

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

January 24, 2022 - 7:00 p.m.

**Carl T. Secor Administration Center – Board Room,
High School South – Auditorium and Via Zoom**

Minutes

- I. President, Richard Schlameuss called the meeting to order at 7:06 p.m. and led those present in the Pledge of Allegiance. Board Secretary, Patricia Rosado called the roll.
- II. **Board Members present 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.

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

- III. **School personnel present in the Board Room:** Brian Baddick, Louis Carbajal, Dawn Carmeci, Donald Halker, Scott Ihle, Ann Marie Kizer, Gail Kulick, Ann Marie LaFemina-Adams, Jennifer Marmo, Fred P. Mill, Craig Neiman, Angela Nevin, Craig Reichl, William Riker, Pat Romansky, Patricia Rosado, Catherine Schroth, Brenda Vigorito, William Vitulli and Stephen Zall. Christopher Brown, Solicitor.

School personnel present in the H.S. South Auditorium: None

School personnel attended via Zoom: Annamarie Bauer, Eric Forsyth, Gail Francis, Miriam Giove, Diane Kelly, David Krupski, Trenee Lurry, Daryle Miller, Amanda Palys, Gillian Turner, Lisa Vitulli, Tammy Walsh and Nadia Worobij.

- IV. **Community members present in the Board Room:** Jared Acosta, Cindy Blake, Justyne Carnes, Jesse Cruz, Tiffany Davis, Maria De Jesus Perez, Jane Gagliardo, Anabella Guzman, Jason M. Guzman, Jessica Malachowsky, Victor Marmo, Jr., Yana Marmo, Todd Mastrobuoni, Alexander Schroth, Larry Soodeen, Annastasia Theodoropoulos, Ruben Torres, R. Vedi, Kerri Wilson, Ronnie Wilson.

Community members present in the H.S. South Auditorium: David Armanini, Dara Baker, Gina Baker, Diane Chapogas, Tom Chapogas, Andrew Cohen, John P. Gerhardt, Jim Jones, Craig Kellstrom, Jodi Knelsky, Thomas Knelsky, Charlie Krahs, Justyna Kur, Lee Lafayette, Matthew Langille, G. Mart, Edward Shayo, D. Smith, Heidi Sweetser Cohen, Jethro Tolski, Matt Transue, S. Transue, T. Ween, Kerny Williams, Graham Woodhull and Anna Zak.

Community members attended via Zoom: Sean Bryant, Jessie Castaldo, Isabella Diaz, Carolann Gallas, Carrie Gardner, Audry Garrett, Jessica Granzen, Antoinette Gravell, Laura Jecker, Keith Karkut, Leia Leuthardt. Susan Macovsky, Viviana Mastrobuoni, Leigha Mcglinch, Cheri Mulvey, Shanice Person-Correa, Keleisha Phillip-Stringer, Ron Reynolds, Santos Rosas and Chris Witty.

- V. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**

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

VI. ADOPTION OF AGENDA

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to adopt this agenda for January 24, 2022, as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Debbie Kulick.

Motion was made by Dr. Damary Bonilla to add to the agenda a motion to appoint Lisa Vitulli for the Act 93 Director of ESACA at the compensation of \$92,680.00 and a motion to appoint Ray Lenhart for the Act 93 Principal of J.T. Lambert Intermediate School at the compensation rate of \$105,591.00. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

Mr. Brown said these motions are being added to the agenda because they are the results of interviews that occurred after the publication of the agenda. Mr. Schlameuss said we are adding these due to the timeliness and importance to the school district.

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

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the minutes of the December 6, 2021 and December 20, 2021 Board meetings. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

VIII. REPORTS

- a. Monroe Career & Technical Institute Update
Mrs. Lisa VanWhy said we did not meet in January due to the limited items on the agenda and lack of quorum. The next meeting is scheduled for February 7, 2022 at 7:00 p.m.
- b. Colonial IU 20 Update
Dr. Damary Bonilla said the IU 20 Board met on 12/8/21. There are several updates from CIU 20.
 - CIU 20 continues to provide updates and guidance from the CDC and The Pennsylvania Department of Health.
 - Christina Williams continues to meet weekly with all Pandemic Coordinators in the respective school districts.
 - The CIU 20 partnered with St. Luke's to provide another regional COVID update for all Superintendents, CTE Directors and IU Administration in both CIU 20 and CLIU 21 region. The meeting was held on January 13, 2022, where St. Luke's offer key mitigation strategies, especially during surge in COVID cases.
 - On December 17, 2021, Governor Wolf signed into law Act 91 of 2021 to assist schools with addressing the State substitute teacher shortage. Act 91 enable schools to employ substitutes for a variety of roles. The law also creates a new permit that schools can use to hire classroom monitors. One of the criteria is that eligible candidates complete classroom management training developed by an intermediate unit and approved by the Pennsylvania Department of Education. The CIU 20 will be submitting and application to be an approved provider of this training for the schools in our region.
The next CIU 20 Board of Directors meeting is scheduled for Wednesday, January 26, 2022 at 7:30 p.m. It is open to the public.
- c. Property/Facilities Committee Update
Mrs. Lisa VanWhy said the Property/Facilities Committee met on January 5, 2022 at 5:30 p.m. The following items on the agenda were recommended for your consideration:
 - The quote from Munn Roofing, for High School North Natatorium Roof Replacement. Project will be funded by ESSERS III.
 - The quote from ASL Mechanical, for High School North Natatorium HVAC Replacement. Project will be funded by ESSERS III.
 - The quote from H&P Construction, for High School North Flooring Replacement. Project will be funded by ESSERS III.
 - The quote from Cope Flooring, for Smithfield Elementary Flooring Replacement. Project will be funded by ESSERS III.
 - The quote from Sprinturf, for High School South Turf Field Replacement.

- The increase Change Order #2 from Atlantic Lining Co. for the High School North Sanitary Liner replacement.
- Applications for Payment for:
 - High School North and Lehman Intermediate Window Replacement – D&M Construction
 - High School North Liner Replacement – Atlantic Lining
 - J.M. Hill Elementary Vestibule – Bognet, Inc.

The next meeting is scheduled for February 2, 2022 at 5:30 p.m. in this room.

d. Education Programs & Resources Committee Update

Dr. Damary Bonilla said the Education Programs & Resources Committee met on January 12, 2022. The Committee discussed the following items.

- A presentation by Principal Padavano from Lehman Intermediate School on the Climate Survey Report.
- A DEI Committee update by Trenee Lurry.
- A PTO update for Middle Smithfield Elementary School. Every month the Committee will now receive a PTO update on the efforts at their school. This was the first one.
- A conversation on library books.

In terms of recommendations, the Committee approved:

- The dates for the 2022 meetings.
- The LETRS Training Materials, which was previously submitted to the Finance Committee.
- Three recommendations were made that are on this evening's agenda.

The next meeting is scheduled for February 9, 2022 at 7:00 p.m. via Zoom.

e. Finance Committee Update

Mrs. Rebecca Bear said the Finance Committee met on January 10, 2022 for a robust meeting. We had a presentation by PFM Asset Management. They are coming back with further information before we move that forward. We recommend the following:

- The quote from Hilltop Sales & Service Inc., for a John Deere 3039 R Loader in the amount of \$23,413.75.
- The quote from CSI, for JM Hill Vestibule Access Control and Intercom, in the amount of \$9,512.08. The vestibule is almost done.
- The quote from IntegraOne, for Districtwide CISCO Meraki wireless local area network upgrades, in the amount of \$931,458. It is a two-year license for all buildings.
- Computer bid results for Apple, HP and Lenovo Chromebooks. With the Lenovos, the kids keep them for 3-4 years and then they get new ones when they change buildings. We have to make sure we have enough to do the transitions. We finance those computers. You will also see leases on the agenda from First American and for Apple for the Apple computers.
- There is a proposed change to our EBTEP voting, which you will see on the agenda.
- The Property/Facilities Committee items were also forwarded on the agenda, which my colleague, Mrs. VanWhy previously mentioned.
- The LETRS Training Materials, which Dr. Bonilla mentioned.

