

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

February 28, 2022 - 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 7:06 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. Mohamed Abdellall was absent.

III. **School personnel present in the Board Room:** Eleni Angelopoulos, Brian Baddick, Beth Behme, Brian Borosh, Anthony Calderone, Sharon Fahl, Janice Frazier, Kelly Green, Donald Halker, Gina Hennings, Kira Holden, Diane Kelly, Ann Marie Kizer, Fred P. Mill, Jennifer Moriarty, Craig Neiman, Kelli Oney, Debby Padavano, William Riker, Pat Romansky, Maria Root, Patricia Rosado, William Vitulli, Martha Walck, and Steve Zall. Christopher Brown, Solicitor.

School personnel attended via Zoom: Dawn Carmeci, Eric Forsyth, Miriam Giove, Carissa Johnson, David Krupski, Maddalena LoPresti, and Nadia Worobj.

IV. **Community members present in the Board Room:** Jay Armitage, Sebastian Babon, Aiden Clare, Liam Clare, Larry Dymond, James Fahl, Sharon Fahl, Jeni, Jacob Glavich, Garret Owens, Melissa Owens, Michal Peterson, Darryl Sabino, Jake Sabino and Ruben Torres.

Community members attended via Zoom: Carlos Cubas, Louisa Dombloski, Samantha Hardy, Heather Hill, Lauren Langdon, Santos Rosas and Chris Witty.

Other: Christopher Wolfel, Colonial IU 20
Hans Baltzersen, Colonial IU 20
Dennis Virga, Monroe Career & Technical Institute
Diane Serfass, Monroe Career & Technical Institute

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 February 28, 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 Dr. Damary Bonilla.

Motion was made by Wayne Rohner to add to the agenda a contract between Lexicon and the East Stroudsburg Area School District for Track and Field timing in the amount of \$2,250.00. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

Motion was made by Debbie Kulick to add a motion to the agenda for additional information to be added to the library opt-out form on the District website in the form of the 2021 or most current list of banned or challenged books, as provided by the American Library Association. Motion was seconded by George Andrews. A roll call vote was taken and failed 4-5. George Andrews, Debbie Kulick, Wayne Rohner and Lisa VanWhy voted yes. Rebecca Bear, Dr. Damary Bonilla, Jason Gullstrand, Steven Lurry and Richard Schlameuss voted no.

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

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the minutes of the January 24, 2022, Board meeting. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

VIII. REPORTS

- a. Monroe Career & Technical Institute 2022-2023 Budget Presentation
Mr. Dennis Virga said that he is the Director of MCTI and he is joined tonight by Ms. Diane Serfass, Business Manager. He said he will try to make his presentation as quick and efficient as possible. There is two parts to the presentation tonight. The first is our actual budget presentation, which is a separate vote. The second is for the capital improvement plan. The reason why I am sharing that tonight is because I may have for your next meeting a vote on excess revenue. I want to show you what that plan is since I do not have the opportunity to come here and present you with information very often.

Slide 1 – Operating Budget – Funding Formula

How we are funded at MCTI? We serve the four districts in Monroe County (East Stroudsburg, Stroudsburg, Pocono Mountain and Pleasant Valley). What we do with those four districts is we take what is known as a four-year rolling average of ADM. To make that much more simplified it is essentially enrollment. What you see on the screen is a red number there that is the first year that we dropped off just to show you for perspective. The good news is that East Stroudsburg’s enrollment is going up. That means your budget goes up. The other districts went down for different reasons. Stroudsburg’s enrollment is not good, Pleasant Valley’s enrollment is excellent but the high school enrollment dropped as well as Pocono Mountain’s. East Stroudsburg is going in the right direction. That is where the percentage comes from that you are responsible for.

Slide 2 – Enrollment County Percentage

This will continue to show you enrollment by the Board and Community members. What you are looking at is a different way of looking at when it comes to enrollment. We serve just over 1,000 kids in Monroe County. What you really want to look at is how many kids are eligible to come to MCTI. What the chart shows you is if you take all of the students in Monroe County K-12, that is the percentage that comes to MCTI. You will notice we continuously go up. The State average is just over 12% and we have surpassed the State average. More importantly, we want the trend to continue to increase. Our view is every kid should come to MCTI but that is a different discussion. Overall, this is county wide. The next slide a more micro view of it.

Slide 3 – Enrollment District Percentage (10-12 Grades)

What's probably important to you guys is the number on the left, ESASD. You can see the trend is exactly what you would want to see. To give you some perspective, about eight years ago you had 7% of eligible students come to MCTI. It has increased dramatically and that is what we want to see. We just had enrollment meetings. Now it's early in our enrollment season but I would tell you enrollment for East Stroudsburg is healthy for next year. Kudos to the staff for getting the word out there. In comparison to other districts, Pleasant Valley historically has always had the highest percentage and they still maintain that. Pocono Mountain is very steady and are our largest district. Stroudsburg we have to work on. This slide is the micro view of eligible students coming into MCTI.

Slide 4 – Part I – Operating Budget

This budget is not overly exciting. We did try to keep it as minimal as possible, with the status that you know every school district is in right now with COVID and everything else. When I go over budgets, I present highlights and stuff that we are working on. You'll see in this budget our revenue or expenses, which most of it is uncontrollable costs like benefits and salaries. As you can see the majority of our budget is based on salary and benefits, which is typical of a school. Overall we have an increase just shy of \$117,000. Keep in mind ESASD pays for a percentage of it. You are not responsible for the entire piece of it.

Slide 5 – Part 1 – Operating Budget Expenditures

A couple of things to point out our PSERS share with a \$55,000 increase, which is a non-controllable expense. That is a big portion of the increase. Our salaries went down due to change of staff. Some of the other smaller items worth noting, due to our current economy since inflation has gone up, is that since our Welding Program and Carpentry Program use consumable products, we had to increase the budget about \$40,000 in order for them to complete their tasks. The first blue highlighted item on the slide is a unique item under Administrative Services for anticipated retirements. We are anticipating 4 or 5 retirements. This is a lot for us. We had to budget about \$40,000 for pay outs. One way we are trying to cut cost in order to save money as much as possible, is through one of the employees who is retiring. The Supervisor of Building and Grounds is retiring and we are replacing this person with a different position. It will not be an Administrative position; therefore, it would be an overall savings of about \$55,000. Some of the Administrative duties of this program have been overtaken by myself as well as others.

Slide 6 – Part 1 – Operating Budget Revenue

Eighty-seven percent of our budget comes from the districts. That is really where our revenue source is. The largest share you are going to see on the slide is the State share of retirement – PSERS. Outside of those two, it is really coming from the districts. You will see in a little bit something called vocation subsidy. I will talk about that. MCTI is a little unique when it comes to vocational subsidy. It is actually money that we get from the State. We actually give that back to the districts. You are going to see at the end the actual net cost to the district when we subtract the vocational subsidy.

Slide 7 – Budget Overview

You will see the overall increase for East Stroudsburg. You will notice that East Stroudsburg is actually the highest, which is what happens when you have the largest enrollment gain. The other districts have dropped off. Pleasant Valley is unique because their percentage is high but their high school enrollment is continuously going down. The number you see is what East Stroudsburg's proposed share is. That is the enrollment piece. The green section is where the funds are when we asked for money for the capital project (roof, HVAC system, etc.). All of these projects were completed. We are not asking for any additional money for capital funds. MCTI did not have the funds for the projects but they are completed now. We do not need additional money for capital projects.

Slide 8 – Budget Overview

This is the vocational subsidy that I was previously telling you about. East Stroudsburg is at the top. As you see, you are getting approximately \$351,000 in vocational subsidy. This is the money that most CTCs keep. We are sending back a portion to the school district. That is where you will see your net cost. This part is what you will be voting on when you vote on the MCTI budget. The next slide is our capital improvement.

Slide 9 – Part II Capital Improvement

As I mentioned earlier, we have been pretty busy in the last five years. We have put a two-million-dollar roof, a two-million dollar HVAC upgrade, and an egress in the cafeteria. You can see the list on the left-hand side all that has been completed in the last five years. It was funded by coming to the School Boards asking to keep that vocational subsidy money that we previously spoke about, which means that the school

district is losing revenue. We are no longer doing that. Where are we now that our plan is done? It is time to start looking at how can we improve MCTI. All those things are very important. Do not get me wrong. Maintaining a building is needed and you are all very familiar with that. Now it is how do we improve MCTI for our students and for our community. We came up with, and we are calling it, a Conference Center or Convention Center. It really doesn't matter what you call it. It is just the project name. I'm going to go over what the plan offers and how we plan on completing it.

Slide 10 – MCTI Conference Center

For those of you who have never been to our building, please come everybody. We have a very nice restaurant. It is open to the public. We have a Cosmetology room that is open to the Community. Please come there. We need to get the word out that this is what MCTI students offer to all in Monroe County. What you are looking at is a model that was created during the feasibility study. Right now we have a long walkway up to the entrance point of our building. This plan extends all the way out to the sidewalk. It is about a 15,000 square foot addition.

Slide 11 – MCTI Conference Center continued

What it will provide, as you see in the purple box, is about a 9,000 square feet open space conference center or multiple purpose room. Security is probably the most important thing for any school. That addition is needed. As some of you may know and for those that have come to our building around 10:30 a.m. to 11:30 a.m. it is a little chaotic. Our Building was not designed for the transition of thousands of students. What happens is kids are going to lunch and you have to get through a large number of students. It is not a secure environment for our students. We do not have a place to put them. One reason why that 9,000 square foot area would be very beneficial, is that we can have the students stage during that transition time in that lock down area. Also since we are looking at safety, once you get into the building you are in the heart of the building. The cafeteria is right in front of you. You would have access to the rest of the building. With the extra space, you would have to get through two doors. It would extend the security point out quite a bit where we would have three lock-down points. It would funnel everybody into the security office. We have Adult Ed Learners that come in at noon. We can maintain as much safety as possible.

Slide 12 – Proposed Projects

Safety is essential but we are also maxed out. I have no more space in the building. If you remember a couple of years ago, I came here talking about a comprehensive school. It is a great idea and this kind of stems from that. If you look at the long rectangular blue section, that is our current multi-purpose room. It is a nice place to have a Board meeting but a terrible place to have any students. We have no venue for students' assemblies or gatherings. We can turn that multi-purpose room into a program along with the square room in back of the multi-purpose room. Currently that is our Technology Office. I would have to kick them out of there into the nurse's office, which would be part of the new addition. As far as programming, one program that I would definitely put in there is called Electro Mechanical some people call it Metronics. Wiler Brush, Tobyhanna Army Depot and Sanofi are in need of these students. What they do is they go into any place that has pneumatic manufacturing. Those are the kids that would fix it. This is a growing trade and high paying trade. Two more program areas would be for another 100 students in our building. Long term is to show off our building. We do not have an area to show off what our students can do. We have an Auto Collision program in the building. We restored a Subaru Impresa. They fabricated a body kit for it. They did all of the work themselves. They really did an amazing job and it is sitting underneath the park. If we put it in the Conference Center and we can open it to the community. It would be a county-wide central gathering place for businesses and the community. These are really why the project would be beneficial. How are we going to afford a 15,000 square foot addition?

