

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

**December 20, 2021 - 7:00 p.m.**

**Carl T. Secor Administration Center – Board Room,  
and Via Zoom**

**Minutes**

- I. President, Richard Schlameuss called the meeting to order at 7:18 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, Jason Gullstrand, Debbie Kulick, Steven Lurry, Wayne Rohner, Richard Schlameuss and Lisa VanWhy were present.
- III. **School personnel present in the Board Room:** David A. Baker, Ben Brenneman, Louis Carbajal, Diane Kelly, Jennifer Marmo, Frederick Mill, Jennifer Moriarty, Craig Neiman, Debby Padavano, William Riker, Patricia Rosado, Kate Schroth and William Vitulli. Christopher Brown, Solicitor.

**Other in the Board Room:** Autumn Hawthorne, Stroud Region Open Space & Recreation Commission

**School personnel attended via Zoom:** Brian Borosh, Eric Forsyth, Gail Francis, Janice Frazier, Scott Ihle and Venus Morales.

**Student School Board Representatives via Zoom:** Isabella Iacono and Mohamed Abdellall.

- IV. **Community members present in the Board Room:** Larry Dymond, Thomas Jones, Illyana Marmo, Gary Morris, Sonyil Patrick, Hunter Riker and Darryl Sabino.

**Community members attended via Zoom:** Susan Baglieri, Drelina Booth, Vincent DeAngelis, Isabella Diaz, Brigitte Fields, Audry Garrett, Jennifer Hazel, Heather Hill, Chris Nielsen, Santos Rosas and Ruben Torres.

**Other Via Zoom:** Mr. Chris Bamber, CFA, Director - Public Financial Management, Inc.  
Mr. Jonathan Cox – Eckert, Seamans, Cherin & Mellot

**ANNOUNCEMENT OF EXECUTIVE SESSION(S)**

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

**V. ADOPTION OF AGENDA**

**ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to adopt this agenda for December 20, 2021, as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

**VI. APPROVAL OF MINUTES**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the minutes of the November 4, 2021 and November 15, 2021 Board meetings. Motion was seconded by George Andrews and carried unanimously, 9-0.

## VII. REPORTS

### a. Public Financial Management

Mr. Chris Bamber, CFA, Director, said Ms. Doyle could not be here tonight. He said we are here tonight to discuss the results of the dual track process as it relates to the refunding of the 2016 and 2017 bonds. If you recall, we were last before the Board in the middle of November, seeking authorization to proceed with the dual track process which looked at the possibility of refunding the 2016 and 2017 bonds with either a bank loan or an estimate of where the public bond markets may be. We are here tonight to report the results of that after going through the bank loan RFP. There are two motions on the agenda in the Finance Section, I believe. One is to adopt a parameters resolution that has been prepared by Bond Council. Mr. Jon Cox from Eckert Seamans is also on the call today. The other motion recommends acceptance of the dual track results, which I will be going over very shortly.

Page 1 - In terms of an update of where interest rates are, interest rates still remain favorable as we see in this red box here. Over the last few weeks, things have been relatively stable.

Page 2 – When we look at the results of the dual track process, once again, just after the meeting in November, we sent out a bank loan RFP to over 50 different regional, local and national banks. We received lots of strong responses with the strongest response coming from TD Bank. TD Bank was able to offer a fixed rate of 1.608%. While that does not indicate it, we have confirmed with them, including triple checking today, that the rate is firm. That rate will not change, assuming the Board accepts the proposal tonight. There were bank loan fees of about \$2,500, which is incorporated into the two yellow columns you see here tonight. This is a calculation of true interest costs. With true interest costs being all in metric that we talked about before, TD bank produced net savings of just over \$513,000 in total. If you recall when we were here in November, we estimated that number to be about \$475,000. This is a little bit better than we expected or estimated last month. This loan is pre-payable at any time without penalty, which is good, should the district want to pay it off due to savings or to defeat debt. There are some certain provisions related to the note, which we have discussed it with the bank and are comfortable with it after discussing it with bond counsel and everyone. Out of all of the proposals, the best one came from TD Bank. There were some other proposals from other banks that I won't necessarily go into detail about but you can see their proposed interest rates, as well as most importantly, their resulting true interest costs and net savings. The important part here is that we are comparing that best bank loan response, which is the TD response to what we think is the current estimate of the Bond market. Based on an aggressive estimate of the current bond market, we think produces a yield of about 125. However, there are incremental costs associated with entering the bond market. Once we incorporate those we get to an all in true interest cost of just under one and a half percent or net savings, which is just over \$576,000. One thing we will say is that old adage of one in the hand is worth two in the bush, which is a prevalent theme here because the TD bank proposal saves the district \$513,000. The bond issue response of \$576,000 which is higher, is just an estimate. There are lots of steps that the district would need to take to go and enter the bond market, including going through a credit rating process and that takes time. That time introduces a difference in interest rates, from where they are now. That's that two in the bush concept of potentially going away. I think after discussions with Craig and Diane and the rest of the business office, it is the recommendation to accept the TD Bank proposal, especially given the ample amount of the savings of \$513,000. The bank loan route not only produces significant savings but also saves a great amount of time for the administration and Craig for purposes of going through a credit rating process, updating disclosure documents, etc.

Page 3 – The TD bank proposal produces net savings as we talked about of about \$513,000. Those net savings are distributed, as we see in column six, with a lot of the savings being realized in the first two fiscal years, about breakeven savings in the next 6 to 7 years and the majority of the savings is realized in fiscal year 30. That is intentional because we are trying to structure the overall aggregate local effort of the school district to be level, as you see here at just a hair over \$14 million. Once again this refunding is realizing savings in certain years to provide budgetary certainty in aggregate local effort as we go forward.

Pages 4 – 7 The remaining schedules here are just the details behind all of the numbers that support the TD Bank Loan Proposal. This is the number here, where you see the 1.608% fixed interest rate they've proposed and the \$513,000 of net savings.

Page 8 – The next page here is the estimated sources and uses, including the estimated fees that would be payable from this bank loan. You'll see we do have the bank loan fees in there, as well as the fees of all the other professionals that would be needed to complete this deal. We have scheduled a settlement date of January 24, 2022, which is when the old bonds would be paid off and the new loan would settle.

Page 9 – This page is just simply the outstanding debt of the school district after the issuance.

The action that the Board would be considering tonight is a Parameters Resolution that has been prepared by John Cox and he will go over that and answer any questions. There is another motion which accepts and moves forward with the TD Bank Loan proposal, which has all the information that you see included in the handout tonight.

Mrs. Bear asked if the district went that auction route, when will it be. Mr. Bamber said the bond sale with the current timing would put us probably in the last week of January or in the first week in February. The best case scenario and realistically it would be in the middle of February. Mrs. Bear said no one will know what the rates will be at that time. Mr. Bamber said that is correct. No one knows because that is a significant amount of time. If you look at the true interest rate costs between the bank loan proposal and the bond issue proposal, you see there is about 10 or 15 basis points. We have certainly seen the bond market move 10 or 15 basis points in a matter of days. If we wait until February, you are talking about weeks. That is the introduction of the interest risk that the bank loan option does not have because that is the proposal in hand. Mrs. Bear said the bond interest will go up not down due to the government saying they are raising the rates. This is just my opinion. Mr. Bamber said no one knows. Mrs. Bear said she has to abstain from TD bank proposal since TD Bank is her employer.

Mr. Jon Cox said the resolution before the Board this evening, I would note for the minutes, has been advertised as required under the Local Government Unit Debt Act and made available for public inspection. With the Parameters Resolution, we wanted to provide the Board the flexibility this evening to make a decision on the dual track approach and indicate its preference and exercise its discretion on which option, it will prefer to pursue. It was crafted intentionally to be flexible to accommodate either option. That is why we did it as a Parameters Resolution. The maximum principal amount you will see was \$8 million for advertising purposes. Assuming the Board moves forward with the TD Bank Proposal, as PFM is recommending this evening, we will of course update DCD filings to reflect our final terms and conditions of the bank loan proposal. Otherwise the Resolution includes the requirements of the Local Government Unit Debt Act, all State Law requirements for the district to move forward with the transaction as well as all of the Federal Tax requests for the transaction to be a tax-exempt financing. The only action the Board has to take to move forward with the transaction is to authorize the officers to sign all appropriate documents and we will prepare all documents on your behalf, provide the opinion to the bank and take care of all of the DCD filings. Mr. Cox asked if anyone had a question. Mr. Schlameuss said we have done this several times; therefore, there are no questions. Mr. Cox said this resolution is similar to ones that have been done in the past.

b. Stroud Region Open Space & Recreation Commission Presentation

Ms. Autumn Arthur Hawthorne, Executive Director, said she is joined tonight by Mr. Gary Morris, who is one of the districts representatives for Stroud Region Open Space & Recreation Commission. We have developed a little bit of a nickname for our organization, so you might hear us refer to ourselves as Stroud Right Now, just to simplify things for everyone. If you are looking for information, stroudrec.org will get you to our website. I am here this evening because we are on a little bit of an informational tour for Stroud Rec. We are really engaging in a push to help the community understand what our role is and also to help get the community involved. We are going through a Strategic planning process right now and we would like to know what everyone sees in the future of recreation for our region. Stroud Rec was created by an intergovernmental agreement in 2003 between East Stroudsburg Borough, Stroudsburg Borough and Stroud Township and then joined by the two area school districts. We have three representatives from each municipality and two representatives from each school district on our board that help us govern all of our decisions. We are extremely grateful for Dr. Riker and the faculty and staff here at the school district for helping us to accomplish our goals. I am going to very briefly go over what we have done in the last year or two as we try to navigate through our Recreation during a pandemic. I will then leave you with a call for committee members in case anyone from the community would like to get involved. We have 26 parks between the different municipalities in our recreation system from Forever Green North to all the way down south Top Scout Trailhead, which is the trailhead for the Appalachian Trail. We have two community pools, two community State parks, numerous playgrounds and sport fields for the community to participate in. We also have an ever growing trail system for our community so the Stroud Green Way includes the Levy Loop Trail system which runs right behind this school district all up and down the Brodhead Creek. We are looking to expand that trail system to both the East Stroudsburg Area School Districts Schools and Stroudsburg Area School District schools as well as where students may have summer jobs and places where they can go grocery shopping. In 2019, we completed a Trail Gap Analysis and in 2020 we were part of an active transportation plan with Monroe County to help look at where our gaps are and identify some priority projects, including some right here in the East Stroudsburg Area School District to try to continue those trails. We are also working right now, as I said, on our informational tour to try to help the community identify all of the different parks and amenities that are in our region. In the spring time our area parks, are going to see a new signage getting posted out. We have 35 signs that

will be going out to the community to help the community navigate on that trail system and park system. We recently went to the ESSA Bank Property Headquarter in Stroudsburg and we completed a long coming project in installing a pollinator garden in that area which we hope to use for an educational site. We hope to be able to offer it out for students to visit and learn about pollinators and learn about some of our environmental education in the area. We have a number of activities that are well known in the community, even though sometimes the community isn't sure who is actually putting them on, which is part of our effort. We have the Daddy/Daughter Dance in the springtime and the Trail Run in the summer and as of this year, the Mom and Me Masquerade in the fall are all activities that we put on for the community. When we ask for committee members, it is people getting involved in these activities. Throughout the Pandemic, we worked really hard to make sure we can still find ways to put on safe recreation for our community, so we've done a number of things like storybook trails, guided walks, we've created a new Pickleball Program at Day Street Community Center just down the road, archery, we have had some tots' programs and, of course, we have continued as modified but as best as we could to keep our two pools open and available. We also hosted our Stroud Kids' Program, which is a low-cost childcare option for families during the summer. We also have a holiday version of that, so when school is out at the end of this week and next week, parents are able to put their kids into a holiday camp to have some child care. With ESASD being part of our service area, we look to the community to help us and provide that recreation service. We have a Recreation Committee and a Greenway & Parks Stewardship Committee, to help us find ways to complete those trail gaps. We have the Special Event and Fundraising Committee, which helps to raise funds as necessary. We have a Volunteer Committee to recognize all for the volunteer efforts that we have committed to our program. If you are looking for some recreation to do as soon as we manage to get some snow, we will have some snow shoeing guided walks for our community. Thank you to Dr. Riker and the district as a whole for their participation. We hope to find ways to grow in the future.

