

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

October 17, 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 7:13 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.

Student School Board Representatives: Isabella Iacono (via Zoom) and Leeangie Marte (in-person).

- II. **School personnel present in the Board Room:** Brian Baddick, Ben Brenneman, Eric Forsyth, Trenee Lurry, Edwin Malave, Frederick P. Mill, Craig Neiman, Amy Polmounter, William Riker, Patricia Rosado, Matt Sadowsky, William Vitulli, and Steve Zall. Christopher Brown, Solicitor.

School personnel attended via Zoom: Kat Cramer, Diane Kelly, David Krupski, Dana Venslosky and Nadia Worobij.

- III. **Community members present in the Board Room:** Larry Dymond, Marilyn Mendez and B. Michal Peterson.

Community members attended via Zoom: Jennifer Floyd, Heather Hill, Keith Karkut, Jenna McElroy, Holly McFarlane, Rosa Pena and Yekaterina Trofimova.

IV. **WELCOMING OF GUESTS:**

Mr. Schlameuss said welcome to all of our guests online and those who are present. This evening we have with us Miss Leeangie Marte from H.S. South. On line we have Isabella Iacono. I wanted to make sure that everyone saw you there and knew who you were. Thank you for attending in person this evening. We will get to your report a little later on this evening.

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

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

VI. ADOPTION OF AGENDA

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt this agenda for October 17, 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 Steven Lurry.

Motion was made by Steven Lurry to add to the agenda Addendum A. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

Motion was made by Wayne Rohner to add to the agenda a motion to rescind the appeal of the arbitration concerning transportation that will occur on October 27, 2022. To repeal the decision taken by the district. Motion was seconded by Rebecca Bear. A roll call vote was taken and failed 4-5. George Andrews, Rebecca Bear, Jason Gullstrand, and Wayne Rohner voted yes. Dr. Damary Bonilla, Debbie Kulick, Steven Lurry, Richard Schlameuss and Lisa VanWhy voted no.

Motion was made by Dr. Damary Bonilla to add to the agenda to suspend Wayne Rohner from all Committee meetings until December 18, 2022. Motion was seconded by Lisa VanWhy. A roll call vote was taken and passed 6-3. Rebecca Bear, Jason Gullstrand, Steven Lurry, Richard Schlameuss and Lisa VanWhy voted yes. George Andrews, Debbie Kulick and Wayne Rohner voted no.

The agenda with additional items was carried unanimously, 9-0.

Mr. Rohner said I do not have any minutes that show to the community that this Board voted to spend tax dollars to appeal the decision of the arbitration hearing. Mr. Schlameuss asked would we add this to the agenda somewhere. Dr. Bonilla said you have to get votes first. Can we have a roll call vote? Mr. Schlameuss said we can get a roll call. There is a motion on the floor to not go ahead with the appeal. Mr. Rohner said to the Court of Common Pleas. Mrs. Bear said with respect to the bus drivers' bids. Mr. Schlameuss asked for those in favor of Mr. Rohner's motion to vote in favor. Mrs. Bear asked is there not going to be any discussion. Mr. Schlameuss said we are voting to add on the agenda. Discussion can take place when the motion gets added. Dr. Bonilla said I don't even think it is appropriate to add it to agenda considering we are in negotiations. That is why I asked for a roll call vote. Mr. Schlameuss said that is what I am trying to get to, whether we add it to the agenda or not. We can then have our full conversation at that point.

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the minutes of the September 19, 2022, Board meeting. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

VIII. REPORTS

- a. Monroe Career & Technical Institute Update
Mrs. Lisa VanWhy said the JOC met on October 3rd at 7:00 p.m. We approved several business, financial and personnel items. We were also invited to the machine shop after the meeting to view the new piece of equipment called a Waterjet which was paid for by a grant. What it basically did was water patterns on sheets of thin metal. While we were there, we also viewed the 3-D printer and the CAD System they use. I would just like to say that the students have a wonderful opportunity in various shops at MCTI. In addition, on September 29th MCTI celebrated their 50-year anniversary. The keynote speaker was Mario Scavello, along with several other speakers. Light food was prepared and served by the culinary students. The table centerpieces were provided by the Horticulture Department. It was a beautiful night and evening. Our next meeting is scheduled for November 7th at 7:00 p.m.
- b. Colonial IU 20 Update
Dr. Damary Bonilla said the CIU 20 Board met on September 28, 2022. The Board approved several items, including an MOU with St. Luke's Health network to provide a volunteer work-based experience to the CIU 20 students at St. Luke's Hospital and a School-age agreement for parent transportation effective through the 2022-2023 school year. In addition, we thanked Board Directors, Bryan Eichfeld from the Saucon Valley School District and Christina Grape-Garvey from the Pocono Mountain School District for their service to the CIU 20 Board, since September was their last meeting as Board directors. New directors will be

appointed and approved at the October meeting. The communication that was shared at the meeting was: Dr. Wolfel and Dr. Bozini shared that the CIU 20 submitted three proposals to present at the States SAS Institute for this coming school year. The three proposals were accepted by the Department of Education. Dr. Wolfel will be presenting with two families related to family engagement and the title of the session is "Two Stories". How they overcame barriers and opened doors to collaboration with families. Dr. Bozini will be presenting a session titled, "Listen, Learn and Lead" to create a culture of staff excellence. Dr. Heather Heimer will be presenting a session titled, "We are Improving Instructional Systems and Supports in Mathematics".

The CIU 20 Wellness Fair was held on October 13th at the Colonial Academy for employees of CIU 20 to receive their annual flu shot, as well as other resources from community providers related to health and wellness.

The highlights from the CIU 20 Highlights Publication is that we kicked off the Junior Technology Leaders' Program on September 27th welcoming more than 50 students in grades 4-6 from 7 local schools for the first installment of the 22-23 Junior Technology Leaders Program. The program is designed for students who show enthusiasm in some related activities and are willing to share their passion and knowledge with their peers.

There was an instructor training held for violent intruder situations in August, which hosted a certification course for individuals to become instructors in alert, lock down, inform, counter and evacuate, the ALICE Program. It teaches proactive strategies that students and staff can use anytime anywhere they become unwilling to participate in acts of violence.

The partnership, advocacy, family and Educator Engagement Series has been launched.

There was an events that happened on October 11th at the Central Office. It was titled, "Bringing IEP Knowledge One Binder at a Time".

There will be Parent and Caregiver Workshop Series about Mental Health, where the CIU 20 Group is hosting a series of workshops to support parents and caregivers with various aspects of the mental health needs of students. It is planned and presented in coordination with mental health professionals in the Stroudsburg Area, East Stroudsburg Area, Delaware Valley, Northampton Area and Pocono Mountain School Districts and families from all school entities in the region are invited. We shared this information at our Education Programs and Resources Committee meeting.

If anyone is interested in the Twenty Highlights News, please contact me for the link.

Also, the CIU 20 Diversity, Equity and Inclusion Program celebrated Hispanic Heritage month, and has partnered with the Bradbury Sullivan LGBT Community Center to offer awareness training for its staff being conducted throughout this school year.

The next Board of Directors' meeting will be held on October 26th at 7:30 p.m.

c. Property/Facilities Committee Update

Mrs. Lisa VanWhy said the Property/Facilities Committee met on October 5th at 5:30 p.m. On the agenda tonight with the recommendation of the committee and for your consideration are the following:

Application for payments:

- i. High School South Pool Repair to All State Technology
- ii. Smithfield Elementary Flooring to Cope Commercial Flooring
- iii. High School North and Lehman Intermediate Window Replacement to D&M Construction

D'Huy Engineering Invoices 1 through 5, which are on page 24 of this agenda.

Two Change orders with a decrease in cost, which are also on page 24 of this agenda.

Finally, a quote from Keystone Fire Security for the emergency sprinkler repair for Middle Smithfield Elementary. The repair cost \$34,764 and \$3,622.21 will be investigated or was asked to be investigated to see whether insurance would cover this as a claim. Otherwise, we are just repairing it because it needs to be done. This is not a defect of the safety of the system nor will it affect the safety of the students. They will be working with Administration to keep a close watch if anything needs to change.

Our next Property/Facilities Committee meeting is scheduled for November 2nd at 5:30 p.m.

d. Education Programs & Resources Committee Update

Dr. Damary Bonilla said the Education Programs & Resources Committee met on October 12th via Zoom at 7:00 p.m.

We had an update from the PTO from J. T. Lambert and H.S. South. Representative, Daryl Sabino gave us highlights of the wonderful things that they have been doing and plan to do and they showed us some pictures.

We had a DEI update from our DEI coach, Ms. Trennee Lurry, who will, starting this meeting, be sharing monthly recognitions and holidays that are falling into that period as well as resources to support our community.

We had an SEL update

A parent training update.

A new IU 20 BCBA position discussion.

We had an English language update from the program and success stories.

We also looked at items that were previously submitted to the Finance Committee that our Finance Chairperson mentioned previously

The next meeting is scheduled for Wednesday, November 9th at 7:00 p.m. via Zoom.

e. Finance Committee Update

Mrs. Rebecca Bear said the Finance Committee met on October 10th. On the agenda, the committee forwarded to the Board for approval:

3P Learning Inc. for Mathseeds subscription renewal for grades 3-9 paid through Title I funds

Edmentum for Reading Eggs subscription renewal paid through Title I Funds for grades 2-3.

BerkOne Act 1 Homestead mailer services quote which is \$2,800.

Act 57 of 2022 resolution, which was passed in July. It is for school taxes. What it basically says is if for some reason a homeowner did not receive their tax bill, for instance if it is a new mortgage company, or if they just moved and didn't get the bill, they can pay face value instead of all the late fees.

We had a presentation for the 2021-22 SY financial results.

We had a motion to close out our fiscal year.

There was a motion for a wireless mic system for High School North. On tonight's agenda it says CSI but the company was bought out by Keystone Fire and Security.

Also, Penn State has reached out to us in order for them to place a weather station for them to use but they will allow us to use the data for our classes at no cost to the district.

All items that were forwarded to us from the Property/Facilities Committee meeting that Mrs. VanWhy mentioned.

Our next meeting is scheduled for November 14, 2022 here in the Administration Center Board room at 5:30 p.m. and via Zoom.

f. Policy Review Committee Update

Ms. Debbie Kulick said the Policy Review Committee did not meet this evening. The next meeting is scheduled for November 21, 2022 at 4:30 p.m.

g. Student School Board Representatives –

Miss Isabella Iacono, High School North, said she is a senior and is glad to be back for her third year in a row as Student School Board Representative. I am looking forward to our monthly meetings.

The T-WOLF family highlights from the beginning of the school year at High School North are below:

The North HS marching band completed a successful marching band camp and preview show in the football stadium on Thursday, August 25th.

In Timberwolf Pantry News- Price Chopper donated \$400 to help our students. We thank everyone who donated.

East Stroudsburg Presbyterian church donated \$813 to the Timberwolf Pantry.

Congratulations to the following HSN students who earned a perfect score on the new Act 35 Civics Test during the 2021-22 school year: Madison Nadasi, Daniyah Ramadan, Logan Sonvico, Maxim Chernomaz, Samantha Torres, Aidan Jones, David Nelson, & Lucas Scro.

Our Cross Country team held its Senior Night on October 11th. The Field Hockey & Volleyball team had their Senior Night on October 12th.

On Friday, October 21st, the North HS marching band, cheerleaders, and football team will celebrate senior night at the home football game vs. Allen.

The Cross Country team has welcomed new head coach, Kelly Hashway this season. They have seen many wins and personal records. After each race, a runner of the week is chosen and a Timberwolf Times is published. The Girls Cross Country Team tied the record for most wins in a season and the Boys Cross Country Team set a new record for wins in a season.

The Key and Leo Club has started its Trex Recycling Challenge again this school year. Last year the Bushkill Campus was awarded a Windchime made of recycled plastic for our efforts. This year, we are aiming to get a recycled plastic bench to be placed on our campus grounds.

The Key and Leo Club will be hosting its first Red Cross Blood Drive on Thursday, November 3rd, from 8:15 a.m. - 1:30 p.m. in the Auxiliary Gym.

The North Campus is hosting a German student from Kaiserslautern, starting on Wednesday, October 5th. This student will be attending classes with his host brother and participating in activities within our School District. He and his fellow Germans will be educating our District students about life in Germany. Our student will be traveling to Kaiserslautern in June to experience learning in Germany.

The North marching band had a fantastically successful performance of their marching band show at the Nazareth football game that resulted in a standing ovation.

The North Symphonic Band and Choirs will present their fall concert on Thursday, October 20th at 7:00 p.m. in the North High School auditorium. Please join us in celebrating our students' accomplishments.

On Saturday, October 8th, 15 North Choir Members attended the "In Low Voice" Choir festival at Penn State University. The members attended master classes, rehearsed with college professors and collaborated with college students throughout the day. The festival concluded with a concert performance by the high school and college students.

Our North art students have collaborated on a design for the PENNDOT "Paint the Plow" contest and are painting the plow after school, as weather permits! The art students include Jordan Alexander, Hannah Etienne, Erica Ferrara, Alyssa Foran, McKenna Ianetti, Santos Rosas, Ethan Solano, and Gianna Tedesco. They are doing an amazing job, be sure to wish them luck in the contest!