Slide 13-14 - Part II – Capital Improvement – Option A – Excess Revenue

Why is this realistic? We applied last year for a two-million-dollar grant, which we received. We are actually halfway there. This project is estimated to be a 4.2 or 4.8 million-dollar project. With that two million-dollar grant, the money that we have currently have within the capital funds of approximately \$258,000 and the ESSERS grant, we are shy of about four million dollars. If we keep the excess revenue the funds would bring us to about four million dollars. What is excess revenue? Excess revenue is, just like you we get audited every year, it is the money that was left over from last year's money. The reason the excess revenue was so high is because, just like the other schools in Monroe County for the most part, we were under hybrid schedule and shut down on Wednesdays. We had about 35% of our students in our building capacity so that is nowhere near as many kids that we normally have. We did not use much. We did not have substitutes. Plus, we did get quite a bit of COVID relief money for a lot of the cleaning supplies and some of the other supplies; therefore, our excess revenue remained high. So if we keep those funds, we are at

four million dollars. If you see just from the expected revenue that is part of our budget, the \$200,000 in reserve, which got approved a couple of years ago for us to keep as long as we do not use it, and the remaining ESSERS funds, by 2023-24 we are right there. That is when the project will be going to construction due to a year of design phase and planning. The excess revenue will be that go to point that we can get moving on it. Remember we serve four school districts. All four districts have to approve us keeping the excess funds, so if one district says no, then we cannot keep it. We are presenting this request to the JOC a week from today. You are the final district we are presenting the budget to. We have one district that we are worried about, which is Pleasant Valley. If they do not let us keep it, we go back to the drawing board. If that does not work, it is not the end of the world. We applied for two more grants. One grant is the LSA Grant in the amount of one million dollars, which is the casino money. The other grant is the R-Cap Grant, which is more complicated. The grant is open to for profit organizations as well. Once you get on the list, the Governor picks the projects. We do have hope that one or two grants will come through. The excess revenue piece will make it that much quicker. MCTI needs not just maintenance money but also to have improvement on the current space. Mrs. VanWhy said you are applying for additional grants and are asking for the excess revenues. If you are awarded the grants because it's a long project that will not be completed in a year, will the excess revenue come back to the districts if there is any surplus once the project is completed. Mr. Virga said yes, if we get the Grants and the excess revenue, the JOC would need to act upon returning the excess revenue to you, which I am sure they would. Mr. Schlameuss said the 9,000 square foot addition is pretty big. What do you anticipate using it for? Mr. Virga said we would start with students, like for the senior awards (graduation) ceremony. We would need parking, which is another issue. The space would be used for assemblies. The community can use it with our restaurant along with our culinary students. Our room would model the ESU Field House. Mrs. VanWhy said it can also be used to exhibit student's work. Mr. Lurry asked what would be the projection of the construction. Mr. Virga said that it would take about three years to complete. Mr. Lurry asked when they plan to start. Mr. Virga said the process would probably start during the summer of 2022.

b. Colonial IU 20 – 2022-2023 Budget Presentation

Dr. Christopher Wolfel, Executive Director, said he is here tonight with Mr. Hans Baltzersen who is the Assistant to the Executive Director. Tonight is Mr. Baltzersen's final meeting at East Stroudsburg Area School District but he will be retiring at the end of the year after 30 years of service at the IU 20. He said he is here tonight to discuss the IU 20 budget as well as talk about the IU 20 services.

Slide 1- CIU20 Mission

Our Mission is the three R's – Relationships, Responsive and Results.

Develop and maintain Positive Relationships that support student growth, are Responsive to stakeholders' crucial needs, and demonstrate effective Results through services and programs for students.

Slide 2 – CIU20 Vision

CIU20 is a vibrant, vital, influential, and innovative child-centered organization serving children, families and the people who serve them wherever they might be and whatever they may need.

Slide 3 – The IU serves 13 School Districts and 3 Career Technical Centers. We have approximately 1,500 employees part-time and full-time with a \$269 million in budgets, which the general operating budget is an extremely small portion of those \$269 million in budgets. We are a pretty large IU, which covers 1,200 square miles. There are a lot of students and a lot of staff that we provide service throughout the region.

Slide 4 – What is the IU's General Operating Budget?

One of 48 budgets administered by the IU

Comprises 1.4% of the revenue of the Intermediate Unit

Base budget that supports the administrative services needed to operate the IU

Supports four departments of the Intermediate Unit

- Educational Support Services – Executive Office and Business Services
- Human Resources
- Curriculum and Professional Learning
- Instructional Materials Services (Education Technology)

Prepared in collaboration with the IU 20 Board of Directors and District Superintendents

This is the only budget that does require approval by all 13 school districts. All of the other costs that you agree to, on behalf of the IU 20 through our services, you pay for them and have total control. Mr. Baddick,

who works in the Pupil Services Department and Special Education Department, that is where the majority of the cost comes through for the services that we provide.

Slide 5 – CIU20 Budget Breakdown (GOB is 1.4%)

This is a quick example that of the budget breakdown. The General Operating budget is in blue, which is 1.4%. On the left side is the Health Trust at 46.5%. We provide a Health Trust Consortium on behalf of many of our districts and our CTC programs. The larger part in orange is our Special Education Services at 32.8%. You can see on this chart where the revenues and expenditures are.

Slide 6 – 2022-2023 General Operating Budget Summary

Recommend a 2022-2023 GOB of \$3,835,200

- Overall budget increase 2.3% or \$84,650
- Increase to school district withholding 0% - Only mandated payment to IU20
- Increase to receipts in other IU sources 0%

Cost Drivers

- PSERS Obligations
- Health Benefits
- Social Security Obligations

Salaries are budgeted at 3.0% for Act 93 and supporting staff. Our current Act 93 Agreement will be timing out at the end of this school year. We will be presenting a new agreement to the Board for next school year.

Past GOBs

- 2020-2021 1% increase to school district withholding
- 2021-2022 0% increase to school district withholding

Slides 7-14 – General Operating Budget Supports:

The Executive Office

Management/Business Services (Educational Support Services)

Management/Business Services –Our goal is to try to take mandates or initiatives that are coming from the State and spread that information out to our school districts and provide any technical assistance if we can.

Human Resources

Curriculum and Professional Learning

Supports Curriculum and Professional Learning

Supports Instructional Materials Services (Educational Technology)

Provide all types of different educational technology that you might be providing your district

Provide different types of services to protect your internet and those digital services from all types of bad traffic and people that want to get into your system to disrupt virtual learning or shut down your operations altogether.

Slide 15 – Summary of Expenditures – Program of Service Budget

Years 2021-2022 and 2022-2023

This is a summary of expenditures. You can see they are broken down by each department, the increases, and the net change for each department. The total net change is \$84,650. The next slide shows you how we are going to balance out with a zero percent from asking money from our school districts.

Slide 16 – Savings and Revenue

Some of that is money that we are going to be getting from the State in our Core State System-wide of supports. We continue to provide a lot of support to the Department of Education with their initiatives. They are continually coming to us asking us to help them to push out initiative trainings. One of the big things is our Accelerated Learning Program. The program is talking all about COVID Recovery and how to close those learning gaps and provide social and emotional learning in your schools. That is something that we worked on with the State. Next year, we are pushing the resources out on behalf of the State. They are continuously asking us to do this, which means more funding for the IU which creates a savings and not having to ask the districts for more money.

Slide 17 – School District Withholding Amount

The School District's withholding amount is \$562,751. That is the contribution across 13 school districts to our general operating budget. That is not your entire cost to support our general operating budget. It is spread out between 13 districts. It is proportionate based on a calculation that we received from the State. The bigger school districts pay a higher amount. Smaller school districts pay less. Again, that is a zero percent increase for next year.

Slide 18 – Receipts from Other IU Sources

The other part of that is our receipts from other IU services, which is monies that come in from special education service and other budgets to pretty much operate those core operations, like the business office, the human resources and those type of things. Again, understanding that the money is coming from our school districts. We've worked really hard to keep it at zero percent as well. There is no increase coming in to support this budget anywhere from our school districts.

Slide 19 – Summary of Revenue – Program of Service Budget

Years 2021-22 and 2022-23

The deficit was at \$84,650. There is revenue to support that to equal zero percent from our school districts.

Slide 20 – East Stroudsburg Area School District – We Ask For Your Support

For next school year what we are asking is \$39,765.60. It is the same amount you contributed last year to the general operating budget, which shows zero percent. That is what we are going to be asking for next year.

Mr. Schlameuss asked if the same number of students were used to base their budget projections for this year. Dr. Wolfel said it is based on a calculation from the State. He asked Mr. Baltzersen to explain the calculations. Mr. Schlameuss said I am not asking for an explanation. It seems to me that there'd be some change in that number from last year to the previous year because schools go up and down in enrollment by the moment. Why would that be the same? Mr. Baltzersen said it is based on the most recent numbers we have we are forecasting at a zero percent increase. There is a two-point formula for the market value ratio which the State provides. Some of those numbers that usually lower down the baseline of \$561,000 stayed the same. Due to those tweaks it can go up and down based on the current data that we have. We have last year's data and depending on the number it goes up and down. It is a formula that we have to run that \$561,000 through. It is a proration that we have to run through that formula. Mr. Schlameuss said I would imagine that it changes every year. Mr. Baltzersen said it does. Mr. Neiman said the formula is similar to what we just heard MCTI uses. Mr. Schlameuss said I am in favor of approving the budget. I am just asking a question.

Slide 21 – 2021-22 SY Special Education: Relationships

Dr. Wolfel said there are a couple of things that we want to quickly share that we are really proud about at the IU 20. In regards to special education, you can see there, the number of students that we service across our 13 school districts. We are continuing to try to increase career readiness opportunities for our students. Our students are a population that have challenges and that there are a lot of barriers that creates challenges for them such as employment post high school. We want to make sure that all those barriers are removed and we continue to have opportunities with St. Luke's Hospital in Monroe County. Some of your students are going to St. Luke's Hospital to get some on-the-job training. In order to provide resources to support the students, we have our Kalahari Program up and running again. Students go there during their last year. The hiring rate after they leave that program is pretty much 100%. Every student has a job and those kids are already learning how to use public transportation, which we find a barrier for our population of adults with disabilities. We continue to increase our opportunities for family engagement because we know how important it is. We have continued to increase our support to the families through our 22 parent team group as well as family engagement trainings and opportunities in the evening and day-to-day conversations. Miss Bartek continues to work through a project for deaf and blind through the grant that we received from Pennsylvania to increase our programming.

Slide 22 - 2021-22 SY Curriculum and Professional – Learning Services – Responsiveness

We provide various types of trainings and supports and regional events. This summer, we are going to be having our Summer Administrative Workshop, which all of our Administrators from our 13 school districts attend. We bring in National Presenters and Statewide Presenters from the Department of Education of Human Services to come in and speak to all of our Administrators about things that they come up with. We have a committee and we hear what are some of the things that our Administrators want to learn. We do regional events like our "Every Student Succeeds: Ensuring Equity and Excellence in our schools. Many

people from East Stroudsburg have attended the first series of three parts. We have a National Presenter, Dr. Tyrone Howard, coming in and talking about how to support Equity and Inclusion and belong in your School Districts in our Region.

Slide 23 - 2021-22 SY Resolve Behavioral Health: Results

As far as Behavioral Health, we continue to increase our behavioral health services. We know how important social emotional learning is, as we know how critical it is to ensure our kids are taken care of on the mental health side. We've done things like providing mental health professionals in your district, as well as benchmarking those mental health supports through shape assessment, which helps to kind of find gaps in those services that we can then better support. We continue to maintain all of our licensing. Many of our behavioral health programs are licensed programs through the Department of Human Services. We have to go through many audits and we meet all of those audit standpoints.

