

MISSION STATEMENT

The East Stroudsburg Area School District fosters within all students a commitment to excellence, service and life-long learning, which prepares students to be creative, productive and responsible citizens with a global perspective

VISION STATEMENT

The East Stroudsburg Area School District supports all students on their path to success and values their rich diversity. Our dynamic programs are delivered by high-quality educators who utilize all the tools at their disposal, and collaborate with home and community, in order to deepen everyone's passion for lifelong learning.

EAST STROUDSBURG AREA SCHOOL DISTRICT BOARD OF EDUCATION REGULAR MEETING

June 20, 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 7:10 p.m. and led those present in the Pledge of Allegiance. Board Secretary, Patricia Rosado called the roll.

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.

- II. **School personnel present in the Board Room:** Brian Baddick, Brian Borosh, Jeremy Judd, Diane Kelly, Matt Krauss, Kristen Long, Kristin Lord, Fred Mill, Craig Neiman, Mary Olszewski, Amanda Parrish, Jason Picciano, William Riker, Patricia Rosado, Louis Santiago, Renee Stevens and Bill Vitulli. Christopher Brown, Solicitor.

School personnel attended via Zoom: Deana Morabito.

- III. **Community members present in the Board Room:** Larry Dymond.

Community members attended via Zoom: Amy Albertson, Jennifer Floyd, Keith Karkut, Kerry Labar, Jacob Morris and Shanice Person-Correa.

Other personnel present in the Board Room: BRCTV 13 Local News

Mr. Schlameuss said as I mentioned earlier it is Juneteenth today. This is the second anniversary of this holiday and we are meeting on this public holiday today. This will be something to consider for next time next year.

IV. **ANNOUNCEMENT OF EXECUTIVE SESSIONS**

- a. An Executive Session was held on Wednesday, June 15, 2022 at 8:00 p.m. for the purpose of discussing personnel.
- b. An Executive Session was held this evening at 5:30 p.m. before this meeting concerning School Safety and Security Coordinator, Frederick Mill's report on the district's current safety and security practices and strategies to improve school safety and security.
- c. An Executive Session was held this evening at 5:45 p.m. before this meeting for the purpose of discussing personnel, litigation and negotiations.

V. ADOPTION OF AGENDA

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt this agenda for June 20, 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 Jason Gullstrand.

Motion was made by Rebecca Bear to add to the agenda two motions: Under purchases and bids, protective covers for the Chromebooks for the students and also under contracted driver, Karla Labar, for Extended School Year in the amount of \$7,322.21 from 7/5/22-7/28/22. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0. Mr. Brown said I would like to clarify that the contract concerning the Chromebooks is from SHI in the amount of \$48,552.00. (The SHI purchase item was already in the original agenda and; therefore, did not need to be added).

Motion was made by Dr. Damary Bonilla to add to the agenda under Personnel a resignation and appointment. The resignation by Evan Stokes as Dean of Students at H.S. North effective June 30, 2022 and an appointment for Evan Stokes as Lehman Intermediate Assistant Principal to replace Jody Bohrman who has been reassigned effective July 1, 2022. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

Mr. Brown said I would like to make a note for the minutes that all three of those additions are done for the purpose of ensuring that the personnel and the equipment needed are in place prior to beginning of the next school year.

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

VI. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the minutes of the May 16, 2022, Board meeting. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

VII. REPORTS

- a. Monroe Career & Technical Institute Update
Mrs. Lisa VanWhy said the JOC met on June 6th at 7:00 p.m. We have good news and bad news. Pleasant Valley has agreed to let MCTI keep the excess revenue for our planned addition. However, the increase in construction costs increased overall greatly. We are waiting for confirmation from the State Funding and are considering adjustments to the project. We approved the Collective Bargaining Agreement with MCTI Education Support Professionals Association effective July 1, 2022 through June 2025, pending final solicitor review. We also approved several business and financial contracts, as well as personal items and the next meeting is scheduled for July 11 at 7:00 p.m.
- b. Colonial IU 20 Update
Dr. Damary Bonilla said the Colonial IU 20 Board met on May 25, 2022. All programs are completed for the 2021-2022 school year. We ended the school year with an increase in COVID-19 cases. Despite another challenging year with COVID disruptions, students transitioning back to in-person instruction and staff working in challenging behavior, families and district partners came together for another successful school year. The Summer Administrative Workshop that is taking place this month, has 165 registrations so far. We are looking forward to a great day of training and leadership conversation. The Department of Labor and Industry has approved the CIU 20 application for certification renewal of our Health and Safety Committee effective June 30, 2022. We received confirmation from the Bureau of Special Education that our grant was approved and the amount of \$19,250.00. This program is in partnership with East Stroudsburg University to recruit special education teachers to the workforce. The Board had elections. Dr. Baird was re-elected as President and myself, I was re-elected as Vice President. The CIU 20 Prom was held on Friday, June 10th at the Colonial Academy. It was the first year we had been back to in-person for the prom since the pandemic. We are grateful for Jackie Bartek and the CIU 20 Parent Support Group for their hard work in organizing and hosting this event. Just a reminder that if anyone wants access to the newsletter, I am happy to share that link via email. Just send me an email. The next meeting is scheduled for this Wednesday, June 22nd at 7:30 p.m. in person.

c. Property/Facilities Committee Update

Mrs. Lisa VanWhy said the Property/Facilities Committee met on June 1, 2022. We had a discussion about the High School North and South scoreboards but no decisions were made. On the agenda tonight, for your consideration and recommendation are:

- A quote from Main Line Commercial Pools for pool acid wash at High School North, which was budgeted.
- The proposal from David Maines & Associates for roof replacement at Smithfield Elementary, which was budgeted.
- The quote from Sports Graphics for rubber mats at Smithfield Elementary, which was budgeted.
- Application for Payment for the JM Hill Vestibule. This job is pretty much complete and came with a credit back, which is also on the agenda.
- D'Huy Engineering invoices 1-5, which are on page 16.
- A Change order for Bushkill Elementary HVAC Project. There is no change in cost.

The next Property/Facilities Committee meeting is scheduled for July 6, 2022 at 5:30 p.m. in person and via Zoom.

d. Education Programs & Resources Committee Update

Dr. Damary Bonilla said the Education Programs & Resources Committee met on June 8th via Zoom. We had several items for discussion including the continuation of PTO presentations. This month, we had Smithfield Elementary School. We had a DEI update. We had a discussion on class sizes, Curriculum Specialist Roles and a Reflections Coach as well as the opportunity to share mental health resources for our Community through a list of available resources that we are posting on our website and sending out to families. We had several recommendations to the Finance Committee and the full Board. Our next meeting is scheduled for Wednesday, June 13th at 7:00 p.m. via Zoom.

e. Finance Committee Update

Mrs. Rebecca Bear said the Finance Committee met on June 13th. We had a very robust meeting. We had a presentation from Penn State Facilities Engineering Institute. We had an update from our Food Services Department. You'll see on the agenda:

- The quote from IntegraOne for Cisco Duo for Multifactor Authentication for security software
- The quote from IntegraOne for Cisco Duo for Multifactor Authentication Tokens which is a VPN system for security as well.
- The digital assessment library renewal
- A practical assessment exploration system, which is for the North classroom lab. The idea was to mirror after the apartment at South. Instead, they are doing a job skills lab. The goal is for both schools to be able to utilize both and kind of travel between the two, if need be.
- Commercial Insurance Proposal for next year.
- We approved the designation of depositories.
- An updated Homestead/Farmstead Resolution.
- Commitment of fund balance.
- Budget Transfers.
- We moved forward the Property/Facilities Committee meeting items.
- We moved forward the Education Programs & Resources Committee meeting items.

We had a final budget presentation. Our next meeting is scheduled for Tuesday, rather than Monday, July 12th at 5:30 p.m. both virtually and in person.

f. Policy Review Committee Update

Ms. Debbie Kulick said the Policy Review Committee met earlier this evening. We had a discussion on Policy 206 - Assignments Within the District, where we are motioning, authorizing and directing the Administration to advertise it for public review during the month of June and subsequent Board action in July. We also discussed Policy 217 – Graduation Requirements and Policy 903 –Public Participation in Board Meetings, with no changes recommended. Some internal discussions to be had later on. Our next meeting is scheduled for July 18th at 4:30 p.m. in person and via Zoom.

g. 2022-23 Final Budget Presentation

Mr. Craig Neiman said as mentioned, this is our final budget presentation this evening. We have been talking about the next school year's budget since March. This is the third time I've presented to the full Board. We've also discussed budget at the Finance Committee meetings over that same time.

