellow and blue; therefore, do not want to pay until they start building there. He said they are proposing to pay for the areas that are outlined in green and orange on the right hand side. They are asking to forgive the taxes of the area in green 7-2 tax parcel even though they are only disturbing 1% of it. He said, they are not asking forgiveness of anything but in two phases. Mrs. VanWhy said what is the timeline plan. Mr. Olmstead said the next phase will be tax parcel 7 where the large residential/retail area will be constructed and the age constricted housing will be the phase for next year. It will probably take about 3-4 years before the two tax parcels by Mosier Farm will be constructed. Mrs. VanWhy asked if all along will they be accumulating interest. Mr. Olmstead said it is a five-year rolling schedule so he does not know what taxes will be. Mrs. VanWhy asked what if you cannot separate the parcels, do you have plan to pay the district the \$521,000. Mr. Olmstead said no. Mrs. VanWhy said she is not sure if the district can make this decision. Mr. Olmstead said the district can separate the parcels and make a decision. He said they are asking that they do so. Mr. Andrews asked if they are paying some taxes on it already. Mr. Olmstead said they are. They are talking about the roll back taxes and that does not affect the regular taxes, which will start next year. Mr. Andrews asked if before anything was done were they paying \$90,000. Mr. Olmstead said he believe it was more than \$90,000. Mrs. VanWhy said she believes he is correct due to the reassessment that occurred. Mr. Gullstrand asked how much actual taxes will be paid for the 7-3 area that will be constructed. It says the taxes are \$1,111,838.44. Mr. Olmstead said that is a mistake because it should be \$111,838.44. Mr. Schlameuss said we have an issue this year with our budget, a pretty big hole in our budget. These funds would have been great and we should anticipate receiving them. The due diligence that was done for this project would have discovered that the rollback taxes would have been due with your application and your land development plan, because it was one application with the entire track and tracks regarding the 319 law. You should have understood at the time that you purchase the property, that the whole land once one single piece of dirt is moved as part of your land development plan, it calls in all of the tracks. As I am to understand that with Mark Wolf. Is he here tonight? Mr. Olmstead said he is not here tonight due to a medical procedure that he had done. Mr. Brown said he spoke to a partner at Mr. Wolf's firm today and they had a discussion from a legal position. Mr. Brown said their legal position is spelled out in the letter to the extent that they indicate what Act 319 sets forth the reasons why the school district can forgive rollback taxes and; therefore, they are assuming that the school district may delay even if it is not one of the reasons the law sets forth for forgiveness. Mr. Schlameuss said his issue with this is that they would have understood that at the time of purchase these funds would be due based on the activities on the property. They would have known it from the day they made the purchase. Mark Wolf knows it was the case. This is not a surprise bill. It was, as I understood to be part of the plan from the beginning. We need to decide if they have the money to pay or will the project crash and burn and they will not be able to finish the project. I am skeptical that this is the situation. Ms. Kulick asked if we know there is statutory lien on the property. Mr. Brown said we do because it is now due



or will shortly be due. Mr. Olmstead said it will be due shortly. Ms. Kulick asked what does this all mean. Mr. Brown said when you have a lien, it means that taxes will be due immediately. Districts have a lien on this property just like they do on any of their taxing bodies. When they are not paid, they get reported to the Tax Claim Bureau and eventually exposed to a tax sale. You do not need security to collect something like this because as a government entitlement, it happens automatically by law. Mr. Andrews asked how long will it take to collect taxes if they do not pay. Mr. Brown said it may take about 2 ½ to 3 ½ years to collect. Mr. Andrews asked if they can pay at any time. Mr. Brown said he is correct. Mr. Andrews said all we are saying is that we are going to put a lien if they do not pay. Mr. Brown said the lien will happen automatically. Mr. Andrews said it will take about the same amount of years for us to collect even if they pay periodically. Mr. Olmstead said instead of not paying, they would pay periodically. Mrs. Bear said her concern is how did they not plan for this. When her taxes are due every year she knows to pay it. She said the taxes were going to be due. What makes it okay for a big developer like them to say they cannot pay? If our homeowners do this, it would be a different story. How can board members be okay with it and be fiscally responsible at the same time. Mr. Olmstead said he is not saying that they will not pay but pay as it is developed. He said they do not want to pay on the two parcels that are not touched at all. They are paying the full amount on the two parcels, which total about \$188,000 and they are asking for a delay on the one that was disturbed by just 1%. Mrs. Bear asked if they are still paying the taxes on the part that is under the Clean and Green Program. Mr. Olmstead said they are. They are not talking about the regular taxes just what is affected by the "Clean and Green Program. Mr. Andrews asked if they are paying all of the taxes. Mr. Olmstead said they are. He said out of the overall 319 areas, they we are disturbing 6% of the overall bill. Mr. Schlameuss said that his concern is if they do not want develop a piece of the parcel, they will not be putting money into it and it will sit there for about 5-6 years. He is recommending for them to pay half this year and half next year to have it done and move forward. Dr. Bonilla said we need something in writing due to lack of transparency because this was not included in the plan. She said she hates for us to have this same discussion again. She said she calls for transparency. The Board needs dates and amounts to have everything explained up front. Mr. Andrews said he agrees and they need to indicate period of times. Mrs. VanWhy said she agrees with what everyone said. She said they knew they had to pay these taxes, so she would like them to pay it within a short period of time especially since the district is looking to raise taxes. She said we are not letting you get away from paying the taxes. Mrs. Bear said it would help us with our budget. Mrs. VanWhy asked when is the other area planned to be done. Mr. Olmstead said the St. Luke's facility is planned to be done by next year. Mrs. VanWhy said she has some concerns with St. Luke's for other reasons. She asked if this is a parcel on its own. Mr. Olmstead said no it is part of the current project. Mr. Brown said they are obligated to being a taxability for the remainder of the TIFF. Mr. Olmstead said as part of their lease, they have to pay their taxes. This discussion has nothing to do with the TIFF but rather the roll back taxes as per Act 319. Mr. Gullstrand asked if they only want to pay the taxes for the parcels that they developed. He asked do they have a timeframe for payment of all these parcels. What happens if they do not develop something? Are you suggesting to pay as you develop? Mr. Olmstead said the current discussion is on parcels 7.2 because parcels 7 and 7.1 are being paid. On parcel 7.2, because they are only disturbing 1% of the overall area, they are asking not to have to pay this right now. They will pay when they submit the land development. Mr. Gullstrand asked if the district has the authority to change the percentage of taxes that is paid on a parcel over time. Mr. Brown said they do not. Some have said to set up a payment plan but he would discourage this. Mrs. Bear asked what happens if they tell them to pay but they do not. What can be done? Mr. Brown said the county will lay out the process, which is what the Board does to all taxpayers. The reason the Board does not change or choose because the Constitution of the State says you need to levy taxes under the General Law. You do not get to change the law due to a change or use of parcel. Mrs. Bear said when the Board approved this map, she was assuming they knew that the Act 319 taxes were due. Mr. Brown said that is a fair assumption. Mrs. Bear said they are a large developer and have deeper wallets than our taxpayers; so how do we ask for their taxes but then make a plan for the developer. Ms. Kulick said that is why it is said, "It is better to ask for forgiveness than permission". Dr. Bonilla said that she has an issue with this project because when the project was presented, there was a group of individuals that were here to explain it and now there is only one person here tonight to respond. Mrs. Bear said that it is putting Mr. Olmstead in a tough spot to have to answer all of these questions. Nonetheless, she has a hard time saying that just because you disturbed the parcel by 1%, you cannot pay because it is still one project. Mr. Olmstead said if he understands it correctly, what she is saying is that if they disturbed it, it should be paid. You want those taxes paid as quickly as possible. Mrs. Bear said what is his timeline to pay the taxes. She said we do not want it three years from now. Mr. Schlameuss said Act 319 of 1974 section 8.1 makes it clear. 8.1 says the entire track or tracks enrolled in a single application for preferential assessment is removed from the preferential assessment so the whole piece of it is removed at that point. The law is not ambiguous. Mr. Olmstead said he needs to check because some of the back taxes calculations that they were provided said four years' worth of taxes and another said five years' worth of taxes. This tells him that there were two separate applications.

Therefore, they should be allowed to forego the payment of those taxes at this point and time as long as it's not the districts. Mr. Brown said he is correct. He said Mr. Olmstead's questions should be directed to the assessment office because they do not know how many separate applications there were. Mr. Olmstead said he saw the calculations that were provided and it tells him that there were 2 applications. Mrs. VanWhy said there is more work to be done on both of their parts. Mr. Rohner asked if he has a land development on the work that is occurring. Mr. Olmstead he does. Mr. Rohner asked if he can get a copy of it. Mr. Olmstead send he can send the district another copy of the land development. Mr. Schlameuss said Mr. Dymond and Mr. Andrews and he attended the Smithfield Township meeting when the land development plan was presented and approved. Mr. Olmstead said just so everybody is clear, what was approved was not the overall project but phase one that includes the medical office building and a 9,000 square foot retail building. Both structures are expected to be up and operational next year. Mrs. Bear asked if he knows how many years of taxes it is either 4 years or 5 years. Mr. Olmstead said he will have to get clarification from the county. Mrs. Bear asked if 7.2 could be one or 7.1 could be another. The district may say you need to pay both parcels. Mr. Olmstead said they will pay what they can and the property will go into lien and it will take 2-3 years anyway for the district to receive the money. Mrs. Bear said it saddens her that planning was not done on their part. Mr. Olmstead said he will have planning to do. Mrs. VanWhy said the Board will need to have a discussion with Mr. Brown. Mr. Brown said the board is not in a position to make a decision tonight. Mr. Olmstead said he will get further information back to the Board members.

d. Monroe Career & Technical Institute Update

Mrs. Lisa VanWhy said she will give the report tonight but would like Mr. Dymond and Mr. Andrews to also alternate giving the report. Mrs. VanWhy said the JOC met on June 7, 2021 at 7:00 p.m. She said they approved several service contracts and personnel resignations and appointments. They approved the MCTI Emergency Instructional Time Template for 2021-2022. However, MCTI is planning to return in-person in the fall. She said they approved Articulation Agreements with Johnson College and Pittsburgh Technical College for various programs. They also closed a program, the Hotel and Restaurant Tourism Management and replaced it with the Tourism Travel Service Marketing Operation. The new program is a little different, which will offer more opportunities for students after graduation. Phase 2 of the roof project has begun and they hope to be done before school starts, weather permitting. This is the largest phase of the roof replacement. Phase 1 was done last year. They also approved Crabtree Associates for drawings and permits for students in order for them to build a storage building for the MCTI facilities. Research is being done to build a conference addition at the MCTI location. Stay tuned for more details. The next JOC is scheduled to take place on July 6<sup>th</sup> at 7 pm, in-person. She thanked Dr. Riker for serving on the JOC for the last two years as Superintendent of Record. The Pleasant Valley's Superintendent will serve next.

e. Colonial IU 20 Update

Mrs. VanWhy said she forgot to mention that Dr. Bonilla is joining us on Zoom today.