The HSN Art Department has students participating in the "Gene Capaldi Lens on Litter Photo Contest."

On September 17th, our SGA successfully kicked off our Homecoming week with our Homecoming Dance. Over 400 students signed up to attend and had a great time dancing the night away. We followed with a spirit week leading up to our on-campus parade that included Bushkill Elementary, Lehman Intermediate, and HSN. We were fortunate to involve our local community as we were escorted by the local Fire Department and Bushkill Ambulance. Our HSN students then participated in our Homecoming Pep Rally in the stadium. At halftime of the Homecoming Game, we crowned Dilys Attram and Jordan Thompson as Queen and King. It was a great week for all involved.

Class of 2024 and 2025 ran a field trip to Dorney Park Halloween Haunt on Saturday, October 8th. 200 students attended and had a fantastic time.

From our Counseling Department:

On October 10th, a presentation on the College Application Process was conducted by the EHN School Counseling Department and a Q and A was offered with admission representatives from Penn State University- Scranton, ESU, Kutztown, Northampton Community College and Marywood University who answered questions from parents and students about college admissions.

On October 15th, a representative from the PA Higher Education Assistance Agency conducted an informational session on the financial aid process.

On October 12th the PSAT was offered to Juniors and Sophomores who were interested in taking the test. Students had an opportunity to meet with college admissions representatives from 15 colleges & universities so far this year.

That concludes my report for this evening.

Miss. Leeangie Marte, High School South, said I am the new South Representative that will be presenting to you all of the exciting events at South.

Homecoming was on October 14th. The Juniors won the Spirit Award for hallway decorations and overall school spirit. The following students: Haden Williams and Michael Patterson were crowned King and Queen. We had a fun-filled Spirit week, consisting of theme day, a pep rally, a football game and a dance.

The ESL Parent Informational event was held on Tuesday, October 4th. This event was organized and run by this year's Level III ESL students. Thirteen ESL families were invited to attend. The students researched, organized and assisted in the presentation of six requested topics by ESL parents. Everyone in attendance found the information very informative and appreciated all the students' hard work.

Another event held for our ESL juniors and seniors was a college tour of ESU on October 14th.

Now for an update in the arts. The district, in collaboration with the Pocono Arts Council will host South Alumni, Mike Dougherty, as he presents a one-man show entitled, "Every Brilliant Thing". Mr. Dougherty will perform at North during the week of October 31st and then travel to South the week of November 7th. He has collaborated with Mrs. Turner to have multiple showings throughout the day with her Drama 1 Class.

South's Fall play is "Fools" by Neil Simon, a comedy in which a town is cursed with stupidity and a teacher comes to break the curse. To find out if the teacher was successful, come back to check the show itself. The performance times are listed on the district website.

The South Band Program had a very successful ball band night at the football game on Friday, September 23rd featuring over 80 members of the concert band, marching band and color guard. We are excited for our future concerts, including the up and coming fall band and chorus concert on Wednesday, October 19th.

The South art students competed in the PENNDOT "Paint A Plow Contest", which will be sent off for voting and then used to plow our borough streets. We wish our students and Mr. Dolph, good luck.

In the world of sports – Our fall sports season is coming to a close. Our senior athletes have the opportunity to participate in Senior Nights and Mentor Nights. Mentor Night is a special event that each athlete picks a staff member to recognize. All of these events brought many tears, but also celebrated a great South experience.

Our boys' soccer team qualified for the first round of EPC playoffs.

We are excited to announce that we will be starting a Unified Bocce Ball Team this year beginning in November 18th.

Now for other news: Parent/Teacher Conferences took place on Monday, October 10th and was well attended.

Mrs. Lori Barry coordinated the GAP Program this year. We are currently hosting 11 students from Germany that are following the schedule of their American counterparts. We are happy to have them and will be sad to see them go at the end of the week.

Now for some student shout outs – Omar Abdellall was selected to share his experiences about the COVID processes and learning in school on the National Public Radio. It was published last week and aired on Sunday. To check out his story go to [npr.org](https://www.npr.org)

The following students were selected as College Boards' National Recognition Program because of their academic achievements in the school, outstanding performance on the PSAT and/or the AP Exam scores: Erica Brooks, Isabella Peccerelli, Jacob Concepcion and Omar Abdellall.

In conclusion, I would like to highlight the staff that do so much to keep our schools running and support our students. This month, I would like to recognize our security team for all of the hours spent keeping us safe in and outside of school. Thank you.

Mr. Schlameuss said thank you and you do not need to stay for the rest of the meeting since you probably have a lot of school work to do.

h. 2021-22 General Fund Financial Results

Mr. Craig Neiman said this is the same presentation that I gave last Monday to the Finance Committee members. The purpose for the presentation tonight will be to share the information with the whole Board.

Mr. Neiman presented the 2021-22 General Fund Financial Results. He said on page 2 there are the 2021-22 Highlights excluding ESSERS. Revenues came in at 3.5% higher than Budget and Expenditures were 3.3% less than Budget. That is good news in both scenarios. I would like to highlight that throughout this presentation the numbers that I am sharing exclude the ESSER related Revenues and Expenditures. This is just for the presentation. Of course the AFR as well as the Audit Report will contain all ESSER related programs, revenues and expenditures. I did dedicate a slide on page 13 that will highlight the ESSER program specifically. The reason for excluding those throughout the presentation is that it is an anomaly of funding. As we go through the process of budgeting, it, may obscure the actual financial performance of the district.

On page 3 is our Revenue Summary (excluding ESSER). You can see that local revenues came in at almost \$112 million and we budgeted about \$106 which favors the budget over \$5 million which is a 5% increase over budget. That brings our total revenues up to 3.5% over budget. State Revenues came in at 1.9% over budget and federal revenues came in about 5% under budget. Driving those local revenues were unprecedented real estate tax collections, delinquent tax collections, real estate transfer tax and earned income tax.

Page 4 has a chart that can help us look at those categories a little bit closer. You can see our current real estate tax. These graphs I am sharing were during the budget cycle earlier this past spring. I have now updated this with the actual amounts for 2021-22, which is the orange bar. You can see the orange bar of real estate taxes is significantly higher than anything we have seen here in recent history, coming in at \$90.6 million. We have averaged about \$88 million over the past few years which is about \$2 million more than we have averaged. On the far right you will see a brighter blue bar highlights what we are anticipating to receive in 2022-23. We are expecting that number to rise in 2022-23.

Page 5 is the Delinquent Real Estate Taxes. This would be the taxes of the people that are not paying their taxes on time. Typically, what has occurred at the district is if properties come off Sheriff sale or other means, you could see the delinquent taxes on the orange bar came in about \$12.7 million in 2021-22, which came down slightly from the 2020-21 school year. It was significantly high during the pandemic. Again, in 2021-22 the delinquent taxes collection was significantly higher than anything we have seen in recent history. We are expecting that number to scale down during the 2022-23 school year.

Page 6 is the Real Estate Transfer Tax. The orange bar is the highest we have seen in recent history. In looking over the last number, there is real estate transfer taxes coming in over \$2 million this year. This is a sign that the local real estate market and all of the properties are changing hands over this past year. You can see for the 2022-23, I am putting a more conservative approach in terms of budgeting to bring that number back down to a number closer to where we have been the last several years due to the increase in the borrowing rates and the anticipation of a falling market.

Page 7 is Earned Income tax. Again, it is another number here that, I would say, is a record for collection of our local taxes at \$4.3 million in 2021-22 SY which exceeds 2020-21 SY which has been the record to date. For the 2022-23 SY we are anticipating that number to come down slightly.

Page 8 is an Expenditure Summary (excluding ESSER), which total 3.3% less than was budgeted. The biggest item there would be related to Salaries & Benefits at \$2.6 million less than budgeted. This is due to the open positions that the district has not been able to fill due to the competitive job market. We also had supplies that were not received by June 30, 2022. We took this expense out of the 2021-22 school year and placed it in the 2022-23 school year budget. We also saw significant savings in contracted services of about \$1 million compared to what was budgeted. This is primarily related to the IU 20 and Non-Charter School Tuitions. Our service partners were experiencing a lot of the same staffing issues that the district was not able to fill due to staffing shortages. Every year, we also build a budget reserve of \$1.0 million less than was budgeted. Thankfully, we did not need to use it; therefore, it helped to give us some additional savings. One area that was not favorable to the budget was Charter Schools. It came out about \$700,000 higher than budgeted but \$600,000 less than last year.

Page 9 has the Charter School Tuition Cost. You can see the orange bar for 2021-2022 was \$8.7 million, which was slightly down from \$9.3 million in 2020-21. For 2022-23 we are budgeting \$9 million. This expense is up from previous years when we were averaging about \$3.7 million per year. Just to speak a moment about the tuition rates for 2022-23, for every student that attends the East Stroudsburg Area School District and Charter Schools the tuition rates is \$15,603 for Regular Ed Students and \$41,169 for Special Education Students.

Page 10 has the Revenue over Expenditures compared to Budget – Excluding ESSER. You can see the 3.5% of the Revenue variance and the 3.3% Revenue over Expenditures variance. When you add that up you have the 2021-22 Actual Revenue at \$168,452,763 and the expenditures at \$161,828,790 with a surplus of \$6,623,973. This compares to a budgeted deficit of \$4.5 million deficit. This is due to some good work and help on the revenue line to deliver a surplus for the district.

Page 11 has the General Fund Balance. It mentions the \$6.6 million budget surplus circled in red. We had the Beginning Fund balance at the start of the fiscal year of \$48.7 million dollars. If we were to add the \$6.6 million to the fund balance, it would grow to \$55.3 million. The Administration feels that the fund balance of \$48.7 million is substantial for us to meet all of our requirements and cash flow needs so; therefore, we are recommending that we transfer that \$6.6 million surplus from the General Fund to the Capital Reserve, which is similar to what we did last year. This will help to sort out the long term capital needs of the district.

Page 12 – Financial & Bank Statement impact of the \$6 million transfer. To dig into this a little bit farther. Again, you can see here the General Fund. If we did not transfer the \$6 million, there was \$55.3 million dollars in the fund balance as of June 30, 2022. If we transfer the \$6 million it would bring the fund balance down to \$49 million as of June 30, 2022. The Capital Reserve was at \$16 million. If we transfer \$6 million the balance as of June 30, 2022 would be \$22 million and after the transfer the fund balance would be \$49 million. Our capital reserve on June 30, 2022 had a balance of \$16.7 million. It's important to mention here that, again, similar to last year the Administration proposes that our accounting entry is back dated to June 30th so that this transfer be reflective in the financial statement and an audit perspective effective June 30, 2022. Of course, the actual transfer of the bank accounts would not occur until after the Board would approve it this evening.

Page 13 is the ESSER Update. I would like to talk a little bit about ESSER. You can see that in 2021-22 we budgeted ESSER Revenues and Expenditures of \$10 million. We were allotted the money two years ago at this point from the Federal Government for ESSER funding. It is a significant amount of money that the district was given. The Administration and the Board needed a decent amount of time to get a plan together on how to spend that money. The budget of \$10 million was established as an item that I don't think anyone thought that we would spend that much during the fiscal year. We didn't want to handicap ourselves and not be able to implement plans. We set that number in hindsight. We actually spent \$4.7 million. We have \$5.2 million dollars to add to our budget. All of our applications and budgets have been submitted and are approved. We have until September of 2024 to spend those funds. Those funds have been spent on learning loss. We know it is going to take some time to work with the issues that we are seeing there. These funds allowed us to spread that over multiple years and hopefully we will be able to address a lot of the issues that we are seeing related to COVID in terms of learning loss. We also had in the plan with the Board for capital improvement initiatives that otherwise we would not be able to get to in a timely fashion. Just to recap, the

ESSER III award is \$14.3 million. We are working our way through that. The ESSER I & II Funds have been fully exhausted.

Page 14 – 2021-22 Fund Balance Assignments & Capital Reserve Transfer

To highlight what is on the agenda this evening. The motion to transfer the \$6 million from the General Fund to the Capital Reserve. We also have the commitment of the Fund Balance. This is an exercise that the Board does annually where we commit or assign the fund balance. The Administration is recommending that we commit \$18 million for PSERS costs and \$6 million for future healthcare costs. These are the same amount that the district has committed over the last several years on the assignment of the General Fund Balance. The Board will need to assign. \$6.2 million to cover the 2022-23 SY deficit. That was the budget that was passed in June. Again as has been done during the last several years, we are recommending that \$5 million be budgeted for Future Budget Expenditures and \$6 million for Future Educational Programs.

Page 15 - 2023-24 Budget Timeline of the events that are coming up. This evening you will see a motion that is part of our agenda. On November 14th at the Finance Committee meeting our Auditors, Zelenkofske Axelrod will be presenting our 2021-22 Audit results. They will present the same at the November 21st Regular School Board meeting. By November 30th, the Business Office anticipates submitting the 2021-22 Annual Financial Report (AFR) to PDE. At the December Finance Committee meeting, we will review our Capital Reserve balance and long term capital needs. I would also like to discuss the 2023-24 Adjusted Act 1 Index of 5.9%. This would be the highest percent for the district in the history of the Act 1 Index. Therefore, this would allow the Board or the district if they choose to raise taxes at 5.9%. Given the high number that it is, I don't believe it would be in the best interest of the district to put forth a motion at the December Board meeting that they would not exceed that Act 1 Index at 5.9%. These are the activities coming up in the next few months.