Page 2 – 2022-23 Final Budget Millage

County	2021-20 Budget Millage	2022-23 Budget Millage	Change from Prior Year
Monroe	31.27	30.79	-1.5%
Pike	123.39	128.33	4.0%

- Market Value increase in Pike County drives the State Tax Equalization Board (STEB) rebalancing formula and associated millage change. The increase is not driven from a Board action but rather from the market value changes. The millage rates that are recommended in tonight's budget are 30.79 for Monroe County and 128.33 for Pike County.

Page 3 – Homestead/Farmstead Rebate

- On May 1, 2022 the Pennsylvania Department of Education announced a significant increase in the 2022-23 State Property Tax Reduction Allocation (SPTRA).
- The District allocation is \$5,475,082 in 2022-23 which is an increase of \$1,129,269 over the 2021-22 allocation of \$4,345,813.
- SPTRA reduces local property taxes as a result of the distribution of State gaming funds through the Taxpayer Relief Act, also known as Special Session Act 1 of 2006.
- The 2022-23 rebate of **\$559.94** compares to the 2021-22 rebate of **\$442.75** per Homestead/Farmstead resulting in a savings of **\$117.19** for all eligible properties.

Page 4 – 2022-23 Median Tax Bill

	Monroe	Pike
% of District	76.3%	23.7%
2021 Median Homestead Assessment	\$137,020	\$27,650
2021-22 Millage	31.27	123.39
2021-22 Tax Bill	\$4,284.62	\$3,411.73
2022-23 Millage	30.79	128.33
2022-23 Tax Bill	\$4,218.85	\$3,548.32
2021-22 Homestead Rebate	\$442.75	\$442.75
2022-23 Homestead Rebate	\$559.94	\$559.94
Yearly Change in Median Bill incl Homestead Rebate	-\$182.96	\$19.40

Page 5 – 2022-23 Budget Comparison to Prior Year

	2021-22 Budget	2022-23 Proposed Final Budget	2022-23 Final Budget	\$ Change	% Change
Revenue	\$172,788,143	\$179,500,593	\$179,500,593	\$6,712,450	3.9%
Expenditures	\$177,316,960	\$184,359,728	\$185,776,981	\$8,460,021	4.8%
Revenue over Expenditures	(\$4,528,817)	(\$4,859,135)	(\$6,276,388)	(\$1,747,571)	27.8%
Beginning Fund Balance	\$48,745,190	\$44,216,373	\$44,216,373	(\$4,528,817)	-9.3%
Ending Fund Balance	\$44,216,373	\$39,357,238	\$37,939,985	(\$6,276,388)	-14.2%

There is no final State budget yet, so we are working on some pretty aggressive State assumptions at this point in our budget. We are hopeful that those will come through once the final budget is passed. We are also seeing some local revenue increases again with strong real estate market as well as earned income taxes. We have had a very robust local market that has driven up our local revenue over the last several years. On the expenditure side, our final expenditure numbers are coming in at about \$185 million. This is up about a little over a million dollars from our preliminary budget. This is mainly due to some changes in assumptions around elementary level staffing as well as an increase in our collective bargaining assumptions for our support

staff. We are looking at a deficit for the 2022-23 school year of just under \$6.3 million. You can see that deficit has grown \$1.7 million from our budget that I reviewed with the Board last month. The deficit was \$4.9 million at that time. On the expenditure side our largest cost increases are going to be related to salaries and benefits. We are also anticipating a million-dollar increase on charter school expenses as well as the Board strategically planning for funding capital projects. We had a million-dollar increase there to fund the ongoing capital needs.

Page 6 – 2022-23 Budget Timeline

- December 20, 2021 – School Board Meeting
 - **Motion to not exceed the Act 1 Index**
- March 14, 2022 – Finance Committee Budget Presentation
- March 21, 2022 – School Board Budget Presentation
- May 9, 2022 – Finance Committee Budget Presentation
- May 16, 2022 – School Board Budget Presentation
 - **Proposed Final Budget Vote**
- June 13, 2022 – Finance Committee Budget Presentation
- June 20, 2022 – School Board Budget Presentation
 - **Final Budget Vote**

We had the proposed final vote last month. The budget has been advertised in accordance with Pennsylvania School Code. Now tonight is the vote for the final budget for the 2022-23 school year.

VIII. PUBLIC PARTICIPATION

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

- A. Mr. Larry Dymond said one of my concerns, and I think you have been talking about it here a little bit, was the students. The grades are low. Their behavior is a real problem. We have a middle school that has 5,500 write ups in the past year. I think the administration and the board needs to do something. You cannot educate children when they are not behaving. The other day, my neighbor and myself were mowing lawns with our headphones on, the school bus pulled up. I could hear the kids down the road with my mower going headphones on. The bus was rocking the whole time because they were in their beating on each other and screaming and yelling as well as throwing trash out of the window. That is not acceptable. Another issue is and we have had this conversation in the past, we have a camera up North in the back. It appears and disappears. That is a real problem that needs to get corrected.

Mr. Schlameuss said just as a reminder, the comments are directed to the Chair, which is me. We do not answer any questions but we will take your comments and feedback into consideration.

- B. Mr. Keith Karkut said I would like to speak on a couple of things. I applaud you on the retention of the budget. I caution you that although this is a reduction in the budget, last year we raised the taxes, and we really did not need to because the money did return. I caution you because all of the Federal money is going to run out eventually. The Federal money is not going to be there anymore. You are approving the lunch prices tonight. At the Finance Committee, the Director of Food Services stated that there will be no more free lunches anymore. That is going to be a shock to the average parent that does not know about it. She also cautioned the Board that night that the lunch prices would only be effective through the end of December but you are going to vote on prices to be effective the whole school year. I would hate for parents to have to pay for lunch but then have to pay more for lunch later on. The other worry I have when it comes to the budget, is I noticed that you are voting on a roof replacement for Smithfield Elementary. That was a brand new roof that is less than 15 years old and has been leaking since it was put on. When I was on the Board the last two times, I was concerned with that. I was concerned that it should be a warranty item. I cannot believe we are actually considering spending money to replace a roof that is in need of repairs and has been needing repairs since it was put on. This is an ongoing thing, obviously, with other schools' leaky roofs. We got ripped off years ago and it seems like we are going nowhere with that. I don't understand why we are putting on a new roof at our expense. That is just shocking. I also want to compliment our School Police. I saw that you had a report with Chief Mill about safety. I would like to commend our School Police and Security folks for doing such a fine job over the years. With what is going on in our nation, it's nice to know that we have a really dedicated group of men and ladies that protect our staff and students in this day and age. I am honored to be part of the Board that brought that Police Department on years ago and to see how far it has grown over the years. I commend Chief Mill and his staff on a good thing. Just be very cautious, ladies and gentlemen, about the budget. The budget is not going to get any better. It is only getting worse with all of the Federal money and people are still hurting for money. Gas expenses are high and expenses are high. We have to cut our expenses. Another concern going back to the budget is that I cannot believe we are adding more administrative positions in this day and age. That is alarming. Thank you for your time. Keep up the good work, ladies and gentlemen.

IX. UNFINISHED BUSINESS

None

X. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 002 – Authority and Powers

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Emergency Instructional Time Schedule as presented, in accordance with Section 520.1 of the School Code, to implement temporary provisions in response to possible COVID-19 resurgence in the 2022-2023 school year. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 22-24)

ii. 003 – Functions

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt the Board Policies listed. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

- 1. Policy 202 – Attendance Eligibility
- 2. Policy 220 – Student Expression/Dissemination of Non-School Materials
- 3. Policy 227 – Controlled Substances
(See pages 25-44)

b. PROGRAMS

i. 113 – Special Education

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the Settlement Agreement and Release between the East Stroudsburg Area School District and the parents of the student with case # RSA20220620D. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 45-53)

c. PUPILS

i. 218 – Student Discipline

1.

ACTION BY THE BOARD:

Motion was made by Jason Gullstrand to approve the Code of Student Conduct for the 2022-2023 school year as presented. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 54-140)

2.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the proposed Adjudication with regard to the Expulsion Hearing held on May 23, 2022, as submitted. Motion was second by Debbie Kulick and carried unanimously. 9-0.