Dr. Damary Bonilla said that the Colonial IU 20 Board met on May 26, 2021. At the meeting, the Board approved the reelection of Dr. Michael Baird from Northampton County for a one-year term. Dr. Damary Bonilla said she was appointed as Vice President for a one-year term. She said she is the first Hispanic and first person of color to serve in this leadership capacity on this Board. She said she is proud to represent our School District. Dr. Bonilla said she was also approved to serve as the CIU 20 delegate for the PSBA Delegate Assembly, which she will attend on October 23, 2021. The base bids, which were submitted from the Wind Gap Electric- D'Huy Engineering were approved. This is the engineering for the new Central Office Data Project Center, which she has provided an update on previously. The project will begin in June of this year with a projected completion date of September 2021, which is very exciting for the CIU 20. Mrs. Jackie Bartek, CIU 20 Director of Special Education, provided a presentation on SMART, which is an online career planning and portfolio platform that helps all students be ready for postsecondary success. She shared how the CIU 20 is using the program to prepare the students for a successful transition into adulthood. The CIU 20 Academy is evaluating the mental health services which provides for students and families using the evaluation system, the utilization of assessment and provider resources within the Shape System. They will announce the winners and its strengths and weaknesses within our current mental health programming. The CIU 20 partnered with the St. Luke's University Health Network to provide a vaccine clinic at the Colonial Academy on July 8<sup>th</sup>. The CIU 20 Graduation was held on May 27<sup>th</sup> virtually at 6:00 p.m. The next CIU 20 Board meeting is scheduled to be held on Wednesday, June 23<sup>rd</sup> at 7:00 p.m.

f. Property/Facilities Committee Update

Mrs. Lisa VanWhy said the Property/Facilities Committee met on June 1<sup>st</sup> at 5:30 p.m. The following items are on the agenda this evening for your consideration:

1. The following invoices from D'Huy Engineering:
  - ESASD Additional Retainer Tasks Middle Smithfield - Invoice #52811 \$6,409.92
  - High School North Roof Replacement – Invoice #52812 \$1,092.08
  - Resica & Middle Smithfield Elementary Water Filtration – Invoice #52813 \$5,632.50
  - High School North and Lehman Intermediate Window Replacement – Invoice #52814 \$16,537.35
  - Lehman Intermediate and Bushkill Elementary Flooring Replacement– Invoice #52815 \$24,043.07
  - High School North and South Hand Wash Stations – Invoice #52816 \$522.50
  - High School South Pool Repairs – Invoice #52817 \$4,994.89
2. Philip Rosenau – Invoice #400411765 \$8,370.91
3. HSN/LIS Roof Replacement - Jottan, Inc. - Change Order No.1 (Decrease) \$142,600.00
4. HSN/LIS Roof Replacement - Jottan, Inc. - Application for Payment No.13 \$17,500.00
5. J.M. Hill Vestibule – Bognet, Inc. - Application for Payment No.1 \$9,000.54

The Committee also discussed the 2022 Summer ESSER Projects. Mrs. VanWhy said the next Property/Finance Committee meeting is scheduled for July 6<sup>th</sup> at 5:30 p.m.

g. Education Programs & Resource Committee Update

Dr. Damary Bonilla said The Education Programs & Resources Committee met on June 1<sup>st</sup>, which is earlier than normal due to the ESASD graduations that were going to be held during the week that the Committee typically meets. She said they had several topics that are on the agenda tonight and the Board members will hear more on several of the topics this evening. The first topic was about the Multicultural Perspective Class, which everyone will hear more about this evening. The Committee had discussion on the new intermediate social studies textbooks. They had a presentation on the process in choosing the textbook. They also had discussion on several curriculum application purchases and renewals. The Committee discussed the Edgenuity renewal for ESACA and held a discussion about the Health and Wellness update. The Committee moved forward on the agenda several items such as the Adoption of the Planned Instruction for the new Multicultural Perspective Class, the purchase of the Social Studies textbook, several applications and Edgenuity for ESACA 2021. The next Education Programs & Resources Committee meeting is scheduled to be held on July 14, 2021 at 7:00 p.m.

Dr. Bonilla said as part of her Committee update, she would like to hand it over to Mrs. Heather Piperato for her presentation. Mrs. Piperato said it is her distinct privilege to present to everyone this evening the results of a cooperative effort between the High School North and High School South Social Studies teachers who came together as a result of the work of the DEI Committee to present a course eligible for juniors and seniors to take as a supplement to our regular social studies classes. The elective this evening that they are proposing is in addition to the four years of social studies that is required of the high school students to take. She said she is honored to have with her tonight Mr. Tony Massa and Mr. David Krupski, High School North Social Studies teachers, who will walk us through a very brief presentation of the process that we engaged in and that we made sure that the work meets the values of the East Stroudsburg Area School District. Mrs. Piperato shared her screen of her presentation entitled: Multicultural Perspective on U.S. History.

Mr. Tony Massa said the process for resuming multicultural electives was genuinely a process that had many permutations and many twists and turns as far as the creation of it officially started. At the August 2020 Education Programs and Resources Committee meeting, he initially proposed an African American History elective for the district's consideration. From there, the conversation continued. However, the district felt that we should go in another direction, saying that the core should not be exclusively African American History but rather it should be more encompassing. It was around this time that he was tasked with building an interdepartmental committee to pursue this new option. The North committee included: himself, David Krupski and Samantha Prince from H.S. North and Joseph Parker, Christopher Stanukenas and Daniel Phillips (served as Special Education Advisor) from H.S. South. At their Committee meetings and correspondence, they decided that a Multicultural History of the United States class would be the best course of action. It would also fit in with the parameters set up by the district. Ultimately, they decided to focus on the collective experiences of what's known as The Historically Underrepresented. He said that Mr. Krupski will speak more on this topic.

Mr. Krupski said the Committee decided that there would be five groups that they would focus on their perspectives. The groups are: Latin American, African American, LGBTQ+ community, the Women's perspective and the Asian American perspective. Once they had the perspectives figured out they were then tasked with how they would lay out this course. Through Mrs. Piperato's advise, they decided that the last of the ten units would be a student chosen unit and then they would work backwards. They looked to figure out what major events highlighted the trials and tribulations of said groups. They then used those events to build units. At the August Committee meeting, Mr. Andrews suggested that they go with a more diverse look. That was a factor in their decision making. He said that this framework, as well as the objectives are in line with Governor Wolf's culturally relevant sustaining education program. Finally, what they tried to do by using the objectives and these unit, was to build a well-rounded student experience and produce students who can leave the East Stroudsburg Area School District prepared to enter a more diverse and inclusive society.

Mr. Massa said he and Mr. Krupski were the authors of the curriculum with advice and guidance from the committee. After discussing the focus objectives and framework, the committee moved into the writing phase. As stated earlier by Mr. Krupski, this is a multi-cultural history course, with focus on the history of the underrepresented. They discussed which historically underrepresented perspectives to focus on and they decided to look at the Pennsylvania Department of Education, which defined African American, Latins, Native American, Asian American women and LGBTQ+ as historically underrepresented groups. In writing this curriculum, they took a very different approach than many other history courses. In numerous other courses, the voice is used to highlight the period. For example, the letter sent home of the Union soldier helped to tell the story of the Civil War of the diary entry by a soldier regarding a Jacket and where it's been, illustrates the French Revolution. Multi-cultural perspectives does the opposite. Instead of using the voice to highlight the period, a period is used to highlight the voice, so an event like the 1906 San Francisco earthquake helps elevate historical voices of many Asian Americans who played a crucial role in the rebuilding of San Francisco, whose immigration status increased as a result of that and who became an integral part of American culture, economy and society. Throughout the process, they were mindful of the district's DEI goals as well as PDE's cultural competencies. Mrs. Piperato said she is not there in person but she would ask everyone if they saw the commercial that she has on the screen. She said she listened to the commercial and it didn't strike her to look at the gentlemen's hands and not just what he is saying in the subtitle. When she looked at his hands, he says his job is to create a more inclusive and accessible work. His hand motion suggests things working against each other. She said the district's DEI Committee is committed, that they are inclusive and that they go deep and wide. This course although, they have been accessible and wide over 20 years, they have not gone deep. She said she left them with this illustration to let them know the multi-cultural perspective is not replacing what they have always known but they are supplementing the voices that have had the experiences. They would like all the students to feel themselves represented in the American story. She said they are passionate about this fact and as they think about that motion that is creating the inclusive and accessible deep and wide. Mrs. Piperato said when they placed this elective in the Program of Studies, there were interests from H.S. North and South students and have received positive responses to this curriculum. The DEI Committee's hope is that students put into practice the skills they learn in the class to help them be a thinking American student.

h. Finance Committee Update

Mrs. Rebecca Bear said the Finance Committee met on June 14<sup>th</sup> at 5:30 p.m. The Committee looked at all of the invoices/proposals that were mentioned at the Property/Facilities Committee and Education Programs & Resources Committee meetings and they are on the agenda tonight. The Finance Committee discussed and submitted the following items that are on tonight's agenda:

1. The formal resolution for the 2021 Homestead and Farmstead Exclusion
2. The award of bids for Athletic, Custodial, and Tech Ed supplies to the lowest responsible bidders
3. The quote from New Horizons for the purchase of ITIL 4 Foundations Training for Technology Department
4. The bid from Apple Inc. for the purchase of iPads for Psychological Testing
5. The 2021-22 insurance providers and premiums.

i. Policy Review Committee Update

Ms. Debbie Kulick said the Policy Review Committee met earlier tonight. Policy 805.2 security personnel should have been on the agenda tonight for final approval but it is being held back because it needs to be revised with new information that just came out. At the Policy Review Committee, they reviewed and discussed the following policies

1. #223 – Use of Bicycles and Motor Vehicles
2. #322 – Gifts and repealed #422
3. #328.1 – Salary Determination and repealed #528
4. # 329 – Substitute Compensation and repealed #429 and #529
5. 904 – Public Attendance at School Events

All of the above mentioned policies are forwarded for first reading and will be placed on the next agenda for Board approval. The next Policy Review Committee meeting is scheduled for July 19, 2021 at 4:30 p.m.

j. 2021-2022-Budget Presentation

Mr. Craig Neiman said they have been talking about the budget for the last several months in the Finance Committee as well as with the full Board. He presented the 2021-22 Final Budget as follows:

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2021-22 Budget Themes

Structural Deficit Budget Issues Continues

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

When/How many Cyber Charter students return to ESASD

When/How many ESACA students return to ESASD buildings

Assumes flat funding from the State

Federal Funds – ESSER III

Fixed Cost/Contracted Cost growth

COVID Impact/Uncertainty

- Local Revenue (EIT, Interest Income), Costs, Federal Funding

Focus on maintaining educational excellence for all ESASD students

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Budget Change from last Presentation

	<u>2021-22 Budget As of May Proposed Final</u>	<u>2021-22 Budget As of June-Final (Includes ESSER III Funds)</u>	<u>Change from May to June</u>
Revenue	\$162,133,989	\$172,313,062	\$10,179,073
Expenditures	\$168,965,274	\$177,316,096	(\$8,351,686)
Revenue over Expenditures	(\$6,831,285)	(\$5,003,898)	\$1,827,387
Beginning fund Balance	\$43,964,034	\$43,964,034	0
<b>Ending Fund Balance</b>	<b>\$37,132,751</b>	<b>\$38,960,135</b>	<b>\$1,827,387</b>

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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	\$172,313,062	\$12,208,344	7.63%
Expenditures	\$165,285,625	\$177,316,960	\$12,031,335	7.28%
Revenue over Expenditures	(\$5,180,907)	(\$5,003,898)	\$177,009	
Beginning Fund Balance	\$49,144,941	\$43,964,034		
<b>Ending Fund Balance</b>	<b>\$43,964,034</b>	<b>\$38,960,135</b>	<b>(\$5,003,898)</b>	<b>-11.38%</b>

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ESSER III

<u>2021-22</u>	<u>General Fund</u>	<u>ESSER III</u>	<u>Total GF Budget</u>
Expenses	\$167,316,960	\$10,000,000	\$177,316,960
Revenue	\$162,133,062	\$10,000,000	\$172,313,062
Total	(\$5,003,898)	\$0	(\$5,003,898)

Stimulus Operational & Learning Loss expenses (20% minimum)

Capital Expenditures (mainly HVAC)

Other one time allowable expenses.

