

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
EDUCATION PROGRAMS & RESOURCES COMMITTEE MEETING
April 13, 2022
VIA Zoom
7:00 P.M.
Minutes**

- I. The Chairperson,** Dr. Damary Bonilla, called the Education Programs & Resources Committee meeting to order at 7:01 p.m. and led those present in the Pledge of Allegiance. Secretary Jessica Barlotta called the roll.
- II. Board Committee Members Present:** Dr. Damary Bonilla, Rebecca Bear, Jason Gullstrand, Debbie Kulick
- III. School Personnel Present:** Jessica Barlotta, Heather Piperato, William Riker, William Vitulli, Trenee Lurry, Lisa Vitulli, Matt Sadowsky, Tabitha Bradley
- IV. Community Members Present:** Shanice Person-Correa, George Andrews, Ritchell Freeman, Michael Freeman
- V. APPROVAL OF AGENDA AND MINUTES**

RECOMMENDATION BY THE COMMITTEE:

Dr. Bonilla asked for a motion to approve the agenda for April 13, 2022, with members of the Committee reserving the right to add to the agenda and take further action in the best interest of the District. Dr. Bonilla asked for Agenda Item d. be moved after Agenda Item a. Motion was made by Rebecca Bear. Debbie Kulick seconded the motion and carried unanimously, 4-0.

RECOMMENDATION BY THE COMMITTEE:

Motion was made by Jason Gullstrand to approve the minutes of the March 9, 2022 meeting. Motion was seconded by Debbie Kulick and carried unanimously, 4-0.

VI. ITEMS FOR DISCUSSION:

a. PTO Presentation-Bushkill – Mr. Freeman, Acting PTO President

Dr. Bonilla introduced the topic as an opportunity for the Ed. Committee to collaborate with and support the PTO. Tonight’s presentation was Bushkill. Ritchell Freeman is the Secretary and introduced her husband Michael Freeman, as the Acting PTO President. Mr. Freeman went on to name the other members of the PTO and then share pictures of the events the PTO has held. They have partnered with a local pizzeria, Marluacas, for a family night once a month and on Monday’s people can mention the Bushkill PTO, so they get a percentage off and a percentage of their purchase goes back to the PTO. Not only does the family night promote family time, but they donate a portion of the proceeds back to the PTO for that night as well. They also do a trunk or treat. They also pass out a monthly newsletter/flyer and have it sent out on Class Dojo. They also have lots of other plans and things they do which they discussed.

Dr. Bonilla commented that they are busy and it's exciting to hear about the wonderful things that they are doing and the way they are creating community for the students and families. She noted the Marluacas

Monday's so anyone can go. She said it's a good opportunity to support a small business and support the school PTO. She then opened it up to the board to give them a chance to share their reactions.

Debbie added that she wanted to compliment the wide berth of items that they have planned because it's not the same things as they usually hear, which is really excellent. She also noted that their newsletter is very lively and attractive. She asked where about the location of Marlucas, which was explained to be at the intersection of Bushkill Fall Road and 209.

Rebecca went on to say thank you so much for all the PTO is and, as parents, whether their kids go there or not, they appreciate what PTO's do for the schools. She doesn't think the Community realizes how much PTO's actually do behind the scenes. They help with things like ice pops for field day or T shirts for the kids when they graduate. It's the little things that go a long way, like the movie nights because it is a time to actually get together with their friends in school when they wouldn't necessarily see their friends or be able to get together with them so it's great it's just an opportunity to be social and to interact with their friends and their parents get to meet each other as well. The board really appreciates everything the PTO does. She thanked them again, and said she will make sure to try to go to Marlucas on a Monday night since she has only had their breakfasts but she will try to go for a dinner on Monday night.

Jason went on to say that the logistics of running any sort of organization are pretty crazy and to do it in a school doesn't make it any easier. He went on to say that involving the Community like they do and having the know open line of communication is not easy, but when they do it seamlessly, everyone thinks it's easy, and it is very much appreciated for those who know what goes on behind the scenes.

Dr. Bonilla thanked everyone and said that they were grateful to have them and have the update and be able to share with the Community what they are doing and hope to have them back. She also wished them good luck with the events they have upcoming and said if they can be of support, the PTO can feel free to reach out.

d. DEI Update – Trenee Lurry

Trenee started with adding that she was looking forward to break. She was glad to see everyone again. She said staff training continues throughout the end of this year and planning for next year's training and DEI goals will continue throughout the summer.

Dr. Bonilla thanked her and handed the meeting to Dr. Vitulli.

b. ESACA Update – Lisa Vitulli

Dr. Vitulli went on to introduce Lisa Vitulli who was giving an update to the ESACA program.