(See pages 141-146)

ii. 233 – Suspension and Expulsion

ACTION BY THE BOARD:

Motion was made by Steven Lurry 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. 198395
 2. 198543
 3. 198550
 4. 198570
 5. 199506
 6. 200117
 7. 200125
 8. 200136
 9. 200467
- (See pages 147-175)

d. PERSONNEL

1. 307 – Student Teachers/Interns/Student Observers – Affiliation Agreement

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the following Affiliation Agreement between the East Stroudsburg Board of Education and Edinboro University for use of the District as a student intern site. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 176-179)

2.

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the employment actions listed, including the resignation and appointment of Evan Stokes, in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0. Jason Gullstrand abstained from iv. Employment/e. Appointments/ w. 2022-2023 School Year Department Chairpersons 2022-23/#16. Gullstrand, Marjory – Library Co-Chairperson. Steven Lurry abstained from iv. Employment/c. Resignation – #4 Lurry, Trenee - Special Education Teacher and e. Appointments/ #2. Lurry, Trenee – Intermediate Assistant Principal – Lehman Intermediate.

[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.	Patrick, Lauren	From: Building Substitute teacher – East Stroudsburg Elementary To: Professional Classroom Substitute teacher (11-44 consecutive days) – East Stroudsburg Elementary Replaces Rebecca O’Donnell who was on a leave.	Professional/ Substitute	\$205.00/day	May 24, 2022 through June 10, 2021 (end of workday).
2.	Zall, Denise	From: Building Substitute teacher – High School South To: Professional Classroom Substitute teacher (11-44 consecutive days) – High School South Replaces Aceneth Mercado-Franco who was on a leave.	Professional/ Substitute	\$205.00/day	February 14, 2022 through June 10, 2021 (end of workday).

3.	Pena, Daniel	From: Maintenance II Worker (Skilled) To: Interim Maintenance Supervisor (8 hour) Replaces Matthew Hirsch who resigned. Daniel will return to his Maintenance II Worker position at the conclusion of this temporary reassignment.	First Level Supervisor (temporary)	\$26.00/hour	May 31, 2022 through no later than August 26, 2022.
4.	Foran, Widya	From: Student Aide (7 hour) – High School North To: Paraprofessional (Special Education) – Lehman Intermediate Replaces Mildred Duran who was reassigned.	Support	\$17.32/hour	August 23, 2022
5.	Frevele, Samantha	From: Student Aide (7 hour) – High School South To: Secretary – East Stroudsburg Elementary Replaces Patricia Romansky who retired.	Support	\$15.16/hour	June 27, 2022
6.	Quinones, Lilliana	From: Cafeteria Aide (part-time, 3 hour) – High School South To: Secretary – High School South Replaces Jeanine Loeffler who resigned.	Support	\$15.16/hour	June 13, 2022
7.	Shevlin, Daisy	From: Cafeteria Worker (part-time, 4 hour) – High School North To: Cafeteria Worker (full-time, 7 hour) – High School North Replaces Miriam Ng who resigned.	Support	Part-time to full-time	August 24, 2022

ii. 335 - Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Fisher, Marijo	Science teacher	Professional	J. T. Lambert Intermediate	May 25, 2022 through June 10, 2022.
2.	Hegarty, Susan	Grade 1 teacher	Professional	East Stroudsburg Elementary	May 2, 2022 now through June 15, 2022.
3.	Kessel, Brielle	Health & Physical Education teacher	Professional	High School South	August 23, 2022 through the end of the 1 st 2022-2023 marking period.
4.	O'Donnell, Rebecca	Grade 4 teacher	Professional	East Stroudsburg Elementary	May 24, 2022 through June 27, 2022.
5.	Przybylski-Beirne, Anna	Math teacher	Professional	High School South	August 23, 2022 through October 7, 2022.
6.	Carmeci, Dawn	Information Technologist I	Support	Central Administration	July 1, 2022 through June 30, 2023. This is an intermittent leave.
7.	Stang, Jennene	Bus Driver	Support	Transportation	May 1, 2022 through April 30, 2023. This is an intermittent leave.
8.	Johnson, Robeen	Security Officer	Security Officer	High School South	April 19, 2022 now through May 25, 2022.

iii. 339 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Andrews, Julie	Paraprofessional	Support	Lehman Intermediate	March 28, 2022 through May 8, 2022.
2.	Bianchi, Mary	Paraprofessional	Support	Bushkill Elementary	April 13, 2022 now through May 31, 2022.
3.	Harris, Marianne	Student Aide	Support	High School South	May 9, 2022 through June 21, 2022.

iv. 303/304/304.1/305/306 - Employment

a. Rescission of Retirement

	Name	Position	Classification	Location
1.	Randall, Steven	Grade 3 teacher	Professional	Bushkill Elementary

(See page 180)

b. Rescissions

	Name	Position	Classification	Location
1.	Campbell, Bridget	Tennis-Girls Head Coach	Schedule B	High School North
2.	Cruz, Carolyn	Tennis-Girls Junior Varsity Coach	Schedule B	High School North
3.	Scott, Evan	Program Teacher/STEAM*R program	Schedule B	Resica Elementary

(See pages 181-183)

c. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Lord, Kristin	Elementary Principal	Act 93	Smithfield Elementary	August 22, 2022 (end of workday)
2.	Grindle, Aliya	Reading teacher	Professional	J. T. Lambert Intermediate	June 10, 2022 (end of workday)
3.	Loughren, Ryan	Spanish teacher	Professional	J. T. Lambert Intermediate	August 22, 2022
4.	Lurry, Trene	Special Education teacher	Professional	High School North	June 30, 2022
5.	Mercado-Franco, Aceneth	Spanish teacher	Professional	High School South	July 31, 2022
6.	Stokes, Evan	Dean of Students	Professional	High School North	June 30, 2022
7.	Abbas, Nadia	Paraprofessional	Support	Resica Elementary	May 26, 2022 (end of workday)
8.	Purse, Alphonso III	Bus Driver	Support	Transportation	May 11, 2022 (end of workday)
9.	Serio, Amy	Cafeteria Aide	Support	Resica Elementary	June 10, 2022 (end of workday)
10.	Smith, Matthew	Custodian	Support	High School North	May 24, 2022 (end of workday)
11.	Grindle, Aliya	AcadeME Co-Coordinator	Schedule B	J. T. Lambert/Lehman Intermediate	June 10, 2022

(See pages 184-193)

d. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Vaccaro, Mark	Business Education teacher	Professional	High School North	June 10, 2022 (end of workday)
2.	Borer, Robin	Secretary	Support	Special Education	August 19, 2022 (end of workday)
3.	Gallo, Vincent	Bus Driver	Support	Transportation	June 25, 2022
4.	Klein, Donald	Maintenance Worker (Grounds)	Support	District	July 8, 2022 (end of workday)
5.	LeBar, Edward	Bus Driver	Support	Transportation	<i>Date Change:</i> August 1, 2022
6.	Molloy, Nannette	Bus Driver	Support	Transportation	September 15, 2022 (end of workday)
7.	Romanowski, Joseph	Custodian	Support	High School North	August 5, 2022 (end of workday)
8.	Wolfe, Ellen	Bus Driver	Support	Transportation	August 20, 2022