Slide 24 – Colonial Academy

With our Colonial Academy we are looking at how we can continue to provide support for our students. We implemented a program called Renew, which is trying to look for increase in high school completion and employment and post-secondary education participation rates among our most vulnerable youth. Check and Connect is a program that we use to take an adult that can be trained as a mentor to support our students and to help them and guide them when they are having challenging issues. We have our Culinary Arts and Construction Management Program, which is an opportunity for students to develop skills for career pathway. It is not nearly as close to what MCTI offers. Our Personalized Learning Program is customized learning for each student based on strengths, needs, skills and interests. School-to-Work Program is planning to increase opportunities for the 2022-23 school year. SHAPE Assessment Completed which is benchmarked mental health supports using SHAPE Assessment.

Slide 25 – 2021-22 SY Technology Support Services: Dedicated to your children and the people that serve them.

As I shared before, there is a lot of bad traffic out there as a lot of people are trying to get into your system. Our Technology Department is working with your Technology Department to put in things like Distributed Denial of Service (DDoS) Protection firewalls to try to keep all that bad traffic out of there. Our Technology Department along with our Director of Technology, Dr. Kalinoski, works all times of the day to protect our systems by keeping that bad traffic out. There are a lot of bad people out there right now trying to hack your systems.

Slide 26 – 28 SY COVID Response: We are here to serve/Accelerated Learning

We do not have a Monroe County Department of Health. We tried to be all things COVID for our school districts. We try to be the hub of resources from the Department of Education, the Department of Health and CDC and constantly communicate with the districts' Pandemic Coordinators and School Leaderships like your Superintendent and Assistant Superintendents to keep giving more and more resources about how we can provide mitigation strategies to keep in-person learning open. We want to keep our staff, students, our families and our communities safe. We ran community vaccination clinics with testing and mitigation efforts. You can see the list of COVID things that we have been doing. Hopefully, we are coming out of that storm to see brighter days ahead. With reference to Accelerated Learning, it is about what can we do in response to COVID with making sure that students and families that struggled during the pandemic receive support socially and emotionally as well we how do we support those learning gaps to get kids caught up. The four areas of focus to address the issues students are now facing. One is System Conditions with Dr. Michelle Bozzini. Two is Scaffolded Supports. Three is High Quality Academics and four is Supportive Learning Environments and Social and Emotional Wellness with James McDonald. Dr. Bozzini and Mr. McDonald engage in statewide monthly networking groups, bi-yearly statewide workshops, statewide consultation. The next slide talks about those areas and more to come on as we continue to work with the Department of Education. There is going to be a lot more training and resources coming to your district.

Slide 29 – Colonial Intermediate Unit 20: What's Next?

Last but not least, we are always looking at the future. What's next? Our Directory of Technology, Dr. Tom Kalinoski is always finding ways to find savings for technology and internet for other types of firewalls to protect your services. St Luke's Easton Campus is another project Search Program to find ways to create opportunities for our adults with disabilities. With us, it is all about providing an enhanced safe, respectful, inclusive and supportive school climate for your schools in our region.

- c. Monroe Career & Technical Institute Update
Mrs. Lisa VanWhy said Mr. Virga covered everything and hopes that everyone supports MCTI keeping the excess funds since it is something that the district does not expect.
- d. Colonial IU 20 Update
Dr. Damary Bonilla said the CIU 20 Board of Directors met on February 23rd. During the meeting the Board approved several items.
 - 1. One item was the Commercial Driver's License Testing Agreement. This agreement will allow the CIU 20 to become a third party tester to be eligible to administer driving skills test for commercial licenses that are required by Federal Regulations and the Department of Transportation Regulations.
 - 2. The Board approved the agreement between the Pennsylvania Association of Intermediate Units and the CIU 20 in relation to a grant agreement with the PA Department of Health to collaborate in the administration of the PA Department of Health COVID 19 Prevention Outreach Testing Project for the term of July 1, 2021 through July 31, 2022. The funds will be utilized to cover expenditures for COVID 19 mitigation and technical assistance in the region.
 - 3. The Board approved an Affiliation Agreement with the Delaware Valley University of Pennsylvania, to allow CIU 20 to be affiliated with the University and assist in the recruitment of Speech Therapists.
 - 4. The Board approved a contract with McClure Company for capital projects that will install various energy conservation measures for the purpose of achieving reductions in energy consumption or demand at CIU 20 Main Office Building, Transportation Building and Colonial Academy.
 - 5. The CIU 20 partnered with Lehigh Valley Phantoms over the past years to offer opportunities for families that have children with disabilities to attend professional Ice Hockey events at the PP & L Center. The Lehigh Valley Phantoms offered an event on February 19th. Several families were able to attend the event and shared photos and were grateful for the opportunity.
 - 6. Dr. Wolfel, Executive Director, shared several items. The Board acknowledged three individuals who have completed the CIU 20 Induction Program as well as the CIU 20 monthly publication of the 20 Highlights February 2022 Edition. I always mention that the publication is available to anyone who wants it. I would like to thank the members of the public who have reached out to access the newsletter as well as to ask for more information about CIU 20 services.
 - 7. The next Board of Directors meeting will be held on March 23, 2022 at 7:30 p.m. and it is open to the public.
- e. Property/Facilities Committee Update
Mrs. Lisa VanWhy said the Property/Facilities Committee met on February 2, 2022 at 5:30 p.m. On the agenda this evening for your consideration are:
 - 1. Quotes from Wayfare Sports for Middle Smithfield Elementary gym floor refinishing.
 - 2. The quote from Hilltop Sales and Service, for two John Deere X738 Signature Series Tractors. One is for J. M. Hill Elementary and one is for Smithfield Elementary. They are to replace current ones. They will probably fall under the 2022/23 budget since we do not know when we will get it.
 - 3. The quote from Hilltop Sales and Service, for a John Deere 1025R Sub Compact Series Utility Tractor.
 - 4. The quote from AG Mauro, for JT Lambert Intermediate Entrance Doors/Window System
 - 5. The quote from AG Mauro, for Lehman Intermediate #24 Door/Window System
 - 6. Application for payment from D & M Construction for High School North and Lehman Intermediate Window Replacement
 - 7. D'Huy Engineering Invoices 1-8 that are on page 17 of this agenda.

The next Property/Facilities Committee meeting is scheduled to be held on March 2nd in-person and via zoom.

- f. Education Programs & Resources Committee Update
Dr. Damary Bonilla said the Education Programs & Resources Committee met on February 9, 2022 at 7:00 p.m. via Zoom. Several items were discussed, including a PTO presentation from J.M. Hill Elementary. A reminder to the public that each month for the coming months, we will have updates from PTO's from respective schools in the district. They will be informing us on activities that are going on and how we can support them. We also heard a climate survey result report from High School South. We received a Life Skills Program update. We had a discussion about the elementary ELA as well as DEI update. The Committee sent several recommendations to the Finance Committee and the full Board, which included imagine learning e-dynamics elective courses for ESACA as well as ancillary text for the Multicultural

Perspective class at High School North and South. The next meeting is scheduled for Wednesday, March 9, 2022 at 7:00 p.m. via Zoom.

g. Finance Committee Update

Mrs. Rebecca Bear said the Finance Committee met on February 14, 2022. As Mrs. VanWhy and Dr. Bonilla mentioned several items were pushed forward on tonight's agenda from their perspective Committees. You will also see on the agenda the fuel bids awards since we also do joint purchasing with the IU 20 in order to lower our cost. We also had a presentation on the Senior Citizens Rebate Program. There is also on the agenda a High School South Steamer Nova Equipment and Supply and a two-year contract extension for our copiers. Also on the agenda is the Wyebot Sensors quote, which tests signal strength and helps to access points. We were borrowing then from the IU 20 but now we do not have to anymore. Furthermore, on the agenda you will find the adaptive physical education equipment from Gopher to be paid for by ACCESS Funds. Our next meeting is scheduled for March 14th at 5:30 p.m. in-person and via Zoom.

h. Policy Review Committee Update

Ms. Debbie Kulick said the Policy Review Committee met earlier this evening. We authorized and directed the Administration to post for public review Policy 204 – Pupil Attendance. We continue to work on criteria to be added or to compliment Policy 109. Our next meeting is scheduled for March 21st at 4:30 p.m. in-person and via Zoom.

i. Student School Board Representatives –

Miss Isabella Iacono, High School North said she would like to share positive events that happened in the month of February with our HSN families and community in addition to the important dates. Below, you will find the events that happened, group of students/class/club involved, and a brief summary of the event.

- On February 22nd and 23rd, instrumental music students worked with Michael Story, a nationally recognized composer, as part of the annual East Stroudsburg Area School District Instrumental Commissioning Series. Mr. Story composed a new piece of band music to be premiered by the Combined, North 5th Grade Band at the North Instrumental Music Department Concert. The concert took place at the North auditorium on Wednesday, February 23rd and featured the premiere as well as Mr. Story conducting the Lehman Intermediate Concert Band and the High School North Symphonic Band.
- The North Chorale performed at the Moravian University High School Choir Adjudication and worked with a clinician on February 16th.
- The North Chorale performed the Star Spangled Banner at a Wilkes Barre/Scranton Penguins Game on February 25th.
- Victoria Galicki, Jordan Thompson and Mabel Vough performed with the PMEA District 10 Choir at Berks Catholic High School. While at the festival these students auditioned and won spots in the PMEA Region 5 Choir Festival which will be held at the end of March at Conrad Weiser Middle School. These students have the opportunity to audition for the PMEA State Festival, which will be held in April.
- Sean Catarroja, Sarah Farah, Camille Patrick, Jordan Thompson, Rhianna Thompson and Kris Ulanday won spots and performed at the American Choral Directors Association Eastern Division Honors Choir which was held in Boston on February 9 - 12.
- The Key and Leo Club participated in the ESN Timberwolves at the Lehigh Valley Polar Plunge on Saturday, Feb 19th at noon. Key and Leo Club members jumped into the freezing Delaware River to raise money for our very own Monroe County Special Olympics!
- The Key and Leo Club hosted a Timberwolf Togetherness Purple Nose Day on February 15th to bring awareness to International Childhood Cancer. They sold Purple Clown Noses for just \$1 to fundraise for the American Cancer Society of the Greater Poconos to donate to their end- of-year, Relay For Life Event!
- The Key and Leo Club hosted a Red Cross Blood Drive on Tuesday, February 22nd from 8:15 a.m. - 1:30 p.m. where Each Blood Donation Can Save Up to 3 People!
- Key and Leo Club's ongoing Trex Bench Recycling Challenge is happening daily until April 20th. Recycle your plastic to save the environment and win our school an AWESOME plastic bench to place on our North Campus!
- DEI had a Gala Showcase event on February 24th, after school to celebrate and highlight the diverse Smithsonian displays in our building. Several speakers, including students, Jonah Lurry and

Isabella Diaz did a great job relating what they learned in their elective; Multicultural Perspectives of American History to these displays and their daily lives.