Lisa went on to explain that she is the Director of the East Stroudsburg Area Cyber Academy. She has been with the district since 2005 and most of her time was at Lehman Intermediate in 6th grade. She has been working with the Cyber program for about 8 years. She joined the blended building 4 years ago and has been the director for the past few months. She went on to present a slideshow which broke down the student information, which included that they have 722 students in K-12, 110 of which have an IEP. There are students from all 10 buildings. She went on to break down the enrollments and counts per grade, as well as students that are in the program for other reasons. She included the reasons why some families chose the Cyber program, including COVID and other concerns. The breakdown of the teachers showed there are 13 elementary teachers, 23 middle school teachers, and 51 high school teachers which are all Schedule B teachers. They have two elementary success coaches, Katie Greiner and Shaquila Castle. They also have five Secondary Success Coaches: Elizabeth Bock, Marilyn Espinosa, Geof Gambill, Marisa Kehr, and John Zerfoss. They also have two school counselors: Kate Krammes and Carol Huffman. Their Secretary is Janice Frazier. They offer 170 High School courses. The 3rd marking period average was 78.6% for grades 6-12. She then went over the role of the Secondary Success Coaches and included some photos of the staff and students. She also went on to present a slide showing what the School Counselors do. Next up was the Art opportunities provided by Mrs. Kirkpatrick. She then explained the Elementary Success Coaches roles and things they do, as well as showed some pictures. She

also showed a slide that presented the savings to the district of the ESACA program as opposed to brick and mortar learning. She invited everyone to the 1st Annual ESACA Showcase on May 25th, from 5pm to 7pm. She closed out the presentation with her future plans for the program.

Dr. Bonilla went on to thank Mrs. Vitulli, telling her the presentation was excellent. She recounted that she was talking about the program the past weekend and she is always promoting that the district has this amazing program and opportunity within the school district so she said it's good to have highlights of everything. This allows them to be able to think about how to further support ESACA, how to talk about it with the Community, and how to elevate visibility. She then opened it up to Jason Gullstrand for comments.

Jason Gullstrand added that when the pandemic started and regular classroom teachers became virtual teachers, East Stroudsburg was really the leader for many of the school districts around and what it's come to now is significantly more advanced than what they had originally hoped. He went on to say that she mentioned they're saving the district 13 million a year. He said saving money for the district is great, fantastic, but what they need to look at is the reason why they are saving the money, and the reason why the kids are coming back and leaving. They are providing a better service for the student population and the services that they have left for, and so the money is great, but what they are providing is even better, and so he just wanted to thank them.

Rebecca Bear added that she is amazed at how much the ESACA team does. She never knew they did all those things so it's amazing and she thanked them for doing it and implementing art and those types of things. Her only question was do they provide transportation if they need it?

Lisa Vitulli responded that grades 6-12 do have transportation provided. They are still working on a plan for elementary. 6-12 can take a bus from their home to their homeschool and they also have a transfer bus that goes to the ESACA building.

Rebecca added that it's amazing. She's glad they do that and she's excited that so many students in the brick and mortar are taking advantage of the electives that they had spoken about. She didn't realize it was that many and she is glad so many are taking advantage of it.

Dr. Bonilla said that stood out to her as well. She said to Jason's point, it is such a benefit to the students and families in the district. She handed the meeting to Debbie Kulick.

Debbie added it's a wonderful path that they are on. One of the things she would like to see done, and because they now have a communication department, she would like to see commercials produced that will play in the area that are targeted to those students who would normally go to some of those other off site locations. Her question is, and she is not sure who answers it, since it is quasi-virtual; Could they take outside students and have them transfer in from other areas? She is shamelessly saying that they should present this to the wider public and they really almost have to compete with those flashy commercials that she sees on TV. She would like to put pressure on to have that produced.

Dr. Bonilla went on to open it up to Dr. Vitulli to try to answer that question now or she was able to take it back.

Dr. Vitulli answered that at the moment, no, they cannot bring in outsiders from other districts. Not that they haven't thought of it. They actually thought of it before the other districts developed their own programs. There are obviously contractual issues with things like that, as well, so that's not really in their immediate future, but he went on to say they will continue to market the program and he believes they have greater opportunity to market it.

Debbie Kulick asked as a follow-up question: They have a limited market but they really should be planning to play it out to their own people so they can recapture those dollars and she does not care if they produce something and it goes to every family that's currently using an outside charter school or some other location.