(See pages 194-201)

e. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Lurry, Trene	Intermediate Assistant Principal - Lehman Intermediate (.5) Diversity, Equity & Inclusion (DEI) Coordinator (.5) - District This is a new position.	Act 93	Lehman Intermediate and District	\$70,375.00	July 1, 2022
2.	Stokes, Evan	Intermediate Assistant Principal – Lehman Intermediate Replaces Joanne Bohrman who was reassigned.	Act 93	Lehman Intermediate	\$78,820.00	July 1, 2022
3.	Benjamin, Adam	Math teacher (TPE) Replaces Sherwood LaBar who retired.	Professional	J. T. Lambert Intermediate	\$50,286.00 Step 2 Column 1	August 23, 2022
4.	Del Vecchio, Justin	Instrumental Music teacher (TPE) Replaces Patrick Kealey who resigned.	Professional	J. T. Lambert Intermediate	\$50,186.00 Step 1 Column 1	August 23, 2022
5.	Lord, Kristin	Reading teacher (PE) Replaces Aliya Grindle who resigned.	Professional	J. T. Lambert Intermediate	\$90,304.00 Step 16 Column 13	August 23, 2022
6.	Rosario, Jessica	Math teacher (TPE) Replaces Catherine VanWinkle who resigned.	Professional	High School North	\$56,994.00 Step 7 Column 4	August 23, 2022
7.	Rutkowski, Rebecca	Health & Physical Education teacher (PE) Replaces Eleanor Della-Calce who retired.	Professional	Lehman Intermediate	\$56,182.00 Step 4 Column 7	August 23, 2022
8.	Strain, Nicole	Library Science teacher (TPE) Replaces Jeffrey Heard who retired.	Professional	Middle Smithfield Elementary	\$69,494.00 Step 10 Column 7	August 23, 2022
9.	Yacono, Rachel	Special Education teacher (TPE) Replaces Catherine Malvagno who was reassigned.	Professional	High School North	\$61,016.00 Step 1 Column 12	August 23, 2022
10.	Arias De Pena, Anye	Cafeteria Aide (part-time, 3 hour) Replaces Denise Touma who retired.	Support	Bushkill Elementary	\$13.88/hour	August 29, 2022
11.	Bouton, Christopher	Custodian (2 nd shift) Replaces Michael Bergmann who resigned.	Support	High School South	\$16.08/hour (plus \$.40/per hour shift differential)	June 22, 2022
12.	Ehrhardt, Michael	Cafeteria Worker (part-time, 4 hour) Replaces Tara Ford who resigned.	Support	J. T. Lambert Intermediate	\$14.02/hour	May 23, 2022
13.	Fauntleroy, Shoukry	Information Technician I Replaces Louis Carbajal who resigned.	Support	High School South	\$23.57/hour	June 23, 2022
14.	Miller, Mary	Custodian (2 nd shift) Replaces Robert Chiger resigned.	Support	High School North	\$16.08/hour (plus \$.40/per hour shift differential)	May 31, 2022
15.	Motiuk, Walter	Maintenance II Worker (Skilled) (2 nd shift) Replaces Joshua Teeple who resigned.	Support	District	\$21.60/hour	June 24, 2022

(See pages 202-209)

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

	Name	Location/Replaces	Compensation	Effective Date(s)
1.	Alkema, Alexis	Lehman Intermediate Replaces Denise Tasick who resigned.	\$205.00/day	May 9, 2022 through June 10, 2022 (end of workday).

g. Support Staff - Summer Staff for Food Services. **Substitute summer cafeteria worker under the direction of Melissa Collevecchio, Director of Food Services. This appointment will be at different locations for the 2022 Summer Meal Program effective June 15, 2022 through August 19, 2022.**

1. Appointment for the Summer of the 2021-2022 School Year

	Name	Position	Rate
1.	Orley, James	Substitute cafeteria worker for summer food services	\$15.00/hour

h. Temporary Summer Grounds Workers

	Name	Position(s)	Effective Date(s)	Rate
1.	English, Wesley	Summer Grounds Worker	June 13, 2022 through August 31, 2022	\$20.00/hour
2.	Fylstra, Stephen	Summer Grounds Worker	June 13, 2022 through August 26, 2022	\$20.00/hour
3.	Myers, John	Summer Grounds Worker	June 13, 2022 through August 22, 2022	\$20.00/hour
4.	Reali, Susan	Summer Grounds Worker	June 13, 2022 through August 26, 2022	\$20.00/hour
5.	Reyes, Samuel	Summer Grounds Worker	June 13, 2022 through August 26, 2022	\$20.00/hour
6.	Young, William	Summer Grounds Worker	July 12, 2022 through August 31, 2022	\$20.00/hour

i. Homebound Appointment

	Name	Position	Effective Date(s)
1.	Taylor, Kathryn	Homebound	2021-2022 School Year

j. 2022-2023 School Year Professional Substitute Rates

Substitute Professional Positions	Rate
Professional	\$150.00/per day
Clinical Professionals: School Nurse, School Psychologist, Speech/Language Pathologist	\$250.00/per day
Professional Classroom Teacher (11-44 consecutive days includes planning/grading responsibilities)	\$205.00/per day

k. 2022-2023 Fiscal Year Support Substitute Rates

Position	Per Hour
Bus Driver	\$25.00
Bus Mechanic	\$20.00
Business Office	\$15.00
Cafeteria Aide	\$15.00
Cafeteria Worker	\$15.00
Custodian	\$15.00
Front Desk Receptionist	\$15.00
Health Room Nurse	\$20.00

Position	Per Hour
Information Technologist	\$15.00
Maintenance I Worker	\$20.00
Paraprofessional	\$15.00
School Police Officer	\$18.75
Secretary	\$15.00
Security Officer	\$15.00
Student Aide	\$15.00

l. Substitute Appointments

	Name	Position(s)	Effective Date(s)
1.	Baglieri, Susan	Teacher	2021-2022 School Year
2.	Della-Calce, Eleanor	Teacher	2022-2023 School Year
3.	Korekov, Christina	Teacher	2021-2022 School Year
4.	Madsen, Sarah	Teacher	2021-2022 School Year
5.	McMullen, Noah	Teacher	2021-2022 School Year
6.	Molina, Michelle	Teacher	2022-2023 School Year
7.	Osborne-Hallet, Michelle	Teacher	2022-2023 School Year

8.	Rodriguez, Stefani	Teacher	2021-2022 School Year
9.	Serebryanski, Matthew	Teacher	2021-2022 School Year
10.	Wood, Kimberly	Teacher	2021-2022 School Year
11.	Antonesei, Liliana	Custodian, Secretary	2021-2022 Fiscal Year
12.	Bleckler, Ronda	Secretary	2021-2022 Fiscal Year
13.	Corona, Janet	Custodian, Secretary	2021-2022 Fiscal Year
14.	Cramer, Kathaleen	Custodian, Maintenance	2021-2022 Fiscal Year
15.	Francois, Nancy	Secretary	2021-2022 Fiscal Year
16.	Gallo, Vincent	Bus Driver	2022-2023 Fiscal Year
17.	Gizzo, Andrea	Paraprofessional	2021-2022 Fiscal Year
18.	Kanterman, Steven	Bus Driver, Custodian	2021-2022 Fiscal Year
19.	Kolenovic, Rafeta	Custodian	2021-2022 Fiscal Year
20.	Korekov, Christina	Secretary	2021-2022 Fiscal Year
21.	LeBar, Edward	Bus Driver	2021-2022 Fiscal Year
22.	Madsen, Sarah	Cafeteria Aide, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	2021-2022 Fiscal Year
23.	Orley, James	Cafeteria Worker	2021-2022 Fiscal Year
24.	Rogers, Charlene	Bus Driver	2022-2023 Fiscal Year
25.	Smith, Matthew	Custodian	2021-2022 Fiscal Year
26.	Vitale, Christina	Custodian, Secretary	2021-2022 Fiscal Year
27.	Wilson, Jessica	Bus Driver	2021-2022 Fiscal Year
28.	Wolfe, Ellen	Bus Driver	2021-2022 Fiscal Year

m. **2021-2022 Summer Planning.** Approve up to 700 Schedule B hours (\$30.15/hour) to be utilized by various staff on pre-entry planning for the 2022-2023 school year in the following areas: Elementary ELA, ELO, ESACA, Special Education and others as needed. These hours are fully funded by Title I funds.

n. **Aimsweb Training Development – 2022 Summer.** Approve the following professional staff to develop Aimsweb Training during the summer of the 2021-2022 school year.

	Last Name	First Name	Building/Position	Compensation
1.	Bibler	Elizabeth	Develop Aimsweb Training	\$30.15/hour
2.	Mowrer	Taryn	Develop Aimsweb Training	\$30.15/hour

o. **Cafeteria Aides – Summer of the 2021-2022 School Year.** Approve the following Cafeteria Aides for the Early Learning Opportunities and STEAM*R summer programs at East Stroudsburg Elementary, Middle Smithfield Elementary and J. M. Hill Elementary for a total of 16 days at 3 hours per day with each up to 48-hour maximum. Cafeteria Aides will be paid at their 2022-2023 fiscal year rate. These positions are fully funded through ARP ESSER Summer School Set Aside Grant and Title IV Funds.