- Katelyn Donovan represented East Stroudsburg North at the PIAA State Rifle Competition on February 10th. She was the 9th ranked shooter in all of Eastern PA!
- The Timberwolf Boys Basketball team finished the season strong with 3 straight wins and winners of 7 of their last 10 games!
- On February 26th, we had two wrestlers place in the District 11 Championships. Evan Raposo took 5th place. He was joined by Wayne McIntyre, who became East Stroudsburg North's highest all time place winner with 2nd Place. Both wrestlers will be competing at the PIAA Northeast Regional Tournament on March 4th & 5th.
- Health 12 student, Katherina Croom, along with ESU student teacher Carson Gantz & Health 12 Teacher Holly Lokuta hosted a Be The Match Registry event on February 4th. Staff & community members ages 18-40 stopped by the table in the hallway outside of the gymnasium to perform a self-administered cheek swab for testing. Those people could be a potential match as a life-saving treatment for someone diagnosed with a blood disease such as Leukemia, Lymphoma or Sickle Cell Anemia. East Stroudsburg North was the first high school in PA to host a bone marrow registry drive.
- Our Casual for a Cause for (Be The Match) resulted in a donation of \$164.75 from our staff.
- Our School-Wide Positive Behavior Interventions and Supports team has resumed our TWOLF events, rewarding students who are displaying TWOLF behavior with treats and prizes.
- SWPBIS has rolled out a review of our North Star Reward program. Students are given North Star points from faculty and staff for displaying TWOLF behavior and making positive choices. Students can redeem those points for reward items on Wellness Wednesdays beginning in March.
- January TWOLF of the Month winners include:
9th: Alexanne Kaplafa for Friendship
10th: Gustino Joseph for Ownership
11th: Michelle Quinn for Tolerance
12th: Sarah Farah for Leadership
Staff: Mr. Tony Massa for Tolerance
- The following High School North, Grade Level Spelling Bee Winners are moving on to the building championships in order to move on to the Monroe County Finals in March:
9th Grade: Nyla Beasley, Andi Bibeau, Ethan Faybisovich, Jayden Gadson, Sterling Jefferson
10th Grade: Evelyne Larose, David Lechowicz, Yashvi Kopanati
11th Grade: Allore Pink, Hardnik Mandadi, Allianna Vallila
12th Grade: Sarah Farah, Camille Patrick, Nathan Cummings
- Faith Club is creating blankets for cancer patients receiving chemotherapy treatments at the Dale and Francis Hughes Cancer Center in East Stroudsburg, PA.
- Aavidum Club- wrote out positive messages on large and small Valentine's hearts which were then displayed on teacher classroom doors and student lockers. Aavidum placed inspirational wall decals in both boys and girls' bathroom doors and mirrors.
- A group of students attended the Women in Science Event hosted by ESU on February 25th. Students participated in hands-on events and attended a panel discussion led by ESU professors and students.
- Mrs. Marmo's Creative Writing students visited the Journey Stories Smithsonian exhibit and wrote poetry and prose inspired by the images and true stories displayed. They enjoyed hot cocoa in the North Cafe while writing.

This concludes my report for this evening, Thank you.

IX. PUBLIC PARTICIPATION

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

Mr. Schlameuss said public participation is limited to comments on this agenda by residents, taxpayers and students of the school district. I am aware that the rifle team is here tonight. Your item is not on the agenda. It will be on next month's agenda. That is when this topic will be discussed. I do not want to gavel anyone. Items that are not on the agenda, we will ask you not to speak on it. If you have comments that you would like to present to us, please email us or give us your feedback. Call us. That is appropriate. However, if it's not on the agenda, we respectfully ask you not to comment on them.

- A. Mr. Schlameuss asked Mr. Ruben Torres if his item is on the agenda. Mr. Torres said, yes. Mr. Torres said you had talked about your form 109. I feel that it is. Mr. Schlameuss said it is not on the agenda this month for a vote. Mr. Torres said I feel that it is appropriate as it is and there should not be any changes to that form. Mr. Schlameuss said we are going to ask you to reserve your comments for the next meeting when it is on the agenda. We need to tighten up our policies here. Mr. Torres said you do. I have to tell you that you all need a refresher course on Robert's Rules of Order. You need a Board session pertaining to Robert's Rules of Order. Mr. Torres said and it is appropriate to say that. Mr. Schlameuss said and I will accept that. Thank you.
- B. Ms. Pat Romansky said she is an employee at East Stroudsburg Elementary School. As an employee in the East Stroudsburg Area School District and Union Member, I want to voice my concerns and opinions since this is a negotiations year for the support contract. I have been an employee for 10 years. I have seen many positions being created at the Administration level with rather large increases in salary. With the new positions being created and posted, it is obvious that these positions have been created with specific employees in mind. Although they are posted, we know that none of us at the school level would have a chance to apply for any of these jobs. Why, because they are created for specific employees. Do these people have the qualifications necessary? Although I don't begrudge a person getting promoted and getting more money, how does a secretary at the school level get recognized, get promoted and get equitable pay. Secretaries at the school level have been thrown into many new scenarios due to COVID. We have been asked to instill new procedures, computer programs and create programs that we will use on a daily basis on Sapphire. We were told we would be secretaries for ESACA and Remote Learning, in addition to our building responsibilities. Not asked but told. Did we get more money for dual positions? No. This is just the tip of the iceberg. My anger lies in the lack of respect, recognition and equitable pay that secretaries at the school level should be given during these trying times. How can I only be making \$1.65 more after 10 years than a new Secretary? New Secretaries start at \$15.16. How can this be justified? Although I'm grateful for the benefits I receive, I'm having trouble paying my bills. The cost of living has gone up and we are still only making barely the minimum per hour. With all this being said, I'm asking that the secretaries in the field, be acknowledged for the hard work that we do while negotiating our contract. Consider the blood, sweat and tears we put into our job on a daily basis. We make the district run. We have the responsibility to make sure our students are taken care of and that our families are treated with utmost respect. We are the first line of battle for parents. We endure a lot of abuse from parents who can't get answers or even connect with Administration Departments, especially Child Registration, Transportation and Pupil Services. I ask that you sincerely take a minute to evaluate the importance of your support staff and not just the secretaries. We work our butts off during COVID. We are the cog in the wheel that keeps the schools running on a daily basis. Congratulations to the employees who are being promoted and moving into much higher positions. Shame on the people who are creating these positions for them.
- C. Ms. Michal Peterson said I was approached by some borough residents this past week regarding the Senior Tax Rebate in the district. I have some documents that are very interesting when I did a little research. In 2016, the maximum rebate was \$1,500. The forms I have from 2021 the maximum amount is 650. You as a Board are losing contact with your taxpayer voting public. To restrict comments, as you have done tonight further injures that relationship. You forget who voted for you and who pays taxes here. It's not your money. It's the money of the residents of the district. They have a right to speak. I would suggest that when you are doing the budget this time around you consider raising this homestead amount for seniors who are on a fixed income. They can't afford the property taxes in this district. You need to be more concerned about people who have been paying taxes in this district for years and who do not have children in the district anymore. This amount needs to be adjusted. That amount is way too low. The amount has been \$1,500. There is no reason it cannot be raised from the current amount due to your high fund balance, which I know is about 80 million dollars. It needs to be changed back to what it was.
- D. Ms. Darryl Sabino said since you are going to vote on this issue next month, why don't you sit on it for a month. Listen to what the students have to say about their rifle range since they are here. They have been here for an hour and a half instead of home studying. They want to fight for the range like they should at a meeting. They have one representative. You really should let them speak. I want to congratulate them on their stellar season. They were second place in team tournament. They had four athletes in Top 20 in the league. They had 7 students who shot in individual qualifications. They all went to the State competition. Your Cavalier Rifle team that is often overlooked and underfunded has gone to States ten years in a row, representing purple and white. They have been second place in the League. They have been undefeated champions. We have had top shooters break school records. We have had Top 20 in the League advanced to Top 10 in the League and State in the past year. We have had three of our Cavaliers join the army with their skills. They learned here at our range. This is no way to treat our champions. They don't let us down. We should not be letting them down. Dr. Bonilla said this is part of the challenges when items are not on the agenda. We can't provide a context for people to understand the issues. We

really need to move on. I understand this month the boys are here but we really need to move to a level of accountability when conducting business meetings appropriately. I understand the concerns but people talk from the audience while Mr. Schlameuss is trying to conduct the meeting. We have to stop that from occurring. Mr. Schlameuss said I will take personal responsibility for that. I should have said something early on. I apologize; however, I am going to choose one person from the rifle team to speak.

- E. Mr. Sebastian Babon said I am a junior at H.S South. I have been a member of the rifle team for the past season. There were a few reasons why we believe that, and I am speaking on behalf of the entire Rifle Team, including students, coaches, etc., we should not share our rifle range with Stroudsburg. Their use impacts ours. Our practices run until 5:45 p.m. with coaches staying later during average seasons. Normal seasons without sharing the range with anybody. This year we have had to vacate our range at 5:45 p.m. sharp so that Stroudsburg could use it. Our coaches work tirelessly and work very hard. They now have to work faster and harder to get us out on time and do their after-practice duties. Sometimes we cannot hold practices or matches because Stroudsburg had to use our range. It hurts our performance, our season and our athletes. As an athlete on the team, I can attest to these affects it has on the team. Usually, we post instructional posters, personal signature and private team information on the walls. If we do this while sharing with Stroudsburg, it will teach our competition how to use it against us. It's like showing other football teams how our team does their plays. They will know exactly what to do to win. They will learn how to shoot just as well as we do in our matches. Without this information that we would normally post, our athletes cannot reach their full potential. When our team has an away match, Stroudsburg has a home match in our range. If we cannot get a bus to our away match, which has happened several time this past season, we do not only lose practice time but we cannot even fire a match until another time. We as a team believe that being able to practice rather than miss the days would improve our performance greatly. Cavalier Rifle Coaches are already unable to offer intramural rifle in the fall as our football team uses our rifle range until 4:00 p.m. daily. We cannot hold the J. T. Lambert Rifle Club after our winter season practices, because Stroudsburg has our range instead of us. Your Cavalier Rifle Team, the one that is overlooked and underfunded, has gone to States 10 years in a row representing our school. We have been second place in the league and we are undefeated champions. We have top shooters break school records. We have gone to States and placed in States this past year. We have four of our Cavaliers join the military with the skills they learned at our range. That is no way to treat our champions. They do not let us down. We should not be letting them down. Another point we wanted to add last minute, as members of the team also struggled to get to practice efficiently, due to the time limitation, we all have a certain amount of time we need to spend on each of our practices and not everybody can reach this time properly.

Mr. Schlameuss said let me reiterate. Sending us an email or giving us these point of facts before the meeting is very helpful so we can address them. Thank you.

- F. Mr. Larry Dymond said he did not see any paperwork to sign up to talk. Mr. Schlameuss said if your topic is on the agenda the mic is yours. Mr. Dymond said never mind.

