

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

November 15, 2021 - 7:00 p.m.

**Carl T. Secor Administration Center – Board Room,
H.S. South - Auditorium
and Via Zoom**

Minutes

- I. President, Richard Schlameuss called the meeting to order at 7:05 p.m. and led those present in the Pledge of Allegiance. Board Secretary, Patricia Rosado called the roll.
- II. **Board Members present at the Administration Center Board Room were:** George Andrews, Rebecca Bear, Dr. Damary Bonilla, Larry Dymond, Jason Gullstrand, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy were present.
- III. School personnel present in the Board Room: Anthony Calderone, Fred P. Mill, Craig Neiman, Jessica Reese, Craig Reichl, William Riker, Patricia Rosado, Renee Stevens, William Vitulli, Timothy Vrabel, and Steve Zall. Christopher Brown, Solicitor.
- School personnel present in the Auditorium:** None.
- Other in the Board Room:** Jeffrey S. Weiss, Zelenkofske Axelrod LLC
- School personnel attended via Zoom:** Brian Borosh, Marilyn Espinoza, Eric Forsyth, Diane Kelly, Shirley Rodriguez, Catherine Schroth, Gillian Turner, Valerie Wickberg and Nadia Worobij.
- Student School Board Representatives via Zoom:** Isabella Iacono and Mohamed Abdellall.
- Other Via Zoom:** Maria Francis, Pocono Record
Ms. Jamie Doyle, Managing Director - Public Financial Management, Inc.
Mr. Chris Bamber, CFA, Director - Public Financial Management, Inc.
- IV. **Community members present in the Board Room:** Tiffany Davis, Maria Hopkins, Jessica Malachowsky, Michal Peterson, John Petrizzo, Darryl Sabino, Charles J. Stecker, Jr. and Ruben Torres.
- Community members present in the Auditorium:** None.
- Community members attended via Zoom:** Jessie Castaldo, Aryana Dixon, Alyssa Eaton, Jennifer Floyd, Rebecca Hilgert, Sidney Jeffries, Lauren Langdon and Chris Witty.
- V. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**
- a. An Executive Session was held on November 4, 2021 for the purpose of discussing negotiations.
 - b. An Executive Session was held this evening before this meeting for the purpose of discussing personnel, litigation and negotiations.

VI. ADOPTION OF AGENDA

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt this agenda for November 15, 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 Dr. Damary Bonilla.

Motion was made by Dr. Damary Bonilla to add to the agenda the substitute rates and salary scales for clinical certification holders effective immediately. Motion was seconded by Debbie Kulick.

Motion was made by Jason Gullstrand to add to the agenda a 75 miles or more field trip to New York on 12/17/21 as a fundraiser for the class of 2022 and the Martz Group contract for the trip. Motion was seconded by Debbie Kulick.

Both motions were carried unanimously, 9-0.

Mr. Brown said, for Sunshine Law purposes, the motions were added because they concern matters brought to the attention of the Board subsequent to the publication of the agenda.

The agenda with additions was carried unanimously, 9-0.

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the minutes of the October 18, 2021, Board meeting. Motion was seconded by Dr. Damary Bonilla and passed 7-2. Larry Dymond and Wayne Rohner voted no.

Mr. Rohner said that he would like to reconsider his vote that was made at the October 18, 2021 Regular School Board meeting. He asked what can be done. Mr. Brown said he can move for the Board to reconsider what has been done but you cannot change your vote unless the Board determines to hold a new vote. Mr. Rohner asked if he should just express himself. Mr. Brown said he is fine with that. Mr. Rohner said he is looking to change his vote on the transfer of the \$10 million into the closed fiscal year of the 2021 budget. He said he believes the \$10 million should reflect into the current active fiscal year of 2021-22. He said he was looking to change his vote where he said it was okay to transfer the \$10 million into the Capital Reserve backdating that to June 2021. He said he didn't understand at that time the ramifications. Now that he has the Financial Report, he realizes that in three months, the fund balance is going to be used to establish a budget and that fund balance changed by \$10 million. It should really be entered into the active fiscal year as opposed to a closed fiscal year. He said he was looking to change his vote. Mr. Dymond said he would like to also change his vote. Mr. Schlameuss asked does it change the vote or are they expressing their opinion. Mr. Brown said in order to change their vote the Board has to reconsider to change the vote and no one has moved to reconsider the motion. Ms. Kulick said their opinion will be reflected in this month's minutes. Mr. Rohner said he will be paying attention in three or four months when it comes to the budget.

VIII. REPORTS

a. Refunding Update –

Ms. Jamie Doyle, Managing Director of Public Financial Management, Inc., said with her this evening is her colleague, Mr. Chris Bamber, CFA, Director. Mrs. Doyle said this presentation was presented to the Finance Committee last Monday.

Ms. Doyle presented her handout as follows:

Page 1 – You can see the interest rates continue to hover near the all-time low levels that were set in August of 2020. The bottom half of the chart on the first page is just a blow up of the red box up above so you can get a better look at what I mean by very attractive interest rate levels for refunding opportunities such as this one.

Page 2 – Shows the main target for this refinancing opportunity is your 2017 bonds. They are currently outstanding in the amount of \$6,860.00. They have a call date coming up of March 1, 2022. Their average existing rate is 2.973% so that is just under 3%. It is a relatively a short issue. It has a final maturity of September 1, 2029. This is the main savings driver behind the opportunity. We did include the series of 2016. You already refunded most of that last calendar year but there is \$160,000 left that goes out one more year, September 1, 2022. At the Finance Committee meeting last week, when we discussed whether it was

worth including the small portion of 2016 bonds or not, we were asked to break it out a little further. That is what bullet point two does. The total estimated savings continues to be the same as it was last week, \$474,116.00 which is 6.77% of refunded principal. The breakout is about \$693.00 of net savings to the district from that little piece of 2016 bonds. The bulk of the savings would be derived from the 2017 refunding or roughly \$474,000.00. We would use the dual track approach for this refunding opportunity just like we have used the last several refunding between the competitive bank loan, RFP process and the competitive internet bond auction. Whatever makes the most economic sense is what we would ultimately recommend to the Board. Interestingly enough in bullet 4 back in 2020 the bond issues made the most sense and more recently in 2021, the bank loan made the most sense. You have done both. It depends on where we get the best bid. There is a footnote at the bottom of the page related to that small portion of 2016 bonds as that was the topic of question at the Finance Committee meeting last week. If you decide to contribute cash towards those remaining 2016 bonds which is \$160,000. If you paid it off completely the savings would be \$1,600 vs. \$693 that we described up above with no cash contribution so that is the difference. We will circle back to that in the sources and uses of funds toward the end of the presentation. I believe this answers the question asked by the Finance Committee last week.

Page 3 - Includes the district's existing debt portfolio. As always, the top half is gross debt service, meaning principal and interest. The bottom half is the district's local share once the State aid is netted out. On many of your issues, you can see that State aid line near the bottom. It says PE for percentage. You can see the Issues that you get a little bit of State reimbursement on. She highlighted the 2017 bonds, which is the main driver of this opportunity, and the remaining 2016 bonds that we are focused on.

Page 4 – A summary of the rest of the pages thereafter. It shows what the refunding series of 2022 could look like. The entire size between the two series would be about \$7.3 million rounding up slightly. The net local effort savings are projected at about \$475,000. We will look at how that can be recognized in a minute and that is about 6.77%. Down below in Column 6, is how we've structured the savings. You can see we've structured it so that about \$96,000 would be recognized in your current fiscal year. Meaning the money is sitting in your general fund right now. When the bills come in the spring, it would be for \$96,000 less than it would be in the second year. The minimal savings would be in the middle of the issue. The reason we structured the savings that you see in Column 6, is because you have had some really successful refinancing in the last couple of years as we highlighted a minute ago. In Column 3, you can see that once some of those savings start to go away, you know you'd have a bump out there. We are restructuring the savings in Column 6 to further smooth down your existing local efforts so that, at the end of the day, you'd be left with Column 7. Column 7 hits a high point of just over \$14 million in that 2030 fiscal year. The bottom of Column 6 totals the \$475,115 number that we have been talking about. We are trying to smooth down the debt portfolio from prior restructuring.

Page 5 – There is a sample motion for the Board's consideration that would authorize the finance team to proceed and get the paperwork in order so that PFM can lock these savings in. As always, the finance team consists of PFM, Chris and herself, Eckert Seamans, as bond counsel and the Board's local solicitor, Chris Brown. The motion would authorize the dual track process between the competitive bank loan and the competitive bond issue. We are suggesting that the Board set a minimum acceptable net savings target of \$140,000, which coincides with that 2% benchmark that I mentioned earlier. 2% would be the minimum. It's PFM's job to save the district every dollar that they can, but they have to set up a minimum. Down below is a timeline that will illustrate the fastest you can move if you so incline. This evening is your first opportunity to pass the motion above, if you so choose, and authorize the finance team to proceed. We can send out the bank loan to RFP and begin the dual track process as early as tomorrow and get those results back at the beginning of December. We can compare it to the bond market and discuss the results. Down below you can see the timeline difference that would be between a bank loan and a bond issue, so either way, we can come back with said paperwork in order at your December 6th voting meeting. In the case of a winning bank loan, it would be to adopt a bank loan resolution or if the bond issue is the right answer, there would be a parameters bond resolution that evening.

Page 7 - There is your remaining 2016 bonds. It's just one maturity left at \$160,000. It's locked in at a 2% right now.

Page 8 – Is the 2017 bond issue. Again, that’s the main driver of this opportunity. You can see principal outstanding is \$6,860,000. You can see the rates you currently have locked in. Column 3 range from a 2.375% to a 3% on the long end. The final maturity is September 1 of 2029. As always, we are not extending the deal at all. We are simply proposing to replace those old higher rates with today’s nearly all-time low rates.