c. Monroe Career & Technical Institute Update

Mrs. Lisa VanWhy said the MCTI JOC meeting was held on December 13, 2021 at 7:00 p.m. This was our Reorganization and Regular meeting. We elected Todd Kresge as President, who is from Pleasant Valley Area School District, to replace Susan Kresge who was former President also from Pleasant Valley Area School District. Susan is now Pleasant Valley Area School District's Board President; therefore, cannot serve as President in both areas. Jacquelyn Leonard was re-elected as Vice President and she is from Pocono Mountain Area School District. We are still waiting for the LSA and RCAP Fund to be approved so that we can start planning the addition that I spoke about a few months ago. Various student shops will be involved in the building of a storage unit. Pocono Township decided that they want a structural engineer to participate in that so we are kind of getting them together. This just means that it will cost us a lot more money for the approval to go ahead with it. We also approved several business and financial items. We approved 10 students to attend the PA Pro Store Invitational in 2022 to be held in State College along with several personnel items. Since it was December, we enjoyed a special extra dinner, which was prepared by the Adult Ed Culinary Arts Program and it was fantastic. My internet was down prior to me coming here tonight; therefore, I could not check the date of the next JOC meeting. You can check the MCTI website for the date of the next meeting.

d. Colonial IU 20 Update

Dr. Damary Bonilla said I was not at the previous CIU 20 meeting because I was traveling for work but I do have an update. The CIU 20 met on December 8<sup>th</sup> in person. Dr. Wolfel, Executive Director, shared several emails from individuals talking about partnerships and successful collaboration with the IU as well as a video of a community event called Sensitive Santa to provide the winter experience for children with sensory impairments and for their families. We do have the link to the Channel 13 News Story if anyone would like access to it; we can send it to you. The Board voted on a new member from the Pleasant Valley School District. We also had several acknowledgements as well as a presentation by Jackie Bartek, Director of Special Education, who presented on the Career Pathways Program. This is an area that we are looking at on an ongoing basis in our own district. It is about work readiness and skill building. It also teaches them soft skills and training activities. This program includes over 30 business partners, including Kalahari and St. Luke's from our own community and other local organizations. There is also a success story shared from a students receiving services from CIU 20 from Liberty High School in the Bethlehem Area School District. I am happy to share the YouTube link if anyone is interested. I can also share the link to the monthly publication of the IU 20 Highlights for December 2021 if anyone is interested. The next meeting will be on January 26, 2022 at 7:30 p.m.

e. Property/Facilities Committee Update

Mrs. Lisa VanWhy said the Property/Facilities Committee met on December 14, 2021 at 5:30 p.m. Several items are on the agenda with the Committee's recommendation and for the Board's consideration as follows:

- ii. Trane - for Bushkill Elementary HVAC System – We are hoping this will be paid by ESSERs fund. If not, it will come out of capital reserve.
- iii. 2022 Dodge 5500 Bucket Truck
- iv. D'Huy Engineering Invoices 1-15
- v. Payment Application for H.S. North and Lehman Window Replacement
- vi. HS North Sanitary Liner Replacement
- vii. Resica Elementary and Middle Smithfield Elementary Water Filtration
- viii. Bognet Inc. for J. M. Hill Vestibule
- ix. Payment of Strand Pool Supplies

The Next meeting is scheduled for Wednesday, January 5, 2022 at 5:30 p.m.

f. Finance Committee Update

Mrs. Rebecca Bear said the Finance Committee met on December 14, 2022. We had a very full agenda. We had PandaDocs subscription, which 75% of it is funded by ACCESS.

Touchpoint for the Districtwide replacement of time clocks

The purchase of two Special Education Buses funded by ACCESS. We asked about propane vs gas so that will be discussed later.

A two-year optional contract extension with Zelenkofske Axelrod LLC

Refunding of our bonds

Mr. Neiman gave us a five-year Capital Plan presentation which included a funding discussion.

We will be voting on the Act 1 Resolution, which is not to exceed the adjusted index of 4.8%. Not that we are looking to raise taxes but it gives us the option to do so.

The ELL new student curriculum tool paid by Title III.

All Property/Facilities items that Mrs. VanWhy mentioned

Our next meeting is scheduled for January 10<sup>th</sup> at 5:30 p.m. in person and via Zoom. All are welcome to attend.

g. Student School Board Representatives –

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

Class of 2022 hosted a Holiday craft and vendor event on December 11th at Middle Smithfield Elementary

Winter Athletics started with their first Home matches

Rifle - 12/7 vs Emmaus

Boys' Basketball - 12/14 vs Pocono Mountain West

Wrestling - 12/15 vs Easton

Girls Basketball - 12/17 vs Stroudsburg

The North Chorale performed at the Rotary of the Poconos Lehigh Valley Hospital Pocono Tree Lighting ceremony on December 8th as well as the Middle Smithfield Tree Lighting Ceremony over the holiday break.

Members of the band also performed at the annual Middle Smithfield Tree Lighting Ceremony.

Auditions for this year's Spring Musical "Once on This Island" were held on December 9th and 10th with over 40 students auditioning for the show.

The North Music Department performed their annual Winter Concerts. The North high school Symphonic Band and Jazz Band performed their winter concert on Thursday, December 9th in the North High School Auditorium.

The North Choirs performed on Wednesday, December 15th.

Congratulations to Victoria Galicki, Jordan Thompson and Mabel Vough for auditioning and being selected to the PMEA District 10 Choir. Congratulations to Jayna Penn for auditioning and winning a position in the clarinet section for the 2022 PMEA District 10 Band. The festival will be held at Easton Area High School in January.

ESN Key and Leo Club students will be traveling to the East Stroudsburg Salvation Army on Tuesday, December 21st to help local families in need receive and pick out gifts for their children for Christmas.

Three North students -- Sarah Farah, Tyler Boyce, and Alex Veyman have an opportunity to see their extra short murder mystery stories published in print through the book publishing company, Young Writers USA.

Thank you to the East Stroudsburg Presbyterian Church for helping with the holiday meals for our families.

Thank you to all High School North and Lehman staff for helping our Timberwolf Pantry on Timberwolf Togetherness Days. Your help is greatly appreciated.

Mr. Coppola's High School North English classes wrote thank you letters to veterans on Veterans Day that were put together (with the assistance of Dawn Donald and Brenda Vigorito) to form six individual books that will be delivered to various Veterans of Foreign Wars and American Legion Halls in Northeastern PA for the holidays. Mrs. Wetherhold and Mrs. Stevens took their classes to Middle Smithfield Elementary where they ran stations for the elementary life skills classes.

Mrs. Wetherhold and Ms. Annunziata joined classes to have a winter holiday celebration including playing board games, dancing, and crafts.

Dr. Damary Bonilla & DEI Coach Trene Lurry each came as guest speakers to the High School North "Multicultural Perspectives on US History" class

31 North Seniors participated in East Stroudsburg University's Early Decision Day.

We are kicking off our final school days for the year by partaking in our holiday spirit week.

Finally, on behalf of the North High school students and staff we want to wish everyone in the East Stroudsburg community a happy and festive holiday season.

Mr. Mohamed Ahmed Abdellall, High School South, reported as follows:

The South Concert Choir and Choraliers held their winter concert on December 14th. Eight Members of the South Concert Choir were selected for the Pennsylvania Music Educators Association District 10 Chorus festival to be held on February 4th at Berk's Catholic HS with guest conductor Dr. Russ Shelley. Those students are: Rain Musarra, Peter Valcukas, Bobby McClosky, Seth Gort, Jordan Oney, Alex Zimerowski, Marcus Ruiz, Nico Ruiz. Marcus Ruiz (also ranked 3rd in his voice part across 7 counties). Congratulations to all of these amazing students.

So much has happened this past month in South sports. Liam Davis competed in the PIAA Cross Country Championships in Hershey, PA on November 6th. He represented our school well and showed PA what East Stroudsburg is capable of.

Football competed in the first round of the PIAA Football Championships in State College, PA on November 11th. Our varsity quarterback Bobby McClosky was selected as the overall EPC Scholar Athlete and will be honored at the Scholar Athlete Luncheon at Stroudsmoor on 12/16. Bobby was also selected as the Player of the Year in the sport of football by the Pocono Record.

Christian Gilmore from South's soccer team was selected as the Player of the Year by the Pocono Record in the sport of Boys' soccer.

And finally, The Cavalier Competitive Spirit team competed in the EPC Championships on December 1st and placed 5th overall. Well done to all of our fantastic athletes.

In guidance news, On December 8th, Northampton Community College's Career Navigator & Admissions Representative provided our senior class with a presentation on how to select a college major.

Northampton Community College will be coming back to our high school on January 5th to offer an Instant Decision Day for any senior who is interested in applying.

On December 9th, 33 South HS Seniors participated in an Immediate Decision Day held on the ESU campus. Students received a campus tour and got an opportunity to meet with the ESU President, Admissions Staff and several other ESU officials.

On December 16th, the school counselors offered a PSAT Interpretation Session for all Juniors who took the PSAT this past October.

Our band has had a bunch of wonderful news to share recently as well. we had four students qualify for the PMEA as well as Sally Hopkins on tuba. We are very proud of all who auditioned.

The band's winter small ensemble concert, "Cookies, Carols, & Cocoa" was held Friday, December 17. Our amazing band members and staff put in the extra effort to make the concert a spectacular success.

The winter instrumental music concert is Thursday, January 6, 2022 at 7pm, so if you're free that evening, come by and see our band play!

South is currently wrapping up auditions for our spring musical, The Lightning Thief, a Percy Jackson Musical. Performances will be held in late April, so get ready for an amazing show!

Finally, the Class of 2022 recently had their trip to New York City to see Rockefeller Center and the famous Christmas tree. More than one hundred students were in attendance and the trip was an astounding success.

## VIII. PUBLIC PARTICIPATION

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

Mr. Schlameuss said that please note that the library books issue is not on our agenda. I am just pointing it out and we have heard before from other topics that were not on the agenda.

- A. Mr. Larry Dymond said there is a big difference between the North and South regarding the quality of education and some other things. I am wondering if the Board and Administration can work together to fill in that gap to get North caught up to where they should be. The second item he wants to talk about is the economy is not doing good. I am concern and am asking Mr. Neiman if you have any incite on this. There is talk about if the economy crashes, the government would be liquidating accounts and things like that. If you could find out if the district would fall under that. If that is the case, will our accounts be liquidated? You should look into it and come up with a plan to soften that blow.
- B. Ms. Darryl Sabino said she has a son at HSS on an almost undefeated rifle team. She does not know the score for today because they have to share a bus for their away meets. They are the ones that sacrificed the bus for tonight so they stay home and have to send their scores in, which is ridiculous. She thanked Mr. Reichl for once again being the best and most amazing Principal who, once again, defused the situation and kept the children safe along with the great Safe2Say App. Mr. Reichl does not get enough of the praise that he deserves for his dedication to this district and to our kids. The other shock, the books are torn off the shelves without a meeting or without having a discussion, such as at this meeting, is the reason why I'm standing here again today. I'm not sure how I missed the open casting call for the live version of Footloose, the ESASD Edition, or when any of us jumped into a time machine and transported ourselves into the burning of books in 1950. This is what happens when you bow down to a group of people who demand that you rip students' work off the walls here at ESASD. You now had a burning of the books day and all of a sudden, you have turned the best district in the Poconos into a laughing stock. A little background for those who do not know what happened this month. On November 17, 2021, North and South School Librarians were told by Dr. Vitulli to remove Gender Queer by Maya Kobe and the next day they were told to remove a book "All Boys Aren't Blue" by George Johnson. Both books are LGBTQ memoirs by non-binary people. Originally the books were called pornographic. Once the School Board, Superintendent and Dr. Vitulli read the book, Dr. Vitulli contacted the Principal with regards to the books being pulled due to the content because they are LGBTQ related. Then the story became the books contained sexual content or obscenities. Neither the Superintendent nor the Board have released a statement regarding the books. Dr. Vitulli met with the librarians and asked for the development of a restricted access shelf with parental permission forms. Such a shelf is illegal in regards to LGBTQ titles; however, since Dr. Vitulli and various Board members have insisted that the books are not being pulled because of being LGBTQ titles. They are attempting to wiggle the legality of the situation. Ms. Sabino read part of Mrs. Hopkin letter: in her 20 years of experience with ESASD from elementary and up, there have been times that teachers have chosen materials that may have been considered mature for their students' age groups and may have been a PG movie for 10 years old or a particularly violent word for that documentary for AP History or US History. Or other examples in between. In every instance, a form came home giving parents the opportunity to opt out. I am now hearing that there are particular books in the high school libraries that will require the same.
- C. Mr. Thomas Jones said that he is the President of Monroe County United and our mission is to build relationships and break down barriers. One barrier that they would like to break is discrimination. I am here to talk about the removal of Assistant Principal, Terrence Bomar from the North High School down to a lower position, which is wrong. He is a leader of the Community, as well as at H.S. South and North. The students respect him and look up to him. It gives them guidance and instruction to become better than some of them weren't. Some people felt that he was not doing a good job and turned around and said he was not a good fit. He is an overachiever. A very educated young man that is also a leader at Northampton Community College. We need to revisit the reason why he was removed from High School North. It was told to me that a School Board Member told him that he should be like Jackie Robinson and just take all the negative words that are coming his way. This is 2021. I don't expect that you hear that type of talk now. Some people may say where is that coming from. I don't have a good history when it comes to the school district especially when it comes to people of color. It is not a good one. I have been here before. I watched and standby and saw our students were treated inappropriately. We talk about diversity but how much do we really have diversity within the school district. If anything I'm looking to tear down those barriers and I will be back if we do not revisit the terms of Mr. Bomar being Assistant Principal at the North High School.