Our next meeting is scheduled on Valentine's Day, February 14, 2022. I will be spending my Valentine's Day at the Finance Committee meeting.

f. Policy Review Committee Update

Ms. Debbie Kulick said the Policy Review Committee met earlier this evening. The Committee adopted our yearly meeting schedule. We voted to move forward Policy 904 – Public Attendance at School Events for review and consideration next month. We had a discussion on the revisions to Policy 109 –Resource Materials. We will revisit that and work on it. We took information from the Librarians to be able to format some revisions for the policy. We will work on that with them and the Administration and revisit it next month. Our next meeting is on February 28th at 4:30 p.m.

g. Student School Board Representatives –

Miss Isabella Iacono, High School North said we would like to share any positive events that happen in the month of January with our HSN families and community in addition to the important dates calendar.

- We are welcoming our new Dean of Students Mr. Evan Stokes from JM Hill.
- Wayne McIntyre was the WNEP, WBRE and Pocono Record Athlete of the week.
- Chuck Dailey was inducted into the ESASD Athletic Hall of Fame.

- Jayna Penn auditioned and won a seat in the Pennsylvania Music Educators Association's District 10 Band Festival to be held at Easton Area in January.
- Three of Ms. Nute's students: Sarah Farah, Tyler Boyce, and Alex Veyman are going to be published authors! Their 100-word short mystery stories are going to be featured in a book.
- Students in Graphics Tech I, proudly displayed their individual company concepts for this Branding Project. In this assignment, students first came up with a company concept they had considerable interest in. They then used fundamentals such as Typography, Design Principles and the Psychology of Color Theory in order to first sketch out various ideas. Once settled on one concept, they used the computer to generate logos, business cards, letterhead, brochures and finally custom t-shirts. The showcase is located in the main hallway, closest to the Science wing. Congrats Graphics I, we are all very proud of your progress!
- Mrs. Lurry hosted an open discussion for students and staff for the National Day of Racial Healing.
- Mrs. Wetherhold's Transition class and Mrs. Tischler's Art Class worked together to make chalk pastel polar bears.
- The North Art Department has student works currently on display at The Cure Cafe for the month of January.
- Nicholas Vyprynyuk was recently nominated for academic recognition as a delegate representing the Commonwealth of Pennsylvania at the 2021 Congress of Future Medical Leaders. The Congress of Future Medical Leaders is a highly selective program honoring academically superior high school students dedicated to the service of humanity through medicine.

Mr. Mohamed Ahmed Abdellall, High School South said I'm the President of the Class of 2022 as well as your South Board Representative. I hope you all had an amazing holiday break and first day of the second semester. I'm honored to be able to speak to you all once again at today's meeting.

- To begin, DECA will be holding its state competition starting February 15th at the Hershey Lodge. Every district participant placed and more than 70 students are scheduled to attend. Junior student Misha VanUden will be running for the DECA executive council and Kondwani Keitt will be next year's District 7 representative.
- In guidance news, On Wednesday February 2nd, the Guidance Department will conduct a Financial Aid Informational Session for all college bound seniors. Sarah Fevig, Northampton Community College's Financial Aid Director, will inform our seniors about the types of financial aid, the application process and how to understand college financial aid award letters. In addition, registration is currently open for the Sophomore PSAT test to be held on April 21st, so make sure you sign up if you're eligible!
- Last month, I informed you that we had four amazing students who qualified for district band. Recently, our own Sally Hopkins also qualified for District Orchestra and Region Orchestra for tuba. Congratulations Sally and all of our wonderful band members.
- We've had quite a bit of amazing sports news this month as well! To kick off the year, Cavalier Cheerleading won first place in the co-ed division at the District 11 Cheerleading Championship on January 8th and will now advance to the PIAA state competition in Hershey on January 28th.
- Our varsity starting quarterback Bobby McClosky of the Cavalier Football Team earned a spot on the WNEP16 Dream Team and filmed a segment that will air on Sunday, February 6th. Congratulations Bobby on truly shining on the field during your last season on the field!
- Also, Cavalier Rifle Team Member Piotr Jablonski shot a perfect target in a match against Freedom High School. Congratulations to Piotr on this huge accomplishment!
- And finally, many congratulations to our amazing Unified Track and Field team for qualifying for nationals at the USA games at Disney in June. This is not only a huge accomplishment for our incredible team, but our school as well. Good luck this summer! And with that I conclude my update on what's been going on at South. Thank you and I look forward to seeing you once again at the next Board meeting.

IX. PUBLIC PARTICIPATION

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

Mr. Schlameuss said that public participation comments are limited to agenda items and to residents and taxpayers of the school district. You have three minutes and at the end of the three minutes, we will cut you off. We just listen and do not respond.

- A. Ms. Jane Gagliardo said I have a concern with regards to transportation. I know this has been an ongoing issue for the district and the Board; however, there was an incident that happened to my son on January 6th on the corner of West Broad Street and Elizabeth Street. I was dropping off my two little guys at preschool. I raced back to drop off the two older boys at the bus stop. The bus was coming down the road. The driver was very irritated that the kids were running to the bus. I was standing in my driveway and the boys got on the bus. The driver continued to lay on the horn honking at me. I didn't realize that he wanted me to come forward. I went ahead to the bus stop and he opened the door and proceeded to hand me this paper, which he wanted me to take a look at. Some things on it are quite absurd. However, with spit coming out of his mouth from yelling, he was furious with me that the kids had to run to catch the bus. I explained to him quickly that I had to drop off my other kids at the daycare. He said I don't care. Here is my concern. I called transportation, according to this paper he is supposed to arrive at 8:28 a.m. That morning he was there at 8:23 a.m. I understand that it says there is a ten-minute leeway. However, I called transportation at 8:33 and I spoke to a very nice lady there. I asked her what the bus driver's name is of bus #30 and was told that she could not give me his name. When I called on the 6th I was given a voicemail. The 7th was a snow day; therefore, there was no follow up. On the 10th I called again and was transferred to a voicemail. It wasn't until the 13th that I finally got a phone call back. My concern is this, what kind of anger management does this bus driver need. When he was so irritated with me and slammed the door, he sped on the gas and turned the corner. Are not the students our concern, correct? This is something that I really think you guys need to look into. My other concern is it took all those days later for me to get a phone call back. This bus driver is still driving the bus and he is still angry.
- B. Ms. Tiffany Davis read from Gender Queer by Maia Kobabe – After a few minutes of fun and games, he got up and went to his nightstand..... There is no question that this fits the Supreme Court definition of obscene. I don't know why we are even being put in the position of defending our parental choice on the issue. Some Board members think that the social value of this book magically overrides the fact that it is obscene and that if you read the whole book, you understand why it is in there. Yes, I understand why it is in the book. What I don't understand is why it is in a public school. The school limits what websites the kids can access. You would never dream of showing a movie based on this book in the classroom but for some reason to suggest that books like this, be limited is controversial. It is the school's responsibility to make sure our kids cannot really access obscenity while they are in school. Once these kids stop outside of the school, it is no longer your problem. It is ours but while the kids are here in school, we expect you to take the responsibility seriously. I want to say also that the community members and certain board members are attempting to paint a picture that the parents who dislike this book are transphobic. Let me just say that this is not even an LGBTQ issue. If this book was about a straight man, I would have the same issue with it. It's not about the subject, it is about the content. It is possible to have a wide range of helpful books on LGBTQ without this content and our school library does. I did a quick search of the High School South library for books with the following words to see what is available on these subjects. I searched homosexual, gay, queer and transgender and I got 212 results. That means that either the subject of that book or in the title those words are. The argument that these two obscene books need to stay in general circulation because these kids need them is nonsense. There are literally 210 others that they have access to. In conclusion, I would like the Board to respect all parents' wishes, not just the ones they agree with.
- C. Ms. Angela Nevin said I am an employee of the school district. I have been an employee for the last 25 years. I take offense to certain issues of appointments and or raises on this month's agenda. I do not agree with any of them and I want to know if they will be going through, particularly the one for Carissa Johnson and Jill Quinn. Mr. Schlameuss said as I mentioned earlier, we do not have a response. Ms. Nevin said I emailed each and every one of you today. Mr. Schlameuss was the only one gracious enough to answer my email. Mrs. Bear said that is because he is the President of the Board; therefore, we ask him to respond. Ms. Nevin asked if they know whether or not these appointments and or promotions will be going through. Mr. Schlameuss said we do not discuss this now.
- D. Ms. Jessica Malachowsky read from Gender Queer by Maia Kobabe – For years, my standard method of masturbation... She showed the visual to everyone. If you find that uncomfortable when I read it, then why is it in the educational setting. It is not appropriate. Like Tiffany Davis said there are many other books that are more appropriate to provide in an educational setting. It does not have any purpose. Obscene is obscene no matter who is involved in the scenario and no matter what gender. That should be the end of the discussion.