Page 9 – You will see the calculation for how much money we need principal and interest to pay off the remaining 2016 bonds at the proposed settlement date. You will also see the 2017 bonds principal and interest on March 1, which is the first optional redemption date.

Page 10 – You will see the backup savings page. You will see the interest rate assumptions we are making in Column 4 range from 0.73% to a 1.4 or 5% on the long end and that those lower rates are which generate the net savings to the district, at \$475,115.24 that we have been discussing. That is the net of the State share. The State gets the same share of the savings as they pay on the 2017 and 2016 debt service. The State would benefit by almost \$36,000, which is indicated in the box on the bottom of the page. This amount is already netted out of there as PFM’s estimated cost of issuance. You can see those estimated assumptions on page 11.

Page 11 – There is a breakdown or the backup of the savings for the 2016 small portion bonds that we summarized previously.

Page 12 – You will see a prorated breakdown of the 2017 portion of the refunding.

Page 13 – You will see the estimated assumptions for the sources and uses of funds, likewise broken out between the 2016 small portion of the refunding and the 2017 portion of the refunding.

Mrs. Bear said if she saw correctly, if the district paid off the 2016 bonds, they would save \$1,600 compared to the \$600 with the refunding opportunity. Mrs. Doyle said that is correct. How we can accommodate that is that we can have you contribute that money at settlement so that there are not separate documents on that. Mr. Schlameuss asked if Mr. Neiman has any concerns or questions with paying the \$160,000. Mr. Neiman said it should be noted that this would be a non-budgeted expenditure in this fiscal year. We would have to cover this expense someplace else. Therefore, we will be paying more in debt service out of our budget this year that we didn’t plan. Mrs. Bear said we would have to pay it anyway since it matures at the end of the school year. We have to pay it off regardless, so it is budgeted. Mr. Neiman said he was viewing it as an incremental spend on top of our regular debt service this year. Mrs. Bear said but it is still due at the end of this school year. Mrs. Doyle said it is actually due in the next fiscal year in September 1, 2022. Mr. Neiman said the good news story is that we are paying off debt early. Mrs. Bear said we are still paying off the debt because we are not extending the loan. Mrs. Doyle said that is correct. Mrs. Bear asked even if we do a bank loan will we not extend the bond. Mrs. Doyle said no because we are paying it off. Mrs. Bear said you are extending it because we are lumping the money with a bond with a later maturity date. Mrs. Doyle said we will still amortize that much principal. We would not extend that debt at all. We will retire that debt in September of 2022. Mrs. Bear said in the long term we are going to save more than you have because your underwriting fees are always very high. Mrs. Doyle said we budget the average rate and with the bank loan, the fee would be zero. We are always conservative in these early estimates. Yes, we will save more money. Mrs. VanWhy said we would leave Mr. Neiman to figure that out because it is not a big amount of money. Mr. Schlameuss said he agrees. Mr. Brown said the amount of savings that you are talking about, you are going to spend in Business Office personnel to sort it out, so why bother. Mrs. Bear said she appreciates Mrs. Doyle getting the breakdown between the two to see how much savings it would be.

b. 2020-2021-Audit Presentation - Mr. Jeffrey Weiss, Managing Partner - Zelenkofske Axelrod LLC

Mr. Jeff Weiss said he is here to present the June 30, 2021 Audit. He thanked Mr. Neiman and his department as well as the Administration in helping them get through the audit. He stated as follows: I will go through and cover some of the items in the audit with some highlights.

Page 1 – 3 is the Audit opinion. It is an unmodified opinion, which means we state that the financial statements that are attached are materially correct. There are no materials errors in them. This has been the same opinion since we conducted the audited.

Pages 4-11 – Management’s Discussion and Analysis. This is an audited part of the financial statements. What we do is we review what is written by management to kind of discuss what happened during the year.

We review it to ensure there are no conflicts between what they write and say compared to the financial statements that are attached. The rest is reading for you to see what management has said.

Pages 12-13 – Government Wide Financial Statements

These are all of your funds for the school which are placed into two columns. It is done on the full accrual basis of accounting. Which means in those statements all of your long-term debt and all of your long-term assets are reported. The major items that differ from the fund level, or course, are your capital assets and then the long-term debt. The biggest number on the report is your net pension liability which is that \$233 million from the school district government activities and business type activities. Then there is also the net or obligation which is your other post-employment benefits that you provide your retirees. That liability is just over \$43 million which is between the two biggest numbers that come over. When you go to the bottom, you will see non-restricted net position of \$166 million. The net pension liability and the OPEB obligation are close to \$270 million so that's why you are seeing that negative net position in those numbers.

Pages 14 – 17 are what most people like to look at. These are your Fund Level statements. These are done on the modified accrual basis of accounting, which means I've seen long-term assets. Some long-term liabilities that I talked about are not shown on the fund balance. What's shown are the fund level are liabilities and assets that will come through within the next year. This is where the general fund is showing. Almost everybody likes to look at your fund balance for the general fund. You have approximately under \$49 million fund balance with a bunch of it committed and assigned. You have \$18 million committed for future retirement obligation as well about \$6 million for OBEB obligations. There are also assigned amounts that the Board passed to balance the budget for 2021-2022 as well as an amount assigned for future budget expenditures and future educational programs with an unassigned fund balance of just under \$9.2 million. You also see your other bigger fund of Capital Projects Fund which has about \$19.6 million.

Page 16 – Income Statement for the Governmental Funds. Your net change in fund balance for the general fund was about negative \$400,000. That resulted in your ending fund balance of about \$48 million.

Page 18-20 – Is your Proprietary Fund Report. This is your Food Services Fund. You will see on page 18 that you have a negative unrestricted net position of about \$5.6 million. Once again, if you look up above, you'll see the net pension liability of about \$5.6 million and OPEB of about \$600,000 which accounts to why you had that negative. Your change in that position was a negative of about \$37,000. Your Food Services Fund operates fairly close to break even.

There are some changes starting on page 21. You used to have what was called agency funds. There was a new GASB 84 put in place. Agency funds went away. They now are called Custodial Funds. Those are the Student Activity Funds. Unlike in the past, on page 22, you will actually see an income statement for those which you never saw in the past. This is something new that needed to be reported under GASB 84.

Page 23-54 are the notes. I'll just cover some of the big items. Page 40 is the beginning of the pension footnote, and this covers your PSERS Pension Plan with the State, as I stated when I did the Government Wide, it's actually Note 10 Pension Plan. On page 42, you will see that your liability is just over \$233 million, as I stated. It should be noted, as of the end of fiscal year 2019 all new employees enter into what's now a cash balance plan and don't enter into the defined benefit plan through PSERS. Page 45 is just like the pension in that it is the beginning of your OPEB, PSERS and Liability discussion. The PSERS Liability OPEB is about a little over \$10 million. There is also a continuation, with Note 12. That is your Single Employer Plan, which is your district-only plan. On page 51, you will see that the liability for that is about \$33 million for those two added together as I stated before was your OBEP liability which was on your Government Wide statement. Page 53 is a footnote to discuss fund balances in your commitments and assignments. You'll see on there, the commitments and assignments in the general fund that I talked about earlier as well as the commitment in the Capital Projects fund for the \$10 million. The restricted amounts and the capital projects funds are just under \$9.7 million which is the issuance money that you have outstanding waiting to spend on capital projects.

Page 55 – Budgetary Comparison Schedule in General Fund. As I reported earlier you had expenditures higher than your revenues by just under \$400,000 but had budgeted to be almost \$5.2 million. Therefore, you met your budget by almost \$4.8 million in 2020.

Page 57-61 are just additional information if you want to see details on the pension and OPEB liabilities.

Page 64 starts what's called the single audit part. With your audit, it's not only the financial fund that we have to concentrate on but we also have to concentrate on the compliance for your federal programs. This year was a little interesting because you received a lot of different money related to the COVID Pandemic. Through these pages, we report No Findings. There were no findings in any of the grants. If you go to page 70, you will see the Assistance Listing Numbers that are the identification of major programs. 21.019 was the Coronavirus Relief Fund and 84.425 was the Education Stabilization Fund or ESSERS. These were the two COVID Grants which we ended up having to do a major audit on. As I previously said, there was no findings related to those grants. The report has been filed with the Federal Government and has been accepted by them on the completion of the data collection form. This is the end of my report.

Mr. Larry Dymond said he would like to make a comment. You say there is no findings. I just want to remind everybody and bring it to people's attention tonight. Last November 18th, I came in to sign checks. I normally sign checks on Thursdays. I was asked to come in on Friday. There were only a dozen checks. I was concerned about that. I was told that Dr. Vitulli signed six of those checks. I went back to my paperwork and there were 891 checks that were approved two days before at the November Board meeting. I did a Right to Know Request for those checks. I still have not received anything so I am concerned. What kind of audit did we really get and where are the 880 checks that I didn't sign? I don't need an answer. I am just baffled.

Mr. Weiss said with an audit there is always sampling. We do not look at every single check that was issued. Mr. Dymond said Mr. Weiss was notified about this issue as well as his staff that were working on the audit. Mr. Weiss said we sample the expenditures. We found no issues in our sample for allowable expenditures, especially with the federal grants. Mr. Dymond said so about 880 checks just vaporized and that is not a problem?