Dr. Bonilla asked Mr. Schlameuss to clarify that personnel matters do not get discussed. Mr. Schlameuss said the Board does not address personnel matters with the public.

- D. Ms. Jennifer Marmo said she is the mother of two children in the North end of the district. My husband and I are supportive of public education since this role is to enable students to become well-rounded individuals through the fostering of independent thought. How can students have independent thought if there is restricted access to the library materials. It is appalling that a public school in 2021 is pulling any book off the shelf, let alone memoirs of non-binary people. The LGBTQ population is marginal. I was at risk and the school library, especially in this area where access to a public library requires a car, is fundamental and providing a safe space. The values listed in this district's mission statement say that each individual has the ability and opportunity to learn in a safe and supportive educational environment. That was taken away from my queer non-binary child when you remove Gender Queer from our shelf. The book had been recommended by a friend and by the time you got to the library it had been pulled, so I ordered it and then read it, have you? When I did, I wept. The story of a child so confused by what they saw and how they felt it made me realize what my Yana had been going through, for months. My child then read it and said mama I'm so glad this helps you to understand me. My child is intelligent and kind and knows that their father and I accept them, no matter what. Even so, they could not find the words to express their feelings but the book, Maia Kobabe, helped my child to see themselves in this memoir. It helped my child feel safe, heard and connected. That is what you say you want for all of the children of this district. How many queer children do not feel that because they do not see themselves reflected in the books around them? Gender Queer and all Boys Are Blue are non-fiction. They are the memoirs of two non-binary people. Two people who struggled to feel safe, heard and connected. Do we really want any of our children to feel this way? I know I don't. Restricting access to such materials erases the experiences of these children. You may say that those titles were not pulled because they are LGBTQ-related but that is not the perception of the children and of the students. They feel they are being erased and not represented by restricting access. The intellectual freedom of my child and others are being violated. Please consider the fact that all children do not have accepting parents. Every child deserves access to materials that will open their mind. If a parent does not want that, then they have the right to do something for their own child. Another parent does not get the right to restrict access for my child. The mission statement's values say all members of our community are really treated with respect but I have not felt respected since I have been waiting over a month to hear what is going on with these books. My child does not feel respected because them and their friends have been denied the ability to look at this book. Please, we need a resolution.
- E. Mr. Ruben Torres said he is a taxpayer and has children in the district. He said he is standing here talking about Gender Queer and All Boys Are Blue. Gender Queer is a graphic novel. All Boys are blue is a memoir without images. These books being taken out of the library and restricted is book banning in my opinion. What is next? Books about the Holocaust, because an extreme section of the community does not believe it exists. This is not right for our students our LGBTQ + IA community. We have books on art history that shows male and female genitalia. We have books on indigenous people that show male and female genitalia. Are they going to be deemed pornographic and explicit next? This district has to do better. We have to support the LGBTQ Community and we have to support our children. Banning books is not the way to go.
- F. Ms. Jennifer Hazel said I have two students in the district and I am a taxpayer of the community. I have two children who currently suffer from anxiety and depression. I wonder, besides modifications, what can be done during this time of COVID, when I am not seeing mask mandates across the school district. I am not seeing it being enforced in sports. My children are afraid to go to school because they do not feel as safe as they should feel. Currently at the high school, there is a basketball game going on where we all know that a couple of the students at the high school tested positive for COVID. No one is playing safely. Currently, no one is wearing a mask. No one was told to quarantine and with the numbers going up, I just heard one of the seniors mentioned a New York City trip where they were at Rockefeller Center and for the Rockets. Everyone knows that New York City is on its way into a new lockdown. Have we sent any memos to parents addressing the possible exposure especially going to the city? I don't see any of that coming through to the students and my kids are questioning that as well and they are young. I think we should step up our security and our safety policies with COVID going into Christmas, especially Christmas and the New Year. My second concern is while we are talking about diversity and inclusion. I almost took offense to the Christmas Carols being played in the beginning, not because I don't believe in Christmas, but because we need to think about the other religious sects that may be on this call that do not recognize Christmas. I think happy holidays is great. I think it is nice but I think that it is disrespectful to our Muslim brothers and sisters. It is disrespectful to our other religious sects that do not practice Christianity. We talk about Jesus Christ all the times in the schools and I don't think religion belongs in the school. My final question is regarding an administration issue. I take offense to the fact that in our administration department Dr. Vitulli's wife was made an administrator and if I have questions and have an administrative issue, I feel there is a conflict. Who do I go to with my issue or concern when her supervisor is our Assistant Superintendent. I know it is a personnel issue and you won't discuss it but there is a conflict there, I feel. I work in Human Resources and I know we cannot have managers reporting to their spouses. I would like to have that looked into as well.



G. Miss Isabella Diaz said she is a student at H.S. North. I would like to speak on the topic of banning Gender Queer from the district libraries. I want to start this out by saying I am Queer and this is who I am. Although I can sit here and share this with a group of strangers now, this would not have been the case without the research and self-searching that went into coming to this conclusion. The process of accepting something about yourself, especially something treated as taboo or different is a difficult one only made more difficult if you have people around you unwilling to help you accept it. In fact, the process of acceptance itself without proper support or research has the ability to make or break a person. I walked into the library about a month ago and asked for by name a book that I had done some research and found myself deeply interested in. I found that it dealt with topics I wanted to look into asexuality and being non binary. Imagine my glee when I found out, it was a memoir completely non-fiction. After I asked for this book, the book called Gender Queer, I was denied it and after doing some digging, I felt I found out that it was denied for containing pornographic subject matters. Fallacies surrounding the LGBTQ Community are not hard to come by but they are hard to break out of. Even now, I find myself having to ask why I believe certain things about myself or others in the community, I find myself having to ask why I doubt the authenticity of my own feelings and for years I've been feeling around for who I am, grasping in the dark and praying that my hands find some purpose. Hoping that wherever I land won't leave me stranded and alone. It wasn't until I turned to books on real life accounts on the subjects I was questioning but I could start to think that there was nothing wrong with me. The graphic images being talked about and fought over are real. They happen and it is important to learn, especially here in school where we will not be chastised for not knowing. That it is okay to feel uncomfortable in such a situation that no matter the gender of ourselves or a partner, it is okay to say no, to advocate for our comfort, mental health and boundaries. The scenes in Gender Queer depict the healthy consensual relationship that explores boundaries and open a clear way, something that even someone outside the Community could benefit from. Being somebody who loves books and has paid visits to many libraries over the past few years, I could say with full conviction that the work and care our librarians put into putting these books on our shelves is effort that many libraries never see, especially high school ones. These Librarians are in touch with who visits them. They know their audience with caring staff, ample diversity in the subject matter given and the dirt and the drive to correct our ignorance all right in front of us. Yet, it stands just outside our reach. Banning these books is the equivalent of turning off the lights for every child that walks into our building. You leave them grasping, doubting and shamed. You leave them abandoned.

H. Mr. Santos Rosas said he is a High School North student. Since November, two books have been removed from our shelves. Those two books are: Gender Queer and Not all Boys Are Blue. These two books have LGBTQ content and are the only two books under consideration right now. This is a big setback for our district. This action does not reflect the teachings of DEI. For those who do not know, I was asked to speak on behalf of our district at the 2021 Equity Summit. This action does not reflect what I said, nor what others have said who are for DEI. This action is not equitable, inclusive and it does not spread diversity. A library is meant to be a safe place for everyone, especially a public school library. We cannot ignore the message that these books spread and help create a safe space for our students. These books are a necessary resource for our student body. I urge the Board and Central Administration to please reconsider putting these two books back on the shelves in our libraries because if we start banning these books, what is next?

**IX. UNFINISHED BUSINESS**  
**None**

**X. NEW BUSINESS**

**a. LOCAL BOARD PROCEDURES**

**i. 002 – Authority and Powers**

**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 Debbie Kulick and passed 8-1. George Andrews voted no.

(See pages 26-31)

ii. **003 – Functions**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to adopt/repeal the Board Policies listed. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

**Adopt**

1. Policy 308 – Employment Contract
2. Policy 346 – Workers’ Compensation  
(See pages 32-35)

**Repeal**

1. Policy 408 – Employment Contract – Professional Employees
2. Policy 508 – Employment Contract – Support Employees

iii. **004 – Membership**

**1. Conference Attendance**

**ACTION BY THE BOARD:**

Motion was made by George Andrews to approve the attendance of George Andrews, Rebecca Bear, Dr. Damary Bonilla, Wayne Rohner and Jason Gullstrand at the 2022 NSBA Annual Conference and Exposition in San Diego, CA from March 31, 2022 to April 5, 2022 in the approximate amount of \$3,865.00 each. If the meeting is scheduled virtually, Wayne Rohner will not attend but Richard Schlameuss and Debbie Kulick will attend virtually. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

b. **PROGRAMS**

i. **121 – Field Trips**

**ACTION BY THE BOARD:**

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

75 Miles or More

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	LaBar, Keith (#08557)	North Choir to attend In High Choir Festival	University Park, PA	1/29/22
2.	Lazowski, Phil (#08534)	J. T. Lambert Intermediate/Lehman Intermediate students to the Robotics Competition.	Downington, PA	1/22/22

(See pages 36-39)

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 case 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 George Andrews and carried unanimously, 9-0.

1. 187713  
(See pages 40-44)

d. PERSONNEL

1. 301 – Creating a Position

**ACTION BY THE BOARD:**

Motion was made by George Andrews to approve the revised Act 93 and Professional Staff Job Descriptions as follows. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

- i. Director of Federal Programs – Act 93 position (see pages 45-47)
- ii. Itinerant Speech Language Pathologist – Professional Staff (see pages 48-50)

2. 304 – Employment of Professional Employees

**ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla to approve the Collective Bargaining Agreement between East Stroudsburg Board of Education and the East Stroudsburg Education Association 2021-2022 through 2023-2024. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

(See pages 51-81)

3. 307 – Affiliation Agreement (Marywood University)

**ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla to approve the agreement between Marywood University and East Stroudsburg Area School District for use as a student teaching site. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

(See pages 82-85)

4. 307 - Affiliation Agreement (Walden University)

**ACTION BY THE BOARD:**

Motion was made by Rebecca Bear to approve the agreement between Walden University and East Stroudsburg Area School District for use as a student teaching site. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 86-90)

5. 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 Steven Lurry and carried unanimously, 9-0. Richard Schlameuss abstained from ii. 335 – Family and Medical Leaves #9. Madison Krajewski.