Mr. Brown said he wants to mention something that Rebecca Bear said during her Finance Committee meeting update. Under 613 item b., should read the quote from Keystone Fire and Security for wireless microphones at the High School North auditorium in the amount of \$39,874 pursuant to COSTARS.

Mr. Rohner said I want to know what the rationale was knowing that we submitted a budget to the Department of Education for \$177 million and I understand that we are excluding ESSER. What was the rationale for doing that? Mr. Neiman said I thought for presentation purposes it made the numbers much simpler to understand. Otherwise, the variances this evening would have said that revenues were right on budget. It would have masked the fact that our local revenues were significantly over budget. I thought that it was an important item to make the Board aware of. It also would have reflected that our expenditures were \$10 million on budget, which I felt that was a misstatement, knowing that over half of that would come from ESSER. I think we all know the history of ESSER and where we are with all of the planning. Mr. Rohner said my second question is, in that budget that we submitted to the State, I think there was \$24 million for committed or assigned and we had \$11 million for either committed or assigned. Those figures that we put into our budget, was that from our fund balance and your proposal to transfer additional funds? If I am going to add \$24 million to committed would that be \$24 million plus the existing \$24 million so that would equal \$48 million? Mr. Neiman said no. The total fund balance is less than \$55 million. I took that number off here, that I don't have in front of me. The Board can commit or assign amounts from the fund balance at any point. This Board has historically done it once a year. The purpose of committing and assigning fund balances because we are in good fortune that we have a healthy fund balance, if you don't commit or assign those fund balances and leave them unassigned, you can be in violation if you exceed the 8% rule. We would be over 8% of uncommitted funds. Therefore, Administration is recommending that we commit the funds within the fund balance as presented. Mr. Rohner said is it the existing \$24 million that we put in our budget for the fiscal year that we just ended. Mr. Schlameuss said it is not technically in our active budget. It is for healthcare. It is not money that we are looking to spend. Mr. Rohner said it is not money we are looking to spend but it is for our PSERS and future Healthcare and Budget Expenditures. Mr. Neiman said think about it as a savings account. Mr. Rohner said by doing so we end up reducing our ending balance on June 30, 2022. I know that the Administration, as we get closer to a new budget for the 2023-24 School Year, most likely, is going to recommend that we increase taxes. I want to make sure that the community is aware of that. That's all. That is why I am asking this question. Dr. Riker said I want to be clear that the Administration has never indicated we were going to ask the Board to raise taxes for next year's budget. Just to be clear, and put this on the record, the Administration has never indicated that we were going to ask for the Board to raise taxes. Mr. Rohner said, for the record, you recommended a half percent. Dr. Riker said speak the facts. Mr. Rohner said I am. Mrs. VanWhy said that was a Board decision. Dr. Bonilla said that is correct. Mrs. VanWhy said and we all voted on it. Mr. Rohner said we did not vote for the half percent.

Mrs. VanWhy said I did not vote for the increase. Mr. Rohner said I am just giving a little greater level of transparency. That's all. Dr. Bonilla said transparency is different than confusion and causing chaos. When you share information out of context, when you don't bring something during a discussion and you then bring it up at a later time out of context, it causes confusion. Mr. Rohner said it does not cause confusion. I am just taking advantage of it during a public Board meeting. Dr. Bonilla said that is called manipulation of facts. Mr. Rohner said I am not manipulating any facts, nor am I interested in 25-minute Board meetings that occurred in July and the 23-minute Board meeting that occurred in August. You thought that was funny. I like to conduct business. Mrs. Vanwhy said we can conduct business in a short period of time. We do not need an hour and a half or two hours. If everything is done in 20 minutes, half hour or three hours it does not matter as long everything is done. Mr. Schlameuss said just remember when I ask for discussion, everyone has an opportunity to take part.

Dr. Bonilla said I would like to thank Mr. Neiman for the comprehensive report. I appreciate the opportunity to follow very clearly and the way that you presented the information. I appreciate that you bring a Board lens to this role and just want you to know that we really appreciate you because you navigate both of those to the benefit of the district. Mrs. VanWhy and Mr. Schlameuss said we ditto that comment. Mr. Lurry asked Mr. Neiman if he can explain what is the Act 1 Index of where the 5.9% was derived. Mr. Neiman said the Act 1 of 2006 which was put into place expresses that you can raise taxes to cover all of your expenses but there are limitations. Our limitation this year is 5.9%. If the Board feels they need to go above the index, the Board would need to submit a full budget to PDE by January. Everything would say that our finances are in place that we would not need to raise taxes above 5.9%. A motion in the December agenda would be for the Board to recommend not to raise taxes above the index. What that does with the budgeting cycle is that it puts us on a different cycle than we have had for the past several years, where we submit a preliminary budget by May and a final budget in June. Mr. Schlameuss said just because we approve that 5.9% does not mean that we have to raise any taxes this year. It streamlines the reporting process.

Mrs. Bear said just to clarify to you, Mr. Neiman, you and I spoke about it at the Finance Committee meeting, that \$6 million you are proposing to transfer, we did this last year. Correct, when we closed out the books? Mr. Neiman said yes, that is correct. I believe it is a smart financial move to earmark those funds. I should say once it is transferred to the Capital Reserve Fund, it cannot come back to the General Funds to cover other forms of operating issues that we might have. Once it is in the Capital Reserve Fund, the only expenditures that are allowed are for the use of Capital Expenses. Mrs. Bear said it would be for buses or whatever things like that. Mr. Neiman said it is for infrastructure things like that, which are more long-term items. Mrs. Bear said thank you for clarifying that. I wanted to make sure that was out there as well.

IX. PUBLIC PARTICIPATION

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

Mr. Schlameuss said we have a very big agenda, so basically anything people would say would generally fall under their item. With that said, if there is something you really want us to focus on a little more, we have committees and those committees allow people to have that broader discussion. If it is Education related, it goes to the Education P & R Committee. If it is finance related, it goes to the Finance Committee. If you bring your items to the Board and say, "Hey, would you guys discuss this in your committee meeting and you are welcome to attend, it gives us the opportunity to have a little more robust conversation about that. It is kind of what Mr. Andrews was talking about with Policy 903 but it gives you a little bit better opportunity for you to be part of the conversation rather than sitting out in the audience and not having dialogue in the same way. I am just putting this out there.

Second, all comments are limited to the agenda, but we have a pretty full agenda. We basically have a lot of things here. You have three minutes.

A. Mr. Keith Karkut said I appreciate the opportunity to speak to you. I have to make a couple of statements about tonight's agenda. I'm a bit confused on why we are extending a contract to an administrator for more than three or four years. An eight-year contract, although the administrator is a good administrator, I don't think this is fiscally responsible. The other thing I am concerned with is that it appears that we are giving our Business Manager a \$20,000 raise this year to make his current contract \$165,000 and then factor in 3% a year. That is an awful large increase. This was just a statement. Another thing that alarms me is that when we have a total fund balance including fund balance and capital reserve to a tune of \$77 million, and we have a post pandemic and are living in a large recession in our country, when most families are living less than paycheck to paycheck, I cannot believe we are talking about saving money for the future for playing

around. Let me remind you that at the last budgeting session or process, I mentioned about having excess money and asked why we were raising taxes. To clarify what Dr. Riker said. The Administration did recommend to raise the taxes. That recommendation in all budget process comes from the Administration. The School Board votes on it. I don't understand why you said that the Administration did not recommend raising taxes. The point is it is not a deficit until the end of the fiscal year. To say that we have a deficit now like the Business Manager mentioned and it is crazy to say that we are going to raise taxes in an economy that we are in right now. The final thing I want to bring up. I don't know what is going on with this Board. There is a lot of mismanagement of different things, like with bus drivers and staff members. The fact that you are giving a raise and a contract to an Administrator before you even have a support staff contract solved, which is say overdue. We have support staff that are way underpaid. I am also concerned that Board members are talking about suspending or preventing a Board member from attending meetings. I don't know what Policy Dr. Bonilla you are referring to. I would be curious to see that Policy that you are referencing to suspend a Board member. It is very interesting to hear that. Keep in mind ESSER is not going to be with us forever. We keep talking about the \$10 million or the extra money from ESSER. It is not going to be with us. It is going away just like everything that the Government gives to us as a tease and then it goes away. One other thing on the substitute bus driver. We have 28 bus driver subs on our list. I don't understand why we have a deficit of bus driver subs when we have 22 bus driver subs on our list.

B. Mrs. Marilyn Mendez said I am a parent of a child who has special needs. He is in a middle school, J. T. Lambert. There is an issue with the transportation that he is riding in now. He rides a scooter. He can get into the bus fine. The bus has a lift; however, he has difficulty getting out of the bus. I have raised with the Transportation Department and Special Services Department if there is a possibility to obtain a smaller vehicle. He has a health document and 504 Plan that indicates he does need a smaller vehicle based on his needs. The question is, is there a fund or is it in the budget for the district to be able to obtain a smaller vehicle, such as the one that St. Luke's has for emergency patients, which is handicap accessible? Another option would be a Pocono Pony Plus. Again, my question is, is it in the budget or in some fund to purchase this vehicle for my son to use or other children who might benefit from it as well? Can somebody address my question? One more thing that I want to say is that the Transportation Department and Special Education Department have come up with temporary solutions like using a transfer board or a cushion. This really is not the answer. It does not help at all. My son does not feel safe with that and I don't either. A slip or wrong step could result in him hurting himself. It would be great if you would have a consideration, or a fund, or to place something in the budget where you can add to the fleet of smaller vehicles that will be handicap accessible. Mrs. Bear said we can have Administration reach out to you. Mr. Schlameuss said we typically don't answer. We can't give you an answer right now but if you send us an email and follow up with us. We'll make sure that it is distributed. I'm sure you have had conversations with transportation already. By making your needs known to us here, we can kind of direct Administration to do something. Mrs. Mendez said we had a meeting where the Principal was there as well as the Special Education Department and Transportation Department via a voice call. I don't believe any steps have been taken to move forward to address this issue, which is very important. Mr. Schlameuss said please send us an email or contact me as the chair. I can send the email out to everyone else and I will follow up directly with you.

C. Mr. Larry Dymond said I would like to see some sort of itinerary or guideline as to what we are going to do over the next year to improve the quality of education. We are not ranked very high. I think the kids are falling behind on a regular basis. I would like to see something in black and white that would make sense to change things around. We bought programs, books, computer programs to no end over the years and the grades keep going down. I would like to see a plan of some sort to turn that around. Another comment or question is in Mr. Neiman's eight-year contract do we stipulate a pay increase in it each year or anything like that or is that done separately? Mr. Schlameuss said it is in the contract for 3.5% per year or at whatever the Act 93 gets. Mr. Dymond said I am looking for confirmation if the roof at Smithfield Elementary leaks. Is that correct? Mr. Rohner said yes. Mr. Dymond said so there was discussion about that. The roof leaks and we still have a 20-year warranty on it. If we have that warranty, I don't want to be paying money out of pocket to replace the roof. There was a number out there that we are going to have to pay X amount of dollars towards it. We need to look into that and confirm that it has a 20-year warranty and that it is not going to cost us anything. It has leaked pretty much since day one. We should have addressed it years ago. Student behavior, we need to look into that. Teachers are unhappy, bus drivers, cafeteria workers and all of the staff. We've got to get the children under control. They are not learning. They are disruptive. The kids that want to learn are being impacted by it.

D. Ms. Michelle Peterson said I had planned on making a different statement tonight, but after witnessing what has happened earlier in this meeting, I've got to say that I am so disappointed in this Board. Frankly, I am a little disgusted with the behavior with some of the members on this Board. You have been fragmented since you were seated. You have never been able to work together as a Board. Mr. Schlameuss, as President, you need to promote more unity on this Board. Instead of bickering and fighting and attacking Board members, you need to work as a unit. We as taxpayers need you to work towards solutions not attacking each other. Miss Bonilla, I'm sure as a business woman, you understand how a Board works and what you did earlier in this meeting was totally unproductive. I think you need to think about that. If you are not willing to spend an hour and a half or two hours at a Board meeting, Miss VanWhy maybe you should not be here. We need people that... Mrs. VanWhy said no one said we don't want to be here. Ms. Peterson said I have the floor. Mr. Rohner said do not interrupt. We need people that have solutions. We have a lot of problems in this district, as you all know. I would really like to see more unity instead of attacking each other. That is what we need and that is why we elected you. We don't want to come here and listen to you bicker. The second thing that I want to speak about is that I am very disappointed in how long the fire system pump has remained inoperable. That is a true safety issue and it should have been handled, according to Mr. Gouger, at the Property and Facilities meeting, like three months ago. That is too long. I don't think there's any excuse for that. I don't know where the breakdown in communication happened. I don't know if someone should have reported it and did not. If anybody on this Board knew about it three months ago, it should have been taken care of by now. Our students and teachers are at risk until that is repaired. God forbid we have a fire. We don't know what would happen if that thing is not operating. I would encourage everyone to start working together a little more, and come up with these solutions instead of bickering and attacking each other.