Mr. Wayne Rohner said when we did the 2021-22 budget, we originally approved an excess. There was an entry that somehow I missed. We originally approved an original budget of \$168 million plus. We ended up receiving ESSERS III, so we amended our budget the following month. In June, the budget went from \$168 million to \$177 million plus. Is that correct? Somewhere in there, we added \$4.5 million to balance that budget. I was under the impression that we went from \$168 million to \$177 million due to the ESSERS fund we were receiving from the Federal Government. So I don't know why it was necessary to put in \$4.5 million into the current active budget we are functioning on. Mr. Schlameuss asked if Mr. Rohner if he is talking about this year's budget. Mr. Rohner said yes. Mr. Schlameuss said we are putting money from our reserves into this year's budget to balance the budget. Mr. Rohner said when we did that we approved the \$168 million. Mr. Schlameuss said we did but we have to keep the ESSERS money in there. We have to spend the money to get the money back. It cannot be used for certain purposes, so you have to make sure you balance your budget and demonstrate that you have the reserve to balance your budget. That is what we did. We increased the budget based on the access to the ESSERS funds. That money is out there but you have to demonstrate the expenses in order to recover those funds. Mr. Rohner said, bear with me because I'm trying to understand the process. When the fiscal year ended in June 2021, I was told a month ago, I had a surplus of over 14.5 million dollars. Is that correct? Mr. Schlameuss said that is correct. It includes all of the Federal funds and the State funds that came in. Our property taxes were not as good as we anticipated. It was due to the sale of houses and the foreclosure money coming back to us and other parts of money that came back to us that we have no control over that increase on the revenue side. Mr. Rohner said I just want to make sure everyone understands that, despite our significant surplus, in my financial report the general fund balance actually decreased this year as opposed to last year. The reason is because of our vote to put \$10 million into a closed fiscal year. Mr. Schlameuss said I think you are a little confused by that. Mr. Rohner said he is definitely confused. Mr. Schlameuss said in June of last year, we had about \$9 million something in our capital fund then we added the \$10 million from this year. That makes it \$19 million. Mr. Rohner said I understand that. Mr. Schlameuss said that is where we stand right now. Mr. Rohner said but we put it into a closed fiscal year. Why not into this fiscal year? Mr. Schlameuss said because the money was earned and received in the 2021 fiscal year. Mr. Rohner said the general fund at that time had over \$49 million. Mr. Schlameuss said no, we didn't that year. We had about \$38 million or something. Mr. Rohner said we were close to \$38 million but our beginning fund balance was \$49 million plus. Mr. Schlameuss said the beginning balance as of July 1st was \$49 million. The \$10 million does not change that number. It goes into the account. Mr. Rohner said that we are going to use that this school year's budget to say that we are deficient to be able to raise taxes. I am going to fight it when we do the new budget. Mr. Schlameuss said that the \$10 million is in our account. We held the money; we didn't increase the deficit. It was assigned to the capital budget. What happened is that the money was placed in our reserve account based on June 30th.

Mr. Weiss said the Board made a motion and it passed to move the \$10 million as of June 30th. It was moved from the General Fund to the Capital Projects Fund. As far as the motion that was given to me by the district, you didn't affect the budget in any way, shape or form. You moved the money into the Capital Projects Fund to be used for future budget years. The motion is not in front of me but you also assigned some other funds to be used for future budget needs. Mr. Andrews said we did the motion in September and backdated it to June 2021. All of the Board agreed. Mr. Schlameuss said it does not change the balance. Mr. Dymond said that he contacted three local accountants and four out of town attorneys, one in Philadelphia, one in New York and another out of Chicago that he is familiar with. They were all astonished at why we would put money into a year that is already behind us. Mrs. VanWhy said that is how we do our budget. We have to assign it. Mr. Dymond said the attorneys all had the same answer. They know we do our budget ahead of what we know but we wouldn't put it back to what is already closed. Mr. Schlameuss said the money that was moved did not increase or decrease the reserve account. Mr. Neiman said there was a presentation that I shared last month before it was posted on our website. I think it is on page 12. It references the \$10 million. We talked through the difference between a financial statement posting and a bank posting. We made this motion. The money is there in the Capital Reserve. We are going to talk next month about the long-term capital needs for the district and what is out there. This is a mechanism to begin funding our long-term capital needs. We are in a place where the capital reserve was going down and there was a need to move money. It made sense to move it while the audit was still open. You said the fiscal year was closed. That is really not accurate, until the audit is finalized. That is how we do governmental accounts. The fiscal year was not closed until the Board accepted all of the final motions. In June, you authorized the administration to work with the auditors to prepare our financial statements and bring them back to the Board at some point here in the fall. That occurred last month. I feel we have been extremely transparent as an administration about every step along the way in this process and what we are doing.

c. Monroe Career & Technical Institute Update

Mrs. Lisa VanWhy said the Joint Operating Committee met November 1, 2021. On November 4th Monroe Career & Technical Institute held a Career Exploration Night for Pleasant Valley Area School District and The East Stroudsburg Area School District for eighth and ninth graders. It was well attended. This year they split the event by two districts at a time due to COVID. An articulation agreement was approved with Delaware Valley University for the Horticulture Program. Several employment appointments were approved. Also, Dennis Virga's, Director of MCTI, employment agreement was approved which is expiring in 2022. It was a short meeting and the next JOC meeting is scheduled for December 13th after the four districts reorganize.

d. Colonial IU 20 Update

Dr. Damary Bonilla said the Colonial IU 20 Board met on October 27, 2021. They had a presentation by Dr. Michelle Bozzini who provided an update on an upcoming training series entitled: "Equitable & Excellent Schools Where All Students Succeed. The training will be available for the School Board Directors, Administrators, Teachers and all Educational Service providers in 2022. They also had a presentation by McClure Company on the preliminary scoping and audit review for the Board. The next meeting is scheduled for December 8, 2021 at 7:30 p.m. There will be no meeting in November.

e. Property/Facilities Committee Update

Mrs. Lisa VanWhy said that the Property/Facilities Committee met on November 2, 2021. On the agenda tonight for your consideration are quotes from Deep Run Aquatic Services, Inc. in the amount of \$4,998.25. These are for controllers to be installed at H.S. North. Also they have a quote for \$2,446.37 for a flowmeter for the H.S. South controllers. The difference between the two is that North needed the whole system replaced, where South just needed a little tweaking so that it would read correctly. Along with those quotes, you will see D'Huy Engineering invoices 1-6 and payment of applications 1-6. We are happy to report that we completed the H.S. South pool. From what I hear, it is up and running well. The next Property/Facilities Committee meeting date will be determined after the Reorganization meeting of December 6th.

f. Education Programs & Resources Committee Update

Dr. Damary Bonilla said the Education Programs & Resources Committee met on November 10, 2021. They had several items for discussion, i.e., The J. T. Lambert Intermediate Student Climate Survey results were presented. There was robust discussion around that. We had our Grant Coordinator review the role and the grant review process. We discussed spelling at the elementary schools in terms of the district prospective. We discussed the Letters training update. We discussed building awareness of sensitive terminology. We had a DEI Update that one of our students from the North High School Santos Rojas, who was featured in a video at the PSBA Equity Summit. The video will be on the website soon. We had an update from our multicultural class. We voted to move two items to the full Board that were previously submitted and approved by the Finance Committee. They were the Suntex International 24 Game First in Math and the Three P Learning Math Seeds. The next Education

Programs & Resources Committee meeting will be determined after the Board's Reorganization meeting in December. We want to note that guardians can access information from the school staff and or Sapphire about classes or tests that their students are taking.

g. Finance Committee Update

Mrs. Rebecca Bear said the Finance Committee met on November 8, 2021. As you heard tonight, the Finance Committee also heard the refunding update as well as the 2019-2020 Audit. We also heard about our Annual Financing report. You will also see on the agenda the snow removal services for both North and South. We reviewed the recommendations from the Property/Facilities Committee as well as the recommendations from the Education Programs & Resources Committee. Our next meeting is to be determined as well.

h. Policy Review Committee Update

Ms. Debbie Kulick said the Policy Review Committee met earlier this evening. We discussed:

1. Policy 308-Employment Contract – repealing 408 and 508.
This is part of the consolidation of policies so that everything is in place.
2. Policy 346 – Workers Compensation - and then primarily added the process to go through should someone gets hurt on the job.
3. Policy 903 – which is based largely on wording from the Sunshine Law. We are going to keep an open mind and see if there are any modifications that we may make in the future.
4. We moved Policies 308 and 346 for advertisement and public review during the month of November and then subsequent action in December.
5. We will tentatively meet on December 20th after the Board Reorganization Meeting.

i. Student School Board Representatives –

Miss Isabella Iacono, High School North, presented as follows:

Earlier, on October, 15 North Choir Members were selected to and performed at the Men in Song Festival at Penn State University.

At the end of October, the Class of 2023 sponsored a successful trip to Dorney Park that sold out. It was tons of spooky fun and enjoyed by those who attended.

As we wrapped up the fall sports season, the Timberwolves are already looking forward to the winter season. This upcoming season we are excited to bring on some new Head Coaches or Assistant Coaches. The swim team is looking forward to a new scoring and timing system this year. Additionally, many students have taken advantage of the weight room after school.

Sergeant First Class Haynes from the Army Recruiting Station in Stroudsburg came to the North HS with the traveling STEM exhibit from the Army highlighting the technology and advanced engineering they use in this branch of the armed forces. This mobile exhibit, the AS9 experience, included a series of 3 different rooms: The STEM Information Room, The Briefing Room, and the (Search and Rescue Autonomous Hardware) Control Room.

Early in the month, the North Key and Leo Club hosted a successful Blood Drive. There were 31 Units of blood collected which can save 93 people! They are currently looking for people to sign up for the Annual Polar Plunge in Easton. This is a fundraiser for the local Special Olympics.

On Sunday, November 7th, the North and South Bands combined to perform in the annual Poconos Veterans Day Parade. The parade began at Stroudsburg High School and ended at Dansbury Park.

The Timberwolves have been working with Bushkill Outreach to donate food for the holidays. There is still time to bring in items and donate as the food collection does not end until November 19th. Thank you to Lisa Minnichbach and all of those who have helped to organize this or have donated already.