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

**i. 309 – Assignments and Transfers**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Compensation</b>	<b>Effective Date(s)</b>
1.	Krauss, Matthew	From: Access Coordinator To: Director of Federal Programs Reclassification of an existing position.	Act 93	\$78,820.00 (prorated)	December 20, 2021
2.	Reese, Stephanie	From: Social Studies teacher – High School South To: Dean of Students – High School South Replaces Brian Boylan who resigned.	Professional	No change	To be determined.
3.	Stokes, Evan	From: Grade 2 teacher – J. M. Hill Elementary To: Dean of Students – High School North Replaces Jennifer Fuller who was reassigned to an Act 93 position.	Professional	No change	To be determined.
4.	Heller, Layton	From: Maintenance I Worker (Grounds) To: Maintenance II (Skilled) Worker (2nd shift) Replaces Joseph Trimboli who resigned.	Support	\$21.60/hour (plus \$.40/per hour shift differential)	<u>Date Change:</u> October 19, 2021
5.	Lopresti, Filippo	From: Custodian (1st shift) – J. T. Lambert Intermediate To: Maintenance II (Skilled) Worker (2nd shift) - District Replaces Eric Pena who resigned.	Support	\$21.60/hour (plus \$.40/per hour shift differential)	December 20, 2021

(See page

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

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Effective Date(s)</b>
1.	Condelli, Stephanie	Music teacher	Professional	High School North and Lehman Intermediate	September 7, 2021 now through December 6, 2021.
2.	Piedra, Gisela	Spanish teacher	Professional	High School North	November 4, 2021 now through January 2, 2022.
3.	Van Winkle, Catherine	Math teacher	Professional	High School North	October 4, 2021 through December 13, 2021
4.	Genovese, Patricia	Security Officer	Security Officer	High School South	September 27, 2021 through December 26, 2021.
5.	Azikiwe, Emmanuela	Reading Paraprofessional	Support	Bushkill Elementary	November 9, 2021 now through January 9, 2022.
6.	Boswell, Neffatiti	Bus Driver	Support	Transportation	November 10, 2021 through November 9, 2022. This is an intermittent leave.
7.	Duval, Elvira	Student Aide	Support	East Stroudsburg Elementary	November 12, 2021 through December 19, 2021.
8.	Gould, Richard	Custodian	Support	High School North	September 22, 2021 now through June 30, 2022. This will be an intermittent leave effective November 30, 2021.
9.	Krajewski, Madison	Paraprofessional/Reading	Support	Resica Elementary	December 6, 2021 through March 4, 2022.
10.	Mayo, Eileen	Cafeteria Cook	Support	North Campus	December 9, 2021 through March 9, 2022.
11.	See, Kenneth	Maintenance II Worker	Support	District	October 25, 2021 through December 17, 2021.
12.	Shamey, Alexis	Health Room Nurse	Support	High School South	August 24, 2021 now through November 22, 2021.

13.	Soto, Lourdes	Bus Driver	Support	Transportation	October 28, 2021 now through December 12, 2021.
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**iii. 335 – Family and Medical Leave and Child Rearing Leave**

	Name	Position	Classification	Location	Effective Date(s)
1.	Greenya, Kaley	Health & Physical Education teacher	Professional	High School North	Effective September 13, 2021 now through March 20, 2022.

**iv. 334 - Sick Leave**

	Name	Position	Classification	Location	Effective Date(s)
1.	Shamey, Alexis	Health Room Nurse	Support	High School South	November 23, 2021 through December 7, 2021.

**v. 339 – Uncompensated Leaves**

	Name	Position	Classification	Location	Effective Date(s)
1.	Schuon, Kelly	Cafeteria Aide	Support	High School North	August 30, 2021 now through March 1, 2022.
2.	Shamey, Alexis	Health Room Nurse	Support	High School South	December 8, 2021
3.	Toumo, Denise	Cafeteria Aide	Support	Bushkill Elementary	August 30, 2021 through January 30, 2022.

**vi. 303/304/304.1/304.3/305 – Employment**

**a. Resignations**

	Name	Position	Classification	Location	Effective Date(s)
1.	Reed, Christine	ELA teacher	Professional	J. T. Lambert Intermediate	January 21, 2022 (end of workday)
2.	Trapp, Matthew	Building Substitute teacher	Professional/ Building Substitute	Smithfield Elementary	January 23, 2022 (end of workday)
3.	Duran, Mildred	Special Education teacher (LTS)	Professional/ LTS	High School South	To be determined.
4.	Duran, Mildred	Paraprofessional	Support	Lehman Intermediate	To be determined.
5.	McKeithan, Nelson	Paraprofessional	Support	High School North	December 3, 2021
6.	Milford, Timothy	Custodian	Support	High School South	November 11, 2021
7.	Shomo, Shevaun	Secretary	Support	Transportation	December 3, 2021 (end of workday)

(See pages 91-97)

**b. Retirements**

	Name	Position	Classification	Location	Effective Date(s)
1.	Butler, Rebecca	Art teacher	Professional	High School South	<i>Date change:</i> December 22, 2021 (end of workday)
2.	Della-Calce, Eleanor	Health & Physical Education teacher	Professional	Lehman Intermediate	End of the last 2021-2022 teacher workday.
3.	Ambrose, Joanne	Paraprofessional	Support	Lehman Intermediate	March 31, 2022 (end of workday)
4.	LeBar, Edward	Bus Driver	Support	Transportation	June 30, 2022
5.	Lesoine, Frederick	Maintenance I Worker	Support	Maintenance	January 5, 2022 (end of workday)
6.	McDermott, Amy	Student Aide	Support	High School South	January 21, 2022 (end of workday)
7.	Soto, Lourdes	Bus Driver	Support	Transportation	February 11, 2022 (end of workday)
8.	Vitale, Luciana	Cafeteria Aide	Support	Resica Elementary	December 3, 2021 (end of workday)
9.	Welter, Jean	Crossing Guard	Crossing Guard	District	December 1, 2021

(See pages 98-106)

**c. Termination**

	<b>Name</b>	<b>Classification</b>	<b>Effective Date(s)</b>
1.	Employee #5503 (See pages 107-109)	Support	December 20, 2021

**d. Workday Hour Change**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>From/To</b>	<b>Effective Date(s)</b>
1.	Roberts, Michele	Bus Driver	Support	Transportation	From: 6 hour To: 8 hour	August 30, 2021 through the last 2021-2022 student day.

**e. Appointments**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Compensation</b>	<b>Effective Date(s)</b>
1.	Castaldo, Joseph	School Counselor (PE) Replaces Tanya Spitzel who was reassigned.	Professional	Bushkill and J. M. Hill Elementary	<u>Salary Change:</u> \$60,216.00 (prorated) Step 6 Column 12	<u>Date Change:</u> December 20, 2021
2.	Duran, Mildred	Special Education teacher (TPE) Replaces Timothy Sullivan who resigned.	Professional	High School South	\$47,250.00 (prorated) Step 1 Column 1	To be determined.
3.	Hall, Gareth	English teacher (TPE) Replaces Tiffany Delgado who resigned.	Professional	Lehman Intermediate	\$57,576.00 (prorated) Step 3 Column 8	December 13, 2021
4.	Hranchock, Kelsey	Speech & Language Pathologist (TPE) This is a new position fully funded by ACCESS.	Professional	District	\$60,066.00 (prorated) Step 7 Column 7	January 24, 2022
5.	Rosales, Evelyn	Math teacher (TPE) Replaces Catherine Van Winkle who resigned.	Professional	High School North	\$67,103.00 (prorated) Step 10 Column 6	To be determined.
6.	Howery, Taylor	Special Education teacher (LTS) Replaces Catherine Malvagno who resigned.	Professional/LTS	High School North	\$47,250.00 (prorated) Step 1 Column 1	To be determined through the last 2021-2022 teacher workday.
7.	Rutkowski, Rebecca	Health & Physical Education teacher (LTS) Replaces Kaley Greenya who is on a leave.	Professional/LTS	High School North	<u>Salary Change:</u> \$47,891 (prorated) Step 3 Column 2	<u>Date Change:</u> September 7, 2021 now through March 18, 2022.
8.	Trapp, Matthew	Math teacher (LTS) Replaces Sherwood LaBar who is on a leave.	Professional/LTS	J. T. Lambert Intermediate	\$47,250.00 (prorated) Step 1 Column 1	January 24, 2022 through the last 2021-2022 teacher workday.
9.	Alcamo, Charles	Maintenance I (Grounds) Replaces Layton Heller who was reassigned.	Support	Maintenance	\$16.28/hour	December 21, 2021
10.	Bergoffen, Demetria	Paraprofessional/Reading Replaces JoAnn Johnson who retired.	Support	Middle Smithfield Elementary	\$17.32/Hour	To be determined.
11.	Caliz, Norelis	Custodian (2nd shift) Replaces Arthur Piccoli who retired.	Support	High School North	\$16.08/hour (plus \$.40/per hour shift differential)	To be determined.
12.	Castelli, Gianni	Custodian (2nd shift) Replaces Timothy Milford who resigned.	Support	High School South	\$16.08/hour (plus \$.40/per hour shift differential)	November 30, 2021

13.	Chiger, Robert	Custodian (2nd shift) Replaces Connie Weist who resigned.	Support	High School North	\$16.08/hour (plus \$.40/per hour shift differential)	January 5, 2022
14.	Franklin, Deanna	Student Aide (7 hour) Replaces Amanda Cherif who resigned.	Support	Smithfield Elementary	\$14.06/hour	November 30, 2021
15.	Howle, Christian	Custodian (2nd shift) Replaces Kenneth Siptroth who retired.	Support	Smithfield Elementary	\$16.08/hour (plus \$.40/per hour shift differential)	January 5, 2022
16.	Kilom, Jon	Bus Driver (6 hour) Replaces Elaine Roberts who retired.	Support	Transportation	\$17.09/hour	November 30, 2021
17.	Merkel, Micheal	Custodian (2nd shift) Replaces Filippo Lopresti who was reassigned.	Support	J. T. Lambert Intermediate	\$16.08/hour (plus \$.40/per hour shift differential)	December 21, 2021
18.	Picchianti, Darlene	Paraprofessional/Special Education Replaces Jacqueline Degraffenreid who was reassigned to a professional staff position.	Support	J. T. Lambert Intermediate	\$17.32/hour	January 5, 2022
19.	Rojas, Deborah	Cafeteria Worker (4 hour) Itinerant Replaces Jacqueline Maldonado who resigned.	Support	High School South	\$14.08/hour	January 3, 2022
20.	Rosado, Jovanny	Custodian (2nd shift) Replaces Nataya Burrows who was reassigned.	Support	Smithfield Elementary	\$16.08/hour (plus \$.40/per hour shift differential)	December 17, 2021
21.	Stoffels, Cynthia	Health Room Nurse Replaces Margaret Reilly.	Support	High School South	\$19.10/hour	To be determined.
22.	Torres, Vanessa	Secretary/Itinerant Replaces Shevaun Shomo who resigned.	Support	Transportation	\$15.16/hour	January 3, 2022
23.	Villanueva, Fransisco Jr.	Custodian (2nd shift) Replaces Arthur Wickberg who was reassigned.	Support	High School North	\$16.08/hour (plus \$.40/per hour shift differential)	January 3, 2022
24.	Wnuk, Bryan	Custodian (1st shift) Replaces Victor Pollack who resigned.	Support	High School South	\$16.08/hour	November 17, 2021

(See pages 110-115)

**f. Professional Staff 2020-2021 Salary Compensation effective by the 17<sup>th</sup> teacher pay (April 15, 2021). Salary is prorated.**

	Name	From:	To:
1.	Lowe, Angelica	\$76,836 (Step 14, Column 6)	\$77,858 (Step 14, Column 7)

**g. School Counselor 2021-2022 Fiscal Year Salary Compensations.** These salaries are effective July 1, 2021 through June 30, 2022.