Dr. Vitulli responded that in early May, you will see something come out from us that's going to solicit people's choice for next year, because they have to get an idea of where they are going to stand for next year, as far as enrollments. They are pretty steady with grades 6 through 12. They know where that's at, but they are talking about some modification to elementary and they are going to want to secure those numbers as best they can. This may they will see more information about that and he also pointed out the

fact that they only have 416 Cyber charter students out in this district, which is so low as compared to schools that are far less small than this district in Monroe county. Our district is probably the lowest right now in the schools in Monroe county, so we are retaining your kids we are getting them back, and it is because we do have a good program, it is because it was a grassroots program started well ahead of everyone else, and will continue to make it as good as possible and continue to grow it as best we can. Dr. Bonilla thanked Dr. Vitulli and added that she thinks sending the postcard home to every family was helpful with that. The more they talk about the program as board members, as educators, and as part of the district, the more people know about it. She mentioned that a couple weeks ago, she was getting a facial and the person happened to have children in the school district, and they were talking about a couple of things and Dr. Bonilla pointed out that ESACA would be a great option. And again, the past weekend she did the same. So she thinks the more they talk about it and ensure that people know, the better they position the program. The district was also set apart because of ESACA and being able to get all the kids online.

Rebecca Bear added that even a commercial on a Pocono Channel where people from East Stroudsburg see it. She also suggested postcards for local realtors that provide the options for enrollment and a QR code that takes them to a video for how to enroll a student into our District, be it ESACA or brick and mortar.

Debbie Kulick added that many of the townships give out a welcome packet to their new residents, so she would think that that should be included as well, so they don't forget to include local government, because once they have included them they become partners with us.

Lisa Vitulli commented that it could be a brochure with a QR and video.

Dr. Bonilla commented that there are lots of great ideas. She thinks the general messaging and encouragement from the committee is to continue to promote increased visibility as best they can and she is also encouraging individuals, whatever role they play in the district, to continue talking about it because they also know that word gets around pretty quickly so sometimes people don't even realize. She thinks there's a lot of opportunity for visibility.

George Andrews asked if MCTI tied into ESACA because that is an important feature to market.

Lisa Vitulli responded that they have students that go to MCTI. They are not affiliated with MCI, but they have 11th and 12th grade students that go and they have transportation to MCTI as well.

Dr. Vitulli added that the Easton School District has been visiting our ESACA program and asking questions and sharing ideas with the team up there.

Lisa Vitulli added that it is really nice and beneficial, because as wonderful and helpful as all the building principals are in our district, it's nice to have a connection with Easton School District, because they use the same exact programs that our district uses and they're in which is kind of sharing ideas back and forth so that's really a nice partnership there.

c. Senior Survey 20-21 Results

Dr. Vitulli introduced the next topic of the Senior Survey. The senior survey came to the curriculum instruction office for review and approval and Dr. Vitulli recognized the potential of what they could get from it so Mrs. Piperato, Dr. Riker, and Dr. Vitulli took it over and made some adjustments and will be sending out the new senior survey shortly to the schools to get to their seniors but in the meantime, he wanted to share some information from the last year survey. He started a slide show presentation with the results. He went over that 534 students took it. 42% of the seniors who took it started ESASD in kindergarten. He then went over the senior plans for after high school. The next slides asked the students what courses they thought were useful. They will revamp the question for next year. This year, they asked about the Art Department, Business Education, Driver's Ed., Family Consumer Science, Foreign Language, Health & PE, Mathematics, Library, Vocal Music, Instrumental Music, Science, Social Sciences, Tech/Industrial Arts, MCTI, ESACA, Guidance/Counseling, English, and then the overall. All of the topics had primarily good results. He then opened it up to questions.

Dr. Bonilla had a question for guidance, where it says didn't take? IS that that the students never accessed

or never had a conversation with their guidance counselor?

Dr. Vitulli responded that that's where he believes the questioning used in the survey up to this point was confusing, because if he was a senior, he may not have had a need to visit his guidance counselor in his senior year and that's sort of how the question was asked. That is why they expanded the question to say "during your high school career what did you think of the guidance program?" Next year, they are looking forward to seeing those results and hopefully see something a little bit different.

Dr. Bonilla commented that she sees it as such a critical component for the students, particularly in high school and senior year. She then handed the comments and questions to Rebecca.

Rebecca added that Dr. Bonilla had a good question that too, with guidance counselors. She wondered if it was the wording of the question that gave that answer? Because, in her eyes, most juniors and seniors meet with their guidance counselors, especially junior and senior year because those are critical times when they're looking at which college to go to, what their next steps are, planning on taking their SAT's, what type of scholarships are out there, etc. So she is wondering if it's the wording of the questions as to why they received 'did not get/did not take' as an answer because they even got that answer for English and Math. it's interesting that some of them had did not take when they would be things that we would be engaging our students in and it's disheartening that you know some of the students felt that guidance did not help them.

Dr. Vitulli said he would agree, the way the question was written, probably didn't give accurate results. He was just bringing the information forward. He does not think it's 100% accurate but he is looking forward to the newer survey that should be distributed in the beginning of May.

Rebecca Bear was glad that they are changing the survey questions because she thinks the survey is very important.