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2021-22 Budget Cost Drivers

	<u>2021-22 Budget</u>	<u>Increase / (Decrease)</u> <u>over 2020-21- \$</u>	<u>Increase / (Decrease)</u> <u>over 2020-21- %</u>
ESSER III	\$10,000,000	\$10,000,000	*
PSERS	\$23,640,628	\$385,234	1.7%
Charter Schools	\$8,000,000	\$3,600,000	81.8%
Everything Else	\$135,676,332	(\$1,953,899)	(1.4%)
Total Expenditures	\$177,316,960	\$12,031,335	7.3%

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PSERS – Employer Contribution Rate

- Rate plateauing; however, rates forecasted to increase approximately 0.5% each year for the foreseeable future.
- Anticipate approximately \$1.0 million of additional cost each year.
- Headcount reduction in 2021-22 Budget lessens impact
- Uncertainty surrounding PSERS fund  
Impact to LEAs?

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Charter School Cost Trend

- 2020-21 – 519 students attending Charter Schools  
Increase from - 250
- 2020-21 Charter School Budget - \$4.4 million  
Actual costs of \$10.1 million drive a \$5.7 million unbudgeted expenditure
- 2020-21 Charter Cost per student  
Regular Ed - \$15,265  
Special Ed - \$39,196
- 2021-22 Budget assumes a minimum of 100 students return to ESASD – Risk?

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Tax increase history compared to index

Blue line is the index. The index ranged from 3.9% in 2010-2011 until 2021-22 of 4.2%. This year's Act 1

Index that the district is allowed to raise taxes is 4.2%

The red line is the tax increase during the 2012-13 of 3.25% and now in 2020-21 of 2.5%

Final Budget Assumptions

- 2.5% Real Estate Tax increase included  
Generates approximately \$2.3 million of new revenue  
2021 Millage Rate  
Monroe: 31.52 Pike: 124.37  
Annual Tax Increase Impact on Median Assessed Homestead  
Monroe: \$105 Pike: \$20
- ESSER III assumed at \$10 million  
Revenues and Expenditures offset each other
- Budget Deficit of \$5.0 million  
\$0.5 million covered from Pension committed fund  
\$4.5 million covered from Assigned Fund Balance

Mr. Rohner asked Mr. Neiman what does he consider to be the district's assigned fund balance. Is it the major accounts that we have? Mr. Neiman asked Mr. Rohner if he means the banks accounts. Mr. Rohner asked what accounts represent the \$4.5 million from the assigned fund balance. Mr. Neiman said it represents our general funds but does not include what is in the Capital Reserve or Student Activity accounts. Mrs. Bear asked Mr. Neiman to go over the fund balance. How much is committed and how much is liquid so that the public does not think we have 38 million dollars available to spend. Mr. Neiman said the strategy of the Board has been to fund the capital projects through the general fund. The district has not taken out debt to finance projects so they have been budgeting through the operating budget. Their allocation and determination on how much to budget for projects depended on how much they had remaining in the fund balance. This is a tool they followed to improve their facilities. Mrs. Bear said some of those capital improvements like the HVAC project can be used by the ESSER funds. Mr. Neiman said the HVAC project is an allowable expense by the ESSER Grant. Mr. Andrews said if we use ESSERs funds, we can use the General Fund for other projects. Mr. Neiman said the capital reserve fund can be used for other projects. Mr. Andrews said there are plenty of other projects that need to be done. Mr. Neiman said once you transfer into the Capital Fund, you cannot transfer it back in to the General Fund.

Mr. Rohner said he has looked at the 2019-20 financial report. He said we keep using a general fund balance of \$49 million. He said he does not see where the numbers are coming from. He said when he looks at the balance sheet for that year, he sees over \$62 million. When he looks at the statement of revenues, expenditures and changes in the fund balance on page six, the end of the year fund balance is over \$62 million. When he looked at the ending balance in June he has \$59 million. When he looked at the July 2020 agenda the fund balance is now over \$61 million which lines up with the \$62 million in his financial report. Why are we using \$49 million? Mr. Neiman said you are saying financial report. Mr. Neiman said: "I am not certain what you are referring to but I can tell you my beginning fund balance of the 2020-21 budget of \$49 million would represent our audited general fund balance as of June 30, 2020. Mr. Rohner said: "That is what I have here. I have the June 30, 2020 fund balance, end of year fund balance of \$62 million. Mr. Neiman said he does not know what Mr. Rohner is looking at. Mr. Rohner said he is looking at what is submitted to PDE. Mr. Neiman said that report includes a budgeted number. He said he needs to see what line Mr. Rohner is looking at. Mr. Neiman said the document is the Annual Financial Report which includes Capital Reserve Balance. The PDE reports are challenging to read. Even though it says it's the general funds it includes the Capital Reserve balance. Mr. Rohner said: so if I subtract \$13 million, I will come out with \$49 million. Mr. Neiman said he cannot do a reconciliation for him between the Annual Financial Report and the Audited Report but I would be more than happy to review them for him. Mr. Rohner said when he looks at the copies of his end of month statements, they are more in line with this financial report with the amount of money that we have. If he includes the \$10 million of revenues, he will come up with \$72 million. Mr. Neiman said as they discussed in the Finance committee meeting, the monthly financial reports, while they are an indication to the Board of how they are doing performance-wise, it is misleading to look at the fund balance and say that it is going to be similar to how we end the year. Timing for bills and services have not been received. We will have an audit at the end of the summer and they look at how much we have accrued for the social security payments to PDE. There are a lot of expenses at year end. Comparing a May 30<sup>th</sup> fund balance now is not final because there will still be more expenses over the summer. Mr. Rohner said with respect to this current fiscal year, the year-to-date budget report is my balance sheet for this school year. Mr. Neiman said when you say year-to-date balance report, what do you mean? Mr. Rohner said right now it says that we have not spent \$17 million. Mr. Neiman said yes that is correct. Mr. Rohner asked does that mean that we have not spent this amount. Mr. Neiman said he is not sure what

document Mr. Rohner has. Mr. Rohner said that he would like the community to know that since he has been on the Board the fund balance has grown every year and that is why he questions a 2.5% tax increase because it looks like right now that we are going to have surplus. Mr. Neiman said he does not want to commit to this statement since, right now they have about \$5.1 million of an unbudgeted charter school expense. It is difficult to determine because students come in and out from the district. We are at the mercy of this expense. This expense has not flushed out of the financial system yet. We also used ESSER to help us supplement this cost. He said if Mr. Rohner is asking if we are going to hit the \$5 million deficit, he does not have an answer. He said he does know that it will be a challenging end of year. Mr. Rohner said but Mr. Neiman will agree that at the end of May 2021 there is \$68 million. Mr. Neiman said there roughly is if we add up all of our bank accounts. Mr. Rohner said and the \$10 million from ESSERS has not been added. Mr. Neiman said we will receive the ESSER funds as we spend it. We will submit reports to PDE for what is spent. Mr. Dymond asked if it would be easier for the district to set up a separate account so that it does not reflect in our budget. This would be easier to track and send to the government what we spend. Mr. Neiman asked if he is suggesting that we set up different accounts for every ESSER expense. Mr. Dymond said not for each expense but for all ESSER expenses. Mr. Neiman said we do great job of tracking all Federal spendings. We work closely together. From the accounting standpoint, we set up different ledgers to run a report because we submit a quarterly report to PDE. We are used to tracking federal program expenses. We have guidance and codes to use from PDE. It is more in line with working with the Grant Office and Business Office. Mr. Gullstrand asked if the \$60 million is a combination of both funds, the General and the Capital Improvement. Mr. Gullstrand asked if we have a separate account for the projects. Mr. Neiman said, yes. Mr. Gullstrand said the \$60 million is not sitting in a General fund because there is money in the Capital Fund as well. He said when you add up both numbers it comes up to that amount. Mrs. Bear asked what about the PSERS account. Mr. Neiman said all funds total that amount. He said every year the Board has to assign what to transfer into the Capital Reserve for those types of projects. Mr. Rohner said he wants everyone to understand that he is looking at three bank accounts which total \$68 million and another \$10 million for Capital Reserve.

### VIII. PUBLIC PARTICIPATION

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

- A. Mr. Keith Karkut said the communications plan is great but this has been talked about for many years. We have resources within the district that we can use instead of buying more resources and spending more money. Our community spreads the word better than the district does. The district should learn from them. St. Luke's was here to present their plan. What about working with your community like they have done in the past with the ESU Partnership and LVHN Pocono. Mr. Hauth began speaking about the Athletic trainers but then added other things. Something is not right. Other districts have used them and parents said they received bills from them. As far as the Gateway Project, they knew that these taxes were due. They should not get a break and the taxpayers have to incur the tax increase. Regarding the Fund balance and the money that is left over. We are talking about adding programs and furloughing teachers and we are worrying about a deficit that we cannot control. The American Rescue plan was given to the district; therefore, they should pay the current bills with the \$14 million and close the deficit this year that was incurred by the Pandemic and extra expenditures. He said the district can keep saying PSERS is an issue but this expense did not happen overnight and the district has been planning for it. For the public and Board members' awareness, every year when we have excess money we put it into these accounts, so we can continue to carry it over without keeping a large fund balance. We have this capital reserve of \$13 million, I would hope we don't want to take any of the \$10 million from the Federal Government for future projects since we already have the money put aside for them. We should not use fund balance for expenses. With references to the tax increase, \$100 a month is not much for some taxpayers, but many taxpayers cannot afford this added expense.
- B. Ms. Darice Pauselius said last year she had one student at the district and in the fall she will have two. She thanked Mr. Schlameuss for his concern when St. Luke's spoke and asked about which hospital the student athletes will be going to. She said she is glad that the parents would have access to their student and a choice of where to go. She said she would second Keith Karkut's concern because she was raised to believe that nothing is totally free. She said her main concern is not so much about the fancy information about what people will work with the students and the top athletes that will be involved. She said her concern is with the Gatorade products. If they want the students to eat healthy, they should talk about fresh foods and not Gatorade and sports bars. Dietitians and nutritionists say fresh food is preferable. She said her comment is about the presentation from Sandy Cokeley. As a parent of one student so far in the district, communication has been a struggle. She has not been able to update her information. She would recommend that the district hire a specific dedicated person for the Communications Position. There is a lot of students and staff at the district. To think you can do it in piece mail is



ludicrous. Ms. Pauselius asked if there is any information from the Gateway Project because she did not see anything in the supporting documents. She said she is curious about the map and project. She said she could only find online information from the developer. She said she would like to see what the school district is looking at. She is glad that the Board members defended the taxpayer's money. She thanked the Board for being dedicated and for being here late at the meeting.

**IX. UNFINISHED BUSINESS**

**X. NEW BUSINESS**

**a. LOCAL BOARD PROCEDURES**

**i. 002 – Authority and Powers**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the Emergency Instructional Time Schedule as presented, in accordance with Section 520.1 of the School Code, to implement temporary provisions in response to possible COVID-19 resurgence in the 2021-2022 school year. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 24-56)

**ii. 003 – Functions**

**ACTION BY THE BOARD:**

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

1. Policy 201- Admission of Students
2. Policy 304.1 – Employment of Classified Support Employees
3. Policy 343 – Paid Holidays
4. Policy 713 – Vehicular Traffic and Parking on School Property

(See pages 57-66)

**iii. 004 – Membership**

**1. Conference Attendance**

**ACTION BY THE BOARD:**

Motion was made by George Andrews to approve the attendance of William Riker at the PASCD 70<sup>th</sup> Annual Conference in Hershey, PA from November 20, 2021 to November 23, 2021 in the approximate amount of \$1,265. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

**b. PROGRAMS**

**i. 105 – Curriculum**

**ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to approve the addition of the Multicultural Perspective course to the ESASD 2021-2022 Program of Studies as recommended by the Education Programs & Resources Committee. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

ii. **123 – Interscholastic Athletics**

1.