X. UNFINISHED BUSINESS

None

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 003 – Functions

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt or repeal the Board Policies listed. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

ADOPT

1. 206 – Assignment Within District
2. 236.1 – Threat Assessment
3. 805 – Emergency Preparedness & Response
4. 805.2 – School Security Personnel
(See pages 28-57)

REPEAL

1. 113.4 – Chapter 15
(See pages 58-63)

ii. 004 – Membership

1. **Conference Attendance**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the attendance of William Riker at the 2022 SAS Institute Conference in Hershey, PA from December 3, 2022 through December 7, 2022, in the approximate amount of \$1,530.00. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

Mr. Schlameuss asked Mr. Brown what gives the Board the legal authority to do this? Mr. Brown said the Board clearly has plenary control over who goes on school property other than, obviously, students entitled to. Mr. Schlameuss said so we have the right to restrict the building and properties for Board members. Mr. Brown said absolutely. Elected officials by the nature of their office can attend regular meetings but outside of that they do not. Mr. Rohner said what policy is that in? Mr. Brown said I do not believe any policy addresses this matter. Mr. Rohner said what school law are we following? You are saying that I have no due process. Mr. Brown said you are looking at it right now. Mr. Schlameuss said we are your due process. This is the committee of your peers. We are bringing this up and I am very frustrated. I think we were working well together and I thought we had a very good relationship. The Committees were going well. I really appreciated your support. I think the challenges that we have here is that when we have discussions, we keep them internal. We have this discussion between ourselves. Once the Board agenda is out in the public it is fair game. Whatever you want to say and whenever you want to say it, that is fine. Before the agenda is released, it is still a conversation that we are having internally. Things can change from what is on the paper agenda before it gets released. I think my frustration is that you are having conversations with folks who are outside of the Board before the Board agenda is released and that is detrimental. It goes back to the trust piece. If you are saying things that we do not know. That is what I am concerned about. I really liked working with you over the past couple of months. Mr. Rohner said I am hearing a lot of accusations, but I am not hearing specifics as to the cause that would create my supposed suspension. Dr. Bonilla said I can fill in some of the gaps. I would like to address public comment. Dr. Bonilla, here addressing that, my point exactly, which was made in the public comment. We do need to work together and stop being divisive and that is the reason for this motion. Mr. Rohner sends accusatory and derogatory emails based on misinformation, lack of knowledge often obvious that he does not read the Board documents sent to us. He will ask questions in public meetings as though he is going to expose information. Oftentimes, manipulating the facts and information, sharing information that is confidential to Executive Session, taking away the opportunity for the Board to work together and effectively causing chaos, confusion and, for the record, members of the public posting information on Facebook, such as people who have spoken at the meeting today. Causing gas lighting is what it is called. A couple of other things, to his comment earlier. When he referred to me as the Board bully when we were not having a discussion and did not follow that protocol. I denounce bullying of any form. I am not a bully but I am a leader. I am not afraid to speak up, demand accountability from my Board colleagues and the reality is that when there is a lot of talking, but you don't show up as a contributor when we are working together. We don't all agree all of the time but when you are here with good intent, you show up as a contributor. That is working together. I brought a similar motion about a year ago about Mr. Rohner and Mr. Dymond when he was on the Board. The hostility continued even when colleagues at this table stated at this time, I won't support it and I want this to be a warning to Mr. Rohner. Many times, with all due respect, he was half asleep, as he has been during all the Board votes. When he served on the Board, he would come in and address things that Mr. Rohner has sent in an email in private to this Board, constantly breaking confidentiality, constantly breaking trust. Mr. Rohner said you are making accusations. Dr. Bonilla said do not interrupt. I did not interrupt you. To me this is a professional move because I work at the national level on developing leaders. This is about accountability, confidentiality. It is an effort to mitigate chaos within all these challenges that we are talking about. We have a responsibility to show up and work together. Thank you for mentioning that. As an organization this person has not contributed. This is not a forever thing. This is an opportunity for us to demonstrate that we want to work together regardless of our differences or how we show up. In addition to what Mr. Schlameuss mentioned about sharing information and breaking confidentiality, oftentimes trying to manipulate the narrative. I think I've covered everything that I have in my notes. Mr. Rohner said allegations are unfounded. Mr. Rohner said I have volunteered for six years. I have been voted in by the residents, the stakeholders of this district. I have been contributing for six years. You have a majority of the Board that is not inclusive to all Board members. When Dr. Bonilla commented about manipulating a process, it is the majority of the Board that is manipulating the process. Dr. Bonilla said but decisions should be made by the majority of the Board. Mr. Rohner said you have no right to make accusations without any proof. That is considered slander and defamation of character. You have been doing that willingly for the past four years. Dr. Bonilla said I have only served for three. If you want to see the emails we can.

Mrs. VanWhy said I don't believe we should suspend anyone. You are an elected official and you should have the right to speak your mind. However, sharing Executive Session information before it is released to the public, that happened a year ago and it happened again recently. That was our discussion in Executive Session before you entered the meeting. That upsets me. When I get a phone call or an email of what appeared on Facebook. Where did they get this information on something we are going to vote on and was discussed in Executive Session? That is rule number one about not sharing Executive Session information, specifically personnel information before it is available to the public. That is disturbing. Mr. Rohner you have served as long as I have; therefore, you should know that. Mr. Rohner when we are in Executive Session the Sunshine Law rules. Not everything that is discussed in Executive Session is part of the Sunshine Law. Mrs. VanWhy said personnel is. Mr. Rohner said you are making accusations and everyone is avoiding specifics. Mrs. VanWhy asked what are you talking about? Mr. Rohner said you are talking about a Facebook post that I did not post. Dr. Bonilla said you did not post it. The information correlated with an email that you sent to the Board. That is why I am saying this. If we want to be transparent, let's release emails. Mr. Rohner said emails are public documents. Dr. Bonilla said I am not here to say he said she said. I volunteer a lot of hours. Mr. Rohner said then don't. Dr. Bonilla said I am because you are rebutting. When I brought the facts a year ago they were there. The fact that the Board members had to take away an opportunity for Board members to just

walk into school property to eliminate Board members abusing that power, you are in that group. None of us have that opportunity. You chose to walk in and bully staff members and request information that was not requested by the majority of the Board or specifically requested by a committee. There are people who are afraid of you and the comments that you have made like the first time I brought this up, and you asked if I wanted to die on that political rock or something to that effect. I don't politicize education. I work hard to be where I am and I volunteer a lot of hours. Mr. Gullstrand said I know there are two motions that were presented. One was for all events on school property and the other about Executive Session and Board Committees. Dr. Bonilla said I thought there were two. Mr. Schlameuss said do you want it read again. Mr. Gullstrand said we only have the one. I want it to be clear that it is Executive Session and all committees and not all events like the motion read. I want to make sure that we are discussing the correct wording. Mr. Schlameuss said I want to make sure we have the correct one. Dr. Bonilla said I thought there were two because I want to see the majority of the votes to decide. Mr. Brown said the one you have on the floor is all school events. You need to pick what you want to vote on first. If you just want Executive Session and committee meetings, you should amend your motion. Mr. Gullstrand said I believe you wanted to add both motions and then put it out to the group. Mr. Brown said it is up to the Board. Mr. Schlameuss said would you amend your motion. Dr. Bonilla said I prefer all of it but I will amend the motion. Mr. Rohner said is everyone aware of the School Code that we have the same access as the regular public. Is everyone aware that Dr. Bonilla is at the High School North at least once a week. She is being hypocritical. Dr. Bonilla said I do not go into school property without permission or without meetings. I am a mother of two children at Lehman Intermediate. I have a son with a 504 Plan that I do go there to meet about and I advocate for him because my son is struggling this year. That is my job as a mother to be there and I go with permission. Mr. Schlameuss said whether the School Code says this or not we as a Board have set up a procedure within ourselves which govern our activities and our behaviors as Board members. We are to follow that. That is the whole point of us having a Board retreat this summer that you did not attend and other things that we as a Board work together with to set our procedure so we operate as a unit together to accomplish those things that were identified before. We will have a roll call vote based on the amended motion. Mr. Gullstrand said we just read the same thing. Dr. Bonilla said this is to suspend Mr. Rohner from Executive Session and Board Committees. Mrs. Bear said Mr. Rohner is part of the Support Staff Negotiations. We cannot suspend him from that. We need him. I don't know how that is going to work because we are close to the finish line. Mr. Rohner said I am an elected official. Dr. Bonilla said to Mr. Brown, can you advise us. Mr. Brown said you can clarify that it is committee membership and not committee meetings because he can be a member of the public. Mrs. Bear said but he is part of the Support Staff Negotiations Committee. Mr. Brown said it is up to the Board to make that decision. Mr. Schlameuss said you are the committee chair and I will defer to you. Dr. Bonilla said if you are asking as Committee Chair for that exception in order to get done what you need to get done, we can amend the motion. Mrs. Bear said it is sad because he is an active member in the Finance meeting as well. Sometimes he asks very tough questions and sometimes gets a little confrontational but we deal with it. It is difficult because sometimes you come with different things as well. You and I get along pretty well for the most part. It is tough because he adds value when he has good points. Sometimes you have to think before you speak because you can't take things back. Dr. Bonilla said everyone has a vote. You are not being forced to vote in any particular direction. Where do we stand? Mrs. Bear said he needs to be part of negotiations. Dr. Bonilla said I will amend the motion for negotiations but not for Finance. Mrs. Bear said Mr. Rohner can attend as member of the public. Mr. Rohner said I am going to the meetings. Mrs. Bear said it seems that your main concern is during Executive Session because what is discussed at a Committee meeting is discussed in front of the public. Dr. Bonilla said it is called consequences for doing things that you are not supposed to do. Mr. Schlameuss said as frustrating as that is, I agree. Dr. Bonilla asked Mrs. Bear do you want to amend the motion or are you just voting against the motion. Mrs. Bear said he has to be part of the Support Staff negotiations because he has done too much work in there already. Dr. Bonilla read the amended motion. I am not amending any more. Everyone needs to vote. I am not going to keep playing games. It is called leadership. We need to step up to the plate.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to suspend Board member, Wayne Rohner, from Executive Sessions and Board Committee meeting assignments, except for the Support Staff Negotiations Committee, for a period ending December 18, 2022. Motion was seconded by Lisa VanWhy. A roll call vote was made and passed 6-3. Dr. Damary Bonilla, Jason Gullstrand, Debbie Kulick, Steven Lurry, Richard Schlameuss and Lisa VanWhy voted yes. George Andrews, Rebecca Bear, and Wayne Rohner voted no.

Mr. Rohner asked, so you are saying I cannot go to the Finance Committee meeting. Mr. Brown said that is not what the Board is saying. You can attend as a member of the public.

b. **PROGRAMS**

i. **113.2 – Behavior Support**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the following building amounts in support of the School Wide Positive Behavior Support programs in each building. This will be funded through the ARP ESSER Learning Loss Set Aside Grant. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

School	No. of Students	Support \$	Total
Bushkill Elementary	373	\$5.00/Per Student	\$1,865.00
East Stroudsburg Elementary	604	\$5.00/Per Student	\$3,020.00
J.M. Hill Elementary	429	\$5.00/Per Student	\$2,145.00
Middle Smithfield Elementary	437	\$5.00/Per Student	\$2,185.00
Resica Elementary	426	\$5.00/Per Student	\$2,130.00
Smithfield Elementary	314	\$5.00/Per Student	\$1,570.00
J.T. Lambert Intermediate	948	\$5.00/Per Student	\$4,740.00

Lehman Intermediate	499	\$5.00/Per Student	\$2,495.00
High School South	1333	\$5.00/Per Student	\$6,665.00
High School North	947	\$5.00/Per Student	\$4,735.00
ESACA	344	\$5.00/Per Student	\$1,720.00
			\$33,270.00

ii. **121 – Field Trips**

ACTION BY THE BOARD:

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

	Name	Activity	Location	Dates
1.	Burn, Holly (#09735)	Gifted students in grades 2 nd through 12 th grades will attend the Franklin Institute.	Philadelphia, PA	12/6/22
2.	Toth, Terry (#09716)	J. T. Lambert Int. Media Design Classes will attend the 9/11 Memorial and Museum.	New York, NY	11/18/22
3.	Turner, Gillian (#09659)	H.S. South students to Rockefeller Center.	New York, NY	12/9/22

(See pages 64-69)

c. **PUPILS**

i. **233 – Suspension and Expulsion**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Recommendation to Modify Expulsion Requirement/Agreed Upon Expulsion, Waiver of School Board Hearing and Release Agreements for the 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 Jason Gullstrand and carried unanimously, 9-0.

1. #200849
 2. #201385
 3. #201456
 4. #201465
 5. #201720
 6. #202013
 7. #202269
 8. #201721
 9. #202612
 10. #202668
- (See pages 70-92)

d. **PERSONNEL**

1. **301 – Creating a Position**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Professional Staff Position Description of Alternatives To Expulsion (A2E) Coach. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 93-95)

2. **303 – Employment of Administrators**

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the employment contract with Craig Neiman, as the District's Chief Financial Officer, for the period of October 17, 2022 through June 30, 2030, as presented. Motion was seconded by Dr. Damary Bonilla and passed 8-1. Wayne Rohner voted no.