Later this month, on November 27th, members of the North Band and members of the North Chorale will attend and entertain the community with holiday carols at the Middle Smithfield Tree Lighting Ceremony.

Additionally, at North, we have been showing our school spirit through our Timberwolf Togetherness Days. Our last Timberwolf Togetherness theme celebrated Neon Day and our next one, November 30th, will be Tie Dye Day.

We would also like to thank our guidance counselors and team, especially Monica Arnold, for helping to schedule so many college visits for our students. We appreciate the opportunity!

Mr. Mohamed Ahmed Abdellall, High School South said I am honored to be able to speak to you today about what's been going on at South.

Our special education students have a lot of exciting things that they've done throughout our school and community. To begin, The Emotional Support Communication Skills class has been completing their service learning since the beginning of the year. They volunteer at the Pocono YMCA and also work with Stroud Township Recreation. Through the township, we have packed up the Dansbury pool in preparation for winter, raked the soccer fields, cleaned up trash at Miller Park and the Levee by Walmart, and cleaned golf carts at Terra Greens.

The English 11 Learning Support classrooms are currently collecting donations for homeless care packages that will be delivered to Paul's House Valor Foundation, an organization that helps homeless veterans, after Thanksgiving break. The English 11 Learning Support classes have also been knitting hats to give to the homeless and children in hospitals and making cards to send to hospitalized children. Our life skills students love using the new apartment for their daily living and career skills class. The Special Olympics Glow In The Dark Volleyball fundraiser is back. We have 16 teams participating and many students are helping to make it a success!

The Class of 2023 went for a walk on October 14th. The walk was a social emotional learning event that focused on reconnecting the class as a whole. Members of the PTO provided chaperone duties as well as ensured that each student received an ice cream at Jimmy's Ice Cream on Crystal Street. It was a terrific afternoon and it brought the class together.

If you're looking for something to do this weekend, South high school's Fall play The Mousetrap by Agatha Christie runs November 20th & 21st in the Blackbox Theater--Space is limited; reservations can be made on South's website and social media platforms.

In sports news, Cavalier football won their District XI semi-final game against Wyoming Valley West and also won the District XI championship game through an overtime touchdown, winning the gold medal for our school. The Cavalier football team will be playing in the first round of the State Championship for the first time in a very long time.

NHS successfully completed their Fall Blood Drive filling all 48 appointment spots with 36 of the volunteers being able to successfully donate blood. Each donor will potentially save 3 lives equating to a total of 108 people being helped from this drive alone. In addition, NHS raised nearly \$700 for Meal Pack, a program where volunteers package meals for undernourished families in Haiti. In addition to raising funds which are used to pay for the food that is packaged, all of the NHS volunteers who participated, a total of 28 hours of meal packing was completed by our students. Typically, 150 meals are packed in an hour. Our volunteers most likely packaged around 4,200 meals. Not bad for one weekend of volunteering!

In guidance news, this week the South HS is conducting ASVAB testing for juniors & seniors who are interested in the Armed Services. Also, this week, sophomores will be interviewing to determine our Hugh O'Brian & Rotary Youth Leadership Representatives to attend their respective youth leadership conferences.

On December 6, ESU will be conducting an Immediate Decision Day for any senior who is interested in applying to ESU. Seniors will be meeting with an ESU admission representative, Brian Ellis and will receive an immediate admission decision on their application. Similarly, Northampton also will be returning to South HS on January 5th for their Immediate Decision Day with interested seniors.

Also, we just recently had the Powderpuff game through South's Sports Management class. The students all did a great job organizing and operating the event. They are also looking to plan, in the upcoming weeks, a Cav Madness event - an event that will showcase our basketball team to the school in an after-school pep rally-type format.

In social media news, over the last month, we have gained 63 followers on Instagram, bringing our schools Instagram to 551. We have also reached 1000 accounts interacting with our page. We've begun posting daily lunch and weather on the Instagram page and the Twitter feed is constantly updated with sports information.

And finally, On October 7, South's ESL students held their "Service Event" for their service learning project, the "ESL Parent Informational Meetings." The ESL students, levels 1, 2, and 3 worked together to research, design, and hold this event. They interviewed key faculty and administration members, created bilingual presentation slideshows, and worked with their faculty presenters on the day of the event to provide translation so the topics presented were readily understandable to their parents. This was the first ESL service learning project of its kind held in the district-- and it was very well received by the parents who attended-- all of whom were new to High School South. Of the parents who were invited, only one parent was not able to attend because she was called into work unexpectedly. The exit survey filled out by both parents and presenters gave the event high marks.

IX. PUBLIC PARTICIPATION

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

- A. Ms. Tiffany Davis said I want to talk about the poster incident last week. I know a lot of people listening won't know what that incident is and I don't have time to go into it. In Dr. Bonilla's summary of Education Programs and Resources Committee meeting she summarized it as sensitive terminology. That is what she is speaking of. I just want to say that the reason 30 parents contacted the school with a problem with that poster wasn't because we were ignorant of the terminology. I want to say that I appreciate Dr. Riker's response to it when parents started calling in. He agrees that no one should feel uncomfortable and disparaged because of the color of their skin, especially when walking the halls of the high school. That poster made kids feel that way when passing by it. I think it was handled appropriately. It was taken down very quickly. My concern is how did we get here. How did we get to a point where it was thought acceptable to put something like that on a wall of our high school? My other concern is where is this path we are on taking us. Regarding this movement in our schools to make everything about race, gender, sexual identity it is moving fast. A year from now, will it be acceptable to leave a poster like that, on the wall? The way it's going, I think it probably will be. A lot of parents have concerns about the environment that has been created in our schools and a lot of parents have concerns with the DEI Committee's role in it. Parents are on all stages of the spectrum when it comes to DEI. There are parents that have heard it as CRT and are convinced it is wrong. They want it terminated immediately. There are parents that think they are just teaching inclusion and that is a good thing, so they support it. There are uninvolved parents that have never heard the term DEI. There is much confusion about what the DEI Committee actually does. I was about that myself, which is why I asked Dr. Riker who was on the committee, if the meetings are posted and is it open to the public. I received the response that DEI meetings are operational and not Board meetings so are not open to the public, nor required to be posted. Board meetings are required to be held in public, because they are rendering decisions that impact the district. There was a Pocono Record Article from February 10, 2021. The headline was "How East Stroudsburg Schools Plan to Diversify Curriculum Staff and More". The East Stroudsburg Area School District is undertaking a long term effort, not only to make sure its curriculum reflects all students but to make sure all operations include communications and hiring is carried out with diversity in mind. In this article, Dr. Bonilla is quoted as follows, "Our long term picture is that we will have infused the value of equity into all district processes. That is not dependent on a few people to have a committee but rather the system itself will have checks in place to self-correct when needed." You also said "A Human Resources subcommittee is looking at developing hiring practices that diversity the faculty and staff."
- B. Ms. Maria Hopkins said I signed up tonight to speak about the incident that Ms. Davis is speaking about. I have opposing views to hers. I think that students' work should always remain on the walls. It is their intellectual input in our community. A public school is not here to appease the parents' wishes. It is here to create members of society and those assignments are necessary for the current state of affairs that we live in. I'm not going to go any further because I think when students advocate for themselves that is when your work is done. My work is done as a parent. We have future leaders who are going to speak about this. Students from our own community who are going to be on Zoom so I will leave it to them speak.
- C. Ms. Darryl Sabino said I can only speak for South not North, but I'd like to start with how disappointed I am with what is happening at the high school level. I feel that we have lost control and I have a list of a few things, i.e. accusing top students on things that they have not done, vandalism in the bathroom and in the stadium, fights in the bathroom, stalking on school property leading to students getting badly injured only blocks away, sex in the school, drugs, mess at drop off and pick up of students, and students being written up twice in one day but allowed to play in the game that day and removing of students' projects from school walls, which brought on the respectful protest today. I remember last year, noting to several administrators and at meetings here, that creating lack of consistency with our students would be a huge mistake as everyone ventures back from the 2020 mess. In addition to Mr. Catrillo leaving, changes in Assistant Principals occurred. Removing Mr. Bomar from kids that know and trust him was a huge mistake. Now I will highlight our kids' accomplishments, which is another thing lacking. In Cross Country, Liam Davis, was sent to States in Hershey to represent East Stroudsburg. The Boys' Soccer team are the EPC North Division Champions for the first time ever. Our Cavalier football team not only

kept the Little Brown Jug here in our home where it belongs, but also became District XI Champions. The 2022 Senior girls won the Annual Powder Puff game. I would like to request a retake of the senior portrait because someone thought it would be a great idea for them to wear their masks although it was taken outside. These are the little things that keep happening that are defeating our children.