	Last Name	First Name	Step	Column	2021-2022 Compensation
1.	Christian	Cynthia	16	12	\$88,346
2.	Formica	Joseph	16	8	\$85,981
3.	Kule	Jay	16	14	\$89,687
4.	Peeke	Lachlan	16	16	\$91,133

**h. School Counselor 2021-2022 Fiscal Year Salary Compensation.** Effective the 9<sup>th</sup> pay (November 11, 2021).

	Last Name	First Name	From:			To:		
			Step	Column	Compensation	Step	Column	Compensation
1.	Kule	Jay	16	14	\$89,687	16	15	\$90,398 (prorated)

**i. Professional Staff 2021-2022 School Year Salary Compensations.** Effective August 24, 2021.

	Last Name	First Name	Step	Column	Compensation
1.	Agard-Thomassine	Keisha	11	7	\$70,903
2.	Agolino	Jennifer	16	15	\$90,398
3.	Agosto	Caroline	16	9	\$86,533
4.	Aho	Nicole	14	5	\$77,490
5.	Aiello	Katrina	13	7	\$76,322
6.	Allison	Diana	15	12	\$84,628
7.	Allison	Richard	14	5	\$77,490
8.	Altorfer	Priscilla	8	10	\$64,417
9.	Ammerman	Stacie	16	5	\$83,910
10.	Andrews	Andronikki	11	7	\$70,903
11.	Andrews	Jennifer	16	15	\$90,398
12.	Angell	Trisha	16	6	\$84,357
13.	Annunziata	Stephanie	16	7	\$85,455
14.	Antolick	Lynn	16	15	\$90,398
15.	Arico	Lauren	1	1	\$47,250
16.	Arthur	Thomas	16	6	\$84,357
17.	Atticks	Amie	16	15	\$90,398
18.	Aulio	Lindsay	8	7	\$62,775
19.	Bakner	Paul	16	12	\$88,346
20.	Ballard	Nicole	11	7	\$70,903
21.	Baron	Meghan	15	8	\$82,265
22.	Barone	Samantha	3	1	\$47,450
23.	Barry	Lori	16	6	\$84,357
24.	Bealer	Brett	16	9	\$86,533
25.	Bealer	Heather	16	7	\$85,455
26.	Becker	Rachel	16	15	\$90,398
27.	Beckworth	Douglas	7	15	\$64,958
28.	Bedell	Elaine	16	15	\$90,398
29.	Bednash	Leanne	9	6	\$64,395
30.	Bergman	Jayden	2	1	\$47,350
31.	Berryman	John	16	8	\$85,981
32.	Bert	Brian	11	7	\$70,903
33.	Bibler	Elizabeth	13	7	\$76,322
34.	Bird	Shelli	16	10	\$87,111
35.	Bixler	Patricia	16	9	\$86,533
36.	Blannard	Jenny	16	8	\$85,981
37.	Bock	Elizabeth	11	11	\$73,151
38.	Boylan (through 1/3/22)	Brian	11	7	\$70,903 (prorated)
39.	Bozena	John	16	11	\$87,716
40.	Branigan	Jeanne	16	7	\$85,455
41.	Breiner	Robert	16	12	\$88,346
42.	Brescancine	Stacey	10	12	\$71,066
43.	Briggs-Reichart	Alexandria	7	7	\$60,066
44.	Britton	Angela	9	7	\$65,485
45.	Broderick	Christine	16	7	\$85,455



46.	Brotherton	Regina	16	7	\$85,455
47.	Bueki	Kristen	16	15	\$90,398
48.	Buis	Karen	16	10	\$87,111
49.	Buksa	Erik	16	5	\$83,910
50.	Burke	Mary	16	15	\$90,398
51.	Burlein-Pitz	Carrie	16	14	\$89,687
52.	Burns	Holly	16	7	\$85,455
53.	Butler (through 12/22/21)	Rebecca	16	7	\$85,455 (prorated)
54.	Caamano	Debra	16	11	\$87,716
55.	Caamano	Lawrence	16	7	\$85,455
56.	Caiazzo	Nancy	3	7	\$51,838
57.	Calabrese-Arnold	Monica	3	11	\$59,292
58.	Camilleri-Yip	Marlene	16	12	\$88,346
59.	Campbell	Bridget	3	1	\$47,450
60.	Campbell	Sarah	6	10	\$58,994
61.	Cannell	Marianne	14	5	\$77,490
62.	Caplette	Tara	10	5	\$66,659
63.	Capulish	Mary	16	10	\$87,111
64.	Carson	Jessica	16	7	\$85,455
65.	Carson	Wayne	16	6	\$84,357
66.	Caruso	Heather	2	3	\$48,232
67.	Casagrande	Chrisoula	7	8	\$60,586
68.	Casella	Lois	12	5	\$72,074
69.	Cassel	Lauren	1	3	\$48,132
70.	Cassidy	Kelly	16	5	\$83,910
71.	Casto	Juliana	5	7	\$54,647
72.	Catalano (effective 9/21/21)	Jessica	3	5	\$50,314 (prorated)
73.	Chestnut	Patricia	16	10	\$87,111
74.	Christian III	Edward	16	6	\$84,357
75.	Christiansen	Marie	16	8	\$85,981
76.	Christopher	Michelle	16	7	\$85,455
77.	Clark	Stephanie	16	5	\$83,910
78.	Clarke-Kang	Arline	16	5	\$83,910
79.	Clogg	Katy	14	7	\$79,031
80.	Cloward	Daniel	16	8	\$85,981
81.	Coffman	Adam	16	16	\$91,133
82.	Coke	Lucianna	13	10	\$77,972
83.	Cole	Adam	16	5	\$83,910
84.	Cole	Susan	16	6	\$84,357
85.	Cole	Zachary	3	2	\$47,891
86.	Comunale	Dannielle	6	5	\$55,829
87.	Condelli	Stephanie	8	8	\$63,296
88.	Conklin	Mary	16	5	\$83,910
89.	Contino	Diane	12	8	\$74,136
90.	Coppola	Michael	14	13	\$82,572
91.	Correa	Veronica	2	9	\$58,022
92.	Corso	Christopher	14	7	\$79,031
93.	Covart	Maureen	16	6	\$84,357
94.	Cox	Leslie	16	7	\$85,455
95.	Cramer	Bryan	13	5	\$74,782
96.	Cramer	Tara	16	8	\$85,981
97.	Croom	Jamie	5	9	\$58,322
98.	Cruz	Carolyn	3	9	\$58,122

99.	Cruz	Iveliz	16	7	\$85,455
100.	Curry	Jessica	10	7	\$68,194
101.	Cykosky	Tamara	7	12	\$62,928
102.	Dailey	Charles	16	7	\$85,455
103.	Dalling-Francis	Lynn	16	7	\$85,455
104.	Dalton	Sarabeth	8	4	\$59,701
105.	Daning	Robin	16	7	\$85,455
106.	Davidge	Samuel	14	6	\$77,936
107.	DeFazio	Mary	14	5	\$77,490
108.	Degraffenreid (effective 9/20/21)	Jacqueline	10	7	\$68,194 (prorated)
109.	DeLeon	Karla	16	7	\$85,455
110.	Delgado (through 11/5/21)	Tiffany	2	7	\$51,738 (prorated)
111.	Della-Calce	Eleanor	16	10	\$87,111
112.	DeLong	Jennifer	13	7	\$76,322
113.	DeLuca	Nicole	3	7	\$51,838
114.	DeLucca	Daniel	16	5	\$83,910
115.	Descavish-Bloom	Barbara	16	7	\$85,455
116.	Devine (through 12/3/21)	Carrie	16	10	\$87,111 (prorated)
117.	Dickerson	Stacy	16	6	\$84,357
118.	Dobrowolski	Darrin	16	6	\$84,357
119.	Dollar (through 10/8/21)	Beverly	16	15	\$90,398 (prorated)
120.	Dolph	Tyler	9	5	\$63,952
121.	Donahue	Kimberly	16	7	\$85,455
122.	Doran	Amanda	16	7	\$85,455
123.	Doyle	Dina	16	7	\$85,455
124.	Doyle	Jacqueline	16	7	\$85,455
125.	Dreisbach	Ashley	11	7	\$70,903
126.	Dunlap	Courtney	7	7	\$60,066
127.	Dunn-Pavuk	Heather	16	15	\$90,398
128.	Dunstan	Dolores	16	15	\$90,398
129.	Dunstane	Mary	3	5	\$50,314
130.	Duran (effective 8/24/21-a date to be determined LTS)	Mildred	1	1	\$47,250 (prorated)
131.	Early	Eileen	16	8	\$85,981
132.	Eckley	Kyle	5	8	\$57,776
133.	Edelbaum	Jacqueline	14	7	\$79,031
134.	Edwards	Sean	16	8	\$85,981
135.	Ellison	Aimee	16	6	\$84,357
136.	Englert	Lorraine	16	11	\$87,716
137.	English	Elizabeth	14	5	\$77,490
138.	Espinoza	Marilyn	16	6	\$84,357
139.	Evans	David	16	12	\$88,346
140.	Everett	Dareen	10	8	\$68,716
141.	Falbo	David	13	15	\$81,247
142.	Falbo	Tina	16	15	\$90,398
143.	Falzone	Hollie	16	5	\$83,910
144.	Falzone	Robert	16	5	\$83,910
145.	Farber (effective 9/20/21)	Stephanie	1	1	\$47,250 (prorated)
146.	Farley-Picciano	Erin	9	7	\$65,485
147.	Fekula	Nathan	13	6	\$75,227
148.	Finley-Welsh (through 12/31/21)	Susan	16	10	\$87,111(prorated)
149.	Fisher	Marijo	16	9	\$86,533
150.	Flicker	Matthew	16	5	\$83,910

151.	Flintosh	Gabriel	16	6	\$84,357
152.	Fluhr	Joseph	15	6	\$80,644
153.	Follis	Laura	12	8	\$74,136
154.	Forgione	Taylor	5	2	\$50,697
155.	Frable	Ryan	16	8	\$85,981
156.	Francios	Maria	10	7	\$68,194
157.	Franks	Suzanne	16	6	\$84,357
158.	Fratello (effective 11/18/21)	Rachel	2	2	\$47,791 (prorated)
159.	Fuehrer	Kellie	16	15	\$90,398
160.	Fuhrmann (through 12/9/21)	Deborah	9	2	\$61,521(prorated)
161.	Fuller	Jennifer	13	13	\$79,858
162.	Furst	Kane	11	13	\$74,432
163.	Gagnon	Diane	6	5	\$55,829
164.	Gambill	Geofrey	16	7	\$85,455
165.	Garlette	Claudia	16	15	\$90,398
166.	Gavitt	Kym	16	7	\$85,455
167.	George	Philip	2	1	\$47,350
168.	Gilmartin	Joy	16	6	\$84,357
169.	Gittens	Linda	15	6	\$80,644
170.	Glassman (through 11/19/21)	Leslie	1	16	\$62,471 (prorated)
171.	Goida	Christine	10	7	\$68,194
172.	Gouger III	William	7	5	\$58,536
173.	Govus	Diana	16	8	\$85,981
174.	Granquist	Mark	6	1	\$52,961
175.	Green	Karen	16	7	\$85,455
176.	Greenya	Kaley	6	7	\$57,357
177.	Greiner	Katie	3	7	\$51,838
178.	Gress	Heather	16	9	\$86,533
179.	Grindle	Aliya	9	15	\$70,388
180.	Groff-Yarnall	Lois	16	15	\$90,398
181.	Gubernot, Jr.	Joseph	16	7	\$85,455
182.	Guida	Emile	16	8	\$85,981
183.	Gullstrand	Marjory	16	7	\$85,455
184.	Haddad	Ziad	3	7	\$51,838
185.	Halas	Rebecca	16	7	\$85,455
186.	Handzo	Andrea	6	4	\$54,287
187.	Hargrave	Bettsy	8	7	\$62,775
188.	Harris	Susan	16	8	\$85,981
189.	Hartman	Sandra	15	11	\$83,998
190.	Hartzell	Carley	7	10	\$61,705
191.	Healey	Michael	16	10	\$87,111
192.	Heard	Jeffrey	16	5	\$83,910
193.	Heath	Harriet	16	7	\$85,455
194.	Heeter	Patricia	16	15	\$90,398
195.	Hegarty	Susan	14	6	\$77,936
196.	Heitzman	Vicki	16	7	\$85,455
197.	Hendricks McGee	Amanda	14	5	\$77,490
198.	Hendricks McGee	Sara	16	7	\$85,455
199.	Hennings	Catherine	16	6	\$84,357
200.	Henritzy	Anthony	16	10	\$87,111
201.	Henritzy	Heather	15	6	\$80,644
202.	Henry	Jeffrey	16	8	\$85,981
203.	Hess	Lydia	2	7	\$51,738