(See pages 96-109)

3. **308 – Employment Contract**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the following Memorandum of Understanding between the East Stroudsburg Area School District and East Stroudsburg Education Association with respect to adding Unified Sports coaching positions to the Schedule "B"-Extra-Responsibility Pay Schedule, effective the 2022-2023 school year. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

(See page 110)

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

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

i. 309 – Assignments and Transfers

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Ehrhardt, Michael	From: Cafeteria Worker (4 hour, part-time) – J. T. Lambert Intermediate To: Bus Aide (7 hour, full-time, 10 month) – South Bus Lot This is a new position.	Support	\$14.06/hour	October 20, 2022
2.	Trebilcock, Colleen	From: Cafeteria Worker (4 hour, part-time) – Itinerant at High School North To: Cafeteria Worker (4.75 hour, part-time) – Bushkill Elementary Replaces Bonnie Dekmar who retired.	Support	No change.	August 24, 2022

(See pages

ii. 335 – Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Coke, Lucianna	English teacher	Professional	High School South	September 8, 2022 now through November 3, 2022.
2.	Conklin, Mary	Health & Physical Education teacher	Professional	Resica Elementary	September 13, 2022 through October 11, 2022.
3.	Healey, Michael	Social Studies teacher	Professional	High School South	October 26, 2022 through November 30, 2022.
4.	Kelly, Linda	Special Education teacher	Professional	J. T. Lambert Intermediate	August 9, 2022 through November 1, 2022.
5.	Kern, Sara	Special Education teacher	Professional	J. T. Lambert Intermediate	August 10, 2022 now through November 1, 2022.
6.	Minnichbach, Joseph	Science teacher	Professional	High School North	November 7, 2022 through January 30, 2023.
7.	Rogerson, Christine	Library Science teacher	Professional	Lehman Intermediate	September 23, 2022 through December 16, 2022. This is an intermittent leave.
8.	Almodovar, Matilde	Bus Driver	Support	Transportation	September 19, 2022 through October 3, 2022.
9.	Anderson, Diane	Bus Driver	Support	Transportation	July 15, 2022 now through October 11, 2022.
10.	Donald, Dawn	Paraprofessional	Support	High School North	September 7, 2022 through June 30, 2023. This is an intermittent leave.
11.	Sherman, Diane	Paraprofessional	Support	High School North	August 3, 2022 now through October 14, 2022.

iii. 339 –Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Harris, Marianne	Student Aide	Support	High School South	May 9, 2022 now through August 23, 2022.
2.	Lapping, Sarah	Student Aide	Support	High School South	February 24, 2022 now through September 25, 2022.

3.	Walsh, Linda	Cafeteria Aide	Support	Smithfield Elementary	August 29, 2022 through January 30, 2023.
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iv. 303/304/304.1/304.2/305 – Employment

a. Rescissions

	Name	Position	Classification	Location
1.	Antolick, Lynn	Choral Director	Schedule B	East Stroudsburg Elementary
2.	Cook, Samantha	Basketball-Girls' Head Coach	Schedule B	Lehman Intermediate
3.	Cook, Samantha	Sophomore Class Co-Advisor	Schedule B	High School North
4.	Sullivan, Caitlin	Intramural Study Buddy Quad-Advisor	Schedule B	J. T. Lambert Intermediate
5.	Uy, Raymond	Choral Director	Schedule B	East Stroudsburg Elementary
6.	West, Melissa	Intramural Homework Quad-Advisor	Schedule B	J. T. Lambert Intermediate
7.	De Pena, Anye	Cafeteria Aide	Support	Bushkill Elementary
8.	Olivieri, Antonio	Bus Driver	Support	Transportation

(See pages 111-117)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Crescenzo, JohnPaul	Assistant Principal	Act 93	J. T. Lambert Intermediate	<u>Date Change:</u> September 16, 2022 (end of the workday) September 23, 2022
2.	Stevens, Renee	Assistant Principal	Act 93	High School North	November 10, 2022 (end of the workday)
3.	Gimbi, Allison	School Counselor	Professional	Middle Smithfield Elementary	October 28, 2022 (end of the workday)
4.	Sheeley, Kennedy	Building Substitute teacher	Professional/ Substitute	High School South	October 14, 2022
5.	Azikiwe, Emmanuela	Reading Paraprofessional	Support	Lehman Intermediate	August 17, 2022
6.	Bongiorno, Nora	Paraprofessional	Support	Resica Elementary	September 23, 2022 (end of the workday)
7.	Boswell, Neffatiti	Secretary	Support	Pupil Services	September 25, 2022 (end of the workday)
8.	Caldera, John	Paraprofessional	Support	High School South	October 14, 2022 (end of the workday)
9.	Christenson, Sabryna	Paraprofessional	Support	Smithfield Elementary	August 15, 2022
10.	Cook, Samantha	Paraprofessional	Support	High School North	October 14, 2022 (end of the workday)
11.	Fagan, Heather	Paraprofessional	Support	East Stroudsburg Elementary	September 30, 2022 (end of the workday)
12.	Howle, Christian	Custodian (2 nd shift)	Support	Smithfield Elementary	October 7, 2022 (end of the workday)
13.	Scott, Malika	Bus Driver	Support	Transportation	November 17, 2022 (end of the workday)
14.	Snow, Kathleen	Bus Driver	Support	Transportation	October 6, 2022
15.	Walker, Gladys	Temporary Registration Secretary	Support/Temporary	Administrative Services	September 14, 2022 (end of the workday).
16.	Marmo, Jennifer	Intramural GSA Advisor	Schedule B	High School North	September 13, 2022

(See pages 118-133)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Clarke, Lisa	Paraprofessional	Support	Middle Smithfield Elementary	January 3, 2023 (end of the workday).
2.	Honicker, Nona	Bus Driver	Support	Transportation	January 6, 2023 (end of the workday).
3.	Ludwig, Christopher	Bus Driver	Support	Transportation	September 13, 2022

(See pages 134-136)

d. Workday Hour Changes

	Name	Position	From:	To:	Effective Date:
1.	Carter, Bernadette	Bus Driver	6 hour	8 hour	August 29, 2022
2.	Pizzo, Joseph	Bus Driver	6 hour	8 hour	August 29, 2022

e. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Azar, Dr. Robert	Assistant Principal (PE) Replaces Evan Stokes who will be reassigned.	Act 93	Lehman Intermediate	\$80,396.40 (prorated)	January 3, 2023
2.	Brooks, Elena	German teacher (TPE) Replaces Chris Schellhamer who retired.	Professional	High School South	<u>Salary Change:</u> \$55,882.00 (prorated) Step 1 Column 7 \$50,186.00 Step 1 Column 1	<u>Date Change:</u> September 1, 2022 To Be Determined.
3.	Kpassou, Nathalie	French teacher (TPE) Replaces Edit Lupu who rescinded.	Professional	Lehman Intermediate	<u>Salary Change:</u> \$61,106.00 (prorated) Step 1 Column 12 \$50,186.00 Step 1 Column 1	<u>Date Change:</u> October 3, 2022 To Be Determined.
4.	Morse, Susan	Special Education/Life Skills teacher (TPE) Replaces Barbara Descavich-Bloom who resigned	Professional	Middle Smithfield Elementary	\$55,882.00 (prorated) Step 1 Column 7	September 28, 2022
5.	Patrick, Lauren	Kindergarten teacher (TPE) This is a new position.	Professional	J. M. Hill Elementary	<u>Salary Change:</u> \$50,628.00 (prorated) Step 1 Column 2 \$50,186.00 Step 1 Column 1	<u>Date Change:</u> September 20, 2022 To Be Determined.
6.	Kirkpatrick, Karen	Art teacher (.2 part-time) (LTS) This is a new position.	Professional/LTS	Middle Smithfield Elementary	\$56,282.00 (prorated) Step 5 Column 7	October 3, 2022 through the last 2022-2023 teacher workday only.
7.	Boswell, Neffatiti	Dispatcher (12 month, 8 hour) This is a new position.	First Level Supervisor	Transportation	\$26.00/hour	September 26, 2022
8.	Gonzalez, Kathy	Student Aide (7 hour) This is a new position.	Support	East Stroudsburg Elementary	\$14.06/hour	October 3, 2022
9.	Guerri, Alainna	Student Aide (7 hour) This is a new position.	Support	East Stroudsburg Elementary	\$14.56/hour	October 3, 2022
10.	Velazquez, Rafael	Custodian (2 nd shift) Replaces Christian Howle who resigned.	Support	Smithfield Elementary	\$16.08/hour (plus \$.40/hour shift differential)	October 10, 2022

11.	Walker, Diamond	Student Aide (7 hour) Replaces Thomas Massey who was reassigned.	Support	High School South	\$14.06/hour	October 17, 2022
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(See pages 137-139)

f. Building Substitute Teacher

	Name	Location	Effective Date(s)
1.	Cacace, Michael	Lehman Intermediate	September 8, 2022 through the last 2022-2023 student day.

g. Classroom Professional Substitute Teachers

	Name	Location	Compensation	Effective Date(s)
1.	Acosta, Saraswati Replaces Sara Kern who is on a leave.	J. T. Lambert Intermediate	\$205.00/day	August 29, 2022 through November 1, 2022.
2.	Borchardt, Evan Replaces Susan Smith who is on a leave.	Middle Smithfield Elementary	\$205.00/day	September 19, 2022 through October 17, 2022.

h. Homebound Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Paradis, Lindsay	Homebound teacher	Professional	2022-2023 School Year

i. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Baptiste, Tyuka	Substitute teacher	Professional	2022-2023 School Year
2.	Buchter, Rachel	Substitute teacher	Professional	2022-2023 School Year
3.	De La Rosa, Erica	Substitute teacher	Professional	2022-2023 School Year
4.	Fagan, Heather	Substitute teacher	Professional	2022-2023 School Year
5.	Finley-Welsh, Susan	Substitute teacher	Professional	2022-2023 School Year
6.	Friday, Brenda	Substitute teacher	Professional	2022-2023 School Year
7.	Gearhart, Julé	Substitute teacher	Professional	2022-2023 School Year
8.	Greene, Randolph	Substitute teacher	Professional	2022-2023 School Year
9.	Kessopa, Victoria	Substitute teacher	Professional	2022-2023 School Year
10.	Lowrie, Stephen	Substitute teacher	Professional	2022-2023 School Year
11.	Madsen, Jo-Anne	Substitute teacher	Professional	2022-2023 School Year
12.	Oliva, Glenda	Substitute teacher	Professional	2022-2023 School Year
13.	Ostroski, Katrina	Substitute teacher	Professional	2022-2023 School Year
14.	Oswald, Tina	Substitute teacher	Professional	2022-2023 School Year
15.	Soto, Jessica	Substitute teacher	Professional	2022-2023 School Year
16.	Stackhouse, Ashley	Substitute teacher	Professional	2022-2023 School Year
17.	Baptiste, Tyuka	Cafeteria Aide, Front Desk Receptionist, Secretary, Student Aide	Support	2022-2023 Fiscal Year
18.	Bongiorno, Nora	Custodian, Front Desk Receptionist, Paraprofessional, Student Aide	Support	2022-2023 Fiscal Year
19.	Buchter, Rachel	Cafeteria Aide, Custodian, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2022-2023 Fiscal Year
20.	Cullen, Joanne	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2022-2023 Fiscal Year
21.	Dalia, Danielle	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Secretary, Student Aide	Support	2022-2023 Fiscal Year
22.	Ferko, Rudina	Paraprofessional	Support	2022-2023 Fiscal Year
23.	Finley-Welsh, Susan	Paraprofessional, Secretary	Support	2022-2023 Fiscal Year
24.	Flint, Teresa	Paraprofessional	Support	2022-2023 Fiscal Year
25.	Gearhart, Julé	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2022-2023 Fiscal Year

October 17, 2022

26.	Honicker, Nona	Bus Driver	Support	2022-2023 Fiscal Year
27.	Madsen, Jo-Anne	Student Aide	Support	2022-2023 Fiscal Year
28.	Mbida, Dorothee	Cafeteria Aide, Cafeteria Worker	Support	2022-2023 Fiscal Year
29.	McKillop, Nancy	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Secretary, Student Aide	Support	2022-2023 Fiscal Year
30.	Oswald, Tina	Cafeteria Aide, Student Aide	Support	2022-2023 Fiscal Year
31.	Saltos, Arleen	Cafeteria Worker	Support	2022-2023 Fiscal Year
32.	Silfee, Tracy	Oswald, Tina	Support	2022-2023 Fiscal Year
33.	Vasquez, Ana	Bus Driver, Cafeteria Aide, Front Desk Receptionist, Student Aide	Support	2022-2023 Fiscal Year
34.	Velazquez, Rafael	Custodian, Maintenance	Support	2022-2023 Fiscal Year

j. Substitute Reappointments

Substitute Bus Drivers

	Last Name	First Name
1.	Arrabito	Cheryl
2.	Bynoe	Christian
3.	Class	Omar
4.	Eccelston	Barbara
5.	Gallo	Vincent
6.	Gonzalez	Jeffrey
7.	Kanterman	Steven
8.	Kellner	Carlos
9.	Lessig	Jay
10.	Lopresti	Filippo
11.	Ortiz	Nersy
12.	Pilarca	Erwin
13.	Roberts	Elaine
14.	Rogers	Charlene
15.	Rothwell	George
16.	Santos	David
17.	Trabucco	Richard
18.	Tullo	Richard
19.	Vasquez	Ana
20.	Williams	James
21.	Wilson	Jessica
22.	Wolfe	Ellen