	Last Name	First Name	Building/Position	Compensation (2021-2022 fiscal year)	Effective Dates
1.	Ortiz	Jackeline	East Stroudsburg Elementary-Cafeteria Aide	\$14.63/hour (48 hour maximum)	July 5-July 28, 2022
2.	Roberts	Tammy	East Stroudsburg Elementary-Cafeteria Aide	\$15.53/hour (48 hour maximum)	July 5-July 28, 2022
3.	Corey	Gail	J. M. Hill Elementary-Cafeteria Aide	\$15.53/hour (48 hour maximum)	July 5-July 28, 2022
4.	Ocker	Jacqueline	J. M. Hill Elementary-Cafeteria Aide	\$15.08/hour (48 hour maximum)	July 5-July 28, 2022
5.	Caputo-Cottone	Linda	Middle Smithfield Elementary-Cafeteria Aide	\$15.53/hour (48 hour maximum)	July 5-July 28, 2022

6.	McDermott	Shanna	Middle Smithfield Elementary-Cafeteria Aide	\$13.88/hour (48 hour maximum)	July 5-July 28, 2022
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- p. Early Learning Opportunities (ELO) – Professional Positions for Instruction: Summer of the 2021-2022 School Year.** Approve the following professional positions to provide instruction and lesson planning for students attending the Extended Learning Opportunities program at East Stroudsburg Elementary and Middle Smithfield Elementary for a total of 15 days at 5.5 hours per day, each up to a 102.5-hour maximum. Program dates: July 5 – July 28, 2022. Rates are \$30.15 per hour. These positions are fully funded by the ARP ESSER Summer School Set Aside Grant.

	Last Name	First Name	Position	Program	Compensation
1.	Hanson	Greggory	Teacher	ELO	\$30.15/hour (102.5 hour maximum)
2.	Nichols	Monica	Teacher	ELO	\$30.15/hour (102.5 hour maximum)

- q. Extended Learning Opportunity (ELO) – School Counselor and Nurse Positions: Summer of the 2021-2022 School Year.** Approve the following school counselors and nurses to service students attending the ELO program at East Stroudsburg Elementary and Middle Smithfield Elementary for a total of 15 days at 5.5 hours per day to be paid at the curriculum rate (\$30.15 per hour) with each up to an 82.5-hour maximum. These positions are fully funded by the ARP ESSER Summer School Set Aside Grant.

	Last Name	First Name	Position	Program	Compensation
1.	Corona	Janet	Nurse	ELO	\$30.15/hour (82.5 hour maximum)
2.	Rodriguez	Nicole	Nurse	ELO	\$30.15/hour (82.5 hour maximum)
3.	Castaldo	Joseph	Counselor	ELO	\$30.15/hour (82.5 hour maximum)
4.	Gimbi	Alison	Counselor	ELO	\$30.15/hour (82.5 hour maximum)
5.	Matisko	Danielle	Counselor	ELO	\$30.15/hour (82.5 hour maximum)
6.	Osmun	Jonathan	Counselor	ELO	\$30.15/hour (82.5 hour maximum)
7.	Osmun	Laura	Counselor	ELO	\$30.15/hour (82.5 hour maximum)

- r. 2022 Title I STEAM*R Summer Enrichment Program.** Approve the following professional staff effective May 17, 2022 through July 28, 2022 for pre-planning, preparation and instruction. Support staff will assist during the program and are effective July 5 - July 28, 2022. These positions are fully funded by the Title I and Title IV grants.

	Name	Position	Classification	Location	Compensation
1.	Maraventano, Maria	Program Teacher	Professional	Resica Elementary at East Stroudsburg Elementary	\$30.15/hour (102.5 hour maximum)
2.	Franks, Suzanne	Program Teacher	Professional	East Stroudsburg Elementary	<i>Hour change:</i> 102.5 hour maximum
3.	Reyes, Jose	Specialist Teacher	Professional	Middle Smithfield Elementary	\$30.15/hour (102.5 hour maximum)
4.	Montoya, Jennie	Program Teacher	Professional	Resica Elementary at East Stroudsburg Elementary	\$30.15/hour (102.5 hour maximum)
5.	Gizzo, Andrea	Paraprofessional	Support	Resica Elementary at East Stroudsburg Elementary	\$15.00/hour (82.5 hour maximum)

6.	Morales, Venus	Paraprofessional	Support	Smithfield Elementary at J.M. Hill Elementary	\$18.52/hour (82.5 hour maximum)
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- s. **Special Education 2022 Summer Work: Compensatory Speech & Language Services – Professional.** Approve the following professional staff to provide Compensatory Education Services during the summer of the 2021-2022 school year in the area of Speech & Language. **Compensation correction.**

	Employee	Position	Classification	Compensation
1.	Newman, Julianne	Speech & Language Pathologist	Professional	2021-2022 hourly rate
2.	Reinert, Megan	Speech & Language Pathologist	Professional	2021-2022 hourly rate
3.	Struble, Alyssa	Speech & Language Pathologist	Professional	2021-2022 hourly rate

- t. **Special Education 2022 Summer Work: Documentation, IEP meetings – Professional.** Approve the following professional staff to complete special education paperwork (Reevaluation reports for Early Intervention and transfer students, IEPs and related special education documents) and attend required IEP meetings during the summer of the 2021-2022 school year.

	Employee	Position	Classification	Compensation
1.	Aiello, Katrina	IEP writing/IEP meeting attendance	Professional	\$30.15/hour
2.	Bealer, Heather	IEP writing/IEP meeting attendance	Professional	\$30.15/hour
3.	Hubert, Erin	IEP writing/IEP meeting attendance	Professional	\$30.15/hour
4.	Souffrant, Fabiola	IEP writing/IEP meeting attendance	Professional	\$30.15/hour
5.	Stein, Sarah	IEP writing/IEP meeting attendance	Professional	\$30.15/hour

- u. **Gifted Education 2022 Summer Work:** Approve the following professional staff for planning and development during the summer of the 2021-2022 school year for gifted programming for the 2022-2023 school year.

	Employee	Position	Classification	Compensation
1.	Burns, Holly	Planning and development	Professional	\$30.15/hour (5 hour maximum)
2.	Kernan, Paul	Planning and development	Professional	\$30.15/hour (5 hour maximum)
3.	Nute, Katherine	Planning and development	Professional	\$30.15/hour (5 hour maximum)
4.	Souffrant, Fabiola	Planning and development	Professional	\$30.15/hour (5 hour maximum)

- v. **2022 Title I STEAM*R Summer Enrichment Program – Student Aides.** Approve the following student aides for the STEAM*R Summer Enrichment Program effective July 5 - July 28, 2022.

	Name	Position	Classification	Location	Compensation
1.	Franklin, Deanna	Student Aide	Support	Smithfield Elementary	\$14.06/hour
2.	Jackson, Jacquelyn	Student Aide	Support	Smithfield Elementary	\$15.71/hour
3.	Root, Maria	Student Aide	Support	East Stroudsburg Elementary	\$15.71/hour

w. 2022-2023 School Year Department Chairpersons.