- E. Ms. Jennifer Marmo said I would like to start by thanking the Education Programs & Resources Committee for their open discussion and focus with the library books during their meeting on January 12th. I believe knowledge is power so let's educate some people. As the district solicitor has said, the Supreme Court has issued their definition of obscenity and the court in Miller vs. California, adopted a three-part test. The average person finds that the word, taken as a whole appeal to the prurient interest. Prurient is defined as having or encouraging an excessive interest in sexual matters. Does the word depict or describe in a patently offensive way sexual conduct specifically defined by the applicable State law? Does the word, taken as a whole lack serious literary, artistic, political or scientific value? In listening and reading the arguments against Gender Queer and All Boys Aren't Blue, any educated individual would see that the answers to those questions in regards to those books are no, no and no. Those in favor of removing Gender Queer are concerned about images taken out of context as we just saw. The image on page 125 that people claim shows pedophilia is the author Maia Kobabe who is non-binary gender queer fantasizing without physically touching themselves. At this point the author is 14 and it is imagining an image based on Plato's philosophical texts symposium which takes place at a fast honoring Eros, the god of love and desire. The image is reminiscent of Greek pottery and artwork. He was not frowned upon. The original Olympic Games were played in the nude. Another image people, who people have not read the book in full, have an issue with is one where the author and their significant other are in their 20s and are exploring their sexual relationship. That scene is about consent and comfort and not about titillation, as those who are using the image to elicit a negative response and informing the public are trying to set. I wonder if the parents who disapprove of these materials are queer or have queer children. If they are not a part of the LGBTQ Community how can you say anything of these books and their representation of the LGBTQ Community specifically those who are non-binary. Public schools have an obligation to support intellectual freedom and to meet the needs and interests of their entire community including those who would like/need to read Gender Queer. Please do right by the students and put Gender Queer and All Boys Aren't Blue back on the shelves.
- F. Mr. Ruben Torres said I stand to speak against the extremist public in our district. They say that they are for liberty but in reality they want to discriminate against our students that are in the LGBTQ+ Community. They are trying to have our district ban not two book but three books: Gender Queer, Not All Boys Are Blue and Sunrise. They want these books classified as obscene, calling them pornography and saying books are obscene. These books are not obscene but our district is entertaining the idea to ban the books. These books contain literacy and scientific value as defined by the Supreme Court. We have our dedicated Librarians who are experts in choosing these books. I stand by the Librarians' judgement and expertise in choosing books that are available to our community and student body. There should not be any opt in form for books nor a segregated section in our libraries for check out. What books are next, books by Judy Blume, books depicting the Holocaust, books on the Civil War or our history books. This Board must do the right thing and shut down these requests of banning books and segregated sections. This attempt to ban books highlights the need to continue the good work that the DEI Committee does. It highlights the need to communicate across cultures and the need for this Board to understand that diversity matters.
- G. Ms. Anabella Guzman said I am a Senior at High School North and have been educated by the East Stroudsburg Area School District my whole life. As our Board of Education, you have a responsibility to the children and your district to be compassionate, fair and honest. From what I've seen in these past few meetings, some of you are showing the exact opposite of these characteristics. Explicit books have always had a place in our libraries and in our curriculum. Romeo and Juliet plays a sexual scene between a 13 and 15 year-old and their joint suicides. This is in the curriculum for 9th graders. Explicit books and books surrounding violence, racism and genocide always have had homes in our libraries and are still sitting on our shelves. My point is not that these books should be taken down but instead that there was a reason why Gender Queer and All Boys Aren't Blue were selected. These books are openly queer. As someone who knows and cares for many of the LGBTQ+ students at North, I am deeply disappointed that this is a message that our School Board is choosing to send that heterosexual explicitness is worthy of being called a classic while queer explicitness is worthy of being pulled. Children who are struggling to come to term with their sexuality and gender identity should never be hurt from those in positions of power over showing them that who they are, deserve to be shunned. The last thing these struggling kids need to hear is that their representation is neither needed or wanted. This breeds intolerance. This breeds who they are is wrong by allowing hatred to penetrate the minds of their straight peers. Heterosexual sex is not shied away from in our curriculum. It is taught upon 6th graders in their sex education class. Why should queer sex be any different? If you as a parents believe these books are too explicit for your child, you have every right to not allow your child to read them. However, you do not get to decide what is inappropriate for others' students or what children get to read. As Board of Education, it is your job to make decisions that will improve the lives of the students in your district. The people that really know the students are teachers and staff in the buildings. I know that I trust the staff in my school to make decisions on the reading that is best for me. I think that you should, too. As a student I am directing this comment to parents in the district: Keep your beliefs out of our education and out of our libraries.

- H. Ms. Justyne Carnes said I would just like to say, as we have said before, a lot of us are willing to compromise. We are just asking for informed parental consent on these books. These aren't beliefs. Overly sexualizing our children is a parent's concern and it needs to be addressed. It is not about the sexual orientation of the authors it is about the content. She read from Gender Queer by Maia Kobabe – "Do you feel that? "Yes and I laughed and I said get your hand off my butt... We have read these books. We have read them front to back. We understand that this person is sharing their life story. We understand that. What we don't understand is why this book was available to intermediate school children. We are just asking for a compromise. We are not judging anybody. We are just asking that you understand that parents have different values. Parents are raising their children differently and you can't push something that you believe is right onto other people's children. We are willing to compromise. We would love to sit down and talk about how we can provide informed consent. There is no judgment on our part despite the fact that it is being implied that we are uneducated and that we hate the queer community. A lot of us have family members that are queer. A lot of us do have children that are queer and we respect them and love them. We just ask that we have control over how they walk into this or how they learn about their sexuality. Some of us are very religious. We are just asking for that to be respected.
- I. Ms. Maria De Jesus Perez said I was actually invited tonight and didn't even know what some of the topics for today were. I'm glad that I came to hear all of the parents share their different perspectives and points of views. I just want to share that I am a parent of East Stroudsburg and have two children. I love East Stroudsburg. I am a licensed Social Worker and work in the Stroudsburg Area School District. One thing that we implemented there is parent workshops. We saw a need, as social workers, for these parent workshops in order to provide a camaraderie between parents and to educate parents. I am not saying that you are not educated but it is always good to just talk these issues out. It just so happens that tomorrow we are having a parent workshop to talk about social issues with our children. The last thing we just talked about is that everyone has a different lens perspective. There is religion that you have to take into consideration. There are values that they like to teach their children. I just want to say that we are living with different values and perspectives and we have to learn to gather together. One of the things, in doing my research for the parent workshop that will be held tomorrow in Stroudsburg, is you know what our children are learning these things whether we want them to see it or not. Social media is very real. Everything I learned, I learned through my kid and I am constantly reading and educating myself. I get a lot of my information from my own children. I think it is important as parents that we not remain silent and have these conversations with our children. Of course, there is different developmental stages on how we speak to the younger ones, versus the intermediate, versus the high school ones. I think we need to start putting our heads together as parents as members of the community and people that want to live in a kinder and better world.
- J. Mr. Jesse Cruz said I am here to speak about the explicit material that is being made available in the district library. I came to the working meeting of the Board on Wednesday, January 5th. I had to sit quietly for two hours and listen to our supposedly intelligentsia blabber on in an attempt to solve an issue that will take the average parent two seconds to figure out. I felt that I was in some sort of dystopian clown world listening to excuses that were being given obfuscations and false equivalency being made all while tiptoeing around the obvious crux of the issue. You made every effort to avoid the explicit content itself. Why? Why did you waste time on hypothetical scenarios that didn't exist, like parents getting upset over books to do with Islam, books depicting drug use, a book about suicide or Harry Potter? What does that have to do with the issue at hand? Why couldn't you just address the issue of books depicting sexual acts between minors and adults, or books depicting one minor performing fellatio on another minor, or books graphically describing sodomy between minors? Why? Is it because the content is too explicit and obscene for discussion in a public forum, which would validate parents' concerns? Is it because you knew that if you brought any more attention to the actual content that initiated the meeting, you would be doing too much to expose yourself and create an even larger firestorm? Which is it? How is it that members of the Board can get away without reading material being discussed and say that they have no interest in reading the books. Does that make any kind of sense? Do you think that you are standing on principle by hand waving away parent concerns with no due diligence? Do you think you are that much smarter than us or morally superior? Or do you think you are some sort of staunch conservative who would die on the hill of book banning? What sort of principle is it that tells you to bury your head in the sand while pornography has been distributed to minors under your supervision? That is not principle. This is laziness, fecklessness and despicable cowardice. You should bury your head in the sand in shame. Republican ticket? Good. Noted. Meanwhile, there are other members of the Board, who defend this material shamelessly and that point the finger at parents as if our actions are politically motivated. If it weren't such a sinister tactic of deflection and projection, the claim would be laughable. The truth is that the only possible way any adult can even think about defending this smut is in disservice of a political agenda. You think I am motivated about homophobia because I think that the picture of an adult and an adolescent jerking each other off shouldn't be on the shelves of a public school library. Are you serious? Is that what your idea of education material for LBGQTQ+ kids amount to? Do you hear about that sort of educational material for heterosexual students? Romeo and Juliet are not jerking each other off. Are your assumptions of LBGQTQ+ kids so shallow and perverse that you feel it absolutely necessary that they have access to this content in order to feel safe? That is not inclusive. You are not woke. You are morally bankrupt and spiritually blind in the service of a