Substitute Business Office

	Last Name	First Name
1.	Arnold	Dora
2.	Bauer	Amy
3.	Castelli	Maria
4.	Greco	Valentina
5.	Shaw	Eloise

Substitute Cafeteria Aides

	Last Name	First Name
1.	Baptiste	Tyuka
2.	Buchter	Rachel

	Last Name	First Name
3.	Cinnante	Kelly
4.	Conant	Janet
5.	Cullen	Joanne
6.	Dailey	Rachel
7.	Dalia	Danielle
8.	Dougher	Laura
9.	Ehrhart	Cheryl
10.	Gearhart	Jule
11.	Gray	Carolyn
12.	Greco	Valentina
13.	Kanterman	Claire
14.	Libertis	Yvette
15.	Madsen	Sarah
16.	Manfredi-Mazur	Stacey
17.	Mbida	Dorothee
18.	McKillop	Nancy
19.	Moon	Richard
20.	Oswald	Tina
21.	Potocnik	Darlene
22.	Rizzi-Nagora	Serafina
23.	Schena	Denise
24.	Schena	Emily
25.	Schmidt	Diane
26.	Silfee	Tracy
27.	Vander Plaat	Jezaree
28.	Vasquez	Ana
29.	Vedder	Dawn
30.	Vilinsky	Maria
31.	Walker	Gladys

Substitute Cafeteria Workers

	Last Name	First Name
1.	Cinnante	Kelly
2.	Cullen	Joanne
3.	Dalia	Danielle
4.	Dougher	Laura
5.	Gearhart	Jule
6.	Gray	Carolyn
7.	Greco	Valentina
8.	Kanterman	Claire
9.	Kanterman	Steven
10.	Libertis	Yvette
11.	Mbida	Dorothee
12.	McKillop	Nancy
13.	Moon	Richard
14.	Potocnik	Darlene
15.	Rizzi-Nagora	Serafina

	Last Name	First Name
16.	Salto	Arleen
17.	Schmidt	Diane
18.	Shamey	Kenneth
19.	Silfee	Tracy
20.	Vedder	Dawn
21.	Vilinsky	Maria
22.	Walker	Gladys

Substitute Custodians

	Last Name	First Name
1.	Antonesei	Liliana
2.	Buchter	Rachel
3.	Class	Omar
4.	Corona	Janet
5.	Cramer	Kathaleen
6.	Dailey	Rachel
7.	DeLaRosa	Ashley
8.	Dougher	Laura
9.	English	Wesley
10.	Fritz	Andrea
11.	Iaconetti III	Angelo
12.	Ivory	Georgina
13.	Kanterman	Steven
14.	Kolenovic	Rafeta
15.	Moon	Richard
16.	Real	Susan
17.	Rojas	Deborah
18.	Root	Maria
19.	Rothwell	George
20.	Shamey	Kenneth
21.	Sierra	Sara
22.	Smith	Matthew
23.	Vazquez	Rosemary
24.	Velazquez	Rafael
25.	Walker	Gladys
26.	Williams	Vivian

Substitute Front Desk Receptionists

	Last Name	First Name
1.	Baptiste	Tyuka
2.	Bauer	Amy
3.	Buchter	Rachel
4.	Caputo	AnneMarie
5.	Celis	Lisa
6.	Conant	Janet
7.	Corey	Gail
8.	Cullen	Joanne

	Last Name	First Name
9.	Dailey	Rachel
10.	Dalia	Danielle
11.	Dougher	Laura
12.	Easton	Alysa
13.	Ehrhart	Cheryl
14.	Gearhart	Jule
15.	Goorahoo	Rehsma
16.	Gray	Carolyn
17.	Greco	Valentina
18.	Kanterman	Steven
19.	Korekov	Christina
20.	Libertis	Yvette
21.	Madsen	Sarah
22.	Manfredi-Mazur	Stacey
23.	McKillop	Nancy
24.	Messana	Amy
25.	Peteroy	Lucinda
26.	Potocnik	Darlene
27.	Rizzi-Nagora	Serafina
28.	Schena	Denise
29.	Schena	Emily
30.	Vasquez	Ana
31.	Vedder	Dawn
32.	Vilinsky	Maria
33.	Walker	Gladys
34.	Williams	Vivian
35.	Wolbert	Anna
36.	Zicaro	Crystal

Substitute Health Room Nurse

	Last Name	First Name
1.	Little	Joann

Substitute Maintenance Workers

	Last Name	First Name
1.	Corona	Janet
2.	Cramer	Kathaleen
3.	English	Wesley
4.	Kanterman	Steven
5.	Lesoine	Frederick
6.	Mayrhauser	Karl
7.	Shamey	Kenneth
8.	Sourwine	Arthur
9.	Young	William

Substitute Paraprofessionals

	Last Name	First Name
1.	Buchter	Rachel
2.	Caputo	AnneMarie
3.	Cherif	Amanda`
4.	Cinnante	Kelly
5.	Conant	Janet
6.	Cullen	Joanne
7.	Dailey	Rachel
8.	Dougher	Laura
9.	Easton	Alysa
10.	Ehrhart	Cheryl
11.	Feld	Marcus
12.	Ferko	Rudina
13.	Finley-Welsh	Susan
14.	Flint	Teresa
15.	Freeman	Ritchell
16.	Gearhart	Jule
17.	Gray	Carolyn
18.	Greco	Valentina
19.	Lopresti	Sabrina
20.	Madsen	Sarah
21.	Manfredi-Mazur	Stacey
22.	Messana	Amy
23.	Moya	Lynn
24.	Peteroy	Lucinda
25.	Reese	Amber
26.	Rizzi-Nagora	Serafina
27.	Schena	Emily
28.	Schena	Denise
29.	Vazquez	Rosemary
30.	Vilinsky	Maria
31.	Viola	Joanne
32.	Walker	Gladys
33.	Wolbert	Anna

Substitute Secretaries

	Last Name	First Name
1.	Antonesei	Liliana
2.	Arnold	Dora
3.	Baptiste	Tyuka
4.	Baran	Cassandra
5.	Bauer	Amy
6.	Bleckler	Ronda
7.	Buchter	Rachel
8.	Caputo	AnneMarie
9.	Castelli	Maria
10.	Celis	Lisa

	Last Name	First Name
11.	Cinnante	Kelly
12.	Ciucci	Margaret
13.	Conant	Janet
14.	Conti	Michele
15.	Corey	Gail
16.	Corona	Janet
17.	Culleney	Joanne
18.	Dailey	Rachel
19.	Dalia	Danielle
20.	DeLaRosa	Ashley
21.	Dougher	Laura
22.	Dreier	Donna
23.	Easton	Alysa
24.	Ehrhart	Cheryl
25.	Finley-Welsh	Susan
26.	Finnerty	Stacy
27.	Francois	Nancy
28.	Gearhart	Jule
29.	Gramberg	Karen
30.	Gray	Carolyn
31.	Greco	Valentina
32.	Green	Kelly
33.	Hofmeister	Ginny
34.	Korekov	Christina
35.	Madsen	Sarah
36.	Males	Linda
37.	Manfredi-Mazur	Stacey
38.	McKillop	Nancy
39.	Messana	Amy
40.	Moya	Lynn
41.	Papa	Eric
42.	Peteroy	Lucinda
43.	Picchianti	Darlene
44.	Pisano	Madeline
45.	Realì	Susan
46.	Rizzi-Nagora	Serafina
47.	Rojas	Deborah
48.	Root	Maria
49.	Schena	Denise
50.	Shaw	Eloise
51.	Sierra	Sara
52.	Vazquez	Rosemary
53.	Vilinsky	Maria
54.	Viola	Joanne
55.	Vitale	Christine
56.	Walker	Gladys
57.	Williams	Vivian

	Last Name	First Name
58.	Wolbert	Anna
59.	Zicaro	Crystal

Substitute Student Aides

	Last Name	First Name
1.	Baptiste	Tyuka
2.	Buchter	Rachel
3.	Caputo	AnneMarie
4.	Cherif	Amanda`
5.	Conant	Janet
6.	Culleney	Joanne
7.	Dailey	Rachel
8.	Dalia	Danielle
9.	Dougher	Laura
10.	Easton	Alysa
11.	Gearhart	Jule
12.	Gray	Carolyn
13.	Greco	Valentina
14.	Kanterman	Steven
15.	Libertis	Yvette
16.	Madsen	Jo-Anne
17.	Madsen	Sarah
18.	Manfredi-Mazur	Stacey
19.	McKillop	Nancy
20.	Messana	Amy
21.	Peteroy	Lucinda
22.	Pisano	Madeline
23.	Reese	Amber
24.	Rizzi-Nagora	Serafina
25.	Schena	Emily
26.	Schena	Denise
27.	Smith	Matthew
28.	Vasquez	Ana
29.	Vedder	Dawn
30.	Vilinsky	Maria
31.	Viola	Joanne
32.	Walker	Gladys
33.	Wolbert	Anna
34.	Zicaro	Crystal

Substitute Teachers/School Nurses

	Last Name	First Name	Certification
1.	Acosta	Saraswati	Emergency Permit
2.	Ahmetaj	Pik Chu (Ava)	Emergency Permit
3.	Alexander	Raemi	Emergency Permit
4.	Anderson	Thomas	Emergency Permit
5.	Armstrong	Amy	Emergency Permit

	Last Name	First Name	Certification
6.	Baglieri	Susan	Emergency Permit
7.	Baptiste	Tyuka	Emergency Permit
8.	Baran	Cassandra	Emergency Permit
9.	Bennett	Monica	Emergency Permit
10.	Bergoffen	Demetria	Emergency Permit
11.	Boylin	Jennifer	Emergency Permit
12.	Buchter	Rachel	Emergency Permit
13.	Cacace	Michael	Emergency Permit
14.	Cantor	Lisa	Emergency Permit
15.	Daubert	Loretta	Emergency Permit
16.	De La Rosa	Erica	Emergency Permit
17.	Delgado	Ileana	Emergency Permit
18.	Della-Calce	Eleanor	Health & Physical Ed
19.	Douglas	Beverley	Emergency Permit
20.	Downey	Susan	Elementary
21.	Eaton	Alyssa	Emergency Permit
22.	Etienne-Daniel	Tamara	Emergency Permit
23.	Fagan	Heather	Emergency Permit
24.	Famoso	Thomas	Health & Physical Ed
25.	Feld	Marcus	Emergency Permit
26.	Finley-Welsh	Susan	Special Education
27.	Fitzpatrick	Keely	PROSPECTIVE TEACHER
28.	Francois	Nancy	Special Education
29.	Freeman	Ritchell	Emergency Permit
30.	Friday	Brenda	Emergency Permit
31.	Friedman	Marc	Emergency Permit
32.	Gearhart	Jule	Emergency Permit
33.	Greene	Randolph	Emergency Permit
34.	Guznay	Stephanie	Emergency Permit
35.	Hanson	Greggory	Emergency Permit
36.	Jeffers	Ying Fang	Emergency Permit
37.	Johnson	Patsy	Emergency Permit
38.	Jones	Juliet	Elementary
39.	Kalimootoo	Chitrakha	Special Education/Reading Specialist/Elementary/ESL
40.	Kessopa	Victoria	Early Childhood
41.	Kimberlin	Katrina	PROSPECTIVE TEACHER
42.	Knight	Andre	Emergency Permit
43.	Korekov	Christina	CLASS ROOM MONITOR
44.	Little	Joann	Emergency Permit/School Nurse
45.	Lopresti	Sabrina	Social Studies
46.	Lowrie	Stephen	Music
47.	Lyons	Marlene	Elementary
48.	Madsen	Jo-Anne	Emergency Permit
49.	Madsen	Sarah	Emergency Permit
50.	Maraventano	Maria	Special Education
51.	McLaughlin	Diane	Health & Physical Ed
52.	Messana	Amy	Emergency Permit