**ACTION BY THE BOARD:**

Motion was made by Jason Gullstrand that the Directors of Athletics and Activities be authorized to approve overnight accommodations for student-athletes and/or full teams representing the school district for PIAA/PMEA District, Regional or State level competitions, during the 2021-2022 school year, if the site of the event is deemed to be a great enough distance to warrant an overnight stay. This is necessary should any student or team qualify to participate at such events between regularly scheduled Board meetings. A refund policy must be included in the hotel contract. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

2.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve a five-year contract with St. Luke’s University Health Network beginning July 1, 2021, to provide Athletic Trainer Services, in accordance with the recommendations of the Finance Committee. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

c. **PUPILS**

i. **218 – Student Discipline**

**ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to approve the Code of Student Conduct for the 2021-2022 school year as presented. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 67-155)

ii. **233 – Suspension and Expulsion**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the Recommendation to Modify Expulsion Requirement/Agreed Upon Expulsion, Waiver of School Board Hearing and Release Agreements for the cases listed in substantially the same form as presented at this meeting [contingent upon the receipt of any Manifestation Determinations indicating the infractions were not manifestations of a disability, where applicable], subject to final review by the school district’s administration and legal counsel. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

- 1. #183045
- 2. #183091
- 3. #183093

(See pages 156-166)

d. **PERSONNEL**

1. **307 – Student Teachers/Interns/Student Observers – Affiliation Agreement**

**ACTION BY THE BOARD:**

Motion was made by Larry Dymond to approve the Affiliation Agreement between the East Stroudsburg Board of Education and Wilkes University for use of the District as a student teaching/intern site. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 167-170)

2.

**ACTION BY THE BOARD:**

Motion was made by Jason Gullstrand to approve the employment actions listed, as well as two appointments that were added on the agenda, in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Debbie Kulick and carried unanimously, 9-0. Jason Gullstrand abstained from vii. Employment –ee. 2021-22 School Year Department Chairpersons – 15. Marjory Gullstrand.

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

**i. 309 – Assignments and Transfers**

	<b>Name</b>	<b>Change in Assignment/Transfer</b>	<b>Classification</b>	<b>Compensation</b>	<b>Effective Date(s)</b>
1.	Crescenzo, JohnPaul	From: Intermediate Assistant Principal - J. T. Lambert Intermediate To: High School Assistant Principal – High School South Replaces Terrence Bomar who was reassigned.	Act 93	\$85,000.00 (prorated)	June 14, 2021
2.	Rivera, Ana	From: Custodian (part-time, 2 <sup>nd</sup> shift) – Bushkill Elementary To: Custodian (full-time, 2 <sup>nd</sup> shift) – High School North Replaces Christopher Fredette who was reassigned.	Support	No change in base salary, change in hours.	June 22, 2021

**ii. 311 – Reduction of Staff – Temporary Professional Employees/Non-Renewals**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Effective Date(s)</b>
1.	Bradley, McKenzie	Grade 3 teacher	Professional	J. M. Hill Elementary	June 8, 2021 (end of workday)
2.	Catalano, Jessica	Grade 6 teacher	Professional	Lehman Intermediate	August 23, 2021
3.	Kresge, Taryn	Grade 4 teacher	Professional	Smithfield Elementary	June 8, 2021 (end of workday)
4.	Lehr, Christina	Kindergarten teacher	Professional	Smithfield Elementary	June 8, 2021 (end of workday)
5.	Mercado, Aceneth	Kindergarten teacher	Professional	J. M. Hill Elementary	June 8, 2021 (end of workday)
6.	Miller, Lorin	Grade 6 teacher	Professional	J. T. Lambert Intermediate	June 8, 2021 (end of workday)
7.	Moyer, Zachary	Health & PE teacher	Professional	East Stroudsburg Elementary	June 8, 2021 (end of workday)
8.	Perri, Rebecca	Grade 3 teacher	Professional	J. M. Hill Elementary	June 8, 2021 (end of workday)
9.	Romano, Nicole	Kindergarten teacher	Professional	J. M. Hill Elementary	August 23, 2021
10.	Rutkowski, Rebecca	Health & PE teacher	Professional	Lehman Intermediate	June 8, 2021 (end of workday)
11.	Scott, Jessica	Grade 1 teacher	Professional	Resica Elementary	June 8, 2021 (end of workday)
12.	Shetler, Alyssa	Grade 6 teacher	Professional	Lehman Intermediate	June 8, 2021 (end of workday)
13.	Simonds, Kevin	Grade 2 teacher	Professional	Smithfield Elementary	August 23, 2021
14.	Spielman, Kelly	Grade 2 teacher	Professional	Resica Elementary	June 8, 2021 (end of workday)
15.	Summerville, Launie	Grade 6 teacher	Professional	Lehman Intermediate	August 23, 2021

**iii. 335 - Family and Medical Leaves**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Effective Date(s)</b>
1.	Cannell, Marianne	School Nurse	Professional	Smithfield Elementary	April 26, 2021 now through May 20, 2021.
2.	Phillips, Daniel	Special Education teacher	Professional	High School South	May 24, 2021 through June 5, 2021.
3.	Bianchi, Mary	Paraprofessional	Support	Bushkill Elementary	May 5, 2021 through September 6, 2021.
4.	Boswell, Neffatiti	Bus Driver	Support	Transportation	May 18, 2021 through June 1, 2021.
5.	Carmeci, Dawn	Information Technologist I	Support	Central Administration	July 1, 2021 through June 30, 2022. This is an intermittent leave.
6.	Carter, Bernadette	Bus Driver	Support	Transportation	April 15, 2021 through May 15, 2021.

7.	Heitz, Maria	Secretary	Support	Smithfield Elementary	April 28, 2021 now through May 19, 2021.
8.	Peters, Kimberlee	Bus Driver	Support	Transportation	May 3, 2021 through May 1, 2022. This is an intermittent leave.
9.	Romansky, Patricia	Secretary	Support	East Stroudsburg Elementary	Now effective July 22, 2021 through September 2, 2021.

**iv. 335 - Family and Medical Leave and Child Rearing Leave**

	Name	Position	Classification	Location	Effective Date(s)
1.	Shaffer, Nancy	Kindergarten teacher	Professional	Middle Smithfield Elementary	July 22, 2021 through January 2, 2022.

**v. Military Leave**

	Name	Effective Date(s)
1.	Employee #8497	June 4, 2021 through June 18, 2021.

**vi. 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 now through August 23, 2021.
2.	Harris, Shoshanah	Paraprofessional	Support	Lehman Intermediate	August 24, 2021 through December 17, 2021.

(See page 171-172)

**vii. 303/304/304.1/305/306 - Employment**

**a. Rescissions**

	Name	Position	Classification	Location
1.	Fuller, Jennifer	Girls Tennis Head Coach	Schedule B	High School North
2.	Gress, Heather	STEAM*R Summer Enrichment Program Teacher	Schedule B	J. M. Hill Elementary
3.	Jennings, Jill	STEAM*R Summer Enrichment Program Teacher	Schedule B	Middle Smithfield Elementary
4.	Krajewski, Michelle	STEAM*R Summer Enrichment Program Teacher	Schedule B	J. M. Hill Elementary

(See pages 173-176)

**b. Resignations**

	Name	Position	Classification	Location	Effective Date(s)
1.	Musselman, Mary	Spanish teacher	Professional	High School South	June 10, 2021
2.	Brown, Michelle	Cafeteria Aide	Support	Lehman Intermediate	June 8, 2021 (end of workday)
3.	Catrillo, Danielle	Paraprofessional	Support	J. T. Lambert Intermediate	June 5, 2021
4.	Gonzalez, Jeffrey	Bus Driver	Support	Transportation	June 1, 2021 (end of workday)
5.	Trimboli, Joseph Jr.	Maintenance II Worker	Support	Maintenance	July 2, 2021 (end of workday)

(See pages 177-181)

**c. Retirements**

	Name	Position	Classification	Location	Effective Date(s)
1.	Catrillo, Michael	High School Principal	Act 93	High School South	July 30, 2021 (end of workday)
2.	Employee #7464		Professional		June 30, 2021
3.	Kimler, Brian	Social Studies	Professional	J. T. Lambert Intermediate	September 16, 2021 (end of workday)

4.	Fonash, Charlene	Paraprofessional	Support	East Stroudsburg Elementary	August 23, 2021
5.	Massaro, Ellen	Secretary	Support	High School North	September 30, 2021
6.	Presco, Debra	Bus Driver	Support	Transportation	January 1, 2022
7.	Roberts, Elaine	Bus Driver	Support	Transportation	October 1, 2021

(See pages 182-188)

**d. Appointments**

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Agard-Thomassine, Keisha	Technology Education teacher (TPE) Replaces John Werth who will retire.	Professional	High School North	\$70,253.00 Step 11 Column 8	August 24, 2021
2.	Burrows, Nataya	Custodian (2 <sup>nd</sup> shift) Replaces an unfilled North Campus position that is being reassigned due to district needs.	Support	Smithfield Elementary	\$15.88/hour (plus \$.40/per hour shift differential)	June 22, 2021
3.	Castro, Juan	Custodian (2 <sup>nd</sup> shift) Replaces Alexander Avelino who resigned.	Support	East Stroudsburg Elementary	\$15.88/hour (plus \$.40/per hour shift differential)	June 23, 2021
4.	Simpson, Steven	Summer Intern	Support	Administrati on Building	\$15.00/hour Up to 100 hours	TBD

(See page 189)

**e. Professional Staff 2017-2018 Salary Compensation subsequent to Grievance Settlement #16-17-04.**

	Name	From:	To:
1.	Majeski, David	\$69,583 (Step 11 Col. 13)	\$70,948 (Step 11 Column 15)

**f. Professional Staff 2018-2019 Salary Compensation subsequent to Grievance Settlement #16-17-04. Ninth (9<sup>th</sup>), Mid Year (14<sup>th</sup>) and Seventeenth (17<sup>th</sup>) pays are prorated.**

	Name	2018-19 1 <sup>st</sup> pay FROM:	2018-19 1 <sup>st</sup> pay TO:	2018-19 9 <sup>th</sup> pay FROM:	2018-19 9 <sup>th</sup> pay TO:	2018-19 Mid Year FROM:	2018-19 Mid Year TO:	2018-19 17 <sup>th</sup> pay FROM:	2018-19 17 <sup>th</sup> pay TO:
1.	Majeski, David	\$69,583 Step 12 Col 13	\$70,948 Step 12 Col 15	\$69,583 Step 12 Col 13	\$70,948 Step 12 Col 15	\$74,724 Step 13 Col 13	\$76,089 Step 13 Col 15	\$74,724 Step 13 Col 13	\$76,089 Step 13 Col 15

**g. Professional Staff 2019-2020 Salary Compensation subsequent to Grievance Settlement #16-17-04.**

	Name	From:	To:
1.	Majeski, David	\$78,255 (Step 13 Column 13)	\$81,357 (Step 13 Column 15)

**h. Professional Staff 2020-2021 Salary Compensation subsequent to Grievance Settlement #16-17-04.**

	Name	From:	To:
1.	Majeski, David	\$81,399 (Step 14 Column 13)	\$82,789 (Step 14 Column 15)

**i. Professional Staff 2020-2021 Salary Compensations effective by the 17<sup>th</sup> teacher pay (April 15, 2021). All salaries are prorated.**

	Name	From:	To:
1.	Lowe, Deatrice	\$80,113 (Step 4, Column 11)	\$80,743 (Step 14 Column 12)
2.	Parker, Joseph	\$51,138 (Step 5, Column 3)	\$51,580 (Step 5, Column 4)
3.	Rossi, Christopher	\$86,543 (Step 16, Column 11)	\$87,173 (Step 16 Column 12)

**j. Homebound**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Location</b>
1.	Campbell, Bridget	Homebound	Professional	2020-2021/School Year
2.	Catalano, Jessica	Homebound	Professional	2020-2021/School Year
3.	Summerville, Launie	Homebound	Professional	2020-2021/School Year