- D. Mr. John Petrizzo said I would like to start off with congratulating the football team on a great season. Mr. Brown, Mr. Rohner asked for help on how to reconsider changing his vote. Why didn't you tell Mr. Rohner to make a motion on the table to reconsider and to get a second under Robert's Rules of Order. The second thing is I've been hearing about unauthorized people signing checks. Did you contact the authorities on this? Mr. Brown said he did not have to because several members of the Board contacted the authorities. Mr. Petrizzo said did you also? Mr. Brown said I did. Mr. Petrizzo said did any of these checks go to any family members or friends of any of the Board members? The last thing I want to say is that I was fortunate enough to be an auditor of Middle Smithfield Township. One year, we looked over the hydraulic fluid. I noticed they were buying 155 gallons of hydraulic fluid every year. So the Board of Auditors made a suggestion to buy 55 gallon drums. The next year came and two and a half gallon containers still remained. We told Mr. Bonser, the Chairman of the Board, that he should get a 55-gallon drum of hydraulic fluid before we finish the audit or we weren't going to sign the audit and he was not going to get his liquid fuels. He complied and got a 55-gallon drum of hydraulic. The next audit they purchase 355 gallon drums of hydraulic fluid. They didn't realize that I was doing an inventory on the hydraulic fluid when they were buying it in two and a half gallon containers, they had in inventory. When they bought it in 55-gallon drums, they had 110 gallons sitting there. Apparently these two and a half gallon containers of hydraulic fluid grew legs and walked out the door or somebody drank them. How do any of you Board members know that your gas, tires, TV sets, etc. aren't walking out the door without doing an inventory. The audit that everybody is saying, "What a great job", stinks.
- E. Ms. Jessica Malachowsky said I am continuing where Tiffany Davis left off. There was an article in the Pocono Record on February 10, 2021. The headline was how "East Stroudsburg Schools Plans to Diversify Curriculum, Staff and More". It said East Stroudsburg Area School District is undertaking a long-term effort, not only to make sure its curriculum reflects all students but to make sure operations, including communications and hiring are carried out with diversity in mind. In this article, Dr. Bonilla is quoted as follows, "Our long term picture is that we will have infused value of equity into all district processes so that it is not dependent on a few people or a committee, but rather the system itself will have checks in place to self-correct when needed. She also said a human resources subcommittee is looking at developing hiring practices that diversify the faculty and staff." I mentioned these quotes to highlight how far reaching this committee aims to be. My question is for a committee that has its hands in what seems to be every single aspect of policy, curriculum, training of teachers, student clubs and hiring, etc., why are DEI Committee meetings not considered Board meetings and made public to us? Is that not a violation of the Sunshine Law? Parents have asked about making the DEI Committee public and have gotten murky and false information. I asked Dr. Riker to email me members of the DEI Committee. We were given three names. I was watching the Education Programs & Resources Committee meeting last week. During the public comments section, a parent came on and said she was part of the DEI Committee. I was not given her name in that email. Is it open to any parent that wants to join? If the DEI Committee is simply operational, then that is where its powers need to end. If the DEI Committee wants to have input into all the areas available then it needs to be classified as a Board Committee, have transparency and be open to the public.
- F. Ms. Michal Peterson said I'm very concerned about this \$10 million that was transferred into a prior financial year. I spoke to several CPAs who tell me that that is in appropriate. Nothing should be transferred into a closed fiscal year. Now again, we are going to be doing a budget in a couple of months. The last time I heard that there was structural deficiency. If you guys have an extra \$10 million to play around with you should not be making any claims of structural deficiencies this year. Not only that but I suspect with a surplus last year of \$14.5 million, you should be able to reduce taxes, this year. That is what I would like to see happen this year. The more money you have, the more you spend and someone needs to get a grip on what is being done here. There should be no more transfers into a closed fiscal year because that is inappropriate.
- G. Mr. Charles J. Stecker, Jr. said he is the Board President and Executive Director of the Division Housing. We are the only hub certified and approved housing counseling agency in the entire Pocono Mountain Region. I came last month to introduce myself. What I want to talk about today is the future of housing for the students of today. Some of the things I have seen in my years doing housing counseling is just basics that don't seem to be understood, such as what a person should be paying for rent, what you should actually afford on a mortgage, how to understand a mortgage, etc. All these things are what I would like to offer starting here in East Stroudsburg. I want to offer this to every senior in the school districts in the Pocono Region. I want seniors before they graduate to have an opportunity to come to my office and sit down for a counseling session in order to give them insight on what they need to know in order to be prepared to go out there and rent. I've talked to numerous teachers and

different advisors and was told that that they will learn it when they get out into the real world. They need to have that skill prior to being thrown into the real world. At 18 years old, a young man or woman can lose their life on the battlefields for their country but do not have a skill set on how to go rent an apartment. I am offering for free at no cost to any student in the East Stroudsburg Area School District to come to our agency and we'll give them the insight they need to be prepared for that.

- H. Mr. Ruben Torres said I am a taxpayer and parent of two children in the district. I stand in front of you in support of the students of the High School South that engaged in a peaceful silent protest against the Administration and the School Board. This is no secret that an extreme element within our district wants to spread misinformation, alternative facts, lies, division and hate. First they wanted to equate DEI to CRT. If they knew what CRT means, they would know that it does not equal DEI. Next they saw to silence the work of the students and the course that has been taught in our district for 12 years. As they were opposed to two words in a poster "white privilege", they sought censorship and received it from this administration. This administration should have stood up to these bullies and defended the course, the teacher and especially the students from censorship. This administration failed to defend them. Now the same group wants to ban books from our High School Library targeting our LGBTQ+ Community and students. As they try to equate a book titled, "Gender Queer" with pedophilia and pornography. I hope they do not give into book-banning next, as freedom of speech already has been stifled by this Administration. Our students need support. Listen to their voices. They are the future of our community. Listen to them.
- I. Miss Sidney Jeffries said I want to comment on the poster incident, as well as a student that was in that class. On November 5th in the Gender Studies class of East Stroudsburg High School South, our Principal, Mr. Triolo, decided to talk to us about the posters that were previously hung up in the hallway outside of our classroom. This is a class project that the Gender Studies class has been doing for the past 12 years since the elective was offered. In this conversation while talking to us as a class, he admitted to taking ownership of pulling down our class posters. During this discussion, many students were confused by the intentions of pulling down the posters. There were no real answers aside from we are not ready for this conversation as a school. In that forum that we had with Principal Triolo, one that lasted over a half hour, I might add, we were never given a conclusive answer. Not only was our cumulative project not seen as a whole, one that displayed a class male gender and able-bodied privilege, along with white privilege, when defending our project, we were even met with unintentional yet demeaning nicknames from Mr. Triolo, i.e. kiddo and even being called by the wrong name. This showed our class and the student body as a whole that a school as diverse as ours was now evaluating issues such as white privilege, to the extent it should. The reason why this issue is so important to many of us is because of how it impacts kids who are affected by these different privileges. How can we, as a school, pride ourselves on our diversity if we don't take the proper steps to have these conversations? What does this show students, family members and staff about how we handle the situation? What is the current concern if these issues come from the past year relations? With social justice, issues have been more relevant. This is not the time to shy away from them. If we do, our school will breed more divide and hate as we've seen in the past years. Even misuse and abuse of these terms will happen at the school if they do not take it upon themselves to educate others about terms and issues such as these. As a black student that has been in the East Stroudsburg Area School District since kindergarten, I have not seen any proficient measures to address problems like these. On a school-wide or district-wide basis and in previous years we have had clubs, such as the NAACP Club, along with elective classes that review these issues. However, this does not solve the problem whatsoever. It will not solve an incident like this one from happening again. We as a school student body would like to see a school climate when having these conversations about white privilege is not something that should be silenced but acknowledged. These conversations are uncomfortable but necessary in an educational environment such as this one. I know many others, including me, who would like to work with staff and administrators to better foster a school environment. A place where people cannot only express their experiences but their values as well on subjects like this and also have a deeper meaning.
- J. Miss Aryana Dixon said I along with my classmate Sydney, are seniors at High School South. I am not part of the gender studies class. I am representing a large majority of our student body that wasn't a part of this class. We feel that it's still important to be able to talk about this issue because our institution is set up to help us prepare for the real world. These social justice issues are things that we will experience in the real world, so it's better for us to be prepared now and address them early, so that we can go on and learn how to conquer these things when we get in the real world. Brushing off this issue will only lead to a greater divide in our student body within our school because there have been incidents within the past two years that have affected surrounding school bodies. Starting in 2020 when the social justice issues of Black Lives Matter and other issues had surfaced, there had been a video from a student at Stroudsburg High School who had been promoting racism and had been using derogatory slurs on the viral APP of TicTok. Once this video had gone viral, people in our community and around the world had seen this video and decided to speak out. If I remember, Dr. Riker, made a video addressing

to our school district, saying that we would not allow these things to happen and not allow to surface in our school district. The following school year, in the fall semester of this school year, Pleasant Valley High School had an incident similar to this where a student drew black letters on his paw print and students retaliated by drawing All Lives Matter on another person's paw print. There were a lot of threats verbally and physically, leading to a very strong divide in our student body. As a student body, we believe that discussing these topics, no matter if it makes someone feel uncomfortable, is the best way to prepare us for the real world when speaking about these topics.

- K. Dr. Bonilla said I would like to thank the students for speaking up and commend them for the courage it takes for them to share. It's an uncomfortable conversation. For anyone who wants to follow the discussion that we had about this subject, they can access the minutes and the recording for the Education Programs & Resources Committee meeting.

X. **UNFINISHED BUSINESS**

None

XI. **NEW BUSINESS**

a. **LOCAL BOARD PROCEDURES**

i. **002 – Functions**

1.

ACTION BY THE BOARD:

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

(See pages 15-21)

ii. **003 – Functions**

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to adopt or repeal the Board Policies listed. Motion was seconded by George Andrews and carried unanimously, 9-0.

Adopt

1. Policy 313.1 – Evaluation of Professional Employees
2. Policy 313.2 – Evaluation of Temporary Professional Employees
3. Policy 313.3 – Evaluation of Support Employees
4. Policy 324 – Personnel Files
5. Policy 325 – Dress and Grooming

(See pages 22-32)

Repeal

1. Policy 412 – Evaluation of Professional Employees
2. Policy 413 - Evaluation of Temporary Professional Employees
3. Policy 512 - Evaluation of Support Employees
4. Policy 424 - Personnel Files – Professional Staff
5. Policy 524 - Personnel Files – Support Staff
6. Policy 425 – Dress and Grooming – Professional Staff
7. Policy 525 – Dress and Grooming – Support Staff

b. PROGRAMS

i. 121 – Field Trips

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to authorize the field trips listed. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

Overnight

	Name	Activity	Location	Dates
1.	LaBar, Keith #08476	ACDA Eastern Division Honors Choir	Boston, MA	2/9/22-2/12/22

(See pages 33-34)

75 Miles or More

	Name	Activity	Location	Dates
1.	Kiesling, Martha #08497	Field Trip fundraiser to Rockefeller Center to benefit the Class of 2022.	New York, NY	12/17/21

(See pages 34a-34b)

c. PUPILS

i. 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 Dr. Damary Bonilla and carried unanimously, 9-0.