	Last Name	First Name	Certification
53.	Miguel	Maria	Emergency Permit
54.	Miller	Mark	Emergency Permit
55.	Molina	Michelle	English/Library Sci/Health/Family Consumer Science
56.	Montoya	Jennie	Emergency Permit
57.	Morse	Kenneth	Emergency Permit
58.	Oliva	Glenda	Emergency Permit
59.	Orsargos	Joseph	Emergency Permit
60.	Osborn-Hallet	Michelle	Elementary/Mid-Level Science 6-9
61.	Ostocki	Katrina	Emergency Permit
62.	Oswald	Tina	Emergency Permit
63.	Paflitzko	Joi	Health & Physical Ed (NY)
64.	Papa	Eric	Music
65.	Papalardo	Lynn	School Nurse
66.	Parrish	Jill	Special Education
67.	Paryzki	Anna	Emergency Permit
68.	Phillip-Stringer	Keleisha	Emergency Permit
69.	Putney	Seth	Emergency Permit
70.	Ramlal	Derek	Social Studies
71.	Reese	Amber	PROSPECTIVE TEACHER
72.	Reese	Michele	Elementary
73.	Reyes	Jose	Emergency Permit
74.	Riley	Kimberly	Elementary/Reading Specialist
75.	Santos	David	PROSPECTIVE TEACHER
76.	Schellhamer	Chris	German
77.	Serebryansky	Matthew	Social Studies
78.	Shivers	Briana	Emergency Permit
79.	Smiley	Yelary	Emergency Permit
80.	Soodeen	Lance	Grades 4-8 (Science 7-8)
81.	Soto	Jessica	Emergency Permit
82.	Souffrant	Danny	Emergency Permit
83.	Stackhouse	Ashley	Emergency Permit
84.	Strunk	Marynell	Emergency Permit
85.	Trimble	Kevin	Emergency Permit
86.	VanDerveer	Melanie	Emergency Permit
87.	Vazquez	Rosemary	Emergency Permit
88.	Vitale	Christina	Art/Elementary
89.	Wichman	Maryann	Emergency Permit
90.	Winfield	Kyle	Emergency Permit
91.	Wood	Kimberly	Elementary
92.	Zall	Denise	Emergency Permit

Homebound Reappointments

	Last Name	First Name	Certification
1.	Allison	Diana	English
2.	Bakner	Paul	Music
3.	Bibler	Elizabeth	Elementary/Special Education/Reading Specialist
4.	Bird	Shelli	Math

	Last Name	First Name	Certification
5.	Brescancine	Stacey	Special Education
6.	Coke	Lucianna	English
7.	Contino	Diane	Special Education
8.	Curry	Jessica	Family & Consumer Science
9.	Dobrowolski	Darren	Math
10.	Donegan	Debra	Special Education
11.	Dreisbach	Ashley	Elementary
12.	Edelbaum	Jaqueline	Tech Ed
13.	Follis	Laura	Elementary
14.	Gambill	Geofrey	Elementary/Special Education
15.	Gittens	Linda	ESL
16.	Gouger III	William	English/Social Studies
17.	Green	Karen	Elementary/Health & PE
18.	Hegarty	Susan	Elementary
19.	Kern	Sara	Elementary/Special Ed
20.	Kernan	Paul	Special Education/Social Studies
21.	Koretski	John	Business/Computer/Info Tech K-12
22.	Lapadula	Salvatore	Elementary/Special Education
23.	Lazowski	Maria	Elementary/Mid-Level Math 6-9
24.	Lewis	Tara	Elementary/Special Education
25.	Libecap	Charles	Elementary/Mid-Level Math 6-9
26.	Lowris	Joel	Elementary/Tech Ed
27.	Malvagno	Catherine	Mid-Level Math 6-9
28.	Marmo	Jennifer	English
29.	Meglio	Stephen	Social Studies
30.	Millard	John	Special Education
31.	Mooney	Edward	Special Education
32.	Moretto	Destiny	Elementary
33.	Nichols	Monica	Elementary
34.	Ostroski	Deana	Elementary/English/Special Education
35.	Panepinto	Carrie	Math
36.	Parrish	Jill	Special Education
37.	Piedra	Gisela	Spanish
38.	Prusik	Julia	Elementary
39.	Reith	Daryl	Special Education/Elementary/English
40.	Ridner	Cara	Elementary
41.	Rogers	Thomas	Math
42.	Rothwell	Donna	Art/Special Education
43.	Sandy	Jasmine	Special Education
44.	Schneider	Christian	Elementary
45.	Schellhamer	Chris	German
46.	Schulte	Gloria	Special Education/English
47.	Smith	Kelly-Jo	Special Education
48.	Smith	Susan	Elementary
49.	Spering	Laureen	Elementary/Mid-Level Math 6-9
50.	Steakin	Susan	Elementary
51.	Stine	Richard	General Science/Physics

	Last Name	First Name	Certification
52.	Strain	Scott	Math
53.	Taylor	Kathryn	Math
54.	Tobin	Snoann	Elementary
55.	Turner	Gillian	English
56.	Ware	James	English
57.	Weber	Sarah	Social Studies
58.	West	Melissa	Special Education
59.	Wetherhold	Barbara	Special Education
60.	Witcraft	Laura	Elementary/Special Education
61.	Yohe	Zahra	Elementary/Special Education
62.	Zannella	Ann	Special Education

- k. Create a Reader Family Reading Program** - Approve the following staff for the purpose of facilitating parent and child workshops as part of the Create a Reader Family Reading Program held at Middle Smithfield Elementary. Program dates: October 18 and 25, 2022 and November 1, 8 and 15, 2022. All positions are fully funded by the Title I grant and are contingent upon the program running in-person, and with sufficient enrollment.

	Name	Position	Classification	Compensation
1.	Agolino, Jennifer	Workshop Facilitator	Professional	\$30.75/hour (12.5 hours maximum)
2.	Becker, Rachel	Workshop Facilitator	Professional	\$30.75/hour (7.5 hours maximum)
3.	Brescancine, Stacey	Workshop Facilitator	Professional	\$30.75/hour (12.5 hours maximum)
4.	Doyle, Jacqueline	Workshop Facilitator	Professional	\$30.75/hour (12.5 hours maximum)
5.	Hogan, Karin	Workshop Facilitator	Professional	\$30.75/hour (10 hours maximum)
6.	Jennings, Melissa	Workshop Facilitator	Professional	\$30.75/hour (7.5 hours maximum)
7.	McKelvin, Wanda	Workshop Facilitator	Professional	\$30.75/hour (7.5 hours maximum)
8.	Metaxas, Carolyn	Workshop Facilitator	Professional	\$30.75/hour (5 hours maximum)
9.	Miller, Lorin	Workshop Facilitator	Professional	\$30.75/hour (7.5 hours maximum)
10.	Munch, Laura	Workshop Facilitator	Professional	\$30.75/hour (10 hours maximum)
11.	Niznik, Tosha	Workshop Facilitator	Professional	\$30.75/hour (5 hours maximum)
12.	Randall, Michele	Workshop Facilitator	Professional	\$30.75/hour (5 hours maximum)
13.	Bergen, Lori	Workshop Facilitator	Support	\$30.75/hour (7.5 hours maximum)
14.	Bergoffen, Demetria	Workshop Facilitator	Support	\$30.75/hour (7.5 hours maximum)
15.	Bianco, Ellen	Workshop Facilitator	Support	\$30.75/hour (7.5 hours maximum)
16.	Graziano, Amy	Workshop Facilitator	Support	\$30.75/hour (7.5 hours maximum)
17.	Pavlovsky, AnnaMarie	Workshop Facilitator	Support	\$30.75/hour (7.5 hours maximum)
18.	Pizzuto, Debra	Workshop Facilitator	Support	\$30.75/hour (7.5 hours maximum)
19.	Rideout, Nicole	Workshop Facilitator	Support	\$30.75/hour (5 hours maximum)

- l. Robotics Intramurals.** Approve Robotics Intramural Schedule B appointments, for the purpose of students developing 21st-century skills of collaboration, communication, creativity, critical thinking, and problem-solving in accordance with approved applicable policies and procedures. These positions are fully funded through the Ready to Learn Grant.

	Last Name	First Name	Position/Building	Compensation	Effective Dates
1.	Guida	Emile	Intramural Robotics Advisor - Middle Smithfield Elementary	\$25.45/hour (50 hour maximum)	2022-23 school year
2.	Hartman	Sandra	Intramural Robotics Advisor – Lehman Intermediate	\$25.45/hour (50 hour maximum)	2022-23 school year

- m. Special Education: Compensatory Speech & Language Services – Professional.** Approve the following professional staff to provide Compensatory Education Services during the 2022-2023 school year in the area of Speech & Language (effective September 1, 2022 through June 30, 2023).

	Employee	Position	Classification	Compensation
1.	Reinert, Megan	Speech & Language Pathologist	Professional	2022-2023 hourly rate

- n. Special Education: Documentation, IEP meetings – Professional.** Approve the following professional staff to complete special education paperwork (Reevaluation reports for transfer students, IEPs and related special education documents) and attend required IEP meetings during the 2022-2023 school year.

	Employee	Position	Classification	Compensation
1.	Duran, Mildred	IEP writing/IEP meeting attendance	Professional	\$30.75/hour (25 hour maximum)
2.	Ostroski, Deana	IEP writing/IEP meeting attendance	Professional	\$30.75/hour (25 hour maximum)
3.	Schulte, Gloria	IEP writing/IEP meeting attendance	Professional	\$30.75/hour (25 hour maximum)
4.	Wetherhold, Barbara	IEP writing/IEP meeting attendance	Professional	\$30.75/hour (25 hour maximum)

- o. ESACA External Virtual Teacher (Schedule B) Appointments for the 2022–2023 School Year – Intermediate School.** Approve the following professional staff for East Stroudsburg Area Cyber Academy (ESACA) related Schedule B positions for the 2022-2023 school year. In accordance with the Memorandum of Understanding.

	Last Name	First Name	Course	Program	Compensation
1.	Gambill	Geofrey	7th grade science	Intermediate	\$30.75/hour

- p. ESACA External Virtual Teacher (Schedule B) Appointments for the 2022–2023 School Year – High School.** Approve the following professional staff for East Stroudsburg Area Cyber Academy (ESACA) related Schedule B positions for the 2022-2023 school year. In accordance with the Memorandum of Understanding.

	Last Name	First Name	Course	Program	Compensation
1.	Gilbert	Alexander	Chemistry (all sections)	High School	\$30.75/hour
2.	Kernan	Paul	AP Human Geography	High School	\$30.75/hour
3.	DeLeon	Karla	Math Essentials	High School	\$30.75/hour
4.	Espinoza	Marilyn	Health 10 (Driver's Ed)	High School	\$30.75/hour
5.	Gilbert	Alexander	General Science (all sections)	High School	\$30.75/hour
6.	Espinoza	Marilyn	Algebra II (effective 8/30/22 through 10/11/22)	High School	\$30.75/hour
7.	Kirkpatrick	Jason	Driver's Ed (effective 11/1/22 through the end of 2 nd semester)	High School	\$30.75/hour

- q. 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.

2022-2023 School Year

	Last Name	First Name	Position	Building	Compensation
1.	Fort	Jamal	Basketball-Boys' Freshman Coach	High School North	\$4,308.00
2.	McKenzie	Denzal	Basketball-Boys' Head Coach	High School North	\$8,225.00
3.	Duval	Fabian	Basketball-Boys' Varsity Assistant Coach	High School North	\$5,342.00
4.	Noble	Joshua	Basketball-Boys' Varsity Assistant Coach	High School North	\$5,342.00
5.	Taylor	Jerome	Basketball-Girls' Freshman Coach	High School North	\$4,308.00
6.	Mobley	Vernon	Basketball-Girls' Head Coach	High School North	\$8,225.00
7.	Messana	Amy	Cheerleading Head Coach (winter)	High School North	\$4,525.00
8.	Parham	Hassana	Cheerleading Varsity Assistant Coach (winter)	High School North	\$3,162.00
9.	Fernandez	Joshua	Football Freshman Assistant Coach	High School North	\$4,468.00
10.	Campbell	Bridget	Intramural Aavidum Co-Advisor	High School North	\$25.45/hour (48 hour maximum split between advisors)
11.	Cruz	Carolyn	Intramural Aavidum Co-Advisor	High School North	\$25.45/hour (48 hour maximum split between advisors)
12.	Lowris	Joel	Intramural Boys' Tennis Advisor	High School North	\$25.45/hour (24 hour maximum)
13.	Mobley	Vernon	Intramural Girls' Basketball Advisor	High School North	\$25.45/hour (24 hour maximum)
14.	Arico	Lauren	Intramural GSA Co-Advisor	High School North	\$25.45/hour (48 hour maximum split between advisors)
15.	Marmo	Jennifer	Intramural GSA Co-Advisor	High School North	\$25.45/hour (48 hour maximum split between advisors)
16.	Nagy	Kelsey	Intramural Swim Advisor	High School North	\$25.45/hour (24 hour maximum)
17.	Edelbaum	Jacqueline	Intramural Women in STEM-Governor Challenge	High School North	\$25.45/hour (48 hour maximum)
18.	Lowris	Joel	Rifle Team Head Coach	High School North	\$4,525.00 (plus \$250.00 longevity stipend)
19.	Cantor	Lisa	Rifle Team Varsity Assistant Coach	High School North	\$3,162.00
20.	Millard	John	Speech & Debate Team Advisor	High School North	\$2,061.00
21.	Nagy	Kelsey	Swim Team Head Coach	High School North	\$8,064.00
22.	Hogan	Matthew	Wrestling Head Coach	High School North	\$7,870.00 (plus \$250.00 longevity stipend)
23.	Walker	Diamond	Basketball-Girls' Freshman Coach	High School South	\$4,308.00
24.	Duran	Mildred	Freshman Class Co-Advisor	High School South	\$1,257.00 (prorated)
25.	Kiesling	Martha	Freshman Class Co-Advisor	High School South	\$1,257.00 (prorated)
26.	Peters	Karen	Intramural After School Cheerleading/Volleyball Advisor	High School South	\$25.45/hour (3 hour maximum)
27.	Munford	Shawn	Intramural Boys' Basketball Advisor	High School South	\$25.45/hour (24 hour maximum)
28.	Krammes	Barry	Intramural Football Study Group Advisor	High School South	\$25.45/hour (35 hour maximum)
29.	Gallagher	Carly	Intramural Girls' Basketball Advisor	High School South	\$25.45/hour (24 hour maximum)
30.	Kelly	Cody	Intramural Glee Advisor	High School South	\$25.45/hour (48 hour maximum)
31.	Farley-Picciano	Erin	Sophomore Class Co-Advisor	High School South	\$1,257.00 (prorated)
32.	Martone-Bunn	Larysa	Volunteer Cheerleading Coach	High School South	not applicable