**k. Substitutes**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Effective Date</b>
1.	Berkowitz, Kasie	Substitute teacher	Professional	2020-2021/School Year
2.	Catalano, Jessica	Substitute teacher	Professional	2020-2021/School Year
3.	Kalimootoo, Chitrakha	Substitute teacher	Professional	2020-2021/School Year
4.	Kresge, Taryn	Substitute teacher	Professional	2020-2021/School Year
5.	Lehr, Christina	Substitute teacher	Professional	2020-2021/School Year
6.	Mercado, Aceneth	Substitute teacher	Professional	2020-2021/School Year
7.	Miller, Lorin	Substitute teacher	Professional	2020-2021/School Year
8.	Moyer, Zachary	Substitute teacher	Professional	2020-2021/School Year
9.	Perri, Rebecca	Substitute teacher	Professional	2020-2021/School Year
10.	Rutkowski, Rebecca	Substitute teacher	Professional	2020-2021/School Year
11.	Scott, Jessica	Substitute teacher	Professional	2020-2021/School Year
12.	Shetler, Alyssa	Substitute teacher	Professional	2020-2021/School Year
13.	Simonds, Kevin	Substitute teacher	Professional	2020-2021/School Year
14.	Spielman, Kelly	Substitute teacher	Professional	2020-2021/School Year
15.	Summerville, Launie	Substitute teacher	Professional	2020-2021/School Year
16.	Alcamo, Charles	Mechanic	Support	2020-2021/Fiscal Year
17.	Castelli, Maria	Business Office, Secretary	Support	2020-2021/Fiscal Year
18.	Cherif, Amanda	Cafeteria Worker	Support	2020-2021/Fiscal Year
19.	Corey, Gail	Cafeteria Worker	Support	2020-2021/Fiscal Year
20.	Feld, Marcus	Paraprofessional	Support	2020-2021/Fiscal Year
21.	Jackson, Jacquelyn	Custodian	Support	2020-2021/Fiscal Year
22.	Kanterman, Claire	Cafeteria Worker	Support	2020-2021/Fiscal Year
23.	Kinsella, Kattie	Business Office, Secretary	Support	2020-2021/Fiscal Year
24.	Liptak, Magnus	Mechanic	Support	2020-2021/Fiscal Year
25.	Orley, James	Cafeteria Worker	Support	2020-2021/Fiscal Year
26.	Reyes, Ryan	Business Office, Custodian, Paraprofessional, Secretary, Student Aide	Support	2020-2021/Fiscal Year
27.	Root, Elizabeth	Cafeteria Worker	Support	2020-2021/Fiscal Year
28.	Sayles, Keith	Custodian	Support	2020-2021/Fiscal Year
29.	Vazquez, Rosemary	Custodian, Secretary	Support	2020-2021/Fiscal Year

**l. 2021-2022 School Year Professional Substitute Rate**

<b>Position</b>	<b>Rate</b>	<b>Bonus</b>
Teacher/School Nurse	\$100.00 per day	\$500.00 after thirty (30) days of professional substituting. The thirty (30) days do not have to be consecutive and are calculated for time substituted within the 2021-2022 school year and will not carry over to subsequent school years.

**m. 2021-2022 Fiscal Year Support Substitute Rates**

<b>Position</b>	<b>Per Hour</b>
Bus Driver	\$15.00
Bus Mechanic	\$13.00
Business Office	\$10.00
Cafeteria Aide	\$ 8.00
Cafeteria Worker	\$ 9.50

<b>Position</b>	<b>Per Hour</b>
Health Room Nurse	\$12.00
Information Technologist	\$11.00
Maintenance I Worker	\$10.50
Paraprofessional	\$11.00
Attendance Officer	\$13.00

Crossing Guard	\$ 8.25
Custodian	\$ 9.75
Front Desk Receptionist	\$ 7.50

School Police Officer	\$13.50
Secretary	\$ 9.50
Security Officer	\$10.00
Student Aide	\$10.00

- n. **Bus Drivers – ELO Summer Programs.** Effective June 14, 2021 through July 1, 2021; July 19, 2021 through July 29, 2021 and August 9, 2021 through August 12, 2021, up to six hours per day paid at their 2020-2021 and/or 2021-2022 hourly rate. These positions are fully funded by the ESSER III grant.

	Last Name	First Name
1.	Bisbing	Charlene
2.	Cavanaugh (as needed)	Lorraine
3.	Conklin	Cheryl
4.	Cramer	Kathaleen
5.	Hamilton	Crystal
6.	Hedgelon	Denise
7.	Kishbaugh	Maureen
8.	Molloy	Nannette
9.	Schroeder (as needed)	Tammy
10.	Stofik	Jennifer
11.	VanWhy (as needed)	Carrie

- o. **Bus Drivers – Extended School Year.** Effective July 6, 2021 through August 5, 2021, up to six hours per day paid at their 2021-2022 hourly rate.

	Last Name	First Name
1.	Abrams	Donna
2.	Bader	Vicky
3.	Cavanaugh (as needed)	Lorraine
4.	Fennell-Raby	Beverly
5.	Kurtz	Ninette
6.	Lebar	Edward
7.	Madera	Wanda
8.	Ramirez	Marlene
9.	Roberts	Michele
10.	Schroeder (as needed)	Tammy
11.	Scott	Malika
12.	Stofik	Jennifer
13.	VanWhy (as needed)	Carrie
14.	Warlix-Williams	Kathy

- p. **Bus Drivers – Student Food Delivery Program.** Effective June 14, 2021 through August 26, 2021, up to four hours per day paid at their 2020-21 and/or 2021-2022 hourly rate. These positions are fully funded by the No Kid Hungry grant.

	<b>Last Name</b>	<b>First Name</b>
1.	Anderson	Diane
2.	Bisbing	Charlene
3.	Cando	Maribel
4.	Carter	Bernadette
5.	Cavanaugh	Lorraine
6.	Conklin	Cheryl
7.	Counterman	Boyd
8.	Cramer	Kathaleen
9.	Ferdinand	Marc
10.	Gramberg	Karen
11.	Hamilton	Crystal
12.	Hedgelon	Denise
13.	Holva	Michelle
14.	Kishbaugh	Constance
15.	Kishbaugh	Maureen
16.	Ludwig	Christopher
17.	Lynch	Linda
18.	Madera	Wanda
19.	Mattern	Kathy
20.	Molloy	Nannette
21.	Peters	Kimberlee
22.	Prunkel	Jennifer
23.	Rogers (June only)	Charlene
24.	Rosario	MaryAnn
25.	Schroeder (as needed)	Tammy
26.	Stang (June only)	Jennene
27.	Strunk	Geraldine
28.	Sullivan	Kerry
29.	VanWhy (as needed)	Carrie
30.	Venslosky	Dana
31.	Vetsey	Kenneth



- q. Support Staff - Summer Staff for Food Services. Temporary and substitute summer cafeteria workers under the direction of Melissa Collevechio, Director of Food Services. These appointments will be at different locations for the 2021 Summer Meal Program effective June 14, 2021 through August 25, 2021.

1. Appointment for the Summer of the 2020-2021 School Year

	Last Name	First Name	Rate
1.	Ford	Tara	\$13.00/hour
2.	Van Why	Susan	\$13.00/hour

2. Appointments for the Summer of the 2020-2021 School Year

	Name	Position	Rate
1.	Cherif, Amanda	Substitute cafeteria worker for summer food services	\$12.00/hour
2.	Corey, Gail	Substitute cafeteria worker for summer food services	\$12.00/hour
3.	Orley, James	Substitute cafeteria worker for summer food services	\$12.00/hour
4.	Root, Elizabeth	Substitute cafeteria worker for summer food services	\$12.00/hour

r. **Temporary Registration Secretaries**

	Name	Position(s)	Effective Date(s)	Rate
1.	Castelli, Maria	Temporary Registration Secretary	August 24, 2021 through September 30, 2021	\$10.00/hour
2.	Kinsella, Kattie	Temporary Registration Secretary	June 28, 2021 through August 23, 2021	\$10.00/hour
3.	Reyes, Ryan	Temporary Registration Secretary	June 26, 2021 through September 30, 2021	\$10.00/hour

s. **Temporary Summer Grounds Workers**

	Name	Position(s)	Effective Date(s)	Rate
1.	Reyes, Samuel	Summer Grounds Worker	June 14, 2021 through August 27, 2021	\$14.00/hour
2.	Reali, Susan	Summer Grounds Worker	June 14, 2021 through August 27, 2021	\$14.00/hour
3.	Fylstra, Stephen	Summer Grounds Worker	June 14, 2021 through August 27, 2021	\$14.00/hour
4.	Liptak, Magnus	Summer Grounds Worker	June 14, 2021 through August 27, 2021	\$14.00/hour
5.	Alcamo, Charles	Summer Grounds Worker	June 14, 2021 through August 27, 2021	\$14.00/hour
6.	Ferebee, James	Summer Grounds Worker	June 14, 2021 through August 27, 2021	\$14.00/hour

- t. **Compensatory Education.** Approve the following professional staff to provide compensatory education to students whose services were delayed. Effective June 14, 2021 through August 12, 2021 and are fully funded by ACCESS.

	Name	Position	Classification	Location	Compensation
1.	Bealer, Heather	Teacher	Professional	Middle Smithfield Elementary	\$29.56/hour (64 hour maximum)
2.	Finley-Welsh, Susan	Teacher	Professional	Middle Smithfield Elementary	\$29.56/hour (64 hour maximum)
3.	Govus, Diana	Teacher	Professional	Middle Smithfield Elementary	\$29.56/hour (64 hour maximum)
4.	Manieri, Suzanne	Teacher	Professional	Middle Smithfield Elementary	\$29.56/hour (64-hour maximum) (effective May 10, 2021 through August 12, 2021)

- u. Curriculum Writers for Multicultural Perspectives High School course.** Approve the following professional staff to write curriculum for a new 11th and 12th grade course entitled “Multicultural Perspectives”. This course will be offered beginning Fall of 2021 as an elective to Juniors and Seniors. These positions are effective June 1, 2021 and are fully funded by the Curriculum and Instruction office.

	Name	Position	Classification	Location	Compensation
1.	Krupski, David	Teacher	Professional	High School North	\$29.56/hour (30 hour maximum)
2.	Massa, Anthony	Teacher	Professional	High School North	\$29.56/hour (34 hour maximum)

- v. Curriculum Writer for Social Studies.** Approve the following professional staff for Social Studies Curriculum Writing for the purpose of complying with Act 35 civics assessment. This position is fully funded by the Curriculum and Instruction office.

	Last Name	First Name	Position	Rate	Effective Dates
1.	Groff-Yarnall	Lois	Teacher	\$29.56/hour (not to exceed 10 hours)	June 9 through August 20, 2021

- w. Cyber Academy Facilitators: Intermediate School Online Summer School for the 2020-2021 School Year.** Approve the following appointments, pending enrollment. These teaching positions are for the summer of 2020-2021 school year. All rates are \$29.56 per hour up to 40 hours (not to exceed 43 hours with training) depending on student enrollment.

	Last Name	First Name	Subject	Compensation
1.	Stricker	Stefanie	ELA 6	\$29.56/hour up to 40 hours (not to exceed 43 hours with training)
2.	Stricker	Stefanie	Math 6	\$29.56/hour up to 40 hours (not to exceed 43 hours with training)
3.	Espinoza	Marilyn	Math 7	\$29.56/hour up to 40 hours (not to exceed 43 hours with training)
4.	Espinoza	Marilyn	Math 8	\$29.56/hour up to 40 hours (not to exceed 43 hours with training)
5.	Gambill	Geofrey	ELA 7	\$29.56/hour up to 40 hours (not to exceed 43 hours with training)
6.	Vitulli	Lisa	ELA 8	\$29.56/hour up to 40 hours (not to exceed 43 hours with training)

- x. Extended Learning Opportunity (ELO) – Professional Positions for K-5 curriculum development: Summer of 2020-2021 School Year.** Approve the following professional staff for K-5 curriculum development for the Extended Learning Opportunities (ELO) program to be paid at curriculum rate (\$29.56 per hour) with each up to a 50-hour maximum. These positions have been previously approved and are fully funded by the ESSER III grant.