political agenda. Now the Board's genius solution to this mess, is to make a restricted section in the school library. This is not an adult only section of a movie in a rental store. This is a school library for educating children. You want to put a red curtain section for pornographic material in a school library. By virtue of this very proposition and the testimony of the Board's Council, this material has already been determined to be explicit and obscene.

- K. Mr. Ronnie Wilson said I have a couple of comments with reference to the topic that has been discussed most widely here tonight. If that material was found on a student's personal laptop or their Chromebook or on an educator's laptop what would be the repercussions. Just a statement for you to ponder. Also, we are asking for parental rights for our children not everyone else's. Give us the courtesy to do what we feel is best for our children not to have them broadcast in the library where they can go in and pick it up. Maybe they have not been exposed because maybe they are too young to be exposed to it. The thing is who is to say that our children should have access to materials that we have not approached with them yet. Most of us have open communication with our children. We do not have to go behind their backs; therefore, we are asking for your cooperation and assistance to help educate our children the way we find is best for them. Most students whether they are elementary, middle or high school, if they find it in the library or if it's shown to them by a teacher, they take it as this is the way and it should be for me. That is wrong. Any adult that thinks that an elementary school, middle school or lower grades in the high school and even seniors should be able to see some of this stuff or be able to read it, I feel and pray for you.
- L. Ms. Kerri Wilson said I can't believe that we are entertaining the idea of bringing these types of books into the libraries that are accessed by children. Last week one of your Board members had commented that there were people that were questioning these books, who did not even have children attending this district. Whether that Board member likes it or not or even if I like it or not, I am a taxpayer here. It's actually one of the few things that I agree with in public education. I like to look at it as if I am investing in the children in this school district because they are our future. I am sure that none of you would dare suggest that anyone without children should not have to pay taxes. As long as I am a taxpayer, I get a say. Around the country, I see it is very common for School Board members and school Librarians to view somebody with my opinion as transphobic or homophobic. It does not have anything to do with that. I know you've already heard this said before but it bears repeating. It has nothing to do with it. It has everything to do with the content that are in these books. I don't care if it's straight sex. I don't care what kind of sex it is. Parents get to decide when their children can be exposed to that. I don't want my school taxes paying for this crap. It's hurting them. It's confusing them. It's actually discussing things that literally their brains are not mature enough to process. I am a teacher. I teach in Northampton County. If I was to be found possessing on my school laptop or even on my personal phone some of the images that are described in these books, I would be fired. I don't care what union I have. There's nobody that could save me from that.
- M. Mr. David Armani read from Gender Queer by Maia Kobabe – He reaches his hand down my pants and pulled out my ... Do you want your children from this school district to understand that? It's like watching porn. Why are you rushing children's lives to grow older and faster than they actually should be growing? If my child came home with this book, I would send it back to the School District with the United States Constitution and the bible. That is what needs to be brought back to the schools, the bible and morals. Where are the morals of the parents? If the kids want to go look at this stuff and be like this stuff, they can do it on their own. You do not need to rush and put this into the children's head that because they do not have that thought in their head. My seven-year old came home from elementary school the other day. He said that his classmate was a female and she is bisexual. Where is this information coming from except from the stupidity that you are putting in the school district? It is nonsense. It is ridiculous and it needs to be taken out immediately.
- N. Ms. Shanice Person-Correa said I will start by saying. I took the chance to start reading through some of the books that are in the library, doing my due diligence and not just these two books. I looked at other titles because I want to know what is going on and what is in there. I want to start off by saying the author of "All Boys Aren't Blue" basically disclaimers in his author's notes what is going to be in this book. I would recommend everyone to read the author's notes, which is the introduction and the first chapter. There are literally two chapters that have these images. That right there negates the obscenity definition from the federal standards because it not going outside of the value. I don't want to focus too much on those particular books. I will say that the particular book for me wasn't just a LGBTQ+ book. It was a book about being a person of color who didn't fit into any community until they built their own place. It was a book about letters of love to their family members and community members that did embrace them. It was about forgiveness and acknowledgement to their abusers. It was about taking back control as a victim. The first gay straight alliance group up North was in my class and I was the President. I acknowledge the importance in that particular community for these books. This goes so much outside of it. I want to say I also have pride in the librarians' choice in a lot of the books that they choose. The pushback brings to light more the fact that we are neglecting our youth's mental health and are okay with neglecting it, especially at the expense of those who may not have parents that can be on board with everything. They are at a social economic weakness and risk. Instead of limiting, we should not be placing

contingencies for possible harm for all of our youth. Should we not as members of the community, as members of education, administrators and individuals with power create change and policy? We should care for every student and not just our own so that they all have access for support. I believe that the worry is that oh my child would see this particular book. I think that we should give parents choice. The choice has always been there and has never gone anywhere. You could have looked up those books. If you really truly care, look up the book and see what your child has access to, just like you have access to your children's phones and see what is going on. You can opt in or opt out. I believe that there is a form that was already in place.

O. Ms. Isabella Diaz said I am a junior at East Stroudsburg High School North. I spoke at the Board meeting in late December about the topic of banning certain books from the district's libraries. I have come back to further discuss this topic. As background, I am queer, an idea you claim to be inappropriate enough to put behind a locked case. From the time I spoke in a meeting, you've done nothing but continue to sit at your desk and further the idea that being queer is a stigma that should be hidden away. All you do by hiding this book from the public is shame children for part of themselves that they do not choose. You claim to care about the children in this district, yet this concern only seems to extend the physical well-being of the students. You continue to make choices that hurt us mentally and hide very real parts of some of these students' identities, myself included. The idea that creating a barrier around a book that deals with the identity of someone other than a heterosexual person, someone who is attracted to the opposite gender, to protect students only infantilizes and denies us of our maturity. I am disgusted as a member of this community, and as a student directly affected by your decisions. My rights are not currently being upheld. My voice as somebody directly affected by your decisions is not being heard. My identity, something that I have struggled with endlessly and still do, to this day, is being scorned. What do you wish to gain out of hiding these books behind lock and key as if their subject matter is equivalent to that of carnage? Do you suppose that the disposition of non-queer students will in any way improve toward their queer peers by making this decision? Do you not see the harm? What you are doing by stripping us of our rights to learn in an environment that has promised to only have our best interest in mind? Everything in these books is nonfiction. Everything in them has or will show up eventually in almost every student's life. The passage is being considered obscene and wicked and the picture is being shown as inappropriate have never made me feel more seen in my life. You stand up there, you, who chooses to educate yourself about what makes you feel uncomfortable, instead of what makes a student feel heard. You fail to realize that you are safe. The Trevor project estimates that at least one LGBTQ+ youth between the ages of 13 and 24 attempts suicide every 45 seconds in the US. I stand by what I said in the December speech. Why do you feel that you are right in abandoning these children? Does their identity make you too uncomfortable to perceive them as human, and give them the decency of respect and understanding? I am a student in the East Stroudsburg Area School District and I have never been more ashamed to associate myself directly with a room full of people too full of their own ignorance to look at what is right for the students.

P. Dr. Damary Bonilla said I would like to make a correction because I was the Board member that was referred to during public comment. What I said is that there are people who don't have kids in the actual building, brick and mortar, where the books are available. I was expressing my concern and I said that as a parent, not as a Board member, who does have children in the building where the books are available. My kids should have access to the books, if they want access to them. While the answer is you do have a say as a taxpayer but you cannot say what my kids have or do not have access to.