Dr. Vitulli added that they have added some questions that they haven't had before, i.e.: "can you can you share with us your personal email, so we can stay in touch with you and find out if you are in the career that you wanted to be or you know now, how do you feel that East Stroudsburg prepared you?"

Jason Gullstrand understood the question about the wording and that has been corrected, he agrees it is an important survey like an exit survey.

Deborah Kulick added that the follow up down the road is really an important thought, because that expands things, and it also allows the district to keep touch with those people, because there are other things that help identify the success of the district students.

e. Library Furniture Update

Dr. Vitulli went on to recall the library furniture update as being something prior to him taking his position, Ryan Moran, Mrs. Piperato, and Dr. Bradley worked with the libraries and worked a deal to help them upgrade their furniture, modernize those areas, convert those areas from just libraries to more of a modern learning community area. As they may recall, it was brought back to the board earlier in the year and the Board has set aside some monies in the capital project to address the library furniture needs. They are getting those orders in now in hopes of getting them by the end of summer, or late summer, hopefully before the school year starts, although as everyone knows, so many things are taking so long to get. It was presented at the finance committee by Mr. Nieman as a motion, not to exceed \$125,000 for the four secondary libraries, because they didn't have at that time, the specific quotes from the specific schools done, but they should have them for the board meeting. The way the money is being utilized by the four libraries is different, depending on their size and their needs. The North library is one of the larger libraries and does consume a larger amount of that that money but, again, all that's been set aside in the capital projects funding. There were no further questions.

f. C&I Proposal – Curriculum Specialists

The last topic Dr. Vitulli introduced was a request for help. He started his presentation with a statement that is a request for support for the Curriculum & Instruction Department in an effort to create an educational experience that's going to immerse the students in a career they're liking. He was unsure how familiar those on the meeting were with the goals of the district, but they are working very hard to create career pathways that are going to be relevant to the students, give them opportunities in dual enrollment, job shadowing, certifications, things like that and a lot of other wonderful ideas to really expand that experience but they need help. Currently, the Curriculum Instruction Secondary responsibilities include 15 different subjects being taught, 264 different courses, 37 different chairs that help support the efforts that they're trying to accomplish and then 3,800 different students grade six through 12 that are being taught and have different needs. All of that is done through the Curriculum Instruction Department which would be Mrs. Piperato, half of Dr. Vitulli's Secretary, and himself. He acknowledged that they pull off miracles by working with teachers and coaches and chairs, but they are getting to a place where it's more and more difficult to do these things. His question to the Committee is to provide them with two Curriculum Specialist Positions, which would be teacher or professional positions, not Act 93, but professional positions, 10 month positions, that would be eligible for summer days like the Guidance counselors who get so many days in the summer to prepare for the next year. They have set aside funding in their curriculum initiative fund, currently standing at about \$4 million. They would like to do it for three years and reevaluate the situation, see how they have done and they would like to base their evaluation on the goals they are setting for themselves. The Curriculum Specialist would report directly to Mrs. Piperato, the Director of Secondary Education. He went on to present more about the goals and showed some slides that included more specifics regarding the goals of the positions, as there are many goals and specific ideals of all that the positions should encompass. He summed it up by reminding everyone that there is funding for the roles. The money was set aside before he got the position, years before he got the position, and it is about \$4 million right now. In summary, he is asking for some help and support of these roles in order to achieve the goals that they want to serve the students better. Dr. Bonilla thanked him for the comprehensive layout of the needs. She had questions and a bunch of thoughts, but she opened it up to the committee first starting with Jason Gullstrand. Jason Gullstrand commented that there's a lot to digest there and a lot to go through and process. He explained that through some discussions with others, he found out that a lot of kids who finished school in Europe go to university to become what it is that they want to be, but for some unknown reason in the United States, kids finish school go to college to figure out what they want to be. His point is that there are so many kids who really don't have a good grasp on what it is that they necessarily want to do. They go in to college with an idea, but they 'find themselves' in college. By providing more of a clear cut pathway, analyzing and putting things together in a school district to help gear those kids and drive them so they can see what pathways and options they have, would be a tremendous benefit for the students. One other thing he had noted was how can they utilize those Curriculum Specialist individuals to help guide those students and make sure that those students are, if they're interested in certain things, making sure that they are given those opportunities to move in that direction, whether it be in a trade, whether it be in a university. Someone to guide them to the right idea of going to college or a trade school or a job. That would probably benefit a lot of kids, as the guidance department tries very diligently, but a lot of kids just go into college not really knowing what it is that they want to do, where they want to go. Giving students a clear pathway would be a tremendous advantage for the student population. Dr. Vitulli commented that they have several different pathways they would like to pursue to give students the experiences that are going to make them successful in college so they're not struggling and they're familiar with the terms and methods. That is what they can do if they can create the pathway, and with the creation of it comes the marketing of that idea, too. Which has to come through the teachers, who speak with the kids and help push them along as well as the guidance counselors. Dr. Vitulli believes the role of these curriculum positions is vital for them to accomplish all this in a short period of time. He also

pointed out how hard it is to get someone to consistently look at these programs and to get consistent productivity when they are constantly moving and training people.