1. #183905
 2. #185649
 3. #185648
 4. #185856
 5. #185962
- (See pages 35-51)

d. PERSONNEL

1.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the substitute rates and salary scales for clinical certification holders, as presented, effective 11/28/21. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 51a)

2. 407 – Affiliation Agreement (University of Pittsburgh)

ACTION BY THE BOARD:

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

(See pages 52-55)

3. Statement of Charges

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Statement of Charges for Employee #5503 having concluded that the charges are sufficient to support termination. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See page 56)

4. Employment

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

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

i. 309 – Assignments and Transfers

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Fuller, Jennifer	From: Dean of Students – High School North To: Assistant Principal – J. T. Lambert Intermediate Replaces Loren Rich who resigned.	Act 93	\$78,820.00 (prorated)	To Be Determined
2.	Burrows, Nataya	From: Custodian (2 nd shift) – Smithfield Elementary To: Custodian (1 st shift) – J. M. Hill Elementary Replaces Matthew Parton who resigned.	Support	\$16.08/hour (no shift differential)	To Be Determined
3.	Wickberg, Arthur	From: Custodian (2 nd shift) – High School North To: Custodian (1 st shift) – High School North Replaces Thomas Vitale who retired.	Support	\$17.28/hour (no shift differential)	To Be Determined

ii. 335 – Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Condelli, Stephanie	Music teacher	Professional	High School North and Lehman Intermediate	September 7, 2021 now through December 2, 2021.
2.	Sandy, Jasmine	Special Education teacher	Professional	J. T. Lambert Intermediate	October 13, 2021 through December 31, 2021.
3.	Azikiwe, Emmanuela	Reading Paraprofessional	Support	Bushkill Elementary	November 9, 2021 through December 9, 2021.
4.	Bisbing, Charlene	Bus Driver	Support	Transportation	October 1, 2021 through November 2, 2021.
5.	Cali, Barbara	Paraprofessional	Support	Resica Elementary	November 15, 2021 through January 3, 2022.
6.	Donald, Dawn	Paraprofessional	Support	High School North	September 17, 2021 through June 30, 2022. This is an intermittent leave.
7.	Glinska, Izabella	Paraprofessional	Support	J. T. Lambert Intermediate	June 28, 2021 now through November 19, 2021.
8.	Gould, Richard	Custodian	Support	High School North	September 22, 2021 now through November 29, 2021.
9.	Holva, Michelle	Bus Driver	Support	Transportation	October 14, 2021 through October 13, 2022. This is an intermittent leave.
10.	Keeler, Joanne	Paraprofessional	Support	Lehman Intermediate	October 26, 2021 through November 7, 2021.
11.	Soto, Lourdes	Bus Driver	Support	Transportation	October 28, 2021 through November 26, 2021.
12.	Sourwine, Judy	Secretary	Support	Transportation	October 12, 2021 through December 22, 2021.

13.	Wright, Patricia	Secretary	Support	High School North	November 15, 2021 through January 10, 2022.
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iii. 335 – Family and Medical Leave and Sick Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	LaBar, Sherwood	Math teacher	Professional	J. T. Lambert Intermediate	January 24, 2022 through June 30, 2022

iv. Military Leave

	Name	Effective Date(s)
1.	Employee #8497	October 26, 2021, October 27, 2021

v. 339 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Harris, Shoshanah	Paraprofessional	Support	Lehman Intermediate	August 24, 2021 now through May 12, 2022.

vi. 303/305/404/406/504 – Employment

a. Rescissions

	Name	Position	Classification	Location
1.	Donald, Dawn	Student Council Co-Advisor	Schedule B	High School North
2.	Noia, Donna	Intramural Art Advisor	Schedule B	Bushkill Elementary
3.	States-Delcane, Denise	Intramural Environmental Group Co-Advisor	Schedule B	Smithfield Elementary

(See pages 57-59)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Boylan, Brian	Dean of Students	Professional	High School South	January 3, 2022 (end of the workday)
2.	Catalano, Jessica	Building Substitute teacher	Professional	Lehman Intermediate	September 20, 2021 (end of the workday)
3.	Sullivan, Timothy	Special Education teacher	Professional	High School South	December 22, 2021 (end of the workday)
4.	Van Winkle, Catherine	Math teacher	Professional	High School North	December 13, 2021 (end of the workday)
5.	Krumanoeker, Catherine	Cafeteria Aide	Support	J. T. Lambert Intermediate	October 22, 2021 (end of the workday)
6.	Parton, Matthew	Custodian	Support	J. M. Hill Elementary	November 5, 2021 (end of the workday)
7.	Pena, Eric	Maintenance II Worker	Support	Maintenance	November 19, 2021 (end of the workday)
8.	Phillips, Natalia	Bus Driver	Support	Transportation	October 11, 2021 (end of the workday)
9.	Stys, Patricia	Cafeteria Aide	Support	High School South	September 30, 2021
10.	Van Winkle, Catherine	Cheerleading Head Coach (fall)	Schedule B	High School North	October 1, 2021
11.	Van Winkle, Catherine	Cheerleading Head Coach (winter)	Schedule B	High School North	October 1, 2021
12.	Van Winkle, Catherine	Student Council Co-Advisor	Schedule B	High School North	October 1, 2021
13.	Van Winkle, Catherine	Yearbook Editor Advisor	Schedule B	High School North	October 1, 2021

(See pages 60-69)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Butler, Rebecca	Art teacher	Professional	High School South	January 21, 2022 (end of the workday)
2.	Kolcun, Brian	English teacher	Professional	J. T. Lambert Intermediate	June 30, 2022
3.	LaBar, Sherwood	Math teacher (Grade 8)	Professional	J. T. Lambert Intermediate	June 30, 2022
4.	Osborn-Hallet, Michelle	Science teacher (Grade 7)	Professional	J. T. Lambert Intermediate	July 15, 2022
5.	Bader, Vicky	Bus Driver	Support	Transportation	December 31, 2021
6.	Nicholls, Rhonda	Health Room Nurse	Support	J. T. Lambert Intermediate	At the end of the last health room nurse 2021-2022 workday.
7.	Ortiz, Michelle	Bus Driver	Support	Transportation	August 13, 2021
8.	Pearson, Eileen	Paraprofessional	Support	Lehman Intermediate	May 3, 2022 (end of the workday)
9.	Piccoli, Arthur	Custodian	Support	High School North	December 10, 2021 (end of the workday)
10.	Santiago, George	Custodian	Support	High School South	November 4, 2021 (end of the workday)
11.	Siptroth, Kenneth	Custodian	Support	Smithfield Elementary	December 7, 2021 (end of the workday)
12.	Steimer, Cheryl	Bus Driver	Support	Transportation	December 10, 2021 (end of the workday)
13.	Turner, Cory	Bus Driver	Support	Transportation	October 29, 2021 (end of the workday)
14.	Turner, Sandra	Bus Driver	Support	Transportation	October 31, 2021
15.	Vitale, Thomas	Custodian	Support	High School North	<i>Changed to:</i> December 3, 2021 (end of workday)

(See pages 70-84)

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Long, Kristen	Supervisor of Special Education K-5 (PE) Replaces Patricia Padula who resigned.	Act 93	District	\$72,610.00 (prorated)	December 13, 2021
2.	Fratello, Rachel	Special Education teacher (TPE) Replaces Priscilla Altorfer who was reassigned.	Professional	Bushkill Elementary	\$47,296.00 (prorated) Step 2 Column 2	Date change: November 8, 2021
3.	Nagy, Kelsey	Biology teacher (TPE) Replaces Derek Schaller who resigned.	Professional	High School North	\$49,564.00 (prorated) Step 1 Column 7	November 30, 2021
4.	Yost, Amanda	School Counselor (TPE) Replaces Beverly Dollar who retired.	Professional	East Stroudsburg Elementary	\$49,564.00 (prorated) Step 1 Column 7	November 24, 2021
5.	Carranza, Elizabeth	Cafeteria Aide (3.5 hour) Replaces Catherine Krumanocker who resigned.	Support	J. T. Lambert Intermediate	\$13.88/hour	November 8, 2021
6.	Franklin, Deanna	Student Aide (7 hour) Replaces Amanda Cherif who resigned.	Support	Smithfield Elementary	\$14.06/hour	November 30, 2021
7.	Kolenovic, Rafeta	Cafeteria Aide (4 hour) Replaces Jolita Burnett who resigned.	Support	East Stroudsburg Elementary	\$13.88/hour	November 1, 2021
8.	Purse, Alphonso III	Bus Driver (6 hour) Replaces Mary Daly-Rispin who retired.	Support	Transportation	\$17.09/hour	November 8, 2021
9.	Villano, Lisa	Paraprofessional-Special Education	Support	Resica Elementary	\$17.32/hour	November 15, 2021

		Replaces Teresa Thompson who was reassigned.				
10.	Woolard, Margaret	Cafeteria Aide (3.5 hour) Replaces Ashley DeLaRosa who was reassigned.	Support	J. T. Lambert Intermediate	\$13.88/hour	October 19, 2021
11.	Young-Collins, Marjorie	Cafeteria Aide (3 hour) Replaces Patricia Stys who resigned.	Support	High School South	\$13.88/hour	November 15, 2021