X. **UNFINISHED BUSINESS**

XI. **NEW BUSINESS**

a. **LOCAL BOARD PROCEDURES**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

i. **008 – Administrative Organization - Attachment**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the organization chart, Attachment 008, prepared by the Superintendent, as presented, to designate clearly the relationships of all employees within the district organization. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See page 16)

b. **PROGRAMS**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

i. **109 – Resource Materials**

1.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to direct the administration to implement use of the Library Resource Restriction Parent Permission Form, at the recommendation of the Education Programs and Resources Committee. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 16a-16b)

2.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to reject adoption of a library materials reserve collection, at the recommendation of the Education Programs and Resources Committee. Motion was seconded by Wayne Rohner and passed 6-3. George Andrews, Debbie Kulick and Lisa VanWhy voted no.

3.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to direct the administration to return to the library shelves all books temporarily withheld for consideration by the Board, at the recommendation of the Education Programs and Resources Committee. Motion was seconded by Wayne Rohner and passed 6-3. George Andrews, Debbie Kulick and Lisa VanWhy voted no.

ii. **121 – Field Trips**

ACTION BY THE BOARD:

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

75 Miles or More

	Name	Activity	Location	Dates
1.	LaBar, Keith (#08703)	North and South High School Choir to Berks Catholic High School.	Reading, PA	2/5/22
2.	Ridner, Fred (#08565)	H.S. South students to Adventure Aquarium.	Camden, NJ	3/31/22

(See pages 17-20)

Overnight

	Name	Activity	Location	Dates
1.	Bogart, Jenny (#08794)	DECA Students to compete at State Competition.	Hershey, PA	2/15/22-2/18/22

(See pages 21-22)

c. **PUPILS**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

i. **218 – Student Discipline**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposed Adjudication with regard to the Expulsion Hearing held on January 10, 2022, as submitted. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

d. **PERSONNEL**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

1. **301 – Creating a Position**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Act 93 Job Description of Payroll Coordinator. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

(See pages 23-24)

2. **303 – Employment of Administrators**

ACTION BY THE BOARD:

Motion was made by Steven Lurry to reappoint Stephen Zall as the district’s Director of Human Resources for a time period of July 1, 2022 through June 30, 2026, and to approve the employment contract as presented. Motion was seconded by Lisa VanWhy and passed 8-1. Wayne Rohner voted no.

(See pages 25-36)

3. **308 – Employment Contract**

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the following Memorandum of Understandings. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

- a. **Memorandum of Understanding – Diagnosticians Working Outside of Contractual Day.** Memorandum of Understanding between the East Stroudsburg Area School District and the East Stroudsburg Education Association with respect to Hours of Service for Diagnosticians Outside of the Contractual Day.
(See page 37)
- b. **Memorandum of Understanding – Snow Removal Operations.** Memorandum of Understanding between East Stroudsburg Area School District and East Stroudsburg Area Education Support Professional Association with respect to Snow Removal Operations.
(See page 38)

4. Employment

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Debbie Kulick and carried unanimously, 9-0. Jason Gullstrand abstained from vi. 303/304/304.1/304.2/304.3/305 Employment I. #4-Marjory Gullstrand –Presenter.

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

i. 309 – Assignments and Transfers

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Kelly, Diane	From: Assistant Financial Officer – Business Office To: Controller – Business Office Reclassification of position.	Act 93	\$84,164.00 (prorated)	January 25, 2022
2.	Bauer, Annamarie	From: Coordinator of Child Accounting – Administrative Services To: Director of Child Accounting – Administrative Services Reclassification of position.	Act 93	\$78,820.00 (prorated)	January 25, 2022
3.	Ostroski, Deana	From: Special Education teacher – J. T. Lambert Intermediate To: Diagnostician – District This is a temporary reassignment for a new professional position fully funded by ESSER III. Deana will return to her Special Education position at the conclusion of this temporary reassignment.	Professional	No change	To be determined through the end of the 2023-2024 school year.
4.	Schulte, Gloria	From: Special Education teacher – High School North To: Diagnostician – District This is a temporary reassignment for a new professional position fully funded by ESSER III. Gloria will return to her Special Education position at the conclusion of this temporary reassignment.	Professional	No change	To be determined through the end of the 2023-2024 school year.
5.	Sapienza, Dominique	From: Building Substitute Teacher – High School South To: Special Education teacher (LTS) – High School South Replaces Daniel Phillips who is on a leave. Dominique will return to her Building Substitute Teacher position effective January 21, 2022.	Professional/LTS	\$47,250.00 (prorated) Step 1 Column 1	August 24, 2021 through January 20, 2022 (end of workday).
6.	Johnson, Carissa	From: Student Information Analyst (Information Technologist II) – Administrative Services To: Student Information Analyst (Information Technologist III) – Administrative Services Reclassification of position.	Support	\$32.00/hour	August 9, 2021
7.	Quinn, Jill	From: Payroll Clerk (BOP I) – Business Office To: Bookkeeper (BOP II) – Pupil Services	Support	\$21.92/hour	January 25, 2022

8.	Wickberg, Arthur	From: Custodian (2 nd shift) – High School North To: Custodian (1 st shift) – High School North Replaces Thomas Vitale who retired.	Support	\$17.28/hour (no shift differential)	<u>Date Change:</u> January 10, 2022
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ii. 334 – Sick Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Barvig, Eileen	Cafeteria Aide	Support	East Stroudsburg Elementary	November 16, 2021 through February 8, 2022.
2.	De la Rosa, Ashley	Front Desk Receptionist	Support	Middle Smithfield Elementary	January 27, 2022 through February 4, 2022.
3.	Schmidt, Diane	Cafeteria Worker	Support	J. M. Hill Elementary	November 4, 2021 through January 20, 2022.

iii. 335 – Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Altorfer, Priscilla	Special Education teacher	Professional	J. T. Lambert Intermediate	April 10, 2022 through the end of the 2021-2022 school year.
2.	Vagni, Alexis	Math teacher	Professional	High School North	December 22, 2021 for sixty workdays.
3.	Cali, Barbara	Paraprofessional	Support	Resica Elementary	November 15, 2021 now through February 15, 2022.
4.	Dalia, Teresa	Student Aide	Support	High School North	January 3, 2022 through January 2, 2023. This is an intermittent leave.
5.	Molloy, Nannette	Bus Driver	Support	Transportation	December 16, 2021 through December 15, 2022. This is an intermittent leave.
6.	Parciasepe, Rudolph III	Bus Driver	Support	Transportation	January 3, 2022 through January 2, 2023. This is an intermittent leave.
7.	Pelz, Robin	Paraprofessional/Library	Support	J. M. Hill and Resica Elementary	January 24, 2022 through October 28, 2022. This is an intermittent leave.
8.	Wells, Barbara	Bus Driver	Support	Transportation	November 22, 2021 through December 3, 2021.
9.	Wright, Patricia	Secretary	Support	High School North	November 15, 2021 now through January 2, 2022.

iv. 335 – Family and Medical Leave and Sick Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Fleming, Timothy	Mechanic	Support	Transportation	January 10, 2022 through June 16, 2022.

v. 339 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	De la Rosa, Ashley	Front Desk Receptionist	Support	Middle Smithfield Elementary	February 5, 2022 through February 14, 2022.

vi. 303/304/304.1/304.2/304.3/305 – Employment

a. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Reichl, Craig	Principal	Act 93	J. T. Lambert Intermediate	March 8, 2022 (end of workday)

2.	Briggs-Reichert, Alexandria	Family & Consumer Science teacher	Professional	High School North	January 28, 2022 (end of workday)
3.	Casto, Juliana	School Counselor	Professional	Middle Smithfield Elementary	March 11, 2022 (end of workday)
4.	Santos, Rosie	Building Substitute teacher	Professional/ Building Sub teacher	J. M. Hill Elementary	January 23, 2022
5.	Lopez, Rebecca	Registration Secretary (BOP I)	Support	Administrative Services	January 23, 2022
6.	Morabito, Deana	Accountant (BOP II)	Support	Business Office	January 23, 2022
7.	Saraceno, Orazio	Information Technologist I	Support	Resica Elementary and J. T. Lambert Intermediate	January 21, 2022 (end of workday)

(See pages 39-45)

b. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Koch, Deborah	Reading teacher	Professional	J. T. Lambert Intermediate	End of the last teacher 2021-2022 workday.
2.	Duval, Elvira	Student Aide	Support	East Stroudsburg Elementary	December 20, 2021 (end of workday)