X. UNFINISHED BUSINESS

None

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 003 – Functions

ACTION BY THE BOARD:

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

1. Policy 904 – Public Attendance at School Events
(See pages 19-25)

b. **PROGRAMS**

i. **121 – Field Trips**

ACTION BY THE BOARD: 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.	Dreisbach, Ashley (#08859)	Smithfield Elementary Students to the Franklin Institute.	Philadelphia, PA	4/5/22
2.	Stevens, Hillary (#08925)	The Crew Choral Students to the Capitol Building.	Harrisburg, PA	4/13/22

(See page 26-29)

OVERNIGHT

	Name	Activity	Location	Dates
1.	Sanker, Rick (#08901)	Key Club Students to Convention at Penn Stater Hotel/Conference Center.	State College, PA	4/1/22-4/3/22

(See page 30-31)

c. **PUPILS**

i **233 – Suspension and Expulsion**

ACTION BY THE BOARD:

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

1. 189959
2. 191417
3. 191559
4. 191851
5. 192339
6. 192370
7. 192760
8. 193004

(See pages 32-57)

d. **PERSONNEL**

1. **301 – Creating a Position**

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the Act 93 Job Description of Director of Communications and Operations. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 58-61)

2. 302/303/304/304.1/304.2/304.3/305/306 – Employment

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the Employee Manual, as presented, for use throughout the school district. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 62-96)

3. 308 – Employment Contract

ACTION BY THE BOARD:

Motion was made by Jason Gullstrand to approve the following Memorandum of Understandings. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

- a. **Memorandum of Understanding – Athletic Trainer.** Memorandum of Understanding between the East Stroudsburg Area School District and the East Stroudsburg Education Association with respect to the Athletic Trainer position.
(See page 97)
- b. **Memorandum of Understanding – Itinerant Transportation Secretary.** Memorandum of Understanding between East Stroudsburg Area School District and East Stroudsburg Area Education Support Professional Association with respect to the Itinerant Transportation Secretary position.
(See page 98)
- c. **Memorandum of Understanding – Unified Sports – Bocce Ball.** Memorandum of Understanding between the East Stroudsburg Area School District and the East Stroudsburg Education Association with respect to the establishing a Unified Sports Bocce Ball Coach stipend.
(See page 99)

4. 407 - Affiliation Agreement (Temple University)

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the agreement between Temple 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 100-103)

5. 311 - Reduction of Staff (Staffing Needs of the District)

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy that the Superintendent and Administration:

- *Study the professional staffing needs of the District based upon instructional program requirements and student enrollment, and
- *determine the minimum professional staff needs of the District for the upcoming school year, and
- *make recommendations to the Board no later than sixty (60) days prior to the date of adoption of a final budget, based upon the considerations set forth in the Pennsylvania School Code concerning whether any professional or temporary professional employee positions should be maintained, added, reduced or eliminated for economic purposes for the 2022-2023 school year, and
- *if the recommendation is made to eliminate or reduce positions, implement the established procedures through termination of specific temporary professional employees, suspension of specific professional employees or demotion of specific professional employees, obtaining approvals from the Pennsylvania Department of Education that may be required due to alteration or curtailment of educational programs, and
- *notify any temporary professional employees or professional employees affected by recommendations, and
- *consult with and work with District legal counsel to ensure correctness and completeness of the process.

Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

6. 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.

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

i. 309 – Assignments and Transfers

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Fuller, Jennifer	From: Dean of Students – High School North To: Assistant Principal – J. T. Lambert Intermediate Replaces Loren Rich who resigned.	Act 93	\$78,820.00 (prorated)	<u>Date change:</u> January 24, 2022
2.	Moriarty, Jennifer	From: Assistant Principal – East Stroudsburg Elementary To: Principal – Middle Smithfield Elementary Replaces Ray Lenhart who was reassigned.	Act 93	\$92,680.00 (prorated)	March 7, 2022
3.	Reese, Stephanie	From: Social Studies teacher – High School South To: Dean of Students – High School South Replaces Brian Boylan who resigned.	Professional	No change	<u>Date change:</u> January 24, 2022

ii. 334 - Sick Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Schmidt, Diane	Cafeteria Worker	Support	J. M. Hill Elementary	November 30, 2021 through February 6, 2022

iii. 335 – Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Jones, Shahida	Coordinator of Social Services	Act 93	Central Administration	February 22, 2022 through April 22, 2022.
2.	Munford, Samantha	Health & Physical Education teacher	Professional	High School South	May 31, 2022 through the end of the 2021-2022 SY.
3.	Zannella, Ann	Special Education teacher	Professional	High School South	January 18, 2022 through April 30, 2022. This is an intermittent leave.
4.	Bianchi, Mary	Paraprofessional	Support	Bushkill Elementary	March 10, 2022 through March 18, 2022.
5.	Melvin, Carmen	Paraprofessional	Support	Lehman Intermediate	January 10, 2022 through January 28, 2022.
6.	Parciasepe, Rudolph III	Bus Driver	Support	Transportation	January 3, 2022 through January 2, 2023. This is an intermittent leave.
7.	Rogers, Charlene	Bus Driver	Support	Transportation	February 9, 2022 through June 10, 2022. This is an intermittent leave.
8.	Skidmore, Rose	Secretary	Support	Administrative Services	February 8, 2022 through March 8, 2022.
9.	Werkheiser, Paige	Payroll Clerk	Support	Business Office	January 12, 2022 through March 1, 2022. This is an intermittent leave.

iv. 335 – Family and Medical Leave and Child Rearing Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Kresge, Taryn	Grade 2 Remote teacher	Professional	Bushkill Elementary	March 23, 2022 through November 18, 2022.

v. 334 and 335 – Family and Medical Leave and Sick Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Neyhart, Mary Louise	School Nurse	Professional	High School North	March 7, 2022 through June 7, 2022.

vi. 334 – Sick Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Bianchi, Mary	Paraprofessional	Support	Bushkill Elementary	March 19, 2022 through April 12, 2022.

vii. 339 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Bianchi, Mary	Paraprofessional	Support	Bushkill Elementary	April 13, 2022 through June 1, 2022.
2.	De la Rosa, Ashley	Front Desk Receptionist	Support	Middle Smithfield Elementary	February 5, 2022 now through February 13, 2022.
3.	Schuon, Kelly	Cafeteria Aide	Support	High School North	August 30, 2021 now through June 30, 2022.

viii. 303/304.1/305 - Employment

a. Rescissions

	Name	Position	Classification	Location
1.	Rosales, Evelyn	Math teacher	Professional	High School North
2.	Cruz, Lisa	Unified Track & Field Co-Coach	Schedule B	High School North
3.	Francis, Gail	Intramural Fan Group Advisor	Schedule B	Lehman Intermediate
4.	Gagnon, Diane	Intramural Sports Advisor	Schedule B	East Stroudsburg Elementary
5.	Kehr, Marisa	External Virtual Career Exploration teacher (2 nd semester)	Schedule B	ESACA

(See pages 104-108)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Schreier, Kelly	English teacher	Professional	High School South	February 11, 2022 (end of the workday)
2.	Bergmann, Michael	Custodian	Support	High School South	February 10, 2022
3.	Boswell, Neffatiti	Bus Driver	Support	Transportation	February 28, 2022 (end of the workday)
4.	Cruz, Lisa	Paraprofessional	Support	High School North	February 3, 2022 (end of the workday)
5.	Ford, Tara	Cafeteria Worker	Support	J. T. Lambert Intermediate	February 25, 2022 (end of the workday)
6.	Hossain, Denise	Cafeteria Worker	Support	Bushkill Elementary	February 2, 2022
7.	Kiersted, Alan	Mechanic	Support	Transportation	February 2, 2022 (end of the workday)
8.	Nelson, Mary	Cafeteria Aide	Support	Lehman Intermediate	To be determined.
9.	Phillips, Joshua	Bus Driver	Support	Transportation	February 18, 2022 (end of the workday)
10.	Reyes, Olatunde	Cafeteria Worker	Support	J.T. Lambert Intermediate	February 25, 2022 (end of the workday)
11.	Shamey, Alexis	Health Room Nurse	Support	High School South	February 17, 2022

(See pages 109-119)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Agosto, Caroline	Literacy Coach	Professional	District	June 30, 2022
2.	Broderick, Christine	Grade 5 teacher	Professional	J. M. Hill Elementary	End of the last 2021-2022 teacher workday.
3.	Rescigno, Barbara	Elementary Math Coach	Professional	District	End of the last 2021-2022 teacher workday.
4.	Tasick, Denise	Spanish teacher	Professional	Lehman Intermediate	March 25, 2022 (end of the workday)
5.	Tirado, Brenda	Special Education teacher	Professional	Lehman Intermediate	September 30, 2022 (end of the workday)
6.	Casals, Jennifer	Cafeteria Worker	Support	High School North	June 10, 2022
7.	Dekmar, Bonnie	Cafeteria Worker	Support	Bushkill Elementary	April 15, 2022 (end of the workday)
8.	Napodano, Anthony	Custodian	Support	Bushkill Elementary	April 1, 2022 (end of the workday)
9.	Romansky, Patricia	Secretary	Support	East Stroudsburg Elementary	June 30, 2022 (end of the workday)

(See pages 120-128)

d. Professional Staff Salary Changes (salaries are prorated)

	Name	Classification	Location	From/To	Effective Date(s)
1.	Duran, Mildred	Professional/LTS	High School South	From: \$46,353.00 (Step 1 Column 1) To: \$47,674.00 (Step 1 Column 4)	August 24, 2021 through December 23, 2021
2.	Duran, Mildred	Professional	High School South	From: \$46,353.00 (Step 1 Column 1) To: \$50,114.00 (Step 1 Column 5)	December 24, 2021
3.	LaBar, Robert	Professional	J. T. Lambert Intermediate	From: \$85,360.00 (Step 16 Column 9) To: \$85,938.00 (Step 16 Column 10)	December 24, 2020
4.	Lakatos, Vincent	Professional	High School South	From: \$61,602.00 (Step 8 Column 7) To: \$62,123.00 (Step 8 Column 8)	December 24, 2020

5.	Lowe, Angelica	Professional	J. M. Hill Elementary	From: \$76,836.00 (Step 14 Column 6) To: \$77,858.00 (Step 14 Column 7)	April 15, 2021
6.	Sapienza, Dominque	Professional/LTS	High School South	From: \$47,250.00 (Step 1 Column 1) To: \$50,554.00 (Step 1 Column 6)	August 24, 2021 through January 20, 2022.

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

	Name	2017-18 1 st pay FROM:	2017-18 1 st pay TO:	2017-18 9 th pay FROM:	2017-18 9 th pay TO:	2017-18 17 th pay FROM:	2017-18 17 th pay TO:
1.	Lowris, Joel	\$55,665 Step 9 Col. 5	\$56,103 Step 9 Col. 6	\$55,665 Step 9 Col. 5	\$56,103 Step 9 Col. 6	\$55,665 Step 9 Col. 5	\$56,103 Step 9 Col. 6
2.	Miller, Lynda	\$44,068 Step 3 Col. 2	\$44,506 Step 3 Col. 3	\$44,506 Step 3 Col. 3	\$45,382 Step 3 Col. 5	\$44,506 Step 3 Col. 3	\$45,382 Step 3 Col. 5
3.	Pecha, Kaitlin	\$44,506 Step 3 Col. 3	\$45,382 Step 3 Col. 5	\$44,506 Step 3 Col. 3	\$45,382 Step 3 Col. 5	\$44,506 Step 3 Col. 3	\$45,382 Step 3 Col. 5
4.	Stevens, Miriam	\$44,068 Step 3 Col. 2	\$44,506 Step 3 Col. 3	\$44,068 Step 3 Col. 2	\$44,506 Step 3 Col. 3	\$44,068 Step 3 Col. 2	\$44,506 Step 3 Col. 3
5.	Watson, Mark	\$79,655 Step 16 Col. 5	\$80,093 Step 16 Col. 6	\$79,655 Step 16 Col. 5	\$80,093 Step 16 Col. 6	\$79,655 Step 16 Col. 5	\$80,093 Step 16 Col. 6