Jason Gullstrand reinforced that over time, they have to piecemeal things with different individuals, and having an all in one location would make it significantly more coherent for them to gather that information.

Rebecca Bear added she thinks this will also not just benefit the students and the teachers, but actually benefit the guidance department, because this will also take a little bit off of them, because the Curriculum specialist would be helping kids understand what their goals are, what their needs are, what they need to do for the path that they want, whether they want a stem path or a health care path or education pathway or a business path. Her thought was, because he never mentioned guidance in the presentation, she thinks guidance does a lot of this now, but it's difficult for them, because they have so many students. All the high school grade levels have different needs. Based on a different time and then, if something happens with a social emotional issue during the day the guidance counselor is then pulled away from helping a student decide what classes to take next year, because another child has a different type of issue that needs to be addressed right away. She thinks this may also help them, because it will give them back some time. Rebecca thinks there should be more counseling from them on helping kids understand what path and what courses will help them on that path. Not starting in 11th grade but start in seventh grade when it is a year before they're transitioning to high school. That gives them a chance to decide what they like and ensure they are taking the right class, which, if not started early enough, may impact them in their high school career when they cannot get into a class they want because they did not take the right preparation classes. Her vision would be to have more of that understanding what it takes to get the degree you want and what classes you should be taking, and have that pathway. So if someone wants to go into nursing or, if they want to go into education, they know what colleges look for or even as simple as if you want to play division one in a sport, you need to take CP courses. She has seen many student athletes in the district not take college prep classes and then can't understand why Division 1 schools are not looking for them. They may be a star athlete but they're not going to get into a D1 school because they didn't take college prep classes. Give them better support to navigate their school experience and what they want to get out of it.

Deborah Kulick started by saying that she respectfully offers the following comments. She likened the presentation to rock soup. She felt like they just threw a whole host of things in there and, quite frankly, she doesn't think that administration is 100% equipped to address many of those things they want to do, they need outside people to come in and help advise them as to what they need to be able to accomplish these things. She, at one point in time, worked with a charter school that had schools of learning and their schools of learning were education, health, law hospitality business either tech or entrepreneurship, the arts and they did not cover the sports, but that that's another thing. They did a foray into one small portion of, say, the healthcare area, and I feel personally they failed at it miserably and they didn't follow through with it. She thinks that the first thing to do is start to look for people who can actually, from a broad range help, identify the types of people you need obviously not your professional staff and you need to you need to be able to have the flexibility to be able to modify the staffing that's needed to be able to accomplish what you're talking about. She says all that respectfully.

Dr. Bonilla said she appreciates all of the comments. She asked George Andrews to weigh in when they go to public comment. She had a couple of questions and a couple of comments. She started by stating that she's confident that there is the internal expertise to identify the needs. She went on to say that none of what he presented is set in stone, and he came with the opportunity for thought partnerships, so if there are areas where they think that they could benefit, including external resources as additional support, she thinks it's okay to share those ideas, because he is asking for help. She added that Dr. Bradley and Mrs. Piperato are brilliant and the work that they've been doing is amazing, and is the work of more than two people for sure. Dr. Bonilla thinks that adding capacity in a deliberate manner is going to help across the board in some areas that were already pointed out. Rebecca, for example, talked about guidance counselors. She thinks, keeping in mind that the curriculum and instruction department is critical to our

student's success, should be the underpinning of how we think about this investment and this decision. They have a responsibility to invest in our students to ensure that they have the resources to build their skill set, to access opportunities, to ensure that they thrive and what Dr. Bonilla is thinking is that, yes, we do need information and resources to identify the specific needs, etc., to Debbie's point. Which is why research and data collection and all of that information gathering was mentioned, so that they are deliberate and strategic. Dr. Bonilla is thinking that when they come up with what the process will look like, what these roles will contribute, they could really set themselves up to keep people locally after they graduate from the district because a partnership with local businesses with the Community in this strategic but broad way will then allow them to create a pipeline of professional opportunities that doesn't have students running out of our Community when they graduate. She loves the idea of our district creating a model, a pathways program. She said some of what they brought up, to this last point, the future educator piece to her draws the question of can they create a pipeline or how can they create a pipeline for the district, so that they are not always in this predicament of needing more teachers, but really preparing their own students who are interested in education to be empowered and prepare to take the reins when their teachers retire because they're the incoming educators. She thinks just reframing the way they are thinking about pathways and life skills is some of what she is thinking about. She thinks the data will definitely help to make informed decisions but also help to communicate across the district with in house. To Rebecca's point about guidance counselors, how do they talk with them about what support will come to them and what they'll be able to do when they don't have certain things on their plate. What are the positive dynamics to come out of such changes, but also to be able to communicate with the broader community in terms of the partnership opportunities? They don't just want them to help us and support the students, they want to create a workforce for them. She wants to keep some of that in mind, because there has to be a return on investment, not just for the district, but for the people that they are approaching in the Community. She is also seeing the opportunity for funding to use that information to be able to tell the story for access to funding. She went on to say Angela is brilliant in terms of identifying opportunities, and so if they give her the information and give her a model, Dr. Bonilla thinks they will be able to bring some money in, so the, the question that she has for Dr. Vitulli is what's the anticipated costs for the two positions, what is he seeing as an ideal start date? Obviously there's much to do before he gets there, but what are some of those questions that she thinks other board colleagues will have, if you're able to answer that and she knows it's the initial conversation, so if he can't that's okay.