(See pages 46-47)

c. Professional Staff Salary Changes (salaries are prorated)

	Name	Position	Classification	Location	From/To	Effective Date(s)
1.	Fratello, Rachel	Special Education teacher	Professional	Bushkill Elementary	From: \$47,791.00 (Step 2 Column 2) To: \$48,673.00 (Step 2 Column 4)	November 8, 2021
2.	Correa, Veronica	School Psychologist	Professional	Bushkill Elementary	From: \$58,022.00 (Step 2 Column 9) To: \$61,133.00 (Step 7 Column 9)	November 28, 2021
3.	Caiazzo, Nancy	School Nurse	Professional	Middle Smithfield Elementary	From: \$51,838.00 (Step 3 Column 7) To: \$60,066.00 (Step 7 Column 7)	November 28, 2021
4.	Dunstane, Mary	School Nurse	Professional	J. M. Hill Elementary	From: \$50,314.00 (Step 3 Column 5) To: \$58,536.00 (Step 7 Column 5)	November 28, 2021
5.	Reichl, Heather	School Nurse	Professional	J. T. Lambert Intermediate	From: \$51,738.00 (Step 2 Column 7) To: \$60,066.00 (Step 7 Column 7)	November 28, 2021
6.	Cassel, Lauren	School Nurse	Professional	Bushkill Intermediate	From: \$48,132.00 (Step 1 Column 3) To: \$56,551.00 (Step 7 Column 3)	November 28, 2021
7.	Struble, Alyssa	Speech & Language Pathologist	Professional	District	From: \$54,647.00 (Step 5 Column 7) To: \$60,066.00 (Step 7 Column 7)	November 30, 2021
8.	Rodriguez, Lizzette	School Nurse	Professional	District	From: \$48,332.00 (Step 3 Column 3) To: \$56,551.00 (Step 7 Column 3)	November 28, 2021

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Morabito, Deana	Payroll Coordinator This is a new position.	Act 93	Business Office	\$61,930.00 (prorated)	January 24, 2022
2.	Castle, Shaquila	Elementary Success Coach (TPE) Replaces Stephanie Stricker who was reassigned.	Professional	ESACA	\$47,691.00 (prorated) Step 1 Column 2	January 10, 2022
3.	Santos, Rosie	Grade 2 teacher (TPE) Replaces Evan Stokes who was reassigned.	Professional	J. M. Hill Elementary	\$47,250.00 (prorated) Step 1 Column 1	January 24, 2022

4.	Brunette, Loriann	Special Education teacher (LTS) Replaces Deborah Fuhrman who resigned.	Professional/LTS	J. M. Hill Elementary	\$48,232.00 (prorated) Step 2 Column 3	February 24, 2022 through the last 2021-2022 teacher workday.
5.	Lopez, Rebecca	Administrative Assistant (12 month, 7.5 hour) This is a new position.	Administrative Assistant	Administrative Services	\$21.00/hour	January 25, 2022
6.	Furlong, Patricia	Custodian (2 nd shift) Replaces George Santiago who retired.	Support	J. M. Hill Elementary	\$16.08/hour (plus \$.40/hour shift differential)	December 22, 2021
7.	Hernandez, Jakyris	Paraprofessional/Special Education Replaces Sandra Skukaitis who resigned.	Support	East Stroudsburg Elementary	\$17.32/hour	February 14, 2022
8.	Raneri, James	Bus Driver (6 hour) Replaces Michael Gargan who retired.	Support	Transportation	\$17.09/hour	January 14, 2022
9.	Wilson, Kevhra	Security Officer (10 month, 1 st shift) This was reclassified from a vacant crossing guard position.	Security Officer	District	\$17.18/hour	February 16, 2022.
10.	Arrigali, Elizabeth	Temporary Paraprofessional This is a new position funded by the ARP ESSER-Learning Loss-Reading Improvement Grant.	Support/Temporary	J. M. Hill Elementary	\$17.32/hour	January 20, 2022 through the last teacher 2021-2022 workday.

(See pages 48-51)

e. Tenure

	Last Name	First Name	Position	Location
1.	Campbell	Bridget	Special Education	High School North

f. Building Substitute Teachers

	Name	Location	Compensation	Effective Date(s)
1.	Bennett, Monica	Middle Smithfield Elementary	\$150.00/day	January 3, 2022 through the last 2021-2022 student day.
2.	Hanson, Gregory	Smithfield Elementary	\$150.00/day	January 25, 2022 through the last 2021-2022 student day.
3.	Taylor, Kathryn	High School North	\$150.00/day	January 5, 2022 through the last 2021-2022 student day.

g. Professional Classroom Substitute Teacher (11 to 44 consecutive instructional days)

	Name	Location/Replaces	Compensation	Effective Date(s)
1.	Acosta, Saraswati	J. T. Lambert Intermediate Replaces Daniel Timpson who resigned.	\$205.00/day	November 28, 2021 through January 20, 2022

h. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Bukowski, Jennifer	Substitute teacher	Professional	2021-2022 School Year
2.	Daubert, Loretta	Substitute teacher	Professional	2021-2022 School Year
3.	Davis, Jordan	Substitute teacher	Professional	2021-2022 School Year
4.	Freeman, Ritchell	Substitute teacher	Professional	2021-2022 School Year

5.	Montoya, Jennie	Substitute teacher	Professional	2021-2022 School Year
6.	Reedy, Sean	Substitute teacher	Professional	2021-2022 School Year
7.	Shivers, Briana	Substitute teacher	Professional	2021-2022 School Year
8.	Taylor, Kathryn	Substitute teacher	Professional	2021-2022 School Year
9.	VanDerveer, Melanie	Substitute teacher	Professional	2021-2022 School Year
10.	Dailey, Rachel	Cafeteria Aide, Custodian, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2021-2022 Fiscal Year
11.	Daubert, Loretta	Front Desk Receptionist	Support	2021-2022 Fiscal Year
12.	Ehrhardt, Michael	Cafeteria Aide, Cafeteria Worker	Support	2021-2022 Fiscal Year
13.	Freeman, Ritchell	Paraprofessional	Support	2021-2022 Fiscal Year
14.	Kolencic-Mayo, Zada	Cafeteria Aide, Cafeteria Worker, Custodian, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2021-2022 Fiscal Year
15.	LoPresti, Filippo	Bus Driver	Support	2021-2022 Fiscal Year
16.	Santos, David	Bus Driver	Support	2021-2022 Fiscal Year

- i. **ESACA New 2022-2023 High School Course Development.** Approve the following professional staff for the development of two new East Stroudsburg Area Cyber Academy (ESACA) High School courses to be offered for the 2022-2023 school year. One course will be art-related, the other will be music-related. These positions will be compensated at the Schedule B Curriculum rate for up to 40 hours each and will be fully funded by Curriculum & Instruction.

	Last Name	First Name	Course	Program	Compensation
1.	Kirkpatrick	Karen	Art teacher/course developer	ESACA- High School	\$30.15/hour (40 hour maximum)
2.	Uy	Raymond	Music teacher/course developer	ESACA- High School	\$30.15/hour (40 hour maximum)

- j. **ESACA External Virtual Teacher (Schedule B) Appointments for the 2021–2022 School Year (2nd Semester) – High School.** Approve the following professional staff for East Stroudsburg Area Cyber Academy (ESACA) related Schedule B positions for the second semester of the 2021-2022 school year (effective January 24, 2022).

- Compensation: 2021-2022 Schedule B Curriculum rate up to 70 hours per semester for Full-Credit courses and up to 38 hours for 1/2 Credit courses, depending on student enrollment per course 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	Course	Program	Compensation
1.	Rade	Ronald	Chemistry	ESACA- High School	\$30.15/hour
2.	Espinoza	Marilyn	Online Learning	ESACA- High School	\$30.15/hour
3.	Cruz	Carolyn	Intro to Health Science	ESACA- High School	\$30.15/hour
4.	Lenkaitis	Chesla	Strategies for Academic Success	ESACA- High School	\$30.15/hour
5.	Espinoza	Marilyn	Online Learning and Digital Citizenship	ESACA- High School	\$30.15/hour
6.	Kehr	Marissa	Career Exploration	ESACA- High School	\$30.15/hour
7.	Falbo	David	Career Planning	ESACA- High School	\$30.15/hour

- k. IEP Preparation 2021-2022 School Year.** Approve the following professional staff to transition special education data and complete additional IEP case management, to be paid at curriculum rate (\$30.15/hour), fully funded by the SECIM Grant.