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

	Name	2018-19 1 st pay FROM:	2018-19 1 st pay TO:	2018-19 9 th pay FROM:	2018-19 9 th pay TO:	2018-19 Mid-Year FROM:	2018-19 Mid-Year TO:	2018-19 17 th pay FROM:	2018-19 17 th pay TO:
1.	Lowris, Joel	\$64,663 Step 10 Col 5	\$65,101 Step 10 Col 6	\$64,663 Step 10 Col 5	\$65,101 Step 10 Col 6	\$64,663 Step 11 Col 5	\$65,101 Step 11 Col 6	\$64,663 Step 11 Col 5	\$65,101 Step 11 Col 6
2.	Martone- Bunn, Larysa	\$43,630 Step 3 Col 1	\$44,068 Step 3 Col 2	\$43,630 Step 3 Col 1	\$44,068 Step 3 Col 2	\$43,630 Step 3 Col 1	\$44,068 Step 3 Col 2	\$43,630 Step 3 Col 1	\$44,506 Step 3 Col 3
3.	Miller, Lynda	\$48,363 Step 4 Col 3	\$49,239 Step 4 Col 5	\$48,363 Step 4 Col 3	\$49,239 Step 4 Col 5	\$48,363 Step 5 Col 3	\$49,239 Step 5 Col 5	\$48,363 Step 5 Col 3	\$49,239 Step 5 Col 5
4.	Pecha, Kaitlin	\$48,363 Step 4 Col 3	\$49,239 Step 4 Col 5	\$48,363 Step 4 Col 3	\$49,239 Step 4 Col 5	\$48,363 Step 5 Col 3	\$49,239 Step 5 Col 5	\$48,363 Step 5 Col 3	\$49,239 Step 5 Col 5
5.	Simonds, Kevin	\$43,099 Step 2 Col 1	\$44,413 Step 2 Col 4	\$43,099 Step 2 Col 1	\$44,413 Step 2 Col 4	\$43,099 Step 2 Col 1	\$44,413 Step 2 Col 4	\$43,099 Step 2 Col 1	\$44,413 Step 2 Col 4
6.	Stevens, Miriam	\$47,925 Step 4 Col 2	\$48,363 Step 4 Col 3	\$47,925 Step 4 Col 2	\$48,363 Step 4 Col 3	\$47,925 Step 5 Col 2	\$48,363 Step 5 Col 3	\$47,925 Step 5 Col 2	\$49,239 Step 5 Col 5
7.	Watson, Mark	\$80,155 Step 16 Col 5	\$80,593 Step 16 Col 6	\$80,155 Step 16 Col 5	\$80,593 Step 16 Col 6	\$80,155 Step 16 Col 5	\$80,593 Step 16 Col 6	\$80,155 Step 16 Col 5	\$80,593 Step 16 Col 6

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

	Name	2019-20 1 st pay FROM:	2019-20 1 st pay TO:	2019-20 9 th pay FROM:	2019-20 9 th pay TO:	2019-20 17 th pay FROM:	2019-20 17 th pay TO:
1.	Iannazzo, Julia	\$52,868 Step 6 Col. 1	\$53,550 Step 6 Col. 3	\$52,868 Step 6 Col. 1	\$53,990 Step 6 Col. 4	\$52,868 Step 6 Col. 1	\$53,990 Step 6 Col. 4
2.	Lowris, Joel	\$67,893 Step 11 Col. 5	\$68,335 Step 11 Col. 6	\$67,893 Step 11 Col. 5	\$68,335 Step 11 Col. 6	\$67,893 Step 11 Col. 5	\$68,335 Step 11 Col. 6
3.	Martone- Bunn, Larysa	\$44,630 Step 3 Col. 1	\$45,506 Step 3 Col. 3	\$44,630 Step 3 Col. 1	\$45,506 Step 3 Col. 3	\$44,630 Step 3 Col. 1	\$45,506 Step 3 Col. 3
4.	Miller, Lynda	\$50,859 Step 5 Col 3	\$51,737 Step 5 Col 5	\$50,859 Step 5 Col 3	\$51,737 Step 5 Col 5	\$50,859 Step 5 Col 3	\$51,737 Step 5 Col 5

5.	Pecha, Kaitlin	\$50,859 Step 5 Col. 3	\$51,737 Step 5 Col. 5	\$50,859 Step 5 Col. 3	\$51,737 Step 5 Col. 5	\$50,859 Step 5 Col. 3	\$51,737 Step 5 Col. 5
6.	Simonds, Kevin	\$44,099 Step 2 Col. 1	\$45,851 Step 2 Col. 5	\$44,099 Step 2 Col. 1	\$45,851 Step 2 Col. 5	\$44,099 Step 2 Col. 1	\$45,851 Step 2 Col. 5
7.	Stevens, Miriam	\$50,420 Step 5 Col. 2	\$51,737 Step 5 Col. 5	\$50,420 Step 5 Col. 2	\$51,737 Step 5 Col. 5	\$50,420 Step 5 Col. 2	\$51,737 Step 5 Col. 5
8.	Watson, Mark	\$81,357 Step 16 Col. 5	\$81,802 Step 16 Col. 6	\$81,357 Step 16 Col. 5	\$81,802 Step 16 Col. 6	\$81,357 Step 16 Col. 5	\$81,802 Step 16 Col. 6

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

	Name	2020-21 1 st pay FROM:	2020-21 1 st pay TO:	2020-21 9 th pay FROM:	2020-21 9 th pay TO:	2020-21 17 th pay FROM:	2020-21 17 th pay TO:
1.	Iannazzo, Julia	\$56,109 Step 7 Col. 2	\$56,994 Step 7 Col. 4	\$56,109 Step 7 Col. 2	\$56,994 Step 7 Col. 4	\$56,109 Step 7 Col. 2	\$56,994 Step 7 Col. 4
2.	Lowris, Joel	\$70,974 Step 12 Col. 5	\$71,419 Step 12 Col. 6	\$70,974 Step 12 Col. 5	\$71,419 Step 12 Col. 6	\$70,974 Step 12 Col. 5	\$71,419 Step 12 Col. 6
3.	Martone- Bunn, Larysa	\$47,991 Step 4 Col. 2	\$48,873 Step 4 Col. 4	\$48,432 Step 4 Col. 3	\$48,873 Step 4 Col. 4	\$48,873 Step 4 Col. 4	\$49,314 Step 4 Col. 5
4.	Miller, Lynda	\$53,845 Step 6 Col 3	\$54,729 Step 6 Col 5	\$53,845 Step 6 Col 3	\$54,729 Step 6 Col 5	\$53,845 Step 6 Col. 3	\$54,729 Step 6 Col 5
5.	Pecha, Kaitlin	\$53,845 Step 6 Col. 3	\$54,729 Step 6 Col. 5	\$53,845 Step 6 Col. 3	\$54,729 Step 6 Col. 5	\$53,845 Step 6 Col. 3	\$54,729 Step 6 Col. 5
6.	Simonds, Kevin	\$47,358 Step 3 Col. 1	\$49,560 Step 3 Col. 6	\$47,358 Step 3 Col. 1	\$49,560 Step 3 Col. 6	\$47,358 Step 3 Col. 1	\$49,560 Step 3 Col. 6
7.	Stevens, Miriam	\$53,403 Step 6 Col. 2	\$54,729 Step 6 Col. 5	\$53,403 Step 6 Col. 2	\$54,729 Step 6 Col. 5	\$53,845 Step 6 Col. 3	\$55,171 Step 6 Col. 6
8.	Watson, Mark	\$82,810 Step 16 Col. 5	\$83,257 Step 16 Col. 6	\$82,810 Step 16 Col. 5	\$83,257 Step 16 Col. 6	\$82,810 Step 16 Col. 5	\$83,257 Step 16 Col. 6

i. Professional Staff 2021-2022 Salary Compensations subsequent to Grievance Settlement #16-17-04. Ninth (9th) pay is prorated.

	Name	2021-22 1 st pay FROM:	2021-22 1 st pay TO:	2021-22 9 th pay FROM:	2021-22 9 th pay TO:
1.	Miller, Lynda	\$56,551 Step 7 Col. 3	\$58,536 Step 7 Col. 5	\$56,551 Step 7 Col. 3	\$58,536 Step 7 Col. 5

j. Support Staff Salary Changes

	Name	Position	Location	From:	To:	Effective Date(s)
1.	Finnerty, Stacy	Cafeteria Aide	High School North	\$13.93/hour	\$14.13/hour	July 1, 2021
2.	Serio, Amy	Cafeteria Aide	Resica Elementary	\$13.48/hour	\$13.68/hour	August 25, 2020 through June 30, 2021
3.	Serio, Amy	Cafeteria Aide	Resica Elementary	\$13.93/hour	\$14.13/hour	July 1, 2021
4.	Shallo, Sandy	Cafeteria Aide	Lehman Intermediate	\$13.93/hour	\$14.13/hour	July 1, 2021

k. Workday Hour Change

	Name	Position	Classification	Location	From/To	Effective Date(s)
1.	Venslosky, Dana	Bus Driver	Support	Transportation	From: 6 hour To: 7 hour	February 15, 2022 through the last 2021-2022 student day.

I. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Binikos, Erinni	Special Education teacher (TPE) Replaces Deana Ostroski who was temporarily reassigned.	Professional	J. T. Lambert Intermediate	\$48,232.00 (prorated) Step 2 Column 3	April 19, 2022
2.	Duran, Mildred	Special Education teacher (TPE) Replaces Timothy Sullivan who resigned.	Professional	High School South	<u>Salary change:</u> \$50,114.00 (prorated) Step 1 Column 5	<u>Date change:</u> January 21, 2022
3.	Gimbi, Alison	School Counselor (PE) Replaces Juliana Casto who resigned.	Professional	Middle Smithfield Elementary	\$59,392.00 (prorated) Step 4 Column 11	To be determined.
4.	Halko, William	School Psychologist (TPE) Replaces Carrie Devine who resigned.	Professional	Middle Smithfield and Resica Elementary	\$61,886.00 Step 7 Column 8	1 st 2022-2023 teacher workday.
5.	Kozich, Rachel	School Psychologist (PE) Replaces Casey Sassaman who resigned.	Professional	East Stroudsburg and Resica Elementary	\$61,133.00 (prorated) Step 7 Column 9	To be determined.
6.	Metz, Allezondra	Art teacher (TPE) Replaces Erin Ilch who was reassigned.	Professional	J. M. Hill and Smithfield Elementary	\$47,250.00 (prorated) Step 1 Column 1	February 14, 2022
7.	Reinert, Megan	Speech & Language Pathologist (TPE) This is a new position.	Professional	High School South and J. T. Lambert Intermediate	\$60,066.00 Step 7 Column 7	To be determined.
8.	Twombly, Tanya	English teacher (PE) Replaces Kelly Schreir who resigned.	Professional	High School South	\$67,727.00 (prorated) Step 9 Column 11	February 14, 2022
9.	Howery, Taylor	Special Education teacher (LTS) Replaces Catherine Malvagno who resigned.	Professional/LTS	High School North	\$47,250.00 (prorated) Step 1 Column 1	<u>Date change:</u> January 3, 2022 through the last 2021-2022 teacher workday.
10.	Sapienza, Dominique	Social Studies teacher (LTS) Replaces Stephanie Reese who was reassigned.	Professional/LTS	High School South	\$50,554.00 (prorated) Step 1 Column 6	January 21, 2022 through the end of the last 2021-2022 teacher workday.
11.	Taylor, Kathryn	Math teacher (LTS) Replaces Catherine Van Winkle who resigned.	Professional/LTS	High School North	\$47,250.00 (prorated) Step 1 Column 1	January 31, 2022 through the last 2021-2022 teacher workday.
12.	Abbas, Nadia	Paraprofessional This is a new position funded by ESSER.	Support	Resica Elementary	\$17.32/hour	February 14, 2022
13.	Amador, Joann	Paraprofessional-Special Education Replaces Lisa Cruz who resigned.	Support	High School North	\$17.32/hour	To be determined.
14.	Bergoffen, Demetria	Paraprofessional/Reading Replaces JoAnn Johnson who retired.	Support	Middle Smithfield Elementary	\$17.32/Hour	<u>Date change:</u> February 16, 2022