Dr. Vitulli responded that Health sciences and future educators weren't by accident. Health sciences, they have built in partners in the Community, they have St. Luke's and Lehigh Valley that are already wanting to work with them, they talked to them in previous years about wanting to work with them. They have obviously future educators, Dr. Riker just held a meeting with the current President of ESU talking about the idea of future educators, as they do need to create a pipeline for their own schools. They really do know they're going to be facing this dilemma, but they want to be able to give kids those experiences before they get there, so they can make those decisions. As far as health sciences, that alone, obviously, it's an enormous employer for the future. There's a lot of opportunity there and it's vast in so many areas so again those two items were not by accident in being their first desires. They obviously wanted to work and they will do whatever they need him to do to make it happen, but he was hoping to have those positions solidified by summer, because if they end wanting to create a pathway in a couple of years, they need to set up their program of studies the year in advance: the program of studies obviously lays the groundwork for all the various classes, that you need to take to be in that pathway.

Rebecca Bear asked if they are looking for an educator to take this position? Because the way she's seeing it and the way she's hearing it, that may be somebody that's not an educator, maybe somebody that's in the recruiting world that is out there, recruiting people to work at a hospital, or recruiting people to educate and kind of thinking, out of the box, rather than in that square box that they always put people in; she thinks they don't need to have an education degree to be in this role because maybe they go after an HR person who does recruiting then that's their specialty and they know what outside world people are looking for and they know what skills the students are going to need to succeed because an educator knows how to teach it, but a recruiter knows what to look for. The way she is hearing it is she doesn't

think somebody who went to school to be a teacher is going to be the right person for this role, she thinks it's going to be somebody who recruits; maybe recruits nurses or recruits for business and even just a very robust HR person rather than an educator. She was thinking that would be a better person to fill the role rather than to have a teacher fill the role.

Dr. Vitulli added that he sees it as a need for academics and he's not going to say teachers, but he needs academics, who know what curriculum is, know how to design curriculum, help them create the pathways, make the foundations available to the students. They will certainly be there to assist in the marketing of these types of things and, ultimately, the guidance counselors will be the ones that will be working with each student individually to help them decide what it is that they want to do. But to hit these goals to do these things, they need academics, who know education.

Rebecca Bear added that the academic part is Dr. Vitulli's job, and Dr. Bradley and Mrs. Piperato's job. To create a pathway, in her eyes, the best way to create a pathway is with somebody who's in that pathway or helps people find their path in life, rather than somebody who writes curriculum, because you guys can figure out the curriculum and know what it takes to get there. But these people who are outside the world of education understand what it takes to be a nurse or what it takes to be hospitality, because they look for the right people every day.

Dr. Vitulli added that he believes they can collaborate with those people to determine exactly what they should be incorporating into their curriculum to help the students be the best employee they can be for them.

Dr. Bonilla added that's what she was thinking as well, where the partnerships would be critical and to Debbie's earlier point, she thinks, in terms of external resources, an opportunity for a focus group or Advisory Board of some sort to help us establish and ensure that we have the external perspective would be critical in the process of identifying some of those areas.

Deborah Kulick said her list grew as she was listening to all the dialogue. She said Rebecca was absolutely right, the two people may become one half and one half so one person may be someone who has the touch of the real world and the other person might be the person who can funnel that information. What she was initially going to say is she didn't see a job description, and she thinks the job description is going to help them know if they think Dr. Vitulli and team are on the right path for the persons they need and a little bit better understanding of what they anticipate as careers that they want to draw people into. It's not just shadowing someone around, they want to create someone who is going to be basically job ready or ready to be able to drop into the training that they need. Debbie Kulick recounted how she met with Rosemary Brown the week prior and they talked about mandating high schools to have to offer the full EMT course and that that was a major step to talk about something like that, because the program would be the precursor to some going into a medical career, as well as everything from pre hospital on up but what she wanted to say is she didn't see enough information and she thinks that Rebecca hit the nail on the head when she said they are going to have to have someone who has touch with the real world and that person might be the person who runs those focus groups, so she thinks they can't run it just as they are just the point people, she thinks they need a team put together.