	Last Name	First Name	Position	School(s)	Compensation
1.	Gress	Heather	First Grade/Communication Arts	all elementary schools	\$4,084.00
2.	Ludwig	Suzanne	Second Grade/Communication Arts	all elementary schools	\$4,084.00
3.	Clark	Stephanie	Third Grade/Math	all elementary schools	\$4,084.00
4.	Perini	Brenda	Fourth Grade/Science	all elementary schools	\$4,084.00
5.	Hnasko	Scott	Fifth Grade/Technology	all elementary schools	\$4,084.00
6.	Leonard	Jacilyn	Kindergarten/Social Studies	all elementary schools	\$4,084.00
7.	Osmun	Jonathan	School Counselor	all elementary schools	\$4,084.00
8.	Agolino	Jennifer	Reading K-5 Co-Chairperson	all elementary schools	\$4,084.00 (prorated)
9.	Doyle	Jacqueline	Reading K-5 Co-Chairperson	all elementary schools	\$4,084.00 (prorated)
10.	Capulish	Mary	MTSS	all elementary schools	\$4,084.00
11.	Tynemouth	Catherine	Vocal Music	all schools	\$4,084.00
12.	Keiper	Alisa	English as a Second Language	all schools	\$4,084.00
13.	Cole	Susan	Health Services	all schools	\$4,084.00
14.	Lowe	Angelica	ESL	all schools	\$4,084.00
15.	Shemansky	Mercy	Art	all schools	\$4,084.00
16.	Gullstrand	Marjory	Library Co-Chairperson	all schools	\$4,084.00 (prorated)
17.	Schroth	Catherine	Library Co-Chairperson	all schools	\$4,084.00 (prorated)
18.	Ellison	Aimee	Health and Physical Education	all schools	\$4,084.00
19.	Bakner	Paul	Instrumental Music	all grades 4 through 12	\$4,084.00
20.	Brotherton	Regina	Family & Consumer Science	all secondary schools	\$4,084.00
21.	Mathiesen	Carla	World Language	all secondary schools	\$4,084.00
22.	Long	Craig	Technology Education	all secondary schools	\$4,084.00
23.	Nace	Kevin	Social Studies	High School North	\$4,084.00
24.	Marmo	Jennifer	English	High School North	\$4,084.00
25.	Mochan	Karen	Math	High School North	\$4,084.00
26.	Soskil	Lori	Science	High School North	\$4,084.00
27.	Minnichbach	Lisa	Special Education	High School North	\$4,084.00
28.	Signorello	Amanda	English	High School South	\$4,084.00
29.	Carson	Wayne	Math	High School South	\$4,084.00
30.	Hughes	Melissa	Science Co-Chairperson	High School South	\$4,084.00 (prorated)
31.	Scott	David	Science Co-Chairperson	High School South	\$4,084.00 (prorated)
32.	Coffman	Adam	Social Studies Co-Chairperson	High School South	\$4,084.00 (prorated)
33.	Groff-Yarnall	Lois	Social Studies Co-Chairperson	High School South	\$4,084.00 (prorated)
34.	Mooney	Edward	Special Education	High School South	\$4,084.00

35.	Koretski	John	Business Education Co-Chairperson	High Schools North & South	\$4,084.00 (prorated)
36.	Sanker	Donald	Business Education Co-Chairperson	High Schools North & South	\$4,084.00 (prorated)
37.	Formica	Joseph	Guidance Co-Chairperson	J T Lambert & HS South	\$4,084.00 (prorated)
38.	Kerzner	Phillip	Guidance Co-Chairperson	J T Lambert & HS South	\$4,084.00 (prorated)
39.	Ruhl	Jessica	English	J T Lambert Intermediate	\$4,084.00
40.	Schembeck	Angela	Math	J T Lambert Intermediate	\$4,084.00
41.	Fekula	Nathan	Science	J T Lambert Intermediate	\$4,084.00
42.	LaBar	Robert	Social Studies	J T Lambert Intermediate	\$4,084.00
43.	Mowrer	Taryn	Special Education	J T Lambert Intermediate	\$4,084.00
44.	Falbo	David	Guidance	Lehman & HS North	\$4,084.00
45.	Pellington	Cynthia	English	Lehman Intermediate	\$4,084.00
46.	Feuhrer	Kellie	Reading	Lehman Intermediate	\$4,084.00
47.	Fluhr	Joseph	Science	Lehman Intermediate	\$4,084.00
48.	Mitchell	Brian	Social Studies	Lehman Intermediate	\$4,084.00
49.	Cruz	Iveliz	Special Education	Lehman Intermediate	\$4,084.00

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

2021-2022 School Year

	Last Name	First Name	Position	Building	Rate
1.	Allen	Nichelle	Intramural American Sign Language Advisor	Lehman Intermediate	\$24.95/hour (18 additional hours)
2.	Freeman	Donald	Volunteer Ultimate Frisbee Advisor	High School South	not applicable
3.	Hashway	Kelly	Intramural Cross Country Advisor	High School North	\$24.95/hour (24 hour maximum)
4.	Lopez	Kaitlin	Intramural Broadcast Advisor	East Stroudsburg Elementary	\$24.95/hour (4 additional hours)

2022-2023 School Year

	Last Name	First Name	Position	Building	Rate
1.	Cruz	Carolyn	Intramural Girls' Tennis Advisor	High School North	\$25.45/hour (24 hour maximum)
2.	Cruz	Carolyn	Tennis-Girls Head Coach	High School North	\$3,962.00
3.	Bowman	Daniel	Football Freshman Assistant Coach	High School South	\$4,468.00
4.	Watkins	Willie	Football Varsity Assistant Coach	High School South	\$6,331.00
5.	Davis	Drew	Intramural Cross Country Co-Advisor	High School South	\$25.45/hour (12 hour maximum)
6.	Mason-Caiazzo	Laura	Intramural Cross Country Co-Advisor	High School South	\$25.45/hour (12 hour maximum)
7.	DeLuca	Nicole	Intramural Field Hockey Advisor	High School South	\$25.45/hour (24 hour maximum)
8.	Bogart	Jenny	Intramural Girls Tennis Co-Advisor	High School South	\$25.45/hour (12 hour maximum)
9.	Weber	Sarah	Intramural Girls' Tennis Co-Advisor	High School South	\$25.45/hour (12 hour maximum)

	Last Name	First Name	Position	Building	Rate
10.	Dolph	Tyler	Intramural Golf Advisor	High School South	\$25.45/hour (24 hour maximum)
11.	Cramer	Bryan	Scholastic Scrimmage Head Coach	High School South	\$2,399.00 (plus \$250.00 longevity stipend)
12.	Ridner, Jr.	Fred	Science Olympiad Club Advisor	High School South	\$1,158.00
13.	Turner	Gillian	Speech & Debate Team Advisor	High School South	\$2,061.00 (plus \$250.00 longevity stipend)
14.	Almonte	Juan	Volunteer Boys Soccer Advisor	High School South	not applicable
15.	Eppler	Brandan	Volunteer Boys' Soccer Advisor	High School South	not applicable
16.	Bealer	Brett	Volunteer Football Advisor	High School South	not applicable
17.	Tirjan	Lisa	Associate Athletic Director	J. T. Lambert Intermediate	\$9,030.00
18.	Posten	Liam	Cross Country Head Coach	J. T. Lambert Intermediate	\$2,952.00
19.	Leap	Jason	Football Assistant Coach	J. T. Lambert Intermediate	\$3,723.00 (plus \$250.00 longevity stipend)
20.	Santos	David	Football Assistant Coach	J. T. Lambert Intermediate	\$3,723.00
21.	Mitchell	Daniel	Football Head Coach	J. T. Lambert Intermediate	\$5,100.00 (plus \$250.00 longevity stipend)
22.	Watson	Mark	Volleyball-Girls Head Coach	J. T. Lambert Intermediate	\$2,952.00 (plus \$250.00 longevity stipend)
23.	Francis	Gail	Cross Country Head Coach	Lehman Intermediate	\$2,952.00
24.	Fredette	Christopher	Football Assistant Coach	Lehman Intermediate	\$3,723.00
25.	Long	Damon	Football Assistant Coach	Lehman Intermediate	\$3,723.00
26.	Taylor	Jerome	Football Assistant Coach	Lehman Intermediate	\$3,723.00
27.	Picciano	Jason	Football Head Coach	Lehman Intermediate	\$5,100.00
28.	Yandolino	Nicholas	Soccer-Boys Head Coach	Lehman Intermediate	\$2,952.00
29.	Cook	Samantha	Volleyball-Girls Head Coach	Lehman Intermediate	\$2,952.00

e. FINANCES

i. 602 – Budget Planning

1.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to authorize the commitment of fund balance in amounts to be determined by the Administration following the completion of the annual audit and prior to the final financial statements in the event the District realizes a surplus from its operations following the close of the audited fiscal year 2021-2022. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

2.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to authorize the Administration to make necessary budget transfers to close the 2021-22 fiscal year in conjunction with the District's independent audit. Motion was seconded by George Andrews and carried unanimously, 9-0.

ii. **604 – Budget Adoption (ROLL CALL VOTE)**

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve and adopt the General Fund Budget for the 2022-23 fiscal year in the amount of \$185,776,982 and as posted and advertised in accordance with the law and in accordance with the recommendation of the Finance Committee. The General Fund Budget includes funds from state and federal governments in addition to the taxes hereafter levied, after proper additions and amendments. Motion was seconded by Lisa VanWhy. A roll call vote was taken and passed, 8-1. George Andrews, Rebecca Bear, Dr. Damary Bonilla, Jason Gullstrand, Debbie Kulick, Steven Lurry, Richard Schlameuss and Lisa VanWhy voted yes. Wayne Rohner voted no.