204.	Hewitt	Erin	14	15	\$83,962
205.	Hill	Jessica	3	3	\$48,332
206.	Hnasko	Scott	16	15	\$90,398
207.	Hochrine-Firth	Christy	7	7	\$60,066
208.	Hogan	Karin	16	15	\$90,398
209.	Homulka	Gary	16	10	\$87,111
210.	Honadel	Janis	16	7	\$85,455
211.	Hopstetter	Jessica	16	6	\$84,357
212.	Horn	Maria	16	8	\$85,981
213.	Householder	Laura	16	11	\$87,716
214.	Hower	Andrea	16	7	\$85,455
215.	Hubert	Erin	16	5	\$83,910
216.	Huffman	Carol	16	8	\$85,981
217.	Hughes	Melissa	16	8	\$85,981
218.	Iannazzo	Julia	8	4	\$59,701
219.	Iannia	Tania	16	5	\$83,910
220.	Ilch	Erin	5	7	\$54,647
221.	Itkor	Emily	3	1	\$47,450
222.	Janaro (full-time eff 1 <sup>st</sup> semester, part-time eff 2 <sup>nd</sup> semester of 2021-22SY)	Angela	6	7	\$57,357 (prorated)
223.	Jennings	Jill	13	10	\$77,972
224.	Jennings	Melissa	2	15	\$61,843
225.	Johnson	Lisa	16	10	\$87,111
226.	Karas	Jillian	6	1	\$52,961
227.	Karpe	Michael	11	7	\$70,903
228.	Kealey	Patrick	2	7	\$51,738
229.	Kehr	Marisa	11	13	\$74,432
230.	Keiper	Alisa	13	5	\$74,782
231.	Keller	Elhannan	16	7	\$85,455
232.	Keller	Mary	5	10	\$58,894
233.	Kelly	Cody	6	7	\$57,357
234.	Kelly	Linda	16	10	\$87,111
235.	Kerdzaliev	Amanda	16	6	\$84,357
236.	Kerestur	Kelly	16	10	\$87,111
237.	Kern	Sara	14	6	\$77,936
238.	Kernan	Paul	16	8	\$85,981
239.	Kerzner	Phillip	13	8	\$76,845
240.	Kessel	Brielle	7	7	\$60,066
241.	Kesselring	William	15	7	\$81,740
242.	Keyes	Lisa	16	6	\$84,357
243.	Kiesling	Martha	6	7	\$57,357
244.	Kimler (through 9/16/21)	Brian	16	9	\$86,533 (prorated)
245.	King	Maki	9	12	\$68,353
246.	Kintz	Jana	14	5	\$77,490
247.	Kirkpatrick	Jason	15	5	\$80,197
248.	Kishel	Danielle	14	9	\$80,106
249.	Koberlein	Wayne	16	6	\$84,357
250.	Koch	Deborah	16	10	\$87,111
251.	Koch-Rutkowski	Francesca	16	15	\$90,398
252.	Koeller	Colleen	16	6	\$84,357
253.	Kolcun	Brian	16	10	\$87,111
254.	Korb	Michael	13	5	\$74,782
255.	Koretski	John	9	11	\$67,727

256.	Krajewski	Michelle	16	7	\$85,455
257.	Krammes	Barry	14	6	\$77,936
258.	Krammes	Kate	8	9	\$63,843
259.	Kresge	Nicole	16	6	\$84,357
260.	Kresge (effective 8/30/21)	Taryn	4	2	\$47,991 (prorated)
261.	Krupski	David	12	6	\$72,519
262.	Kutteroff	Catherine	16	7	\$85,455
263.	LaBar	Jacqueline	5	3	\$51,138
264.	LaBar	Keith	13	5	\$74,782
265.	LaBar	Robert	16	10	\$87,111
266.	LaBar	Sherwood	16	6	\$84,357
267.	Lakatos	Vincent	9	8	\$66,006
268.	Lapadula	Sal	10	6	\$67,103
269.	Lashinski	Jennie	6	7	\$57,357
270.	Lauer	Danny	16	6	\$84,357
271.	Lazowski	Maria	16	12	\$88,346
272.	Lazowski	Philip	16	14	\$89,687
273.	Leap	Jason	16	7	\$85,455
274.	LeDuc	Wendy	16	13	\$89,004
275.	Lee	Mary Kate	16	7	\$85,455
276.	Lehman	Lauren	14	6	\$77,936
277.	Lehr	John	9	7	\$65,485
278.	Leibig	Patricia	16	12	\$88,346
279.	Lenkaitis	Chesla	9	16	\$71,118
280.	Leonard	Jacilyn	16	7	\$85,455
281.	Lesoine	Olivia	14	10	\$80,684
282.	Lewis	Tara	12	15	\$78,533
283.	Leyrer	Brian	16	14	\$89,687
284.	Libecap	Charles	16	7	\$85,455
285.	Litts	Diane	16	6	\$84,357
286.	Lloyd	Amy	13	6	\$75,227
287.	Lokuta	Holly	16	7	\$85,455
288.	Long	Craig	16	5	\$83,910
289.	Lopez	Kaitlin	12	5	\$72,074
290.	Loughren	Ryan	9	7	\$65,485
291.	Lowe	Angelica	15	7	\$81,740
292.	Lowe	Deatrice	15	12	\$84,268
293.	Lowris	Joel	13	6	\$75,227
294.	Luchowski	Kara	12	7	\$73,612
295.	Lucykanish	Devon	16	8	\$85,981
296.	Ludka	Shannon	16	5	\$83,910
297.	Ludwig	Suzanne	16	7	\$85,455
298.	Lurry	Trene	7	7	\$60,066
299.	Majeski	David	15	15	\$86,670
300.	Malsch	Jennifer	16	5	\$83,910
301.	Malvagno	Catherine	4	7	\$51,938
302.	Manieri	Suzanne	10	8	\$68,716
303.	Mark	Kelly	16	6	\$84,357
304.	Marlin	Tina	16	9	\$86,533
305.	Marmo	Jennifer	16	6	\$84,357
306.	Marrone	Ashley	5	3	\$51,138
307.	Marston-Roses	Dawn	12	6	\$72,519
308.	Martin	Joseph	16	12	\$88,346

309.	Martin	Zachary	16	6	\$84,357
310.	Martocci	Kathyrna	3	6	\$50,754
311.	Martone-Bunn	Larysa	5	6	\$53,563
312.	Masker	Leisa	16	6	\$84,357
313.	Massa	Anthony	12	6	\$72,519
314.	Matheis	Martina	16	15	\$90,398
315.	Mathiesen	Carla	16	5	\$83,910
316.	Matisko	Danielle	7	7	\$60,066
317.	Mauro	Samantha	6	13	\$60,866
318.	McCracken	Sean	9	5	\$63,952
319.	McIlvaine	Stephanie	16	5	\$83,910
320.	McKelvin	Wanda	16	8	\$85,981
321.	Medina	Sandra	12	6	\$72,519
322.	Meglio	Stephen	7	12	\$62,928
323.	Melendez	Dawn	11	6	\$69,811
324.	Mengel	Justin	4	5	\$50,414
325.	Meola	Rachel	8	6	\$61,687
326.	Mercado (effective 11/8/21)	Aceneth	6	8	\$57,876 (prorated)
327.	Metaxas	Carolyn	11	7	\$70,903
328.	Metzgar	Richard	16	8	\$85,981
329.	Metzgar	Shannon	16	7	\$85,455
330.	Millard	John	15	6	\$80,644
331.	Miller	Barbara	16	15	\$90,398
332.	Miller	Beth Ann	16	5	\$83,910
333.	Miller	Lorin	5	7	\$54,647
334.	Miller	Lynda	7	3	\$56,551
335.	Miller	Robbi Jean	13	12	\$79,203
336.	Minnichbach	Joseph	14	11	\$81,286
337.	Minnichbach	Lisa	16	11	\$87,716
338.	Mitchell	Brandi	16	13	\$89,004
339.	Mitchell	Brian	16	5	\$83,910
340.	Mitchell	Daniel J.	16	6	\$84,357
341.	Mlodzienski	Lian	3	6	\$50,754
342.	Mochan	Karen	16	12	\$88,346
343.	Molina	Michelle	6	5	\$55,829
344.	Mooney	Edward	16	7	\$85,455
345.	Moraski	Donna	7	7	\$60,066
346.	Moretto	Destiny	7	15	\$64,958
347.	Morro	Sherry	16	7	\$85,455
348.	Moser	Daniel	5	7	\$54,647
349.	Moskovitz	Scott	12	8	\$74,136
350.	Moucha	Alexandra	3	7	\$51,838
351.	Mowrer	Taryn	8	7	\$62,775
352.	Mullaney	Matthew	15	5	\$80,197
353.	Munch	Laura	8	11	\$65,015
354.	Munford	Samantha	11	15	\$75,818
355.	Muniz	Kathleen	12	16	\$79,265
356.	Murphy	Cheryl	16	13	\$89,004
357.	Murphy	Kenneth	16	7	\$85,455
358.	Myers	John	16	6	\$84,357
359.	Nace	Kevin	16	5	\$83,910
360.	Nagy (effective 11/30/21)	Kelsey	1	7	\$51,638 (prorated)
361.	Natale (effective 9/21/21)	Matthew	1	1	\$47,250 (prorated)

362.	Nealy	Linda	16	7	\$85,455
363.	Newman	Julianne	16	7	\$85,455
364.	Newman	Katrina	7	2	\$56,109
365.	Neyhart	Mary Louise	14	15	\$83,962
366.	Nichols	Monica	13	8	\$76,845
367.	Nicoletti	Ann	16	6	\$84,357
368.	Nieman	Emily	3	4	\$48,773
369.	Niznik	Tosha	16	7	\$85,455
370.	Nordmark	Barbara	16	13	\$89,004
371.	North	Alison	16	7	\$85,455
372.	Novak	Judy	16	8	\$85,981
373.	Nute	Katherine	12	12	\$76,491
374.	O'Donnell	Paul	16	7	\$85,455
375.	O'Donnell	Rebecca	11	5	\$69,367
376.	Oiler	Kathy	16	9	\$86,533
377.	Olver	Ginger	12	9	\$74,685
378.	Oplinger	Jane	16	10	\$87,111
379.	Orlando	Luke	4	6	\$50,854
380.	Osborne	Deborah	16	15	\$90,398
381.	Osborn-Hallet	Michelle	16	15	\$90,398
382.	Osmun	Jonathan	11	9	\$71,975
383.	Osmun	Laura	7	7	\$60,066
384.	Ostroski	Deana	16	11	\$87,716
385.	Panepinto	Carrie	16	10	\$87,111
386.	Paradis	Lindsay	8	5	\$61,244
387.	Parker	Joseph	6	5	\$55,829
388.	Parr	Nellieann	6	15	\$62,243
389.	Parrish	Jill	13	15	\$81,247
390.	Parton	James	16	7	\$85,455
391.	Patascher	Daniel	16	15	\$90,398
392.	Pattison	Gayle	15	15	\$86,677
393.	Pecha	Kaitlin	7	6	\$58,979
394.	Peckally (effective 10/4/21)	Jennifer	3	1	\$47,450 (prorated)
395.	Pellington	Cynthia	15	11	\$83,998
396.	Perez	Julissa	12	7	\$73,612
397.	Perini	Brenda	16	5	\$83,910
398.	Perkins	Rose	12	7	\$73,612
399.	Perri (effective 8/30/21)	Rebecca	5	1	\$50,255 (prorated)
400.	Peruso	Jennifer	15	5	\$80,197
401.	Peters	Joanne	16	11	\$87,716
402.	Phillips	Daniel	16	5	\$83,910
403.	Piccotti	Stacy	16	5	\$83,910
404.	Piedra	Gisela	16	9	\$86,533
405.	Plytage	Michael	15	7	\$81,740
406.	Prince	Samantha	13	7	\$76,322
407.	Prusik	Julia	13	7	\$76,322
408.	Przybylski-Beirne	Anna	8	8	\$63,296
409.	Rade	Ronald	16	10	\$87,111
410.	Radlowski	Hadley	8	7	\$62,775
411.	Rago	Anissa	2	7	\$51,738
412.	Ramos	Jessica	11	7	\$70,903
413.	Randall	Michele	2	7	\$51,738
414.	Randall	Steven	16	6	\$84,357