Damary Bonilla added that she did want to remind the committee that this is the initial conversation, and they are just brainstorming ideas. But, also, that in terms of thought partnership, they should be asking for exactly, to Debbie's point, what's the job description, what would be the costs, etc... are the things that would help them determine but not get into the weeds of things. She wants to be very careful of their overarching guidance and governance piece versus those decision making pieces around what kind of person is going to be hired if they see the job description, they should give feedback, they should think about the overarching goals for the district, but they hired these individuals to be in the roles to make the decisions and board members are able to participate in those interview processes so that's where you engage, so she just wanted to make sure that they are clear in terms of roles and responsibilities.

Jason Gullstrand added that getting somebody from the outside, he agrees with, to an extent, because then they are saying that they would need somebody specialized in every pathway that the district would provide to offer, or is there truly one individual who can say Okay, these are the requirements of becoming a professional educator, this is what you're going to need if you want to become a lawyer who

is specific in business finance, etc. So going back to narrow it down to what both Debbie and Rebecca said about, maybe having a partnership between two because somebody who is familiar with the business world and the outside world and saying everything that needs to be what they are looking for in the pathway programs is great. But not knowing how to create that or look for that data within a curriculum, within an educational setting, provides that barrier for that individual to make sure that those students are where they need to be for that. Is it a one size fits all? He thinks they would agree that is not the case, because it is a this is quite an endeavor to take over because, like they said, just getting two pathways is a challenge to get done in such quick period of time never mind all the other pathways that they hope, as a district, they can provide for all of the students. He does like the two individual approach that was mentioned by Rebecca and Deb.

Rebecca Bear added that even with the pathways, something that needs to be taught to high school students, whether it's for college or for real world, is interview skills: How to speak to a person effectively, how to do all these things, and she thinks a lot of young adults lack those skills because they spend so much time on their phones and they text rather than have a real conversation like we're able to do right now as adults and say this is how I feel about this, this is how I feel about that, and effectively answer a question without getting nervous. Those are type of things that she thinks this type of position that he is looking for would be fabulous at doing as well.

Dr. Bonilla thanked everyone and announced that she was going to open up for public comments, so they can hear from George and from others that are with them. A couple of words that she wrote down when she was listening to some of the committee member's comments were: coaching, partnership, information gathering. She thinks all of that can be written into the job description, but what she was thinking about is that all the information gathering and all the work that they are talking about doing has to be incorporated into the curriculum, because at the end of the day, it is about curriculum, so she understands they need to incorporate the professional aspects and she thinks partnerships will be critical in that, but it has to be incorporated in the curriculum, otherwise it'll be ad hoc activities that they will be doing, and they can't do that so again, she trusts that the team will be able to put together more information for the committee. She appreciates the opportunity for partnership and being able to give some feedback. For just the sort of initial stages of framing, what this could look like: she clarified that she heard five pathways, although two were in the presentation?

Dr. Vitulli responded that there is at least five. There is a whole schedule, so to speak, of the various pathways that they want to do but they were just trying to give the push that they need to get started.

Dr. Bonilla thanked him and then gave George Andrews and the public the opportunity to speak.

VII. Questions & Comments from Board Committee Members on agenda items

Rebecca Bear asked if they have to move the Library Furniture forward.

Dr. Bonilla said it's not on the recommendations.

Dr. Vitulli said the quotes are being gathered right now and they'll bring everything to the full board.

VIII. PUBLIC PARTICIPATION – LIMITED TO ITEMS OF DISCUSSION

George Andrews added that he thinks the discussion they just had was very good, and he thinks it sounds like a good program. A big concern is on the cost right now as they have high inflation, high taxes, and if this is going to cost a lot of money, he thinks they are going to get a lot of pushback from the Community. They also have contracts coming up with the support, unions and all those things so he would be very careful with where they want to go on this. It's a great idea and he likes it, however he's concerned on the cost of it, and he thinks the Community would be very concerned with the cost when they are talking about hiring more people, changing the way we do business. People already think they are top heavy. That's where his concern is and he would like to get a copy of the presentation, as it was good presentation, so that he can look at it a little bit more.

Dr. Bonilla asked Dr. Vitulli if he was looking for recommendations from the committee?

Dr. Vitulli answered he was hoping they would say continue down the road and take a look... They have already been working on job descriptions, they are putting in place that the cost is two employees from a fund that's already set aside for items just like this, so there's no additional cost. The money is sitting in the bank. The part he did not know what an employee would come in at that level. He doesn't where they would come in on the contract, as it depends on the scale but he was thinking maybe \$70,000 plus insurance and benefits so he was guessing that's like \$100,000 a person.