	Name	Position	Classification	Compensation
1.	Bibler, Elizabeth	Special Education teacher	Professional	\$30.15/hour (35 hour maximum)
2.	Silva, Susanna	Special Education teacher	Professional	\$30.15/hour (35 hour maximum)

- l. Kindersivity/Getting Ready for Kindergarten Fair.** Approve the following professional staff for positions supporting an informational parent and family engagement event for families of children entering ESASD Kindergarten in Fall 2022. Event to be held on February 26, 2022 (inclement weather date March 5, 2022) at High School South cafeteria. No appointment is hereby made in the event that the respective program is canceled. These positions are fully funded by the Title I Grant.

	Name	Position	Classification	Location	Compensation
1.	Buis, Karen	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
2.	Brescancine, Stacey	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
3.	Descavish-Bloom, Barbara	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
4.	Gullstrand, Marjory	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
5.	Keiper, Alisa	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
6.	Leonard, Jacilyn	Facilitator	Professional	High School South	\$30.15/hour (7 hour maximum)
7.	Munch, Laura	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
8.	Reyes, Claudia	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
9.	Rodriguez, Janice	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
10.	Rogers, Maria	Facilitator	Professional	High School South	\$30.15/hour (7 hour maximum)
11.	Ruberto, Robin	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
12.	Shaffer, Nancy	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
13.	Spitzel, Tanya	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
14.	Tassinari, Lori	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
15.	Vitulli, Lisa	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)

- m. Schedule B Intramurals for the 2021-2022 School Year related to COVID-19.** Approve the following Schedule B appointments to address learning loss in response to the academic, social, emotional and mental health needs of students impacted by COVID-19. No appointment is hereby made in the event that the respective programs are canceled. These positions are fully funded by the ARP ESSER After School Set-Aside Grant.

	Last Name	First Name	Building/Position	Compensation
1.	Haddad	Ziad	J. T. Lambert Intermediate/Lunch Intramural Advisor	\$24.95/hour not to exceed 24 hours
2.	Loughren	Ryan	J. T. Lambert Intermediate/Playlist Intramural Advisor	\$24.95/hour not to exceed 20 hours
3.	Mitchell	Daniel	J. T. Lambert Intermediate/Lunch Intramural Advisor	\$24.95/hour not to exceed 24 hours

4.	Morro	Sherry	J. T. Lambert Intermediate/Lunch Intramural Advisor	\$24.95/hour not to exceed 24 hours
5.	Shemansky	Mercy	J. T. Lambert Intermediate/6th Grade Art Intramural Advisor	\$24.95/hour not to exceed 24 hours
6.	Shemansky	Mercy	J. T. Lambert Intermediate/7th and 8th Grade Art Intramural Advisor	\$24.95/hour not to exceed 24 hours
7.	Sullivan	Caitlin	J. T. Lambert Intermediate/Book Intramural Advisor	\$24.95/hour not to exceed 24 hours
8.	Symonies	Kerrie	J. T. Lambert Intermediate/Lunch Intramural Advisor	\$24.95/hour not to exceed 24 hours
9.	West	Melissa	J. T. Lambert Intermediate/Lunch Intramural Advisor	\$24.95/hour not to exceed 24 hours
10.	Zavertnik	Louise	J. T. Lambert Intermediate/Fan Intramural Advisor	\$24.95/hour not to exceed 24 hours
11.	Zavertnik	Louise	J. T. Lambert Intermediate/Lunch Intramural Advisor	\$24.95/hour not to exceed 24 hours

- n. **Unified Sports Coaches 2021-2022 School Year.** These positions are fully funded by Special Olympics. No appointment is hereby made in the event the program is cancelled.

	Last Name	First Name	Position	Building	Rate
1.	Cruz	Lisa	Unified Track & Field Co-Coach	High School North	\$1,500.00 (prorated)
2.	Lapadula	Salvatore	Unified Track & Field Co-Coach	High School North	\$1,500.00 (prorated)
3.	Ellison	Aimee	Unified Track & Field Co-Coach	High School South	\$1,500.00 (prorated)
4.	Saffer	Michele	Unified Track & Field Co-Coach	High School South	\$1,500.00 (prorated)

- o. **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 canceled.

2020-2021 School Year

	Last Name	First Name	Position	Building	Rate
1.	Krammes	Barry	Mentor for Chris Stanukanas	High School South	\$625.00

2021-2022 School Year

	Last Name	First Name	Position	Building	Rate
1.	Follis	Laura	Mentor for Kristen Schock (effective 11/30/21)	J. M. Hill Elementary	\$675.00 (prorated)
2.	Lenkaitis	Chesla	Mentor for Aceneth Mercado (effective 11/8/21-2/8/22)	High School South	\$675.00 (prorated)
3.	Matisko	Danielle	Mentor for Joseph Castaldo (effective 12/20/21)	J. M. Hill Elementary	\$675.00 (prorated)
4.	Osmun	Jonathan	Mentor for Amanda Yost (effective 12/8/21)	East Stroudsburg Elementary	\$675.00 (prorated)
5.	Stine	Richard	Mentor for Kelsey Nagy (effective 11/30/21)	High School North	\$675.00 (prorated)
6.	Tasinari	Lori	Intramural Lego Group Advisor	Bushkill Elementary	\$24.95/hour (48 hour maximum)
7.	Syfor	Nicole	Intramural Ski Co-Advisor	Bushkill Elementary	\$24.95/hour (24 hour maximum)
8.	Kizer	Ann Marie	Intramural Ski Group Co-Advisor	Middle Smithfield Elementary	\$24.95/hour (48 hour maximum split between advisors)
9.	Lucykanish	Devon	Intramural Ski Group Co-Advisor	Middle Smithfield Elementary	\$24.95/hour (48 hour maximum split between advisors)
10.	Oplinger	Jane	Intramural Art Group Advisor	Resica Elementary	\$24.95/hour (12 hour maximum)
11.	Santos	David	Baseball Assistant Coach	J. T. Lambert Intermediate	\$2,356.00

	Last Name	First Name	Position	Building	Rate
12.	Adams	Michael	Basketball-Boys Assistant Coach	J. T. Lambert Intermediate	\$3,028.00
13.	Flanagan	Lori	Director of School Productions	J. T. Lambert Intermediate	\$2,694.00
14.	Kirkpatrick	Jason	Intramural Baseball Co-Advisor	J. T. Lambert Intermediate	\$24.95/hour (12 hour maximum)
15.	Santos	David	Intramural Baseball Co-Advisor	J. T. Lambert Intermediate	\$24.95/hour (12 hour maximum)
16.	Carbajal	Louis	Intramural Girls' Soccer Advisor	J. T. Lambert Intermediate	\$24.95/hour (24 hour maximum)
17.	Schneider	Christian	Intramural Weight Room Advisor (fall)	J. T. Lambert Intermediate	\$24.95/hour (24 hour maximum)
18.	Ehrhardt	Michael	Softball Head Coach	J. T. Lambert Intermediate	\$2,894.00
19.	Musa	Nicholas	Volunteer Wrestling Advisor	J. T. Lambert Intermediate	not applicable
20.	Garrett	Audry	Yearbook Assistant Editor Advisor	J. T. Lambert Intermediate	\$1,429.00
21.	Sabino	Darryl	Yearbook Editor Advisor	J. T. Lambert Intermediate	\$1,900.00
22.	Hartman	Sandra	Intramural Digital Media Advisor	Lehman Intermediate	\$24.95/hour (48 hour maximum)
23.	Francis	Gail	Intramural Girls' Track & Field Advisor	Lehman Intermediate	\$24.95/hour (24 hour maximum)
24.	Libecap	Charles	Intramural Math Tutoring (Algebra 1) Advisor	Lehman Intermediate	\$24.95/hour (48 hour maximum)
25.	Williams	Michael	Intramural Volleyball Advisor	High School North	\$24.95/hour (24 hour maximum)
26.	Hogan	Matthew	Intramural Wrestling Advisor	High School North	\$24.95/hour (24 hour maximum)
27.	Arico	Lauren	Intramural Basketball Study Group Quad Advisor	High School South	\$24.95/hour (8.75 hour maximum)
28.	Kessel	Brielle	Intramural Basketball Study Group Quad Advisor	High School South	\$24.95/hour (14 hour maximum)
29.	Murphy	Kenneth	Intramural Basketball Study Group Quad Advisor	High School South	\$24.95/hour (5.25 maximum)
30.	Watkins Jr	Willie	Intramural Basketball Study Group Quad Advisor	High School South	\$24.95/hour (28 maximum)
31.	Radlowski	Hadley	Volunteer Art Studio Advisor	High School South	not applicable
32.	Silva	Susanna	Volunteer Art Studio Advisor	High School South	not applicable
33.	Johnson	Robeen	Volunteer Dance Advisor	High School South	not applicable
34.	Silva	Susanna	Volunteer Dance Advisor	High School South	not applicable
35.	Patterson	Tameko	Volunteer NAACP Future Leaders Advisor	High School South	not applicable
36.	Cacko	Jacob	Volunteer Wrestling Advisor	High School South	not applicable

e. **FINANCES**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

i. **610 – Purchases Subject to Bid**

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the following section i. 610 – Purchases Subject to Bid a. through j., in accordance with the recommendations of the Finance Committee, the Property and Facilities Committee and or the Education Programs & Resources Committees. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