415.	Reed (through 1/21/22)	Christine	6	9	\$58,422 (prorated)
416.	Reese	Stephanie	9	10	\$67,128
417.	Reichert	Eric	16	12	\$88,346
418.	Reichl	Heather	2	7	\$51,738
419.	Reichl	Jeffrey	16	15	\$90,398
420.	Reith	Daryl	16	9	\$86,533
421.	Rescigno	Barbara	16	15	\$90,398
422.	Reveron	Evelyn	4	4	\$48,873
423.	Reyes	Claudia	12	5	\$72,074
424.	Ridner	Cara	15	6	\$80,644
425.	Ridner, Jr.	Fred	16	6	\$84,357
426.	Rodriguez	Janice	16	7	\$85,455
427.	Rodriguez	Lizzette	3	3	\$48,332
428.	Rodriguez	Valerie	16	7	\$85,455
429.	Rogers	Denise	16	9	\$86,533
430.	Rogers	Maria	16	5	\$83,910
431.	Rogers	Thomas	16	6	\$84,357
432.	Rogerson	Christine	16	12	\$88,346
433.	Rolando	Tina	15	6	\$80,644
434.	Romagno	Jenniffer	5	6	\$53,563
435.	Rossi	Christopher	16	13	\$89,004
436.	Rothwell	Donna	16	12	\$88,346
437.	Rovi	Lauren	15	7	\$81,740
438.	Ruberto	Robin	16	7	\$85,455
439.	Rubino	Julie	16	9	\$86,533
440.	Ruhl	Jessica	16	7	\$85,455
441.	Ruhl	Steven	16	6	\$84,357
442.	Ryno	Jamie	16	5	\$83,910
443.	Saeger	Blaec	16	5	\$83,910
444.	Salerno (eff 8/24/21-end of the 1st semester of 2021-2022SY – LTS)	Martene	1	5	\$50,114 (prorated)
445.	Sandy	Jasmine	16	7	\$85,455
446.	Sanker	Donald	13	7	\$76,322
447.	Santos (eff 10/1/21-12/22/21- LTS)	Rosie	1	1	\$47,250 (prorated)
448.	Scarano	Rachel	3	9	\$58,122
449.	Schaller (through 11/8/21)	Derek	6	2	\$53,403 (prorated)
450.	Schellhamer	Chris	16	8	\$85,981
451.	Schembeck	Angela	7	6	\$58,979
452.	Schnatter	Dawn	14	7	\$79,031
453.	Schneider	Christian	16	7	\$85,455
454.	Schock (effective 11/30/21)	Kristen	2	1	\$47,350 (prorated)
455.	Schouppe	Stephen	16	6	\$84,357
456.	Schreier	Kelly	9	12	\$68,353
457.	Schroth	Catherine	7	10	\$61,705
458.	Schulte	Gloria	11	10	\$72,550
459.	Schweppenheiser	Christine	8	6	\$61,687
460.	Scott	David	10	9	\$69,264
461.	Scott	Evan	5	13	\$60,766
462.	Scott	Jennifer	16	9	\$86,533
463.	Scott (effective 9/20/21)	Jessica	2	1	\$47,350 (prorated)
464.	Scott	Sara	5	6	\$53,563
465.	Secor	Desina	16	15	\$90,398
466.	Seeman	Deziree	11	13	\$74,432



467.	Seeuwen	Natalie	8	11	\$65,015
468.	Segond	Angelica	14	7	\$79,031
469.	Seidel	Maureen	16	11	\$87,716
470.	Senior	Caren	7	6	\$58,979
471.	Shaffer	Melanie	2	7	\$51,738
472.	Shaffer	Nancy	14	13	\$82,572
473.	Shamp	Melody	16	11	\$87,716
474.	Shemansky	Mercy	16	11	\$87,716
475.	Shumbris	Robyn	16	7	\$85,455
476.	Sierra	Pamela	4	9	\$58,222
477.	Signorello	Amanda	15	7	\$81,740
478.	Silva	Susanna	3	8	\$57,576
479.	Simonds	Kevin	4	6	\$50,854
480.	Siptroth	Michelle	16	15	\$90,398
481.	Skolnik	Rosemarie	7	7	\$60,066
482.	Smith	Jennifer L.	13	5	\$74,782
483.	Smith	Kelly Jo	14	5	\$77,490
484.	Smith	Matthew	15	6	\$80,644
485.	Smith	Susan	16	6	\$84,357
486.	Soskil	Lori	16	14	\$89,687
487.	Souffrant	Fabiola	10	9	\$69,264
488.	Spering	Laureen	16	5	\$83,910
489.	Spielman	Kelly	10	7	\$68,194
490.	Spitzel	Tanya	3	7	\$51,838
491.	Stalker	Michael	16	9	\$86,533
492.	Stanukenas	Christopher	2	6	\$50,654
493.	Steakin	Susan	15	15	\$86,677
494.	Stein	Sarah	16	5	\$83,910
495.	Stevens	Hillary	12	14	\$77,825
496.	Stevens	Miriam	7	6	\$58,979
497.	Stine	Richard	16	8	\$85,981
498.	Stokes	Evan	7	6	\$58,979
499.	Stout	Melissa	16	6	\$84,357
500.	Strain	Scott	7	7	\$60,066
501.	Stricker	Stefanie	15	15	\$86,677
502.	Struble (effective 11/30/21)	Alyssa	5	7	\$54,647 (prorated)
503.	Suarez	Elizabeth	6	7	\$57,357
504.	Sullivan	Caitlin	5	6	\$53,563
505.	Sullivan (through 12/22/21)	Timothy	7	7	\$60,066 (prorated)
506.	Summerville (effective 8/30/21)	Launie	4	2	\$47,991 (prorated)
507.	Swineford	John	16	5	\$83,910
508.	Symonies	Kerrie	16	8	\$85,981
509.	Sywensky	John	16	6	\$84,357
510.	Szepietowski	Waldemar	12	5	\$72,074
511.	Szulborski	Jason	16	6	\$84,357
512.	Tasick	Denise	16	9	\$86,533
513.	Tassinari (effective 9/20/21)	Lori	2	6	\$50,654 (prorated)
514.	Thurber	Peggy	16	8	\$85,981
515.	Tiernan	Patricia	16	7	\$85,455
516.	Tinney	Bridget	11	7	\$70,903
517.	Tirado	Brenda	16	9	\$86,533
518.	Tirjan	Lisa	16	15	\$90,398
519.	Tischler	Julia	16	6	\$84,357

520.	Tobin	Snoann	12	15	\$78,533
521.	Torres	Tina	13	5	\$74,782
522.	Tosh	Christopher	14	7	\$79,031
523.	Tosh	Jacqueline	14	7	\$79,031
524.	Toth	Donald	16	9	\$86,533
525.	Trauschke	Thomas	16	6	\$84,357
526.	Turner	Gillian	11	10	\$72,550
527.	Tynemouth	Catherine	16	5	\$83,910
528.	Uy	Raymond	11	16	\$76,549
529.	Vaccaro	Mark	13	12	\$79,203
530.	Vagni	Alexis	10	7	\$68,194
531.	VanWinkle (through 12/13/21)	Catherine	13	6	\$75,227 (prorated)
532.	Varkanis	Samantha	6	7	\$57,357
533.	Varner	Amanda	16	7	\$85,455
534.	Visser	Jacqueline	16	11	\$87,716
535.	Vitulli	Lisa	14	8	\$79,555
536.	Wagner	Margaret	16	7	\$85,455
537.	Wagner	Timothy	16	6	\$84,357
538.	Walsh	Sarah	4	7	\$51,938
539.	Walters	Jessica	10	5	\$66,659
540.	Ware	James	16	11	\$87,716
541.	Warner	Amberly	7	8	\$60,586
542.	Watson	Mark	16	6	\$84,357
543.	Weeks	Laura	16	7	\$85,455
544.	Weiss	Erin	13	5	\$74,782
545.	Werth (through 10/29/21)	John	16	13	\$89,004 (prorated)
546.	Wescott	Shawn	16	11	\$87,716
547.	West	Melissa	16	8	\$85,981
548.	Wetherhold	Barbara	16	8	\$85,981
549.	Whitney	Matthew	12	7	\$73,612
550.	Wickham	Billie K.	16	7	\$85,455
551.	Wiesenberg (through 9/14/21)	Vala	16	6	\$84,357 (prorated)
552.	Winkler	Mary	5	7	\$54,647
553.	Wisneiski	Linda	16	7	\$85,455
554.	Witcraft	Laura	16	6	\$84,357
555.	Witte	Sarah	2	1	\$47,350
556.	Wolff	Susan	16	15	\$90,398
557.	Wood	Cori	8	1	\$58,372
558.	Worobij	Nadia	16	16	\$91,133
559.	Yacoboski	Cheryl	14	15	\$83,962
560.	Yeomans	Brett	5	3	\$51,138
561.	Yohe	Zahra	12	7	\$73,612
562.	Yost (effective 11/24/21)	Amanda	1	7	\$51,638 (prorated)
563.	Young	Kevin	16	5	\$83,910
564.	Youngken	Kellie	16	15	\$90,398
565.	Zabriskie	Lisa	14	7	\$79,031
566.	Zajac	Mary	13	12	\$79,203
567.	Zanella	Ann	11	7	\$70,903
568.	Zasada	Edward	16	7	\$85,455
569.	Zaso	Anita	16	9	\$86,533
570.	Zavertnik	Louise	15	7	\$81,740
571.	Zelinski	Jan	16	7	\$85,455
572.	Zerfoss	Jon	16	7	\$85,455

573.	Zimmerman	Lindsey	14	7	\$79,031
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**j. Professional Staff 2021-2022 Salary Compensations effective the 9<sup>th</sup> pay.** Effective December 24, 2021.  
All salaries are prorated.

	Last Name	First Name	From:			To:		
			Step	Column	Compensation	Step	Column	Compensation
1.	Bert	Brian	11	7	\$70,903	11	8	\$71,426
2.	Bock	Elizabeth	11	11	\$73,151	11	12	\$73,778
3.	Caruso	Heather	2	3	\$48,232	2	4	\$48,673
4.	Cole	Zachary	3	2	\$47,891	3	5	\$50,314
5.	Cykosky	Tamara	7	12	\$62,928	7	13	\$63,579
6.	Dalton	Sarabeth	8	4	\$59,701	8	6	\$61,687
7.	Englert	Lorraine	16	11	\$87,716	16	12	\$88,346
8.	Furst	Kane	11	13	\$74,432	11	14	\$75,111
9.	Handzo	Andrea	6	4	\$54,287	6	6	\$56,271
10.	Keller	Mary	5	10	\$58,894	5	11	\$59,492
11.	Kelly	Cody	6	7	\$57,357	6	8	\$57,876
12.	Lucykanish	Devon	16	8	\$85,981	16	9	\$86,533
13.	Martocci	Kathyrna	3	6	\$50,754	3	7	\$51,838
14.	McCracken	Sean	9	5	\$63,952	9	6	\$64,395
15.	Mlodzienski	Lian	3	6	\$50,754	3	7	\$51,838
16.	Munch	Laura	8	11	\$65,015	8	12	\$65,641
17.	Nieman	Emily	3	4	\$48,773	3	6	\$50,754
18.	Panepinto	Carrie	16	10	\$87,111	16	11	\$87,716
19.	Pellington	Cynthia	15	11	\$83,998	15	13	\$85,285
20.	Przybylski- Beirne	Anna	8	8	\$63,296	8	9	\$63,843
21.	Rade	Ronald	16	10	\$87,111	16	11	\$87,716
22.	Reed	Christine	6	9	\$58,422	6	11	\$59,592
23.	Reese	Stephanie	9	10	\$67,128	9	11	\$67,727
24.	Schroth	Catherine	7	10	\$61,705	7	11	\$62,303
25.	Soskil	Lori	16	14	\$89,687	16	15	\$90,398
26.	Stevens	Hillary	12	14	\$77,825	12	15	\$78,533
27.	Vitulli	Lisa	14	8	\$79,555	14	9	\$80,106
28.	Ware	James	16	11	\$87,716	16	12	\$88,346

**k. Building Substitute Teacher**

	Name	Location	Effective Date(s)
1.	Massey, Thomas	Lehman Intermediate	To be determined through the last 2021-2022 student day.