Dr. Bonilla answered that they will give some recommendations. A couple of things have come up from the various comments that were made. She told George that she would come back to him in a second, but the reason she was asking is because she does not want him to send a presentation without context for other board members who weren't present for the Ed. Committee Meeting, but she does want him to share it if he wants people to think about it so she wanted to follow up with him on that.

George Andrews clarified that he is not looking at the initial cost of the two people; he is looking at the cost of, whether it be to implement all the things that Rebecca was saying, and that Dr. Vitulli was saying; all the overall cost to the district. It would be a big project, it's a great project, but it would be a huge endeavor. He said overall, if they were trying to implement this whole C&I and then that's where they have to take the whole thing into consideration as to they don't want to raise taxes, if they can help, especially in an inflationary time because people are having trouble making ends meet now. He added that \$4 million is not enough to implement the program. He said if they're going to implement this program \$4 million is not anywhere near enough.

Dr. Bonilla responded that the money is already there and they will see more details when they put more information together but Dr. Vitulli is saying the money is already there so they are not talking about raising taxes. She does understand his point about change, and people have a hard time with change so that's why she thinks a responsibility that they would have is to present the bigger picture, because the reality is that although individuals keep saying that the district is top heavy compared to other districts they are really not and when different units negotiate they always point to a particular unit and they always say this makes more than that, etc. She does not get fazed by comments that people say. They have a responsibility to present the bigger picture if they want the students to thrive. What are the changes and the investments that they have to make so to her, it's framing the bigger picture for people, but she understands his concerns and he is anticipating program costs that they haven't seen? She added that when they think about partnerships, if the district is succeeding at partnerships, they actually are accessing resources from the partners. She does a lot of collaboration at the national level and if they are going to partners like the hospitals, the hospitals have funds to be able to do this kind of work, so they want to access funds that other institutions have to support the students, so again, those are good questions that they can give to them. She clarified that Dr. Vitulli is asking for what are the next steps, where do they go, etc. She thinks the cost piece in terms of the job description, of cost piece in terms of the position funding, with benefits, etc., as well as what program costs would be associated with it, which would all be estimates for now, but to help them keep thinking about it. George did not have anything else besides saying it was a very good conversation. Dr. Bonilla said he had good additions, and thanked him because they are going to have to have the broader board conversation, so it's good that they could talk about it here.

Next to speak was Shanice Person-Correa. She said the conversation was really interesting for her. She hopes that Dr. Vitulli gets the support he needs for this program because, as a former student for about a decade or so ago, this is really needed. She said there was a semblance of guidance in a way of higher level class recommendations, a ton of courses, but no real direction, other than what was given to her, besides her extracurricular and her high school experience. She is not really sure how the guidance counselor system works now but having them act as like academic advisors throughout the school career and working in tandem with what the secondary curriculum specialist would be would really structure, she thinks, the whole entire school experience for the district. Teaching more soft skill courses. It will structure the school district and prepare students for even more success, and even if she looks to her peers that graduated with her or before her, and like around that little pocket of time, if you look at the ratio of

ones who actually went to college and like who lagged behind, she can just say this program would be highly beneficial and especially seeing the youth that are coming out; She would love to see them succeed in the best way possible and she really hopes he does get the support. Things like figuring out how to get these programs implemented for future educators, they can, she would say, maybe teach classes or give them opportunities, do mock classes and things like that. There are volunteer opportunities with any of the health systems, especially where we live there are abundant opportunities. For now, to implement this, she doesn't see why but she is just the layman so from her perspective, even though she does not know the ins and outs, but she thinks it's a fantastic idea, and she would love to see it implemented as a community Member, thank you.

Dr. Bonilla thanked her for sharing. She said it is great to have the lens of somebody who graduated from the district, so she appreciates that. There were no other comments. She asked Dr. Vitulli if he feels like he has some good direction about what the committee and George would like to see?

Dr. Vitulli responded that he does.

IX. ADVISORY RECOMMENDATIONS FOR CONSIDERATION BY THE BOARD OF EDUCATION PREVIOUSLY SUBMITTED TO FINANCE COMMITTEE

- a. MAP Growth K-12 NWEA - \$33,800.00

RECOMMENDATION BY THE COMMITTEE: Dr. Bonilla asked for a motion to move the items previously submitted to the Finance Committee forward to the full Board. Motion was made by Rebecca Bear. Motion was seconded by Debbie Kulick and carried unanimously 4-0.

X. NEXT MEETING - Wednesday, May 11, 2022

RECOMMENDATION BY THE COMMITTEE: Motion to adjourn was made by Debbie Kulick. Motion was seconded by Jason Gullstrand and carried unanimously, 4-0

XI. ADJOURNMENT: 8:51 pm

Respectfully submitted,
Jessica Barlotta