(See pages 210-235)

iii. **605 – Tax Levy (ROLL CALL VOTE)**

1.

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the tax rates listed below for the 2022-23 fiscal year. These rates indicate a mill decrease of 1.5% for Monroe County and a mill increase of 4.0% for Pike County, in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick. A roll call vote was taken and passed, 8-1. George Andrews, Rebecca Bear, Dr. Damary Bonilla, Jason Gullstrand, Debbie Kulick, Steven Lurry, Richard Schlameuss and Lisa VanWhy voted yes. Wayne Rohner voted no.

- a. Be it resolved that a tax of 30.79 mills be proposed on real estate in the Monroe County portion of the East Stroudsburg Area School District for the 2022-23 fiscal year; and
- b. Be it resolved that a tax of 128.33 mills be proposed on real estate in the Pike County portion of the East Stroudsburg Area School District for the 2022-23 fiscal year, and
- c. Be it resolved that the 1% Earned Income Tax be proposed to remain in effect and be placed on all residents of the District for the 2022-23 fiscal year, of which 0.5% is shared with local municipalities; and
- d. Be it resolved that the \$10.00 Local Services Tax be proposed to remain in effect and to be placed on all workers in the District for the 2022-23 fiscal year; and
- e. Be it resolved that the 1% Real Estate Transfer Tax be proposed to remain in effect for the 2022-23 fiscal year, of which 0.5% is shared with the municipalities

2.

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the formal resolution as presented to the Board for the 2022 Homestead and Farmstead Exclusion. This will result in a maximum tax reduction of \$559.94 for each approved homestead and farmstead within the School District for the 2022 tax year. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 236-237)

iv. **608 – Bank Accounts**

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the depositories for school funds for the 2022-23 fiscal year as listed with funds invested in accordance with the School Laws of Pennsylvania and the East Stroudsburg Area School District's Board Policy. Motion was seconded by George Andrews and carried unanimously, 9-0.

- a. ESSA Bank and Trust, East Stroudsburg, PA -
 - i. General Fund, Payroll, Tax Collections, Tax Escrow, Worker's Compensation Escrow, Scholarship Accounts, Special Activity Accounts (North and South), Student Activity Accounts (North and South), Cafeteria Fund, Concession Fund, and Paypal.

- b. Pennsylvania School District Liquid Asset Fund, Lancaster, PA -
 - i. General Fund.
- c. Pennsylvania Local Government Investment Trust, Harrisburg, PA -
 - i. General Fund and Capital Reserve.
- d. First Keystone Community Bank, Stroudsburg, PA -
 - i. General Fund.

v. **610 – Purchases Subject to Bid**

1.

ACTION BY THE BOARD:

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

- a. The quote from IntegraOne for Cisco Duo for Multifactor Authentication Software in the amount of \$14,400. (See pages 238-242)
- b. The quote from IntegraOne for Cisco Duo for Multifactor Authentication Tokens in the amount of \$38,145. (See pages 243-247)
- c. The quote from Pearson for Digital Assessment Library in the amount of \$19,685. (See pages 248-253)
- d. The quote from Talent Assessment Inc. for Practical Assessment Exploration System in the amount of \$41,325.60. To be funded by ACCESS. (See pages 254-275)
- e. The quote from Zaner Bloser for Pioneer Materials in the total amount of \$51,218.13. (See pages 276-294)
- f. The quote from IXL for software in the amount of \$20,866. (See pages 295-299)
- g. The quote from Noredink for software in the amount of \$19,850. (See pages 300-305)
- h. The proposal from David Maines & Associates for roof replacement at Smithfield Elementary in the amount of \$1,862,357.67. (See page 306-321)
- i. The quote from Main Line Commercial Pools for pool acid wash at High School North in the amount of \$3,553.80. (See pages 322-324)
- j. The quote from Sports Graphics for rubber mats at Smithfield Elementary in the amount of \$6,080.00. (See pages 325-333)

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

2.

ACTION BY THE BOARD:

Motion was made by George Andrews to authorize the Administration to seek bids for the North Campus Stormwater Investigation, with the recommendations of the Property & Facilities Committee and the Finance Committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

vii. **613 – Cooperative Purchasing**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Pricing Proposal from SHI International Corp. for MaxCases Extreme Shell-L Hardware for Lenovo in the amount of the COSTARS price of \$48,552.00. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See page 334)

viii. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

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

1. Budget Transfers - (See pages 335-346)
2. Payment of Bills - (See pages 347-367)
3. Treasurer’s Report - (See page 368-397)

2.

ACTION BY THE BOARD:

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

- a. Application for payment:
 - i. Smithfield Elementary Floor Renovation – Cope Commercial Flooring – Application #2 \$67,756.50
(See pages 398-399)
 - ii. High School North and Lehman Intermediate Window Replacement – D&M Construction – Application #12 \$4,716.00
(See pages 400-401)
 - iii. High School North Natatorium HVAC Replacement – ASL Refrigeration – Application #2 \$5,580.00
(See pages 402-403)
 - iv. JM Hill Vestibule – Bognet, Inc. – Application #8 \$9,556.58
(See pages 404-405)
- b. D’Huy Engineering Invoices:
 - i. Resica and Middle Smithfield Elementary Water Filtration – Invoice #55055 \$4,968.96
 - ii. High School North and Smithfield Elementary Flooring Replacement – Invoice #55056 \$1,852.77
 - iii. High School North Natatorium Roof Replacement – Invoice #55057 \$1,575.19
 - iv. High School South Turf Replacement – Invoice #55058 \$1,080.18
 - v. High School North Natatorium HVAC Replacement – Invoice #55059 \$833.51
(See pages 406-413)
- c. Deduct Change Order:
 - i. JM Hill Vestibule – Bognet, Inc. – Change Order decrease \$7,954.41
(See page 414)
- d. Change Order:
 - i. Bushkill Elementary HVAC Project - Trane, Inc. Change Order request and adjusted payment schedule. No change in overall project cost.
(See pages 415-417)

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

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the request to establish the Special Activity Fund for the East Stroudsburg Elementary Chorus. Motion was second by Steven Lurry and carried unanimously, 9-0.

(See page 418)

f. **OPERATIONS**

i. **805 – Emergency Preparedness**

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the Memorandum of Understanding with Julia’s Children Learning & Day Care Center, LLC for the use of the Smithfield Elementary School’s property as an emergency evacuation site, as presented with the appropriate indemnification provision approved by the Solicitor. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 419-420)

ii. **808 – Food Services**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the cafeteria school lunch prices for the 2022-23 school year as follows (no increase in lunch prices), in accordance with the recommendation of the Finance Committee. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

- a. Elementary: \$2.55
- b. Intermediate: \$2.65
- c. Secondary: \$2.65
- d. Reduced Price: \$0.40

2.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the cafeteria school breakfast prices for the 2022-23 school year as follows (no increase in breakfast prices), in accordance with the recommendation of the Finance Committee. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

- a. Elementary: \$1.45
- b. Intermediate: \$1.45
- c. Secondary: \$1.45
- d. Reduced Price: \$0.30

iii. **805.1 – Relations with Law Enforcement Agencies**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Memoranda of Understanding by and between the East Stroudsburg Area School District and Pennsylvania State Police – Stroudsburg and the Pennsylvania State Police – Blooming Grove. Both agreements shall be subject to review and re-authorization in July 2024. Motion was seconded by Wayne Rohner and carried unanimously. 9-0.

(See pages 421-446)

iv. **812 – Property Insurance, 813 – Other Insurance**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the 2022-23 insurance providers and premiums as presented in the total amount of \$975,292. Motion was seconded by George Andrews and carried unanimously 9-0.

(See page 447)

v. **818 – Contracted Services**

1.