	Last Name	First Name	Position	Program	Compensation
1.	Agosto	Caroline	Coaching Planning	ELO	\$29.56/hour (50 hour maximum)
2.	Cykosky	Tamara	Coaching Planning	ELO	\$29.56/hour (50 hour maximum)
3.	Dickerson	Stacy	Planning Teacher	ELO	\$29.56/hour (50 hour maximum)
4.	Falbo	Tina	Coaching Planning	ELO	\$29.56/hour (50 hour maximum)
5.	Gress	Heather	Planning Teacher	ELO	\$29.56/hour (50 hour maximum)
6.	Heeter	Patricia	Planning Teacher	ELO	\$29.56/hour (50 hour maximum)
7.	Jennings	Jill	Planning Teacher	ELO	\$29.56/hour (50 hour maximum)

8.	Nichols	Monica	Planning Teacher	ELO	\$29.56/hour (50 hour maximum)
9.	Osborne	Deborah	Planning Teacher	ELO	\$29.56/hour (50 hour maximum)
10.	Osmun	Jonathan	Counselor Planning	ELO	\$29.56/hour (50 hour maximum)
11.	Osmun	Laura	Counselor Planning	ELO	\$29.56/hour (50 hour maximum)
12.	Rescigno	Barbara	Planning Teacher/Coaching Planning	ELO	\$29.56/hour (50 hour maximum)

- y. **Extended Learning Opportunity (ELO) – Professional Positions for Instruction: Summer of the 2020-2021 School Year.** Approve the following professional staff to provide instruction for students attending the ELO program at East Stroudsburg Elementary and Middle Smithfield Elementary for a total of 24 days at 5.5 hours per day to be paid at the curriculum rate (\$29.56 per hour) with each up to a 132-hour maximum. These positions were previously approved and are fully funded by the ESSER III grant.

	Last Name	First Name	Position	Program	Compensation
1.	Bergoffen	Demitria	Teacher	ELO	\$29.56/hour (132 hour maximum)
2.	Berkowitz	Kasie	Teacher/Substitute	ELO	\$29.56/hour (132 hour maximum)
3.	Campbell	Bridget	Teacher	ELO	\$29.56/hour (132 hour maximum)
4.	Dickerson	Stacy	Teacher	ELO	\$29.56/hour (132 hour maximum)
5.	Duran	Mildred	Teacher/Substitute	ELO	\$29.56/hour (132 hour maximum)
6.	Farber	Stephanie	Teacher/Substitute	ELO	\$29.56/hour (132 hour maximum)
7.	Gress	Heather	Teacher	ELO	\$29.56/hour (132 hour maximum)
8.	Heard	Jeffrey	Teacher	ELO	\$29.56/hour (132 hour maximum)
9.	Heeter	Patricia	Teacher	ELO	\$29.56/hour (132 hour maximum)
10.	Iannazzo	Julia	Teacher/Substitute	ELO	\$29.56/hour (132 hour maximum)
11.	Jennings	Jill	Teacher	ELO	\$29.56/hour (132 hour maximum)
12.	Krajewski	Michelle	Teacher	ELO	\$29.56/hour (132 hour maximum)
13.	Nichols	Monica	Teacher	ELO	\$29.56/hour (132 hour maximum)
14.	Osborne	Deborah	Teacher	ELO	\$29.56/hour (132 hour maximum)
15.	Ryno	Jamie	Teacher	ELO	\$29.56/hour (132 hour maximum)
16.	Santos	Rosie	Teacher	ELO	\$29.56/hour (132 hour maximum)
17.	Tobin	Snoann	Teacher	ELO	\$29.56/hour (132 hour maximum)

**z. Extended Learning Opportunity (ELO) – Paraprofessional Positions: Summer of the 2020-2021 School Year.**

Approve the following paraprofessionals to assist in providing instruction for students attending the ELO program at East Stroudsburg Elementary and Middle Smithfield Elementary for a total of 24 days at 5.5 hours per day, with each up to a 132-hour maximum. Paraprofessionals will be paid at their 2020-2021 and/or 2021-2022 fiscal year rate(s). These positions were previously approved and are fully funded by the ESSER III grant.

	Last Name	First Name	Position	Program	Compensation
1.	Allen	Nichelle	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)
2.	Conforti	Susan	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)
3.	Degraffenreid	Jacqueline	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)
4.	Drake	Alexis	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)
5.	Gilmore	Khadijah	Paraprofessional/Substitute	ELO	Fiscal Year Rate (132 hour maximum)
6.	Giove	Miriam	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)
7.	Green	Kelly	Paraprofessional/Substitute	ELO	Fiscal Year Rate (132 hour maximum)
8.	Hall	Jacqueline	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)
9.	Harris	Shoshanah	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)
10.	Hernandez	Belinda	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)
11.	Johnson	Joann	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)
12.	Mignosi	Lisa	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)
13.	Morales	Venus	Paraprofessional/Substitute	ELO	Fiscal Year Rate (132 hour maximum)
14.	Palmer	Michelle	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)
15.	Peltz	Robin	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)
16.	Pizzuto	Debra	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)
17.	Poloway	Mary	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)
18.	Slama	Susan	Paraprofessional	ELO	Fiscal Year Rate (132 hour maximum)

**aa. Extended Learning Opportunity (ELO) – School Counselor and Nurse Positions: Summer of the 2020-2021 School Year.**

Approve the following school counselors and nurses to service students attending the ELO program at East Stroudsburg Elementary and Middle Smithfield Elementary for a total of 24 days at 5.5 hours per day to be paid at the curriculum rate (\$29.56 per hour) with each up to a 132-hour maximum. These positions were previously approved and are fully funded by the ESSER III grant.

	Last Name	First Name	Position	Program	Compensation
1.	Nicholls	Rhonda	Nurse	ELO	\$29.56/hour (132 hour maximum)
2.	Shamey	Alexis	Nurse	ELO	\$29.56/hour (132 hour maximum)
3.	Casto	Juliana	Counselor	ELO	\$29.56/hour (132 hour maximum)
4.	Dollar	Beverly	Counselor	ELO	\$29.56/hour (132 hour maximum)

5.	Matisko	Danielle	Counselor	ELO	\$29.56/hour (132 hour maximum)
6.	Matulevich	Loriann	Counselor	ELO	\$29.56/hour (132 hour maximum)
7.	Osmun	Jonathan	Counselor	ELO	\$29.56/hour (132 hour maximum)
8.	Osmun	Laura	Counselor	ELO	\$29.56/hour (132 hour maximum)
9.	Spitzel	Tanya	Counselor	ELO	\$29.56/hour (132 hour maximum)

**bb. Quick Start to Kindergarten Program Planner- Summer 2021.** Effective June 22, 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.	Rogers, Maria	Parent Presentation Facilitator	Professional	J M Hill Elementary	\$29.56/hour (27 hour maximum)

**cc. Special Education – Professional Staff to Create Special Education Handbook: Summer of the 2020-2021 School Year.** Approve the following professional staff to facilitate the creation of the district wide Special Education Handbook to be paid at the curriculum rate (\$29.56 per hour) with each up to a 70-hour maximum. These positions are fully funded through ACCESS funds.

	Last Name	First Name	Position	Rate
1.	Devine	Carrie	Writer	\$29.56/hour (60 hour maximum)
2.	Fuller	Jennifer	Writer	\$29.56/hour (60 hour maximum)
3.	Govus	Diana	Writer	\$29.56/hour (60 hour maximum)
4.	Halas	Rebecca	Co-Editor	\$29.56/hour (70 hour maximum)
5.	Schulte	Gloria	Writer	\$29.56/hour (60 hour maximum)
6.	Yacuboski	Cheryl	Co-Editor	\$29.56/hour (70 hour maximum)

**dd. 2021 Title I Virtual STEAM\*R Summer Enrichment Program.** Effective April 15, 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. Changes due to program enrollment.

	Name	Position	Classification	Location	Compensation
1.	Bergoffen, Demetria	STEM Club Teacher	Professional	Resica Elementary	\$29.56/hour (35 hour maximum)
2.	Franks, Suzanne	Program Teacher	Professional	JM Hill Elementary	\$29.56/hour (102.5 hour maximum)
3.	Summerville, Launie	Floating Teacher	Professional	East Stroudsburg Elementary	\$29.56/hour (87.5 hour maximum)
4.	Tobin, Snoann	STEM Club Teacher	Professional	Middle Smithfield Elementary	\$29.56/hour (28 hour maximum)

**ee. 2021-2022 School Year Department Chairpersons.** (Compensation reflects 2020-2021 current Collective Bargaining Agreement Schedule B pay rates)

	Last Name	First Name	Position	School(s)	Compensation
1.	Gress	Heather	First Grade/Communication Arts	all elementary schools	\$3,925.00
2.	Ludwig	Suzanne	Second Grade/Communication Arts	all elementary schools	\$3,925.00
3.	Clark	Stephanie	Third Grade/Math	all elementary schools	\$3,925.00

4.	Perini	Brenda	Fourth Grade/Science	all elementary schools	\$3,925.00
5.	Hnasko	Scott	Fifth Grade/Technology	all elementary schools	\$3,925.00
6.	Leonard	Jacilyn	Kindergarten/Social Studies	all elementary schools	\$3,925.00
7.	Osmun	Jonathan	School Counselor	all elementary schools	\$3,925.00
8.	Miller	Barbara	Reading K-5	all elementary schools	\$3,925.00
9.	Heeter	Patricia	MTSS	all elementary schools	\$3,513.00
10.	Tynemouth	Catherine	Vocal Music	all schools	\$3,925.00
11.	Keiper	Alisa	English as a Second Language	all schools	\$3,925.00
12.	Cole	Susan	Health Services	all schools	\$3,925.00
13.	Shemansky	Mercy	Art	all schools	\$3,925.00
14.	Schroth	Catherine	Library Co-Chairperson	all schools	\$3,925.00 (prorated)
15.	Gullstrand	Marjory	Library Co-Chairperson	all schools	\$3,925.00 (prorated)
16.	Ellison	Aimee	Health and Physical Education	all schools	\$3,925.00
17.	Bakner	Paul	Instrumental Music	all grades 4 through 12	\$3,925.00
18.	Brotherton	Regina	Family & Consumer Science	all secondary schools	\$3,925.00
19.	Mathiesen	Carla	World Language	all secondary schools	\$3,925.00
20.	Long	Craig	Technology Education	all secondary schools	\$3,925.00
21.	Nace	Kevin	Social Studies	High School North	\$3,925.00
22.	Marmo	Jennifer	English	High School North	\$3,925.00
23.	Mochan	Karen	Math	High School North	\$3,925.00
24.	Soskil	Lori	Science	High School North	\$3,925.00
25.	Minnichbach	Lisa	Special Education	High School North	\$3,925.00
26.	Signorello	Amanda	English	High School South	\$3,925.00
27.	Carson	Wayne	Math	High School South	\$3,925.00
28.	Hughes	Melissa	Science Co-Chairperson	High School South	\$3,925.00 (prorated)
29.	Scott	David	Science Co-Chairperson	High School South	\$3,925.00 (prorated)
30.	Coffman	Adam	Social Studies Co-Chairperson	High School South	\$3,925.00 (prorated)
31.	Groff-Yarnall	Lois	Social Studies Co-Chairperson	High School South	\$3,925.00 (prorated)
32.	Mooney	Edward	Special Education	High School South	\$3,925.00
33.	Koretski	John	Business Education Co-Chairperson	High Schools North & South	\$3,925.00 (prorated)
34.	Sanker	Donald	Business Education Co-Chairperson	High Schools North & South	\$3,925.00 (prorated)
35.	Kerzner	Phillip	Guidance Co-Chairperson	J T Lambert & HS South	\$3,925.00 (prorated)
36.	Formica	Joseph	Guidance Co-Chairperson	J T Lambert & HS South	\$3,925.00 (prorated)
37.	Ruhl	Jessica	English	J T Lambert Intermediate	\$3,925.00
38.	Grindle	Aliya	Reading	J T Lambert Intermediate	\$3,925.00
39.	Panepinto	Carrie	Math	J T Lambert Intermediate	\$3,925.00