15.	Boswell, Neffatiti	Secretary Replaces Jeanine Loeffler who was reassigned.	Support	Pupil Services	\$15.16/hour	March 1, 2022
16.	Curtis, Joseph	Bus Driver (6 hour) Replaces Holly McFarlane who resigned.	Support	Transportation	\$18.93/hour	February 18, 2022
17.	Fagan, Heather	Paraprofessional-Special Education Replaces Micanel Greaves who resigned.	Support	Bushkill Elementary	\$17.32/hour	February 28, 2022
18.	Gizzo, Andrea	Student Aide (7 hour) Replaces Elvira Duval who retired.	Support	East Stroudsburg Elementary	\$14.06/hour	March 14, 2022
19.	Hardy, Samantha	Registration Secretary (BOP I) Replaces Rebecca Lopez who was reassigned.	Support	Administrative Services	\$18.67/hour	March 8, 2022
20.	Keim, Jennifer	Secretary Replaces Tabitha Bush who was reassigned.	Support	J. M. Hill Elementary	\$15.16/hour	March 7, 2022
21.	Lees, Logan	Information Technologist I Replaces Orazio Saraceno who resigned.	Support	J. T. Lambert Intermediate and Resica Elementary	\$23.57/hour	To be determined.
22.	MacCubbin, Laird	Bus Driver (6 hour) Replaces Debra Presco who retired.	Support	Transportation	\$17.09/hour	February 22, 2022
23.	Massa, Jocelyn	Paraprofessional This is a new position funded by ESSER.	Support	Bushkill Elementary	\$17.32/hour	February 14, 2022
24.	Massey, Thomas	Student Aide (7 hour) Replaces Amy McDermott who retired.	Support	High School South	\$14.06/hour	February 7, 2022
25.	McDermott, Shanna	Cafeteria Aide (part-time, 3.5 hour) Replaces Lucinda Vitale who retired.	Support	Resica Elementary	\$13.88/hour	March 3, 2022
26.	Nelson, Mary	Paraprofessional This is a new position funded by ESSER.	Support	J. M. Hill Elementary	\$17.32/hour	To be determined.
27.	Stoffels, Cynthia	Health Room Nurse Replaces Margaret Reilly.	Support	High School South	\$19.10/hour	<u>Date Change:</u> January 24, 2022
28.	Williams, Melanie	Paraprofessional This is a new position funded by ESSER.	Support	Middle Smithfield Elementary	\$17.32/hour	February 8, 2022
29.	Atieno, Pamela	Temporary Student Aide (7 hour) This is a new position.	Support/ Temporary	J. M. Hill Elementary	\$14.06/hour	March 7, 2022 through the last 2021-2022 student day.
30.	Copeland, Carol	Temporary Student Aide (7 hour) This is a new position.	Support/ Temporary	East Stroudsburg Elementary	\$14.06/hour	February 22, 2022 through the last 2021-2022 student day.

31.	Guide, Darla	Temporary Student Aide (7 hour) This is a new position.	Support/ Temporary	Smithfield Elementary	\$14.06/hour	To be determined through the last 2021-2022 student day.
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(See pages 129-137)

m. Tenure

	Last Name	First Name	Position	Location
1.	Mercado-Franco	Aceneth	Spanish	High School South

n. Building Substitute Teacher

	Name	Location	Compensation	Effective Date(s)
1.	Rutkowski, Rebecca	Lehman Intermediate	\$150.00/day	March 22, 2022 through the last 2021-2022 student day.

o. Substitute Compensations

	Name	Compensation	Effective Date(s)
1.	School Police Officer	\$18.75/hour	November 28, 2021
2.	Security Officer	\$15.00/hour	November 28, 2021

p. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Cohen, Nicole	Substitute teacher	Professional	2021-2022 School Year
2.	Foster, Gabriella	Substitute teacher	Professional	2021-2022 School Year
3.	Guznay, Stephanie	Substitute teacher	Professional	2021-2022 School Year
4.	Hartman, Donald III	Substitute teacher	Professional	2021-2022 School Year
5.	Phillip, Keleisha	Substitute teacher	Professional	2021-2022 School Year
6.	Riley, Kimberly	Substitute teacher	Professional	2021-2022 School Year
7.	Winfield, Kyle	Substitute teacher	Professional	2021-2022 School Year
8.	Zabriskie, Emily	Substitute teacher	Professional	2021-2022 School Year
9.	Abbas, Nadia	Paraprofessional	Support	2021-2022 Fiscal Year
10.	Bongiorno, Nora	Custodian	Support	2021-2022 Fiscal Year
11.	Cinnante, Kelly	Cafeteria Aide, Cafeteria Worker, Paraprofessional, Secretary	Support	2021-2022 Fiscal Year
12.	Dailey, Rachel	Cafeteria Aide, Custodian, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2021-2022 Fiscal Year
13.	Foster, Gabriella	Paraprofessional, Secretary	Support	2021-2022 Fiscal Year
14.	Kolenovic, Rafeta	Custodian	Support	2021-2022 Fiscal Year
15.	Libertis, Yvette	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Student Aide	Support	2021-2022 Fiscal Year
16.	Vedder, Dawn	Cafeteria Aide, Cafeteria Worker	Support	2021-2022 Fiscal Year

q. 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.	Huffman	Carol	Career Exploration	ESACA- High School	\$30.15/hour
2.	Gambill	Geofrey	Psychology	ESACA- High School	\$30.15/hour

- r. **Kinderversity/Getting Ready for Kindergarten Fair.** Approve the following appointments to support 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.	Castle, Shaquila	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
2.	Conforti, Susan	Presenter	Support	High School South	\$30.15/hour (6 hour maximum)
3.	Dunstane, Mary	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
4.	Hogan, Karin	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)
5.	Leonard, Jacilyn	Coordinator	Professional	High School South	\$30.15/hour (5 hour maximum)
6.	Miller, Barbara	Coordinator	Professional	High School South	\$30.15/hour (6 hour maximum)
7.	Scott, Jessica	Presenter	Professional	High School South	\$30.15/hour (6 hour maximum)

- s. **Peer Mentor for the 2021-2022 School Year.** Approve the following appointment as a peer mentor as determined by administration.

	Last Name	First Name	Compensation
1.	Mooney	Edward	\$30.15/hour (20 hour maximum)

- t. **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 and subgroups of students impacted by COVID-19 public health emergencies that supplement school programs. No appointment is hereby made in the event that the respective programs are canceled. These positions are fully funded by Curriculum & Instruction.

	Last Name	First Name	Building/Position	Compensation
1.	Shemansky	Mercy	J. T. Lambert Intermediate/7th & 8th Grade Bob Ross Painting Intramural Advisor	\$24.95/hour (24 hour maximum)
2.	West	Melissa	J. T. Lambert Intermediate/Baking Intramural Advisor	\$24.95/hour (24 hour maximum)

- u. **Technology Education STEM Intramural for the 2021-2022 School Year.** Approve the Technology Education STEM Intramural for the purpose of teaching students about drones and to participate in a drone competition. No appointment is hereby made in the event that the respective program is canceled. This position will be fully funded through Curriculum & Instruction.

	Last Name	First Name	Building/Position	Compensation
1.	Lazowski	Philip	J. T. Lambert Intermediate/STEM Intramural advisor	\$24.95 (20 hour maximum)

- v. **Elementary Math Research & Historical Data Collection.** Approve the following Schedule B hours for the 2021-2022 school year for Elementary Math Research and Historical Data Collection. No appointment is hereby made in the event that the respective program is canceled. These hours will be funded by Curriculum & Instruction.

	Last Name	First Name	Course	Program	Compensation
1.	Ammerman	Stacie	Math Project	K-5	\$30.15/hour (5 hour maximum)
2.	Cykosky	Tamara	Math Project	K-5	\$30.15/hour (30 hours maximum)
3.	Litts	Diane	Math Project	K-5	\$30.15/hour (5 hour maximum)
4.	Rescigno	Barbara	Math Project	K-5	\$30.15/hour (30 hour maximum)

- w. **Early Intervention Parent Transition.** Preparation for and participation in a virtual meeting scheduled for February 24, 2022 to inform and assist parents regarding District processes with respect to the transition from Early Intervention to Kindergarten. These positions are fully funded by ACCESS. No appointment is hereby made in the event the program is cancelled.

	Last Name	First Name	Compensation
1.	Marrone	Ashley	\$30.15/hour (3 hour maximum)
2.	Osmun	Jonathan	\$30.15/hour (3 hour maximum)
3.	Rodriguez	Valerie	\$30.15/hour (3 hour maximum)
4.	Yohe	Zahra	\$30.15/hour (3 hour maximum)

- x. **Unified Sports Bocce Ball Coaches for the 2021-2022 School Year.** These positions are fully funded by Special Olympics. No appointment is hereby made in the event the program is canceled.

	Last Name	First Name	Position	Building	Compensation
1.	Gilmore	Khadijah	Unified Sports Bocce Ball Co-Coach	J. T. Lambert Intermediate	\$750.00 (prorated)
2.	Jagger	Darlene	Unified Sports Bocce Ball Co-Coach	J. T. Lambert Intermediate	\$750.00 (prorated)
3.	Martocci	Kathryna	Unified Sports Bocce Ball Co-Coach	Lehman Intermediate	\$750.00 (prorated)
4.	Mitchell	Brian	Unified Sports Bocce Ball Co-Coach	Lehman Intermediate	\$750.00 (prorated)

- y. **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 School Year

	Last Name	First Name	Position	Building	Compensation
1.	Bednash	Leanne	Mentor for Taylor Howery (effective 1/3/22)	High School North	\$675.00 (prorated)
2.	Greiner	Katie	Mentor for Shaquila Castle (effective 2/1/22)	ESACA	\$675.00 (prorated)
3.	Henritz	Heather	Mentor for Alyssa Struble (effective 11/30/21)	Middle Smithfield Elementary	\$675.00 (prorated)
4.	Murphy	Cheryl	Mentor for Loriann Brunette (effective 2/24/22)	Smithfield Elementary	\$675.00 (prorated)
5.	Newman	Julianne	Mentor for Kelsey Hranchock (effective 1/25/22)	East Stroudsburg/Resica Elementary	\$675.00 (prorated)
6.	Schembeck	Angela	Mentor for Matthew Trapp (effective 1/21/22)	J. T. Lambert Intermediate	\$675.00 (prorated)
7.	Scott	Jennifer	Intramural Ukulele Advisor	Bushkill Elementary	\$24.95/hour (48 hour maximum)