(See pages 85-87)

e. Salary Changes

	Name	Classification	From:	To:	Effective
1.	Catalano, Jessica	Professional	\$48,177.00 (prorated) Step 2 Column 4	\$48,617.00 (prorated) Step 2 Column 5	September 21, 2021
2.	Rutkowski, Rebecca	Professional/LTS	\$46,855.00 (prorated) Step 2 Column 1	\$47,296.00 (prorated) Step 2 Column 2	September 7, 2021 through the end of the 2021-2022 1 st semester

f. Tenure

	Last Name	First Name	Position	Location
1.	Moucha	Alexandra	School Counselor	Resica Elementary
2.	Rodriguez	Lizzette	School Nurse	District

g. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Keogan-Ilch, Elizabeth	Teacher	Professional	2021-2022 School Year
2.	Lopresti, Sabrina	Teacher	Professional	2021-2022 School Year
3.	Dreier, Donna	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2021-2022 Fiscal Year
4.	Gonzalez, Malika	School Police Officer, Security Officer	Support	2021-2022 Fiscal Year
5.	Keogan-Ilch, Elizabeth	Paraprofessional, Student Aide	Support	2021-2022 Fiscal Year
6.	Kilom, Jon	Bus Driver	Support	2021-2022 Fiscal Year
7.	Lopresti, Sabrina	Paraprofessional	Support	2021-2022 Fiscal Year
8.	Nicholls, Rhonda	Health Room Nurse	Support	2021-2022 Fiscal Year
9.	Pizzo, Joseph	Bus Driver	Support	2021-2022 Fiscal Year
10.	Schipsi, Renata	Bus Driver	Support	2021-2022 Fiscal Year
11.	Stys, Patricia	Cafeteria Aide	Support	2021-2022 Fiscal Year

h. Getting Ready for Kindergarten Fair/Kinderversity – Approve the following professional staff for the purpose of planning, preparing and facilitating this event as part of ESASD’s transition plan. Effective November 16, 2021 to begin planning and preparing. Program date: Saturday, February 26, 2022 (Snow date: March 5, 2022). Position is fully funded by the Title I grant. No appointment is hereby made in the event that the respective program is cancelled.

	Name	Position	Classification	Compensation (Based on 2020-2021 Schedule B Rate)
1.	Greiner, Katie	Event Facilitator	Professional	\$29.56 (35 hour maximum)

i. Virtual Classroom Help for the 2021-2022 School Year. Approve up to 500 Schedule B professional staff hours paid at the 2021-2022 curriculum rate to be utilized for Virtual Classwork Help for the purpose of providing after-school support to Elementary, Intermediate and High School students and families. These positions are fully funded through the ARP ESSER After-School Set Aside Grant. No appointment is hereby made in the event that the respective programs are cancelled.

- j. 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.

2021-2022 School Year

	Last Name	First Name	Position	Building	Compensation (Based on 2020-2021 Schedule B Rate)
1.	Baron	Meghan	Mentor for Rachel Fratello (effective 11/8/21)	Bushkill Elementary	\$625.00 (prorated)
2.	Blannard	Jenny	Mentor for Jennifer Peckally (effective 9/29/21-2/29/22)	Bushkill Elementary	\$625.00 (prorated)
3.	DiSanto	Patricia	Intramural Art Co-Advisor (effective 11/16/21)	Bushkill Elementary	\$24.46/hour (30 hour maximum)
4.	Noia	Donna	Intramural Art Co-Advisor (effective 11/16/21)	Bushkill Elementary	\$24.46/hour (30 hour maximum)
5.	Kizer	Ann Marie	Intramural Ski Group Advisor	Middle Smithfield Elementary	\$24.46/hour (48 hour maximum)
6.	Simonds	Kevin	Intramural Chess Advisor	Smithfield Elementary	\$24.46/hour (24 hour maximum)
7.	Brescancine	Stacey	Intramural Reading Olympics Advisor	Smithfield Elementary	\$24.46/hour (24 hour maximum)
8.	Simonds	Kevin	Intramural Scrabble Group Advisor	Smithfield Elementary	\$24.46/hour (24 hour maximum)
9.	Carbajal	Louis	Soccer-Girls Head Coach	J. T. Lambert Intermediate	\$2,837.00 (plus \$250.00 longevity stipend)
10.	Carmella	Samantha	Intramural Cheerleading Advisor	J. T. Lambert Intermediate	\$24.46/hour (40 hour maximum)
11.	Henritzy	Anthony	Track and Field-Girls Head Coach	J. T. Lambert Intermediate	\$2,837.00 (plus \$250.00 longevity stipend)
12.	Kirkpatrick	Jason	Baseball Head Coach	J. T. Lambert Intermediate	\$2,837.00
13.	Murphy	Kenneth	Track and Field-Boys Head Coach	J. T. Lambert Intermediate	\$2,837.00 (plus \$250.00 longevity stipend)
14.	Simcisko	Jessica	Soccer-Girls Assistant Coach	J. T. Lambert Intermediate	\$2,356.00
15.	Miller	Jorge	Basketball Boys Head Coach	Lehman Intermediate	\$3,697.00
16.	Reichl	Jeffrey	Intramural Boys Basketball Advisor	Lehman Intermediate	\$24.46/hour (24 hour maximum)
17.	Contino	Diane	Intramural Homework Advisor Substitute	Lehman Intermediate	\$24.46/hour
18.	Tirado	Brenda	Intramural Homework Advisor Substitute	Lehman Intermediate	\$24.46/hour
19.	Yandolino	Nicholas	Intramural Wrestling Advisor	Lehman Intermediate	\$24.46/hour (24 hour maximum)
20.	Witte	Sarah	Softball Head Coach	Lehman Intermediate	\$2,837.00
21.	Sabino	Paul	Baseball Head Coach	High School North	\$6,062.00
22.	Fort	Jamal	Basketball-Boys Freshman Coach	High School North	\$4,141.00
23.	Duval	Fabian	Basketball-Boys Varsity Assistant Coach	High School North	\$5,134.00
24.	Noble	Josh	Basketball-Boys Varsity Assistant Coach	High School North	\$5,134.00
25.	Messana	Amy	Cheerleading Head Coach (winter)	High School North	\$2,598.00
26.	Millard	John	Chess Team Coach	High School North	\$2,155.00
27.	Fetherman	Christopher	Softball Varsity Assistant Coach	High School North	\$4,154.00
28.	Cruz	Caroline	Student Council Tri-Advisor	High School North	\$2,301.00 (prorated)

	Last Name	First Name	Position	Building	Compensation (Based on 2020-2021 Schedule B Rate)
29.	Donald	Dawn	Student Council Tri-Advisor	High School North	\$2,301.00 (prorated)
30.	Lukshides	Olivia	Swim Team Head Coach	High School North	\$6,245.00
31.	Howery	Taylor	Swim Team Varsity Assistant Coach	High School North	\$4,001.00
32.	Lowris	Joel	Tennis-Boys Head Coach	High School North	\$3,807.00
33.	Reith	Daryl	Track and Field-Boys Varsity Assistant Coach	High School North	\$4,027.00 (plus \$250.00 longevity stipend)
34.	Hogan	Matthew	Wrestling Head Coach	High School North	\$7,565.00
35.	Carson	Jessica	Yearbook Editor Advisor (effective 10/4/21)	High School North	\$2,654.00 (prorated)
36.	Furst	Kane	Baseball Head Coach	High School South	\$6,062.00 (plus \$250.00 longevity stipend)
37.	Milford, Jr.	Gregory	Baseball Junior Varsity Coach	High School South	\$4,040.00
38.	Markowski	Sigmund	Baseball Varsity Assistant Coach	High School South	\$4,154.00 (plus \$250.00 longevity stipend)
39.	Meola	Rachel	Choraliers Club Advisor	High School South	\$1,113.00
40.	Munford	Shawn	Intramural Boys' Basketball Advisor	High School South	\$24.46/hour (24 hour maximum)
41.	Krammes	Barry	Intramural Boys Track & Field Co-Advisor	High School South	\$24.46/hour (16 hour maximum)
42.	Yeomans	Brett	Intramural Girls' Track & Field Co-Advisor	High School South	\$24.46/hour (16 hour maximum)
43.	Cole	Zachary	Intramural Weight Room Tri-Advisor (winter)	High School South	\$24.46/hour (40 hour maximum)
44.	Ellison	Aimee	Intramural Weight Room Tri-Advisor (winter)	High School South	\$24.46/hour (40 hour maximum)
45.	Furst	Kane	Intramural Weight Room Tri-Advisor (winter)	High School South	\$24.46/hour (40 hour maximum)
46.	Camaerei	Albert	Softball Head Coach	High School South	\$6,062.00
47.	Stanukenas	Christopher	Softball Junior Varsity Coach	High School South	\$4,040.00
48.	ZeRuth	Samantha	Softball Varsity Assistant Coach	High School South	\$4,154.00
49.	Kolcun	Brian	Tennis-Boys Head Coach	High School South	\$3,807.00 (plus \$250.00 longevity stipend)
50.	Krammes	Barry	Track and Field-Boys Head Coach	High School South	\$6,187.00 (plus \$250.00 longevity stipend)
51.	Watkins	Willie	Track and Field-Boys Varsity Assistant Coach	High School South	\$4,027.00
52.	Yeomans	Brett	Track and Field-Girls Head Coach	High School South	\$6,187.00
53.	Leap	Jason	Track and Field-Girls Varsity Assistant Coach	High School South	\$4,027.00 (plus \$250.00 longevity stipend)
54.	Mason-Caiazza	Laura	Track and Field-Girls Varsity Assistant Coach	High School South	\$4,027.00 (plus \$250.00 longevity stipend)
55.	Bogart	Jenny	Volunteer Chess Advisor	High School South	not applicable
56.	Oliver	Donovan	Volunteer Swim Team Advisor	High School South	not applicable

k. 516 - School Security Personnel

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve that the Solicitor and Superintendent of the District be authorized and directed to prepare and file a petition with the Local Court of Common Pleas for both Monroe and Pike Counties for the purpose of having Malika Gonzalez appointed as a school police officer for the District. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

e. FINANCES

i. 601 – Fiscal Objectives

ACTION BY THE BOARD:

Motion was made by George Andrews to authorize and direct the administration to work with financial advisor PFM Financial Advisors LLC, bond counsel Eckert Seamans Cherin & Mellott LLC and the solicitor on a dual track process between a bank loan and a bond issue for the purpose of refunding the district's Series of 2016 and Series of 2017 Bonds, in accordance with the recommendation of the Finance Committee. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 88-102)

ii. 610 – Purchases Subject to Bid

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the following section ii. 610 – Purchases Subject to Bid a. through e., in accordance with the recommendations of the Finance Committee and the Property and Facilities Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

- a. A contract for Snow Removal with Meglino Landscaping & Excavation LLC for the District's South Campuses (including South High School campus & associated buildings, JM Hill Elementary, Smithfield Elementary, Middle Smithfield Elementary, JT Lambert Intermediate & Bus Garage, Resica Elementary, and East Stroudsburg Elementary) and with AAF Landscaping for the District's North Campuses (including North High School, Lehman Intermediate, Bushkill Elementary, North Bus Garage, Water Tower Access Road, and Sewage Treatment Plant Road). Contracts with both Meglino Landscaping & Excavation and AAF Landscaping are for Three Years (2021-22, 2022-23, 2023-24 based on pricing as presented, in accordance with the recommendation of the Finance Committee.
(See pages 103-125)
- b. The quote from Deep Run Aquatic Services Inc. for the supply and installation of One Prominent DCM 512 Controller for the High School North Swimming pool, in the amount of \$4,998.25, in accordance with the recommendation of the Property and Facilities committee and Finance committee.
(See page 126)
- c. The quote from Deep Run Aquatic Services Inc. for the supply and installation of one 6" Signet Flowmeter wired into chemical controller at High School South, in the amount of \$2,446.37, and for the supply and installation of one 6" Signet Flowmeter wired into chemical controller at High School North, in the amount of \$2,446.37, in accordance with the recommendation of the Property and Facilities committee and Finance committee.
(See page 127)
- d. The quote from Suntex International for a one-year subscription to First in Math, in the amount of \$13,573.60, in accordance with the recommendation of the EPR committee and Finance committee. Purchase will be funded by ESSER III.
(See pages 128-132)
- e. The quote from 3P Learning for a one-year subscription to Math Seeds, in the amount of \$7,650.00, in accordance with the recommendation of the EPR committee and Finance committee. Purchase will be funded by ESSER III.
(See pages 133-138)

iii. **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 the 2021-2022 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 7-2. Larry Dymond and Wayne Rohner voted no.

1. Budget Transfers - (See pages 139-146)
2. Payment of Bills - (See pages 147-166)
3. Treasurer’s Report - (See page 167-201)

2.

ACTION BY THE BOARD:

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

i. Payment of D’Huy Engineering Invoices:

1. High School North Roof Replacement - Invoice #53768 \$2,535.01
2. High School South Pool Repairs - Invoice #53769 \$1,457.63
3. High School North and Lehman Intermediate Window Replacement - Invoice #53770 \$2,058.61
4. Lehman Intermediate and Bushkill Elementary Flooring Replacement - Invoice #53771 \$3,056.13
5. J.M. Hill Vestibule Renovation - Invoice #53772 \$386.13
6. Resica and Middle Smithfield Water Filtration - Invoice #53853 \$2,006.25
(See pages 202-208)

ii. Application for payment:

1. Bushkill Elementary Flooring - Cope Commercial Flooring - Application #5 \$30,948.70
(See pages 209-210)
2. High School South Pool Repair - All State Technology - Application #3 \$75,045.00
(See pages 211-212)
3. High School North and Lehman Intermediate Window Replacement- D&M Construction - Application #4 \$41,984.10
(See page 213-214)
4. Resica and Middle Smithfield Water Filtration - Leon Clapper - Application #1 \$70,650.00
(See page 215-216)
5. High School North Sanitary Liner Replacement - Atlantic Lining - Application #2 \$162,478.46
(See pages 217-218)
6. High School North and Lehman Intermediate Window Replacement - D&M Construction - Application #5 \$53,504.10
(See pages 219-220)

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

1.

ACTION BY THE BOARD:

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

J.T. Lambert Intermediate
South Side Steppers

High School South
Dance Club
Tri-M Music Honors Society

2.

ACTION BY THE BOARD:
 Motion was made by Wayne Rohner to approve the request to establish a special activity fund for H.S. North – T-wolves Together. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

(See page 221)

3.

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

Administration	H.S. North
ESASD Transporting Dreams	Athletic Awards/Comm
	Varsity Wrestling
Bushkill Elementary	
Sunshine Club	H.S. South
	Band Uniform
Middle Smithfield Elementary	Baseball
	Basketball
Price Chopper Fund	Cavalier Varsity Rifle Team
	Cross Country
	Faculty Fund
	Football
	Musical
	Special Olympics Unified Club
	Track and Field

4.

ACTION BY THE BOARD:
 Motion was made by Dr. Damary Bonilla to close the student activity fund listed. Motion was seconded. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

High School North
Class of 2018

(See pages 222-223)

v. **619 – District Audit**

1.

ACTION BY THE BOARD:
 Motion was made by Debbie Kulick to accept the independent financial audit report by Zelenkofske Axelrod LLC for the Fiscal Year ending June 30, 2021 as presented at this meeting, in accordance with the recommendation of the Finance Committee. Motion was seconded by Lisa VanWhy and passed 6-3. George Andrews, Larry Dymond and Wayne Rohner voted no.

(See pages 224-304)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to accept the Annual Financial Report for the Fiscal Year ending June 30, 2021 and submitted to PDE on October 29, 2021 as presented, in accordance with the recommendation of the Finance Committee. Motion was seconded by Dr. Damary Bonilla and passed 6-3. George Andrews, Larry Dymond and Wayne Rohner voted no.

(See pages 305-477)

f. **OPERATIONS**

i. **818 – Contracted Services**

ACTION BY THE BOARD:

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

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Blackboard Inc.	Premium IMPL SVC Mass Notification	\$3,000.00	Administrative Services	11/21-11/22
2.	Ducks and Lions: Trauma Sensitive Resources, LLC (Dr. Melissa Sadin)	Virtual professional development in creating a trauma sensitive school program.	\$3,500.00	ARP ESSER Learning Loss Set-aside Grant	3/7/22
3.	Lehigh Learning Academy	Renew: Program Placement Agreement	\$131.10 per day for alternative educational placement and services	Pupil Services and Special Education funds-ACCESS when applicable	2021- 2022 school year
4.	Martz Group	Buses will pick up students, staff and chaperones from H.S. South and take them to Rockefeller Center in New York City and return all passengers to H.S. South.	\$3,318.00	H.S. South Student Activity Fund Class of 2022	2021- 2022 school year
5.	Northampton Community College (Judith Rex)	To provide Emergency Medical Responder training to East Stroudsburg Area School District H.S. North and South students.	\$525.00 per student 15 participants Total: \$7,875.00	Curriculum & Instruction	Spring 2022
6.	Plan Be LLC (Patricia McLain)	Professional Development in tools for navigating challenges, educator wellness.	\$1,500.00	Pupil Services and Special Education	11/23/21
7.	Pocono Environmental Education Center (Emma Roth)	PEEC Into the Classroom Virtual Curriculum “Seasonal Survival” at Bushkill Elementary	\$100.00	PEEC Staff Salary and Benefits for Grant Fulfillment	12/2/21
8.	Pocono Environmental Education Center (Emma Roth)	PEEC Into the Classroom Virtual Curriculum “Seasonal Survival” at Bushkill Elementary	\$100.00	PEEC Staff Salary and Benefits for Grant Fulfillment	12/3/21

9.	School Psychological Services (Dr. Kathleen Carlile)	Independent Contractor Agreement for school based psychological evaluations and report writing	\$700.00 per report \$650.00 per gifted report	Pupil Services and Special Education funds-ACCESS when applicable	2021- 2022 school year
10.	The ReDCo Group	Psychiatric outpatient services, evaluations, medication management, therapy services, and tele mental health services.	Letter of Agreement is to establish a relationship between the district and the Agency and the services provided by the Agency. MOU does not constitute a pay rate or contract.	Pupil Services and Special Education	December 2021 through December 2023

(See pages 478-515)

2. Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial Intermediate Unit 20	Colonial Academy – Partial Hospitalization Program	\$37,129.04	Pupil Services and Special Education funds	10/12/21 through the end of the 2021-2022 school year.
2.	Pocono Mountains United Way	To provide scholarships to ESASD Families with children enrolled in YMCA before/after school care programs in ESASD buildings.	\$50,715.00	Title I Grant	11/15/21-6/30/22

(See pages 516-518)

g. **COMMUNITY**

i. **909 – Municipal Government Relations**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to reappoint Eileen Early as a member of the Stroud Regional Open Space and Recreation Committee, effective January 1, 2022 through December 31, 2024. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See page 519)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to reappoint Gary Morris as an alternate member of the Stroud Regional Open Space and Recreation Committee, effective January 1, 2022 through December 31, 2024. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See page 519)

ACTION BY THE BOARD:

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

XII. **ADJOURNMENT: 8:42 P.M.**

Respectfully Submitted,

Patricia Rosado
Board Secretary