**l. Substitute Appointments**

	Name	Position(s)	Classification	Effective Date(s)
1.	Feld, Marcus	Teacher	Professional	2021-2022 School Year
2.	Hanson, Gregory	Teacher	Professional	2021-2022 School Year
3.	Stallone, Mona	Teacher	Professional	2021-2022 School Year
4.	Lesoine, Frederick	Maintenance I Worker	Support	2021-2022 Fiscal Year
5.	Lessig, Jay	Bus Driver	Support	2021-2022 Fiscal Year
6.	Merkel, Micheal	Custodian	Support	2021-2022 Fiscal Year
7.	Miguel, Maria	Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2021-2022 Fiscal Year
8.	Rojas, Deborah	Cafeteria Worker	Support	2021-2022 Fiscal Year
9.	Shomo, Shevaun	Secretary	Support	2021-2022 Fiscal Year

10.	Taylor, Sharon	Health Room Nurse	Support	2021-2022 Fiscal Year
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m. **Substitute Hourly Rate of \$15.00 for Front Desk Receptionist.** Effective November 28, 2021.

n. **ESACA External Virtual Teacher (Schedule B) Appointment for the 2021–2022 School Year – Elementary** Approve the following professional staff for East Stroudsburg Area Cyber Academy (ESACA) related Schedule B positions for the 2021-2022 school year. This position is effective December 5, 2021 and will be fully funded by the ESSERS III grant.

- Compensation: 2021-2022 Schedule B Curriculum rate up to 240 hours (including training hours) per academic year with a maximum of 20 students, as stipulated by the current Memorandum of Understanding.
- Approval by the Board does not guarantee that this position will exist in the 2021– 2022 school year.
- Approval by the Board does not guarantee adjustments will not be made to course assignments based on enrollment.

	Last Name	First Name	Position	Building	Compensation
1.	Corso	Chelsea	Elementary	ESACA	\$30.15/hour

o. **Schedule B Position 2021-2022 Appointments.** Previously Board approved 2021-2022 Schedule B positions will be compensated in accordance with the Collective Bargaining Agreement between East Stroudsburg Board of Education and the East Stroudsburg Education Association 2021-2022 through 2023-2024.

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

#### 2021-2022

	Last Name	First Name	Position	Building	Rate
1.	Leister	Linnaea	Basketball-Girls Freshman Coach	High School North	\$4,224.00
2.	Wetherhold	Barbara	Student Council Tri-Advisor	High School North	\$2,347.00 (prorated)
3.	Mason-Caiazzo	Laura	Intramural Boys Track & Field Advisor	High School South	\$24.95/hour (8 hour maximum)
4.	Mason-Caiazzo	Laura	Intramural Girls Track & Field Advisor	High School South	\$24.95/hour (8 hour maximum)
5.	Caldera	John	Volunteer Boys Basketball Coach	High School South	not applicable
6.	Sanchez-Rivera	Erica	Volunteer Cheerleading Advisor	High School South	not applicable
7.	Menio	Gregory	Volunteer Track & Field Advisor	High School South	not applicable
8.	Houghtaling	Richard	Wrestling Varsity Assistant Coach	High School South	\$5,100.00 (plus \$250.00 longevity stipend)
9.	Wickberg	Valerie	Softball Assistant Coach	J. T. Lambert Intermediate	\$2,356.00

#### e. FINANCES

##### i. 601 – Fiscal Objectives

##### 1.

#### **ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to adopt the Resolution as presented by Bond Counsel authorizing the issuance of general obligation notes to refund the District's Series of 2016 and 2017 Bonds for debt service savings. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 116-139)

2.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to accept the bank loan proposal from TD Bank in connection with the refunding of the District's 2016 and 2017 Bonds. Motion was seconded by Wayne Rohner and passed 8-0-1 abstention. Rebecca Bear abstained.

ii. **604 – Budget Adoption**

**ACTION BY THE BOARD:**

Motion was made by George Andrews to certify that the District will not seek exceptions to the Act 1 Index and will not raise taxes in an amount that exceeds the Act 1 Index (4.8%) for the 2022-23 fiscal year, in accordance with the recommendation of the Finance committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 140-141)

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

**ACTION BY THE BOARD:**

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

- a. The quote from PandaDocs for a 16-month subscription to an e-signature signing tool, in the amount of \$20,950.00.  
(See pages 142-154)
- b. The quote from Touchpoint for the Districtwide replacement of time clocks, in the amount of \$80,558.31.  
(See pages 155-161)
- c. The quote from Vista Higher Learning for ELL New Student Curriculum Tools, in the amount of \$6,063.49.  
(See pages 162-167)

iv. **613 – Purchases Subject to Bid**

1a.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to accept the quote from Brightbill Body Works for the purchase of two Special Education Buses. Option 1: Two 30 passenger gasoline Special Education buses, in the amount of \$121,508.00, with immediate availability and to be funded by ACCESS. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 168-189)

**OR**

1b.

~~**RECOMMENDATION:** Motion to accept the quote from Brightbill Body Works for the purchase of two Special Education Buses. Option 2: Two 28 passenger propane Special Education buses, in the amount of \$205,686.00 with availability expected to be in September 2022 and to be funded by ACCESS.~~

(See pages 190-192)

2.

**ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla to accept the quote from Trane for the Bushkill Elementary HVAC System Renovation and Upgrade, in the amount of \$2,949,659.00, in accordance with the recommendation of the Property & Facilities committee and the Finance committee. Project will be funded by ESSERS. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 193-206)

3.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to accept the quote from Altec Industries for the purchase of a 2022 Dodge 5500 Bucket Truck, in the amount of \$173,918.00, in accordance with the recommendation of the Property & Facilities committee and the Finance committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 207-212)

**v. 616 – Payment of Bills**

1.

**ACTION BY THE BOARD:**

Motion was made by Steven Lurry 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 Debbie Kulick and passed 8-1. Wayne Rohner voted no.

- 1. Budget Transfers - (See pages 213-228)
- 2. Payment of Bills - (See pages 229-251)
- 3. Treasurer’s Report - (See page 252-277)

2.

**ACTION BY THE BOARD:**

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

i. Payment of D’Huy Engineering Invoices:

- 1. High School North Roof Replacement Forensic Investigation – Invoice #53946 \$907.51
- 2. High School North Sanitary Liner Replacement – Invoice #53947 \$2,850.00
- 3. High School South Pool Repairs – Invoice #53948 \$874.57
- 4. High School North and Lehman Intermediate Window Replacement – Invoice #53949 \$2,331.42
- 5. Lehman Intermediate and Bushkill Elementary Flooring Replacement – Invoice #53950 \$1,833.67
- 6. High School North and Smithfield Elementary Flooring Replacement – Invoice #53951 \$4,725.00
- 7. High School North Natatorium Roof Replacement – Invoice #53952 \$5,106.50
- 8. High School South Turf Field Replacement – Invoice #53953 \$4,900.00
- 9. High School North Liner Replacement – Invoice #54140 \$8,609.65
- 10. High School South Pool Repairs – Invoice #54141 \$291.53
- 11. JM Hill Vestibule – Invoice #54142 \$128.71
- 12. High School North and Smithfield Elementary Flooring Replacement – Invoice #54143 \$14,175.00
- 13. High School North Natatorium Roof Replacement – Invoice #54144 \$15,319.50
- 14. High School South Turf Replacement – Invoice #54145 \$19,600.00
- 15. High School North Natatorium HVAC Replacement – Invoice #54146 \$5,250.00

(See pages 278-293)

- ii. Application for payment:
  - 1. High School North and Lehman Intermediate Window Replacement – D&M Construction – Application #6 \$55,898.10  
(See pages 294-295)
  - 2. High School North Liner Replacement – Atlantic Lining – Application #3 \$206,846.54  
(See pages 296-297)
  - 3. Resica and Middle Smithfield Elementary Water Filtration – Leon Clapper – Application #2 \$39,843.00  
(See pages 298-299)
  - 4. J.M. Hill Elementary Vestibule – Bognet, Inc. – Application #5 \$42,120.00  
(See pages 300-301)
- iii. Payment of Strand Pool Supply Invoices:
  - 1. Invoice #3458 for \$8,134.08  
(See page 302)

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

1.

**ACTION BY THE BOARD:**

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

- 1. H.S. Reading Olympics – H.S. North  
(See page 303)

2.

**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 Wayne Rohner and carried unanimously, 9-0.

- 1. Technology Education STEM Club – J. T. Lambert Intermediate
- 2. School Store – H.S. North  
(See pages 304-305)

3.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to close the special activity fund for H.S. South Cheerleading Club. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 306)

vii. **619 – District Audit**

**ACTION BY THE BOARD:**

Motion was made by George Andrews to accept a two-year optional contract extension with Zelenkofske Axelrod LLC for professional auditing services, in the amount of \$22,615.00 for FY2021-22 and \$23,060.00 for FY2022-23, in accordance with the recommendation of the Finance committee. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

(See pages 307-334)

f. **PROPERTY**

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

**ACTION BY THE BOARD:**

Motion was made by Steven Lurry to accept a grant in the amount of \$10,400.00 from the Pocono Mountains United Way for East Stroudsburg Area School District’s summer STEAM-R Program. Motion was seconded by George Andrews and passed, 7-0-2 abstentions. Debbie Kulick and Richard Schlameuss abstained.

(See page 335)

g. **OPERATIONS**

i. **818 – Contracted Services**

**ACTION BY THE BOARD:**

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

1. Contracts Totaling Under \$10,000

	<b>NAME</b>	<b>SERVICE</b>	<b>RATE</b>	<b>PAYMENT FROM</b>	<b>EFFECTIVE DATE</b>
1.	Colonial Intermediate Unit 20	Additional Unique Learning license; web based curriculum program. Original contract was approved on July 19, 2021.	\$582.24 per license. The contract shall not exceed \$8,189.40	Pupil Services and Special Education funds.	2021- 2022 school year
2.	Colonial Intermediate Unit 20	Cloud Based always on DDoS filtering protection to the East Stroudsburg Area School District	\$744.76 per month for six months.	ITEC Department	1/1/22-6/30/22
3.	Diagnostician Services (Carol Dean Gardner)	Independent Contractor Agreement for school based diagnostician services to assist psychological evaluations and report writing	\$46.00 per hour for up to 100 hours	Pupil Services and Special Education funds-ACCESS when applicable and COVID Compensatory Grant for Special Education	2021- 2022 school year
4.	Diagnostician Services (Kristen Long)	Independent Contractor Agreement for school based diagnostician services to assist psychological evaluations and report writing	\$46.00 per hour for up to 100 hours	Pupil Services and Special Education funds-ACCESS when applicable and COVID Compensatory Grant for Special Education	2021- 2022 school year
5.	Diagnostician Services (Maria Casciotta)	Independent Contractor Agreement for school based diagnostician services to assist psychological evaluations and report writing	\$46.00 per hour for up to 100 hours	Pupil Services and Special Education funds-ACCESS when applicable and COVID Compensatory Grant for Special Education	2021- 2022 school year



6.	Elite Educational and Therapeutic Support Services, LLC (Dr. Richard A. Shillabeer)	Independent Contractor Agreement for independent educational evaluation (IEE); evaluations and report writing at public expense	\$500.00 per Bilingual Speech and Language report; \$3500.00 for Speech and Language evaluation and report	Pupil Services and Special Education funds-ACCESS when applicable	2021- 2022 school year
7.	School Psychological Services (Dr. Mary Olszewski)	Independent Contractor Agreement for school based psychological evaluations and report writing	\$800.00 per report; \$750.00 for gifted; \$500.00 for evaluation writing only	Pupil Services and Special Education funds-ACCESS when applicable	2021- 2022 school year
8.	Simpson, Steven	Outside Contractor for the ESASD Website.	\$15.00/hour Up to 100 hours Total = \$1,500.00	ITEC Department	TBD
9.	US Coachways	Bus Transportation to and from The Palace Center for the H.S. North Prom.	\$6,785.00	North Class of 2022 Student Activity Fund	5/7/22

(See pages 336-357)

**ACTION BY THE BOARD:**

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

XI. **ADJOURNMENT: 8:42 p.m.**

Respectfully Submitted,

Patricia Rosado  
Board Secretary