- a. The quote from Voyager Sopris Learning, Inc. for LETRS Training Materials, in the amount of \$8,088.36, in accordance with the recommendation of the Education Programs & Resources Committee and the Finance Committee.
(See pages 52-57)
- b. The quote from Munn Roofing, for High School North Natatorium Roof Replacement, in the amount of \$884,400, in accordance with the recommendation of the Property & Facilities Committee and the Finance Committee. Project will be funded by ESSERS III.
(See page 58)
- c. The quote from ASL Mechanical, for High School North Natatorium HVAC Replacement, in the amount of \$460,990, in accordance with the recommendation of the Property & Facilities Committee and the Finance Committee. Project will be funded by ESSERS III.
(See page 59)
- d. The quote from H&P Construction, for High School North Flooring Replacement, in the amount of \$886,515, in accordance with the recommendation of the Property & Facilities Committee and the Finance Committee. Project will be funded by ESSERS III.
(See page 60)
- e. The quote from Cope Flooring, for Smithfield Elementary Flooring Replacement, in the amount of \$358,400, in accordance with the recommendation of the Property & Facilities Committee and the Finance Committee. Project will be funded by ESSERS III.
(See page 61)
- f. The quote from Sprinturf, for High School South Turf Field Replacement, in the amount of \$558,210, in accordance with the recommendation of the Property & Facilities Committee and the Finance Committee.
(See page 62)
- g. The quote from IntegraOne, for Districtwide CISCO wireless local area network upgrades, in the amount of \$931,458, in accordance with the recommendation of the Finance Committee. This purchase is Federal eRate program eligible, which is anticipated to generate 80% of the funding.
(See pages 63-66)
- h. The Lease Agreement with First American Education Finance in the amount of \$1,272,331.45 for HP computers, Lenovo Chromebooks, and related equipment for a four (4) year term beginning July 1, 2022 with annual payments of \$325,910.25 per First American Education Finance's quote dated January 3, 2022, subject to the review of the Solicitor, Bond Counsel, and the Chief Financial Officer. Pricing is per the District's bid due December 21, 2021, in accordance with the recommendation of the Finance Committee.
(See pages 67-71)
- i. The lease proposal in the amount of \$676,983.35 for computers and related equipment for a four (4) year term beginning July 1, 2022 with annual payments of \$169,245.84, per Apple's quote dated December 8, 2021, subject to the review of the Solicitor, Bond Counsel, and the Chief Financial Officer, in accordance with the recommendation of the Finance Committee.
(See pages 72-108)
- j. The increase Change Order #2 from Atlantic Lining Co. for the High School North Sanitary Liner replacement, in the amount of \$24,226.48, in accordance with the recommendation of the Property & Facilities committee and the Finance committee.
(See pages 109-128)

ii. **613 – Cooperative Purchasing**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to accept the quote from Hilltop Sales & Service Inc., for a John Deere 3039 R loader, in the amount of \$23,413.75 (net of trade in), in accordance with the recommendation of the Finance Committee. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 129-145)

2.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to accept the quote from CSI, for JM Hill Vestibule Access Control and Intercom, in the amount of \$9,512.08, in accordance with the recommendation of the Finance Committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 146-156)

3.

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the attached Resolution authorizing the District's participation in the Chester County IU's Joint Purchasing Board for the purchase of Apple computer hardware, software, supplies and related items for the 2022-23 fiscal year. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 157)

iii. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Budget Transfers, Payment of Bills and Treasurer's Report listed in this agenda for the 2021-2022 fiscal year, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the Auditor General. Motion was seconded by Lisa VanWhy and passed 8-1. Wayne Rohner voted no.

1. Budget Transfers - (See pages 158-173)
2. Payment of Bills - (See pages 174-184)
3. Treasurer's Report - (See pages 185-227)

2.

ACTION BY THE BOARD:

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

i. Application for payment:

1. High School North and Lehman Intermediate Window Replacement – D&M Construction – Application #7 \$34,229.70
(See pages 228-229)
2. High School North Liner Replacement – Atlantic Lining – Application #4 \$31,882.08
(See pages 230-231)
3. J.M. Hill Elementary Vestibule – Bognet, Inc. – Application #6 \$10,976.83
(See pages 232-233)

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

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve to the request to renew the already established student activity fund for NAACP Future Leaders Club – H.S. South. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See page 234)

f. **PROPERTY**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

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

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the request to establish the St. Luke’s Extraordinary Athlete Scholarship as presented. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 235-238)

g. **OPERATIONS**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

i. **818 – Contracted Services**

ACTION BY THE BOARD:

Motion was made by Steven Lurry 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 Debbie Kulick and carried unanimously, 9-0.

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Bancroft	Therapeutic Emotional Support; school tuition, extended school year, additional 1:1	Tuition: \$195.00 per day, extended school year: TBD for FY23, additional 1:1 \$32.00 per hour	Pupil Services and Special Education funds	2021- 2022 School Year
2.	Kit’s Interactive Theater Inc. (Kitty Jones)	Three Interactive Theater programs for Resica Elementary Students.	\$1,350.00	Title I Grant	3/11/22
3.	Kriete, Debra	E-rate Service FY 2022	\$1,000.00	Technology Services	7/1/22-6/30/23
4.	Lexicon Timing, LLC (Alexis Mercado)	Timing Services for South Track & Field 5 dual meets and Cavalier Invitational	\$3,750.00 (\$450 x 5 Dual Meets and \$1,500.00 for Cavalier Invitational)	Athletics – South Track & Field	3/7/22-5/31/22

5.	School Psychological Services (Dr. Jennifer Welgosh)	Independent Contractor Agreement for school based psychological evaluations and report writing	\$800.00 per report; \$750.00 for gifted	Pupil Services and Special Education funds-ACCESS, when applicable	2021- 2022 School Year
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(See pages 239-251)

2. Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial Intermediate Unit 20	Therapeutic Emotional Support Case Assignment at Middle Smithfield Elementary	Not To Exceed \$29,068.13	Pupil Services and Special Education funds	2021- 2022 School Year
2.	Colonial Intermediate Unit 20	Autistic Support Case Assignment at Resica Elementary School	Not To Exceed \$31,547.87	Pupil Services and Special Education funds	2021- 2022 School Year

(See pages 252-253)

h. **COMMUNITY**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

i. **912 – Relations with Educational Institutions**

~~**RECOMMENDATION:** Motion to appoint Craig Neiman as the Board Representative to the EBTEP Trust with primary voting rights and to appoint Rebecca Bear as the Board Alternate to the EBTEP Trust with secondary voting rights, in accordance with the recommendation of the Finance Committee.~~

(See pages 254-272)

OR

ACTION BY THE BOARD:
Motion was made by Rebecca Bear to appoint Craig Neiman as the Administration Representative to the EBTEP Trust with primary voting rights and to appoint William Riker as the Board Alternate to the EBTEP Trust with secondary voting rights, in accordance with the recommendation of the Finance Committee. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

(See pages 254-272)

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to appoint Lisa Vitulli for the Act 93 Director of ESACA at the compensation of \$92,680.00 (prorated), effective November 30, 2021 and Ray Lenhart for the Act 93 Principal of J.T. Lambert Intermediate School at the compensation rate of \$105,591.00 (prorated), effective March 9, 2022. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

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

XII. ADJOURNMENT: 8:35 P.M.

Respectfully Submitted,

Patricia Rosado
Board Secretary