	Last Name	First Name	Position	Building	Compensation
8.	Granquist	Mark	Baseball Varsity Assistant Coach	High School North	\$4,237.00
9.	Sabino	Paul	Intramural Baseball Advisor	High School North	\$24.95/hour (24 hour maximum)
10.	Reith	Daryl	Intramural Boys' Track & Field Advisor	High School North	\$24.95/hour (24 hour maximum)
11.	Altreche	Ricardo	Intramural Football Advisor	High School North	\$24.95/hour (24 hour maximum)
12.	Lester	David	Intramural Girls' Soccer Advisor	High School North	\$24.95/hour (24 hour maximum)
13.	Transue	Scott	Intramural Weight Room Supervisor (spring)	High School North	\$24.95/hour (90 hour maximum)
14.	Massaro	Andrea	Softball Head Coach	High School North	\$6,183.00
15.	Schroth	Catherine	Track & Field-Girls Varsity Assistant Coach	High School North	\$4,107.00
16.	Krupski	David	Track and Field-Girls Head Coach	High School North	\$6,311.00 (plus \$250.00 longevity stipend)
17.	Cook	Samantha	Track and Field-Girls Varsity Assistant Coach	High School North	\$4,107.00
18.	Camaerei	Albert	Intramural Softball Advisor	High School South	\$24.95/hour (24 hour maximum)
19.	Ellison	Amy	Intramural Unified Track & Field Advisor	High School South	\$24.95/hour (24 hour maximum)
20.	Cole	Zachary	Intramural Weight Room Tri-Advisor (spring season)	High School South	\$24.95/hour (55 hour maximum)
21.	Ellison	Aimee	Intramural Weight Room Tri-Advisor (spring season)	High School South	\$24.95/hour (40 hour maximum)
22.	Sanker	Donald	Intramural Weight Room Tri-Advisor (spring season)	High School South	\$24.95/hour (15 hour maximum)
23.	Rogers	Thomas	Volunteer Baseball Advisor	High School South	not applicable
24.	Massey	Thomas	Volunteer Football Advisor	High School South	not applicable
25.	West	Melissa	Intramural Study Buddy Quad-Advisor	J. T. Lambert Intermediate	\$24.95/hour (60 hour maximum)
26.	DeLeon	Daniel	Baseball Head Coach	Lehman Intermediate	\$2,894.00
27.	Allen	Nichelle	Intramural After School Fan Group Advisor (shared position)	Lehman Intermediate	\$24.95/hour (48 hour maximum split between advisors)
28.	Donovan	Christine	Intramural After School Fan Group Advisor (shared position)	Lehman Intermediate	\$24.95/hour (48 hour maximum split between advisors)
29.	Francis	Gail	Intramural After School Fan Group Advisor (shared position)	Lehman Intermediate	\$24.95/hour (48 hour maximum split between advisors)
30.	Morales	Venus	Intramural After School Fan Group Advisor (shared position)	Lehman Intermediate	\$24.95/hour (48 hour maximum split between advisors)
31.	Cook	Samantha	Intramural Basketball Girls Co-Advisor	Lehman Intermediate	\$24.95/hour (12 hour maximum)
32.	Witte	Sarah	Intramural Basketball Girls Co-Advisor	Lehman Intermediate	\$24.95/hour (12 hour maximum)
33.	Taylor	Jerome	Intramural Boys' Track & Field Advisor	Lehman Intermediate	\$24.95/hour (24 hour maximum)

	Last Name	First Name	Position	Building	Compensation
34.	Long	Damon	Intramural Weight Room Advisor (winter)	Lehman Intermediate	\$24.95/hour (24 hour maximum)
35.	Fredette	Christopher	Intramural Winter Football Advisor	Lehman Intermediate	\$24.95/hour (24 hour maximum)
36.	Lester	David	Soccer-Girls Assistant Coach	Lehman Intermediate	\$2,403.00
37.	Morales	Venus	Soccer-Girls Head Coach	Lehman Intermediate	\$2,894.00
38.	Witte	John	Softball Assistant Coach	Lehman Intermediate	\$2,356.00
39.	Taylor	Jerome	Track and Field-Boys Head Coach	Lehman Intermediate	\$2,894.00
40.	Francis	Gail	Track and Field-Girls Head Coach	Lehman Intermediate	\$2,894.00 (plus \$250.00 longevity stipend)

e. **FINANCES**

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 c., in accordance with the recommendations of the Education Programs & Resources Committee and/or the Finance Committee. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

- a. The quote from Imagine Learning for ESACA eDynamic Elective Courses, in the amount of \$8,415.00.
(See pages 138-142)
- b. The quote from Wyebot Inc., for Wyebot (WIP) enabled Sensors, in the amount of \$8,060.00.
(See pages 143-144)
- c. The existing contract for two additional years with Frasier Advanced Information Systems for Districtwide copier machines and services, at a cost of \$6,720.00 per month with no change to CPC rates.
(See pages 145-150)

ii. **613 – Cooperative Purchasing**

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the following section ii. 613 – Cooperative Purchasing a. through g., in accordance with the recommendations of the Property & Facilities Committee and the Finance Committee. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

- a. The quote from Wayfare Sports Floors, for Middle Smithfield Elementary Gym Floor Refinishing, in the amount of \$27,850.00.
(See pages 151-155)
- b. The quote from Hilltop Sales and Service, for two John Deere X738 Signature Series Tractors, in the amount of \$21,017.04.
(See pages 156-163)
- c. The quote from Hilltop Sales and Service, for a John Deere 1025R Sub Compact Series Utility Tractor, in the amount of \$24,528.99.
(See pages 164-172)
- d. The quote from AG Mauro, for JT Lambert Intermediate Entrance Doors/Window System, in the amount of \$50,840.
(See pages 173-182)
- e. The quote from AG Mauro, for Lehman Intermediate #24 Door/Window System, in the amount of \$23,630.00.
(See pages 183-191)

- f. To ratify the 2022-23 Colonial Intermediate Unit 20 Fuel Oil Bid as follows, in accordance with the recommendation of the Finance Committee:
 - i. #2 Fuel Oil, Truck Transport, Locked in price of \$2.4976 for the contract term to PAPCO Inc.
 - ii. Off-Road Diesel, Tank Wagon, Locked in price of \$4.0095 for the contract term to PAPCO Inc.
(See page 192)
- g. The quote from Gopher Sports, for Adapted Physical Education Equipment at High School North, High School South, and Lehman Intermediate, in the amount of \$24,965.00.
(See pages 193-213)

iii. **616 – Payment of Bills**

Mr. Rohner said I just noticed that we did not get page two of the treasury report. I also noticed that we did not get the bank statements or the capital reserve is not in the packet that we traditionally get. I don't know what my balances are right now on my capital reserves. Mrs. VanWhy said the back side of page 245 is missing. Mr. Rohner said what would be page 252 is also missing. Mr. Neiman said I would propose since the bank statements are not PDE requirements of whether the Board needs to see that or not, I'll leave that up to you. I can bring the January's and February's treasurer's report to the March meeting for approval. The other choice is what Mr. Brown suggested add it to this meeting's minutes for approval at that time. Mr. Brown said whatever the Board decides. Mr. Schlameuss said we can receive the treasurer's report with the minutes. Mr. Brown said or you can pull it and include it with next month's agenda. Mr. Schlameuss said what we can do is have with our minutes page 2 of the treasurer's report and page one of the capital reserves document. It will be approved as one document. Typically, we just get the minutes but this time it will include the two extra pages. Does that satisfy your request? Mr. Rohner said I am going to give you my traditional vote. I am going to do a Right-to-know Request to get the statements. Mr. Gullstrand said based on the information provided can our vote be changed to be reflected on the Board minutes of the previous month. Mr. Schlameuss said you can vote no in the Board minutes when approving the minutes if the information you receive is contradictory. Mr. Brown said the Board can if the majority of the Board wants to do that. Mr. Gullstrand said I mean individually. Mr. Brown said you can move on what you want. Dr. Bonilla said I want the bills to get paid this month. Mr. Schlameuss said that is a separate issue. Thank you, Wayne for bringing this to our attention.

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 Jason Gullstrand and passed 7-2. George Andrews and Wayne Rohner voted no.

- 1. Budget Transfers - (See pages 214-218)
- 2. Payment of Bills - (See pages 219-244)
- 3. Treasurer's Report - (See page 245-269)

2.

ACTION BY THE BOARD:

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

- i. Application for payment:
 - 1. High School North and Lehman Intermediate Window Replacement – D&M Construction – Application #8 \$17,428.50
(See pages 270-271)
- ii. D'Huy Engineering Invoices:
 - 1. Resica and Middle Smithfield Water Filtration – Invoice #54263 \$729.25
 - 2. High School North Sanitary Liner Replacement – Invoice #54264 \$520.00
 - 3. High School South Pool Repairs – Invoice #54265 \$291.52

4. High School North and Lehman Intermediate Window Replacement – Invoice #54266 \$2,089.97
5. J.M. Hill Entrance Vestibule Renovation – Invoice #54267 \$128.71
6. High School North and Smithfield Elementary Flooring Replacement– Invoice #54268 \$33,386.43
7. High School North Natatorium Roof Replacement – Invoice #54269 \$16,718.80
8. High School North Natatorium HVAC Replacement – Invoice #54270 \$14,107.80
(See pages 272-279)

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

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the request to establish the special activity fund listed. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

1. Staff SWPBS - Smithfield Elementary
(See page 280)

2.

ACTION BY THE BOARD:

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

1. ESACA
2. East Stroudsburg North Softball
3. East Stroudsburg North Swim Team
4. Spring Production
(See pages 281-284)

f. **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 Steven Lurry and carried unanimously, 9-0.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	BackTrack Vocals c/o Mike Hinkle	Daytime Concert Performance for J. T. Lambert Intermediate students and workshops for band and choir students.	\$3,500.00	J. T. Lambert Intermediate Principal's Account	3/9/22
2.	BackTrack Vocals c/o Mike Hinkle	Evening Concert Performance for J. T. Lambert Intermediate families.	\$1,500.00	J. T. Lambert Intermediate Principal's Account	3/9/22

3.	Colonial Intermediate Unit 20	Facilitate Applied Behavioral Analytic Services (ABA) to include: positive behavioral support plans, assessments, consultations, trainings, observations, data collection, interviews, record reviews, report development and meeting participation.	\$65.42 per hour, for 30 hours. Not To Exceed \$1,962.60	Pupil Services and Special Education funds	January 31, 2022 through the end of the 2021- 2022 School Year
4.	DJ Zazzy (Brianna Zazulak)	DJ Services for the Sophomore Snowball Dance	\$150.00	H.S. South Class of 2024	2/26/22
5.	Fetterman, Robert	Rehearse clinics at H.S. South and J. T. Lambert Intermediate School.	\$2,000.00	Instrumental Music Department	2/28/22-3/1/22
6.	Lexicon Timing, LLC (Alexis Mercado)	Timing Services for North Track & Field 5 dual meets	\$2,250.00 (\$450 x 5 Dual Meets)	Athletics – North Track & Field	3/7/22-5/31/22
7.	Pocono Environmental Education Center (George Johnson)	Three in-person grant funded programs about “Seasonal Survival”.	\$100.00	PEEC Grant	3/25/22

(See pages 284-301)

2. Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial Intermediate Unit 20	Autistic Support Case Assignment at JT Lambert Intermediate School	Not To Exceed \$43,968.60	Pupil Services and Special Education funds	2021- 2022 School Year
2.	Colonial Intermediate Unit 20	RWAN Intermediate & DDoS (Distributed Denial of Services) Protection	\$12,898.32 Annually (\$1,074.86 per month)	Technology Services	2022-2025
3.	The Palace Center	Prom Venue for the Class of 2022.	Approximately \$13,455.00	H.S. North Class of 2022	5/7/22

(See pages 302-308)

ACTION BY THE BOARD:

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

XII. ADJOURNMENT: 8:55 P.M.

Respectfully Submitted,

Patricia Rosado
Board Secretary