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the contracts listed, including Karla LaBar as a contracted driver for extended school year, for their specific services, rates and effective dates, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Jason Gullstrand and carried unanimously. 9-0. Debbie Kulick abstained from #2 and #3 Bushkill Emergency Corps.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Brain Wash Game Shows (Eric Dasher)	Performing a game show for grades K-5 at Bushkill Elementary School	\$1,800.00	Bushkill Elementary PTO	6/6/22
2.	Bushkill Emergency Corps.	Standby Ambulance Coverage for designated home varsity, Freshman & Junior Varsity football games at the North stadium	\$120.00 per game/15 Games Approximately \$1,800.00	Athletics Dept.	8/26/22, 9/3/22, 9/9/22, 9/19/22, 9/23/22, 10/14/22, 10/3/22, 10/10/22, 10/21/22, 10/31/22
3.	Bushkill Emergency Corps.	Standby Ambulance Coverage for designated home football games at Lehman Intermediate	\$120.00 per game/7 Games \$840.00	Athletics Dept.	9/8/22, 9/14/22, 9/21/22, 9/29/22, 10/6/22, 10/13/22, 10/20/22
4.	Cykosky, Tamara	Tuesdays Takeaways – Tools vs. Games – Integrating Technology Effectively During Math	\$150.00	Professional Development Curriculum	7/19/22
5.	Daning, Robin	Tuesdays Takeaways – Classroom Public Relations	\$150.00	Professional Development Curriculum	8/2/22
6.	Falbo, David	Tuesdays Takeaways – Understanding SEL...What is it?	\$150.00	Professional Development Curriculum	8/2/22
7.	Gambill, Geoffrey	Tuesdays Takeaways – Board Games in the Classroom – Sneaking in the Curriculum!	\$150.00	Professional Development Curriculum	6/28/22
8.	Greiner, Katie	Tuesdays Takeaways – Effective Strategies to Boost Family Communication	\$150.00	Professional Development Curriculum	7/19/22
9.	Hartman, Sandra	Tuesdays Takeaways – Project-based Learning with AI: Artificial Intelligence	\$150.00	Professional Development Curriculum	6/28/22
10.	Hnasko, Scott	Tuesdays Takeaways – Communicating Effectively with Parents/Guardians (K-12)	\$150.00	Professional Development Curriculum	6/21/22

11.	Kaplan Leaman & Wolfe Court Reporters	Services rendered for Lyman & Ash regarding ESASD vs. Triangle Fire Protection, et al	\$237.25	Labor Legal Services	5/11/22
12.	Ludwig, Suzanne	Tuesdays Takeaways – Make and Take Online Activity Boards for Independent Work Time	\$150.00	Professional Development Curriculum	7/12/22
13.	Mad Science of Lehigh Valley (Bill and Donna Petterson)	Fire and Ice Special Event Program at Middle Smithfield Elementary School.	\$450.00	EITC Grant	7/28/22
14.	Magna Legal Services	Services rendered for Lyman & Ash regarding ESASD vs. Triangle Fire Protection, et al	\$715.68	Labor Legal Services	6/3/22
15.	Miller, Barbara	Assisting in New Course Plans for Curriculum presentation, etc. for Elementary Buildings	\$603.00	Title I Grant	6/21/22
16.	Monroe County Conservation District	Providing an opportunity to experience enrichment activities inside and outside the classroom environment to H.S. South Biology I students.	\$4,130.00 (Half paid by MCCD and Half paid by ESASD)	H.S. South – Science Department	During the Fall and Spring of the 2022-2023 School Year
17.	Northampton Community College	Ten week College Success Course at Northampton Community College for one college credit for H.S. North and South students.	\$95 per student	Curriculum & Instruction	2022-2023 School Year
18.	Pocono Environmental Education Center George Johnson	PEEC into the Classroom: Outside & In Person Curriculum at Middle Smithfield Elementary School.	Free	PEEC	7/13/22, 7/19/22 & 7/26/22
19.	Pocono Services for Families & Children Head Start Program	Head Start Supplemental Assistance Program Memorandum of Understanding	N/A	N/A	7/1/22-6/30/23
20.	Regina Sayles LLC	Singer/Songwriter performing a Musical School Assembly Focused on Positive School-Wide Behavior at Smithfield Elementary School.	\$700.00	SPA – Smithfield Elementary School	5/19/22
21.	Speech and Language Services Kim Artis	Compensatory Speech Services	Not to exceed \$80.00 per hour	Pupil Services and Special Education funds	6/21/22-6/10/23
22.	Speech and Language Services Jamie Atherton	Compensatory Speech Services	Not to exceed \$80.00 per hour	Pupil Services and Special Education funds	6/21/22-6/10/23
23.	Speech and Language Services Kathy Bilicic	Compensatory Speech Services	Not to exceed \$80.00 per hour	Pupil Services and Special Education funds	6/21/22-6/10/23
24.	Stevens, Hillary	Tuesdays Takeaways – Effective Strategies to Boost Family Communication	\$150.00	Professional Development Curriculum	7/19/22

25.	Suburban EMS	Standby Ambulance Coverage for designated East Stroudsburg South Varsity, Freshman, and Junior Varsity football Games at specified locations and times.	\$65 per hour (approximately 45 hours) Approximately \$2,925.00	Athletics Dept.	8/20/22, 8/26/22, 9/2/22, 9/12/22, 9/19/22, 9/23/22, 10/3/22, 10/10/22, 10/14/22, 10/24/22, 10/28/22, and possible post season game on 11/4/22
26.	Suburban EMS	Standby Ambulance Coverage for J. T. Lambert Intermediate football Games at specified location and times.	\$65 per hour (approximately 21 hours) Approximately \$1,365.00	Athletics Dept.	9/7/22, 9/15/22, 9/21/22, 9/29/22, 10/6/22, 10/12/22, and 10/19/22
27.	The School Bus Safety Company	Driver Training Course	\$1,950.00	Transportation Dept.	2022/2023 School Year
28.	Twombly, Tanya	Tuesdays Takeaways – News and Media Literacy in the Digital Age	\$150.00	Professional Development Curriculum	7/12/22

(See pages 448-491)

2. Contracts Totalling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Bancroft	Fee Agreement for School Tuition School Days only, per school day and additional 1:1 Staffing in School for an ESASD student.	\$205.00 tuition per day And \$32.00 per hour for 1:1 Staffing	Pupil Services and Special Education Funds	2022/2023 School Year
2.	Behavioral Health Associates	Renewal - 20% down payment for 2022-2023 school year program/services	\$32,595.00	Pupil Services and Special Education Funds	10/2022-2/2023
3.	Carbon, Monroe, Pike Drug & Alcohol Commission, Inc.	Renewal - SAP Interventions, Drug & Alcohol Intervention & Counseling, student and family support services, student and staff after-care planning	Not to exceed \$35,000 for (5) days of weekly services over a period of 38 weeks during the 2022-2023 school year.	Pupil Services and Special Education Funds	9/6/22-5/26/23
4.	Colonial Intermediate Unit 20	Four (4) IU20 full-time certified and licensed Social Workers within the East Stroudsburg Area School District assigned to provide individual, group, family counseling services, mental health case management, IEP participation, mental health assessments.	Not to exceed \$376,880.00.	Pupil Services and Special Education	2022-2023 School Year

5.	Colonial Intermediate Unit 20	Three (3) Mental Health Workers located at: Bushkill Elementary-Emotional Support, JT Lambert Intermediate-Emotional Support, East Stroudsburg High School South-Emotional Support. Services include, but are not limited to, the delivery of social and emotional curriculum, individual counseling support, mental health case management, behavioral data gathering, delivery of the Positive Behavioral Support Plan, regular parent contacts, partnering with classrooms and mainstream teachers and participation in IEP meetings when requested.	Not to exceed \$191,022.00.	Pupil Services and Special Education	2022-2023 School Year
6.	Kriete, Debra M.	Emergency Connectivity Fund Agreement	Not to Exceed \$15,000.00	ITEC	5/13/22-6/30/22

(See pages 492-501)

3. Transportation Contract

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Fuchs, Joseph	Contracted Driver for Extended School Year	\$9,847.85	Transportation Dept.	7/5/22 – 7/28/22
2.	Labar, Karla	Contracted Driver for Extended School Year	\$7,322.21	Transportation Dept.	7/5/22 – 7/28/22

2.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the contract listed for its specific service, rate and effective date, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Scranton Printing Company	Printing of 8,000 copies of the 2022/2023 School Year Calendar	\$4,680.00	Superintendent's Office	TBD

(See pages 502-503)

3.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the contract listed for its specific service, rate and effective date, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Scranton Printing Company	Printing of 7,000 copies of the 2022/2023 School Year Code of Student Conduct	\$11,830.00	Individual School Buildings	TBD

(See pages 504-505)

ACTION BY THE BOARD:

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

XI. **ADJOURNMENT: 7:57 P.M.**

Respectfully Submitted,

Patricia Rosado
Board Secretary