40.	Fisher	Marijo	Science	J T Lambert Intermediate	\$3,925.00
41.	LaBar	Robert	Social Studies	J T Lambert Intermediate	\$3,925.00
42.	Ostroski	Deana	Special Education	J T Lambert Intermediate	\$3,925.00
43.	Falbo	David	Guidance	Lehman & HS North	\$3,925.00
44.	Pellington	Cynthia	English	Lehman Intermediate	\$3,925.00
45.	Feuhrer	Kellie	Reading	Lehman Intermediate	\$3,925.00
46.	Libecap	Charles	Math	Lehman Intermediate	\$3,925.00
47.	Fluhr	Joseph	Science	Lehman Intermediate	\$3,925.00
48.	Mitchell	Brian	Social Studies	Lehman Intermediate	\$3,925.00
49.	Cruz	Iveliz	Special Education	Lehman Intermediate	\$3,925.00

**ff. Schedule B Position Appointments.** Approve the following Schedule B appointments if and only if the programs occur. No appointment is hereby made in the event that the respective programs are cancelled.

**2020-2021 School Year**

	Last Name	First Name	Position	Building	Rate
1.	Bakner	Paul	Summer Band Advisor	High School North	\$29.56/hour (not more than 50 hours)
2.	Clogg	Katye	Summer Band Advisor	High School South	\$29.56/hour (not more than 50 hours)
3.	Flicker	Matthew	Summer Band Advisor	Lehman Intermediate	\$29.56/hour (not more than 50 hours)
4.	Kealey	Patrick	Summer Band Advisor Grades 7 & 8	J. T. Lambert Intermediate	\$29.56/hour (not more than 50 hours)
5.	Perkins	Rose	Summer Band Advisor	Bushkill, J. M. Hill and Resica Elementary	\$29.56/hour (not more than 50 hours)
6.	Shamp	Melodie	Summer Band Advisor	East Stroudsburg, Middle Smithfield and Smithfield Elementary	\$29.56/hour (not more than 50 hours)
7.	Whitney	Matthew	Summer Band Advisor Grade 6	J. T. Lambert Intermediate	\$29.56/hour (not more than 50 hours)
8.	Lester	David	Girls Soccer Assistant Coach	Lehman Intermediate	\$2,356.00
9.	Lewis	Daniel	Intramural Boys Soccer Advisor	High School South	\$24.46 (24 hour maximum)
10.	Cole	Zachary	Summer Weight Room Tri-Advisor	High School South	\$2,774.00 (prorated)
11.	Ellison	Aimee	Summer Weight Room Tri-Advisor	High School South	\$2,774.00 (prorated)
12.	Watkins	Willie	Summer Weight Room Tri-Advisor	High School South	\$2,774.00 (prorated)
13.	Altreche	Ricardo	Summer Weight Room Advisor	High School North	\$2,774.00

**2021-2022 School Year** (Compensation reflects 2020-2021 current Collective Bargaining Agreement Schedule B pay rates)

	Last Name	First Name	Position	Building	Rate
1.	Vazquez	Gabrielle	Assistant Boys Soccer Coach	J T Lambert Intermediate	\$2,356.00
2.	Krajewski	Madison	Assistant Field Hockey	J T Lambert Intermediate	\$2,356.00
3.	Avvento	Amanda	Assistant Football Coach	J T Lambert Intermediate	\$2,356.00
4.	Leap	Jason	Assistant Football Coach	J T Lambert Intermediate	\$2,356.00 (plus \$250 longevity stipend)

5.	Santos	David	Assistant Football Coach	J T Lambert Intermediate	\$2,356.00
6.	Zerfoss	Jon	Intramural Boys Soccer	J T Lambert Intermediate	\$24.46 (24 hour maximum)
7.	Peeke	Lachlan	Intramural Cross Country Advisor	J T Lambert Intermediate	\$24.46 (24 hour maximum)
8.	Kessel	Brielle	Intramural Field Hockey Co-Advisor	J T Lambert Intermediate	\$24.46 (12 hour maximum)
9.	Krajewski	Madison	Intramural Field Hockey Co-Advisor	J T Lambert Intermediate	\$24.46 (12 hour maximum)
10.	Mitchell	Daniel	Intramural Football Co-Advisor	J T Lambert Intermediate	\$24.46 (12 hour maximum)
11.	Santos	David	Intramural Football Co-Advisor	J T Lambert Intermediate	\$24.46 (12 hour maximum)
12.	Watson	Mark	Intramural Volleyball Advisor	J T Lambert Intermediate	\$24.46 (24 hour maximum)
13.	Delgado	Tiffany	Assistant Field Hockey Coach	Lehman Intermediate	\$2,356.00
14.	Long	Damon	Assistant Football Coach	Lehman Intermediate	\$2,356.00
15.	Capuano	Meredith	Head Field Hockey Coach	Lehman Intermediate	\$2,837.00
16.	Werth	John	Head Football Coach	Lehman Intermediate	\$3,691.00
17.	Finnerty	Brian	Freshman Football Head Coach	High School North	\$5,474.00
18.	Campbell	Bridget	Head Girls Tennis Coach	High School North	\$3,807.00
19.	Morales	Venus	Intramural Field Hockey	High School North	\$24.46 (24 hour maximum)
20.	Smith	Antoney	Varsity Assistant Boys Soccer	High School North	\$3,717.00
21.	Morales	Venus	Varsity Assistant Field Hockey	High School North	\$3,663.00
22.	Krupski	David	Varsity Assistant Football Coach	High School North	\$6,086.00
23.	Orsargos	Joseph	Varsity Assistant Football Coach	High School North	\$6,086.00
24.	Harris	Shoshanah	Varsity Assistant Girls Soccer Coach	High School North	\$3,717.00
25.	Fuller	Jennifer	Varsity Assistant Girls Tennis Coach	High School North	\$2,234.00
26.	Reith	Daryl	Varsity Assistant Volleyball Coach	High School North	\$3,331.00 (plus \$250 longevity stipend)
27.	Camaerei	Albert	Freshman Football Assistant	High School South	\$4,294.00
28.	Krammes	Barry	Head Freshman Football Coach	High School South	\$5,474.00
29.	Vanderhoof	Wayne	JV Boys Soccer Coach	High School South	\$4,015.00 (plus \$250 longevity stipend)
30.	Simcisko	Jessica	JV Girls Soccer Coach	High School South	\$4,015.00
31.	Hicks	Steven	Varsity Assistant Boys Soccer Coach	High School South	\$3,717.00 (plus \$250 longevity stipend)
32.	Davis	Drew	Varsity Assistant Cross Country Coach	High School South	\$2,865.00 (plus \$250 longevity stipend)
33.	Longo	Jennifer	Varsity Assistant Fall Cheer	High School South	\$1,772.00 (plus \$250 longevity stipend)
34.	DeLuca	Nicole	Varsity Assistant Field Hockey Coach	High School South	\$3,663.00
35.	Bealer	Brett	Varsity Assistant Football Coach	High School South	\$6,086.00 (plus \$250 longevity stipend)
36.	Cole	Zachary	Varsity Assistant Football Coach	High School South	\$6,086.00
37.	Shanley	Edward	Varsity Assistant Football Coach	High School South	\$6,086.00
38.	Watkins	Willie	Varsity Assistant Football Coach	High School South	\$6,086.00
39.	Boyer	Caitlin	Varsity Assistant Girls Soccer Coach	High School South	\$3,717.00
40.	Longo	Jennifer	Varsity Assistant Winter Cheer Coach	High School South	\$1,772.00 (plus \$250 longevity stipend)
41.	Stanukenas	Christopher	Volunteer Football Advisor	High School South	Not applicable



viii. 408 - Employment Contract - Memorandum of Understandings

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the following Memorandum of Understandings between the East Stroudsburg Education Association and the East Stroudsburg Area School District. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

1. **Memorandum of Understanding – External Virtual Teachers for the 2021-2022 School Year.**  
(See pages 190-191)
2. **Memorandum of Understanding - Non-Renewal of 3<sup>rd</sup> Year Employees.**  
(See page 192)

e. **FINANCES**

i. **602 Budget Planning**

1.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to authorize the commitment of fund balance in amounts to be determined by the Administration following the completion of the annual audit and prior to the final financial statements in the event the District realizes a surplus from its operations following the close of the audited fiscal year 2020-2021. Motion was second by Richard Schlameuss and carried unanimously, 9-0.

2.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to authorize the Administration to make necessary budget transfers to close the 2020-21 fiscal year in conjunction with the District's independent audit. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 8-0.

ii. **604 – Budget Adoption (ROLL CALL VOTE)**

**ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla that the East Stroudsburg Area School District does hereby adopt its General Fund Budget for the 2021-22 fiscal year in the amount of \$177,316,960 (which includes the \$10 million of ESSER Grant) and as posted and advertised in accordance with the law and in accordance with the recommendation of the Finance Committee. The General Fund Budget includes funds from state and federal governments in addition to the taxes hereafter levied, after proper additions and amendments. Motion was seconded by Richard Schlameuss. A roll call vote was taken and carried unanimously, 9-0. George Andrews, Rebecca Bear, Dr. Damary Bonilla, Larry Dymond, Jason Gullstrand, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

(See pages 193-218)

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

1.

**ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla to approve the tax rates listed below for the 2021-22 fiscal year. These rates represent a 2.50% mill increase for Monroe County and a 0.58% mill increase for Pike County, in accordance with the recommendation of the Finance Committee. Motion was seconded by Richard Schlameuss. A roll call vote was taken and passed 8-1. George Andrews, Rebecca Bear, Dr. Damary Bonilla, Larry Dymond, Jason Gullstrand, Debbie Kulick, Richard Schlameuss and Lisa VanWhy voted yes. Wayne Rohner voted no.

- i. Be it resolved that a tax of 31.52 mills be proposed on real estate in the Monroe County portion of the East Stroudsburg Area School District for the 2021-22 fiscal year; and
- ii. Be it resolved that a tax of 124.37 mills be proposed on real estate in the Pike County portion of the East Stroudsburg Area School District for the 2021-22 fiscal year; and

- iii. Be it resolved that the 1% Earned Income Tax be proposed to remain in effect and be placed on all residents of the District for the 2021-22 fiscal year, of which 0.5% is shared with local municipalities; and
- iv. Be it resolved that the \$10.00 Local Services Tax be proposed to remain in effect and to be placed on all workers in the District for the 2021-22 fiscal year; and
- v. Be it resolved that the 1% Real Estate Transfer Tax be proposed to remain in effect for the 2021-22 fiscal year, of which 0.5% is shared with the municipalities

2.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the formal resolution as presented to the Board for the 2021 Homestead and Farmstead Exclusion. This will result in a maximum tax reduction of \$439.64 for each approved homestead and farmstead within the School District for the 2021 tax year. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 219-220)

iv. **608 – Bank Accounts**

1.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick that the Board of School Directors approve the depositories for school funds for the 2021-2022 fiscal year as listed with funds invested in accordance with the School Laws of Pennsylvania and the East Stroudsburg Area School District’s Board Policy. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

- a. ESSA Bank and Trust, East Stroudsburg, PA –  
General Fund, Payroll, Tax Collections, Tax Escrow, Workers’ Comp Escrow, Scholarship Accounts, Special Activity Accounts (North and South), Student Activity Accounts (North and South), Cafeteria Fund, Concession Fund, and PayPal.
- b. Pennsylvania School District Liquid Asset Fund, Lancaster, PA –  
General Fund.
- c. Pennsylvania Local Government Investment Trust, Harrisburg, PA –  
General Fund and Capital Reserve

v. **610 – Purchases Subject to Bid**

1.

**ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to approve the following section v. 610 – Purchases Subject to Bid a through n. Motion was seconded by George Andrews and carried unanimously, 9-0.

- a. The award of bids for Athletic, Custodial, and Tech Ed supplies to the lowest responsible bidders as presented, in accordance with the recommendations of the Finance Committee.  
(See pages 221-224)
- b. The quote from One-To-One Plus for the purchase of Service Management Software from July 1, 2021 to June 30, 2024, in the amount of \$26,725.00, in accordance with the recommendation of the Finance Committee.  
(See pages 224-227)
- c. The quote from Blackboard for a New District Website Template, in the amount of \$18,700.00, in accordance with the recommendation of the Finance Committee.  
(See pages 228-231)
- d. The quote from Cengage Learning for ESACA Curriculum, in the amount of \$1,045.00, in accordance with the recommendation of the Education P&R Committee and the Finance Committee.  
(See pages 232-233)
- e. The quote from Off2Class for Software Services in the amount of \$2,210.00, in accordance with the recommendation of the Education P&R Committee and the Finance Committee.  
(See page 234)
- f. The quote from Edgenuity for ESACA Curriculum 2021-22, in the amount of \$82,295.00, in accordance with the recommendation of the Education P&R Committee and the Finance Committee.  
(See pages 235-239)

- g. The quote from Edgenuity for ESACA Curriculum 2021-22, in the amount of \$130,800.00, in accordance with the recommendation of the Education P&R Committee and the Finance Committee.  
(See pages 240-245)
- h. The quote from Edpuzzle for a 3-year subscription until June 30, 2025, in the amount of \$40,272.00, in accordance with the recommendation of the Education P&R Committee and the Finance Committee.  
(See pages 246-250)
- i. The quote from Mote Unlimited for a 4-year subscription until June 30, 2025, in the amount of \$38,812.50, in accordance with the recommendation of the Education P&R Committee and the Finance Committee.  
(See pages 251-254)
- j. The quote from Screencastify for District Licenses 2021-22, in the amount of \$45,000.00, in accordance with the recommendation of the Education P&R Committee and the Finance Committee.  
(See pages 255-259)
- k. The quote from Nearpod for Premium Plus+DCL+SEL in the amount of \$193,534.00, in accordance with the recommendation of the Education P&R Committee and the Finance Committee.  
(See pages 260-264)
- l. The quote from Brainpop for \$17,550.00, in accordance with the recommendation of the Education P&R Committee and the Finance Committee.  
(See pages 265-270)
- m. The quote from McGraw Hill for Intermediate SS books and subscriptions for \$189,833.45, in accordance with the recommendation of the Education P&R Committee and the Finance Committee.  
(See pages 271-280)
- n. The quote from Ripple Effects for \$64,440.00, in accordance with the recommendation of the Education P&R Committee and the Finance Committee.  
(See pages 281-287)

vi. **613 – Cooperative Purchasing**

1.

**ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to accept the quote from New Horizons for the purchase of ITIL 4 Foundations Training for Technology Department, in the amount of \$15,500.00, in accordance with the recommendation of the Finance Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 288-289)

2.

**ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to accept the bid from Apple Inc. for the purchase of iPads for Psychological Testing, in the amount of \$7,453.20, in accordance with the recommendations of the Finance Committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 290-295)

vii. **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 Dr. Damary Bonilla and passed 8-1. Wayne Rohner voted no.

1. Budget Transfers - (See pages 296-316)
2. Payment of Bills - (See pages 317-338)
3. Treasurer’s Report - (See page 339-365)

Dr. Damary Bonilla said, “I want to go on the record as noting that the person who keeps asking all of these questions about finances but continues to vote, “no” on payment of bills each month, is not exercising his responsibility as a School Board Director to pay the bills.

2.

**ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to approve the following invoices for services rendered, in accordance with the recommendations of the Property & Facilities Committee, Education P&R Committee and Finance Committee. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

- i. Payment of D’Huy Engineering Invoices:
  1. ESASD Additional Retainer Tasks Middle Smithfield - Invoice #52811 \$6,409.92
  2. High School North Roof Replacement – Invoice #52812 \$1,092.08
  3. Resica & Middle Smithfield Elementary Water Filtration – Invoice #52813 \$5,632.50
  4. High School North and Lehman Intermediate Window Replacement – Invoice #52814 \$16,537.35
  5. Lehman Intermediate and Bushkill Elementary Flooring Replacement– Invoice #52815 \$24,043.07
  6. High School North and South Hand Wash Stations – Invoice #52816 \$522.50
  7. High School South Pool Repairs – Invoice #52817 \$4,994.89  
(See pages 366-375)
- ii. Philip Rosenau – Invoice #400411765 \$8,370.91  
(See pages 376-377)
- iii. HSN/LIS Roof Replacement - Jottan, Inc. - Change Order No.1 (Decrease) \$142,600.00  
(See page 378)
- iv. HSN/LIS Roof Replacement - Jottan, Inc. - Application for Payment No.13 \$17,500.00  
(See pages 379-381)
- v. J.M. Hill Vestibule – Bognet, Inc. - Application for Payment No.1 \$9,000.54  
(See pages 382-383)
- vi. Edgenuity, 2020-21 overage - Invoice #808822 Revised \$11,600.00  
(See pages 384-388)

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

**ACTION BY THE BOARD:**

Motion was made by Richard Schlameuss to approve the request to establish the student activity fund listed. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

1. National Technical Honor Society – H.S. South  
(See page 389)

ix. **627 – Tax Assessment Appeals**

**ACTION BY THE BOARD:**

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

(See pages 390-406)

f. **OPERATIONS**

- i. **812 – Property Insurance**  
**813 – Other Insurance**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the 2021-22 insurance providers and premiums as presented in the total amount of \$859,027.00. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See page 407)

- ii. **818 – Contracted Services**

1.

**ACTION BY THE BOARD:**

Motion was made by Larry Dymond 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. Debbie Kulick abstained from #1 and #2 Bushkill Emergency Corps.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Bushkill Emergency Corps.	Standby Ambulance Coverage for designated home varsity, Freshman & Junior Varsity football games at the North stadium	\$110.00 per game/16 Games Approximately \$1,760.00	Athletics Dept.	8/21/21, 8/27/21, 9/7/21, 9/10/21, 9/20/21, 9/24/21, 10/4/21, 10/8/21, 10/18/21, 10/25/21, 10/29/21
2.	Bushkill Emergency Corps.	Standby Ambulance Coverage for designated home football games at Lehman Intermediate	\$110.00 per game/7 Games \$770.00	Athletics Dept.	9/8/21, 9/15/21, 9/23/21, 9/30/21, 10/6/21, 10/13/21, 10/20/21
3.	Colonial IU 20	Online CPR/First Aid Certification account to purchase online CPR/First Aid Certifications	\$25.99 per Certification Approximately \$779.70	ACCESS Funds	7/1/21-6/30/22
4.	Espinoza, Marilyn	Tuesday Takeaways – Sole (K-12) – Virtual Training	\$75.00	ESSER III Grant	7/20/21
5.	Martz Group	Transportation for the Class of 2022 Prom.	Approximately \$6,624.00	Class of 2022 ESHS South	5/14/22
6.	Monroe County Conservation District	Providing an opportunity to experience enrichment activities inside and outside the classroom environment to H.S. South Biology I students.	\$4,130.00 (Half paid by MCCD and Half paid by ESASD)	H.S. South – Science Department	During the Fall and Spring of the 2021-2022 School Year

7.	Monroe County Conservation District (Roger Spotts)	Interpretive 10-mile Canoe Trip on the Delaware River from Bushkill to Smithfield Beach for H.S. South Science Class students.	\$450.00	EHS Special Activity Fund	Tentatively 9/23/21
8.	Pocono Services for Families & Children Head Start Program	Head Start Supplemental Assistance Program Memorandum of Understanding	N/A	N/A	7/1/21-6/30/22
9.	Schaf's Video Productions (Todd Schafer)	Provide game videography for all North Football games and scrimmages at specified locations and times.	10 games @ \$115.00 and 2 games @ \$200 Total-\$1,550.00	Athletics Department	8/21/21 – 11/5/21
10.	Schaf's Video Production (Todd Schafer)	Provide game videography for all South Football games and scrimmages at specified locations and times.	11 games @ \$115.00 and 1 game @ \$200 Total - \$1,465.00	Athletics Department	8/21/21-11/5/21
11.	Suburban EMS	Standby Ambulance Coverage for designated South Varsity, Freshman, and Junior Varsity football Games at specified locations and times.	\$55 per hour (approximately 51 hours) Approximately \$2,805.00	Athletics Dept.	8/21/21, 8/27/21, 9/7/21, 9/8/21, 9/13/21, 9/17/21, 9/24/21, 10/4/21, 10/8/21, 10/18/21, 10/22/21, 11/1/21 and possible post season game on 11/5/21
12.	Suburban EMS	Standby Ambulance Coverage for J. T. Lambert Intermediate football Games at specified location and times.	\$55 per hour (approximately 21 hours) Approximately \$1,155.00	Athletics Dept.	9/9/21, 9/16/21, 9/22/21, 9/30/21, 10/6/21, 10/13/21, and 10/21/21
13.	Vitulli, Lisa	Tuesday Takeaways – Sole (K-12) – Virtual Training	\$75.00	ESSER III Grant	7/20/21

(See pages 408-440)

2. Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial Intermediate Unit 20	Alternative and Regular Education Transportation Services for the 2021-2022 SY	Based on 2020-2021 aggregate miles the IU 20 transported students and providing for their 2021-22 budgetary increases and anticipated changes in number of students transported in 2021-22, the cost for said services is \$2.88 per mile, for each student	Pupil Services/Special Education	7/1/21-6/30/22

			transported. IU 20 will bill based on the cost/mile.		
2.	The Palace Center	Venue for the H.S. South 2022 Prom	Approximately \$28,800 for 400 people	Class of 2022 ESHS – South	5/14/22

(See pages 441-447)

### 3. Transportation Contracts

	NAME	SERVICE	Amount	PAYMENT FROM	EFFECTIVE DATE
1.	Afolabi, Taiwo	Contracted Driver for Extended School Year	\$2,375.47	Transportation Dept.	7/13/21 – 8/5/21
2.	LaBar, Karla	Contracted Driver for ELO ESSER III	\$1,714.85	Transportation Dept.	6/14/21 – 7/1/21
3.	LaBar, Karla	Contracted Driver for Extended School Year	\$2,393.37	Transportation Dept.	7/6/21 – 7/29/21
4.	Sinclair, Ionie	Contracted Driver for Extended School Year	\$2,965.07	Transportation Dept.	7/13/21 – 8/5/21

2.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the appointment of Dr. John P. Bart, D.O. as school physician to provide medical services to the district, pursuant to a written contract the terms of which shall be approved by the district solicitor and business office, at the following annual amounts plus expenses: Motion was seconded by Larry Dymond and carried unanimously, 9-0.

2021-2022: \$36,500.00

2022-2023: \$38,000.00

2023-2024: \$39,500.00

**ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to adjourn. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

XI. **ADJOURNMENT: 10:16 P.M.**

Respectfully submitted,

Patricia L. Rosado,  
Board Secretary