	Last Name	First Name	Position	Building	Compensation
33.	Tassinari	Kaylin	Volunteer Cheerleading Coach	High School South	not applicable
34.	Strain	Scott	Volunteer Manga Advisor	High School South	not applicable
35.	George	Philip	Volunteer Philosophy Advisor	High School South	not applicable
36.	Strain	Scott	Volunteer Philosophy Advisor	High School South	not applicable
37.	Turner	Gillian	Volunteer Philosophy Advisor	High School South	not applicable
38.	Fetherman	John	Volunteer Wrestling Advisor	High School South	not applicable
39.	Adams	Michael	Intramural Boys' Basketball Advisor	J. T. Lambert Intermediate	\$25.45/hour (24 hour maximum)
40.	Tirjan	Lisa	Intramural Girls' Basketball Co-Advisor	J. T. Lambert Intermediate	\$25.45/hour (12 hour maximum)
41.	Whitney	Meghan	Intramural Girls' Basketball Co-Advisor	J. T. Lambert Intermediate	\$25.45/hour (12 hour maximum)
42.	Peeke	Lachlan	Intramural Running Advisor	J. T. Lambert Intermediate	\$25.45/hour (30 hour maximum)
43.	Henritzy	Anthony	Intramural Ski Co-Advisor (Grade 6)	J. T. Lambert Intermediate	\$25.45/hour (20 hour maximum)
44.	Mitchell	Daniel	Intramural Ski Co-Advisor (Grade 6)	J. T. Lambert Intermediate	\$25.45/hour (20 hour maximum)
45.	Ehrhardt	Michael	Intramural Softball Co-Advisor	J. T. Lambert Intermediate	\$25.45/hour (12 hour maximum)
46.	Whitney	Meghan	Intramural Volleyball Advisor	J. T. Lambert Intermediate	\$25.45/hour (24 hour maximum)
47.	Scott	Malika	Basketball-Girls' Head Coach	Lehman Intermediate	\$3,846.00
48.	Contino	Diane	Intramural Ski Advisor (Grade 6)	Lehman Intermediate	\$25.45/hour (30 hour maximum)
49.	Morales	Venus	Intramural Ski Advisor (Grades 7 & 8)	Lehman Intermediate	\$25.45/hour (30 hour maximum)
50.	Witte	Sarah	Intramural Softball Advisor	Lehman Intermediate	\$25.45/hour (24 hour maximum)
51.	Hanson	Brett	Soccer-Boys' Assistant Coach	Lehman Intermediate	\$2,451.00
52.	Hartman	Sandra	Student Council Advisor	Lehman Intermediate	\$1,704.00
53.	Scott	Jennifer	Intramural Chimes Advisor	Bushkill Elementary	\$25.45/hour (30 hour maximum)
54.	Tassinari	Lori	Intramural Lego Group Advisor	Bushkill Elementary	\$25.45/hour (48 hour maximum)
55.	Syfor	Nicole	Intramural Ski Advisor	Bushkill Elementary	\$25.45/hour (24 hour maximum)
56.	Barone	Samantha	Intramural Yearbook/Newsletter Advisor	J. M. Hill Elementary	\$25.45/hour (48 hour maximum)
57.	Follis	Laura	Intramural Yearbook/Newsletter Advisor	J. M. Hill Elementary	\$25.45/hour (48 hour maximum)
58.	Antolick	Lynn	Choral Co-Director	East Stroudsburg Elementary	\$1,828.00 (plus \$250.00 longevity stipend)
59.	Uy	Raymond	Choral Co-Director	East Stroudsburg Elementary	\$1,828.00
60.	Giove	Miriam	Intramural Homework Co-Advisor (1st semester)	Middle Smithfield Elementary	\$25.45/hour (48 hour maximum split between advisors)
61.	Nichols	Monica	Intramural Homework Co-Advisor (1st semester)	Middle Smithfield Elementary	\$25.45/hour (48 hour maximum split between advisors)
62.	Giove	Miriam	Intramural Homework Co-Advisor (2nd semester)	Middle Smithfield Elementary	\$25.45/hour (48 hour maximum split between advisors)
63.	Nichols	Monica	Intramural Homework Co-Advisor (2nd semester)	Middle Smithfield Elementary	\$25.45/hour (48 hour maximum split between advisors)
64.	Kizer	Ann Marie	Intramural Ski Group Co-Advisor	Middle Smithfield Elementary	\$25.45/hour (48 hour maximum)
65.	Lucykanish	Devon	Intramural Ski Group Co-Advisor	Middle Smithfield Elementary	\$25.45/hour (48 hour maximum split between advisors)
66.	Perkins	Rose	Band Director (Elementary)	Resica Elementary	\$1,828.00 (plus \$250.00 longevity stipend)
67.	Lehman	Lauren	Choral Director	Resica Elementary	\$1,828.00 (plus \$250.00 longevity stipend)

	Last Name	First Name	Position	Building	Compensation
68.	Shaffer	Alicia	Detention Supervisor	Resica Elementary	\$30.75/hour (12 hour maximum)
69.	Slama	Susan	Intramural Academic Enhancement Advisor	Resica Elementary	\$25.45/hour (48 hour maximum)
70.	Mignosi	Lisa	Intramural Homework Advisor	Resica Elementary	\$25.45/hour (48 hour maximum)
71.	Brescancine	Stacey	Intramural Genius Hour Co-Advisor	Smithfield Elementary	\$25.45/hour (24 hour maximum)
72.	Summerville	Launie	Intramural Genius Hour Co-Advisor	Smithfield Elementary	\$25.45/hour (24 hour maximum)

e. **FINANCES**

i. **602 – Budget Planning**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the following designations of operating surpluses upon conclusion of the audit but prior to the finalization of the 2021-22 financial statements, effective June 30, 2022, in accordance with the recommendation of the Finance Committee. Motion was seconded by Steven Lurry and passed 8-1. Wayne Rohner voted no.

- a. The General Fund Balance commitment of:
 - i. \$18,000,000 for PSERS rate Stabilization
 - ii. \$6,000,000 for Future Healthcare costs
- b. The General Fund Balance assignment of:
 - i. \$5,000,000 for Future Budget Expenditures
 - ii. \$6,000,000 for Future Educational Programs
 - iii. \$6,276,388 to be used to balance the 2022-23 Budget
- c. The transfer of \$6,000,000 to the Capital Reserve from the General Fund for future capital improvements

ii. **605 – Tax Levy**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the resolution as presented authorizing the waiver of additional charges for the late payment of real estate taxes in certain circumstances to comply with Act 57 of 2022. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

(See pages 140-142)

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

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the following section iii. 610 - Purchases Subject to Bid a. through c., in accordance with the recommendations of the Education Programs & Resources Committee, and/or the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously 9-0.

- a. The quote from 3P Learning Inc. for Mathseeds subscription renewal for the 2022-23 school year in the amount of \$13,271.50. Purchase will be funded by Title 1.
(See pages 143-149)
- b. The quote from Edmentum for Reading Eggs subscription renewal for the 2022-23 school year in the amount of \$9,264.80. Purchase will be funded by Title 1.
(See pages 150-156)
- c. The quote from BerkOne for services related to Act 1 Homestead/Farmstead in the amount of \$2,800.00.
(See pages 157-167)

iv. **613 – Cooperative Purchasing**

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the following section iv. 613 - Cooperative Purchasing, in accordance with the recommendations of the Property & Facilities Committee and the Finance Committee. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

- a. The quotes from Keystone Fire & Security for emergency sprinkler repair at Middle Smithfield Elementary school in the amount of \$34,764.00 and \$3,622.21.
(See pages 168-174)
- b. The quote from Keystone Fire and Security for wireless microphones at High School North auditorium in the amount of \$39,874.00 pursuant to COSTARS.
(See pages 174a-174d.)

v. **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 and 2022-2023 fiscal years, 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 175-192)
2. Payment of Bills - (See pages 193-209)
3. Treasurer's Report - (See page 210-253)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick 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 Wayne Rohner and carried unanimously, 9-0.

- a. Application for payment:
 - i. High School South Pool Repair – All State Technology – Application #5 \$30,382.50
(See pages 254-255)
 - ii. Smithfield Elementary Flooring – Cope Commercial Flooring – Application #6 \$35,575.45
(See pages 256-257)
 - iii. High School North and Lehman Intermediate Window Replacement - D&M Construction – Application #16 \$55,602.56
(See pages 258-259)
- b. D'Huy Engineering Invoices:
 - i. High School North and Smithfield Elementary Flooring Replacement – Invoice #55750 \$3,485.76
 - ii. High School North Natatorium Roof Replacement – Invoice #55751 \$2,309.23
 - iii. High School South Turf Field Replacement – Invoice #55752 \$2,074.48
 - iv. Bushkill Elementary HVAC Replacement – Invoice #55753 \$3,434.98
 - v. North Campus Storm Pipe Replacement – Invoice #55754 \$1,375.00
(See pages 260-264)
- c. Deduct Change Order:
 - i. High School North and Lehman Intermediate Window Replacement - D&M Construction – Change Order decrease \$3,974.41
(See page 265)
 - ii. Smithfield Elementary Flooring - Cope Commercial Flooring - Change Order decrease \$2,645.50
(See page 266)

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the payment of invoice #10773 from Terpconsulting as presented, totaling \$3,535.00. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 267-268))

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

1.

ACTION BY THE BOARD:

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

High School South	High School North
Class of 2023	World Language Club (Formerly Language Club)
DECA	
GSA (Gender Sexuality Alliance)	
Mini-THON	
Multicultural Perspectives/Affairs/ASPIRE	
NHS (National Honor Society)	
Student Government	
Yearbook	

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the requests to renew the already established special activity funds listed. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

Bushkill Elementary	East Stroudsburg Elementary
Principal's Special Activity	School Wide Positive Behavior Team

J. M. Hill Elementary	Middle Smithfield Elementary
K Kids Club	Price Chopper Fund
Principal SPA	School Wide Positive Behavior Team
Sunshine	Student Activity
	Teacher Fund

Resica Elementary	ESACA
Principal's Account	E.S. Cyber Program
Student Council	

J. T. Lambert Intermediate	Lehman Intermediate
Technology Education STEM Club	"IF"

High School North	High School South
Art Club	Girls' Tennis
Boys' Basketball	Purple Pantry
Boys' Soccer	Reading Olympics
Boys' Tennis	Special Athletes (Special Olympics) Unified Track and
Girls' Basketball	Field/Bocce
Girls' Tennis	Spirit Club
Field Trip	Tech Ed Club
Football	Volleyball
Golf	Wilderness Club
Principal (SPA)	

Rifle	
School Wide Positive Behavior	
Softball	
T-wolves Together	

3.

ACTION BY THE BOARD:

Motion was made Debbie Kulick to approve the requests to establish the student and special activity funds listed. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

Student Activity	Special Activity
High School South - Class of 2026 – Freshman	High School North – Women in STEM
High School South - Modern Band	High School South – Social Emotional Learning (SEL) – ATSI Leadership

(See pages 269-272)

4.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the requests to close the student and special activity funds listed. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

Student Activity	Special Activity
High School North - Class of 2019	High School North – Health & Fitness Club
	High School South – Shanti Students

(See pages 273-275)

f. **OPERATIONS**

i. **818 – Contracted Services**

ACTION BY THE BOARD:

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

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	American School Counselor Association	Contract for Services for the 2022-2023 School Year; Solution Focused Brief Counseling Training on May 26, 2023.	\$4,250.00	Pupil Services and Special Education	2022-2023 School Year
2.	Balmages, Brian Philip	Rehearse, Clinic, Masterclass, discussion and conduct one selection with/for students in grades 5-12.	\$2,000	Instrumental Music Department	3/14/23 & 3/15/23
3.	Carbon Intermediate Unit 21.	Contract for Services for the 2022-2023 School Year; non-member school district/charter school intergovernmental agreement for special education services as needed for out of county placements.	Rates are based on only specific services used by the district as a non-district members.	Pupil Services and Special Education	2022-2023 School Year

4.	Condelli, Stephanie	Accompanist for Choirs at the HSN Fall Band & Choir Concert.	\$150.00	Music Department	10/20/22
5.	Keystone and Security	Inspection and Maintenance Services for Data Room at the South Campus.	\$1,034.00 per year	Security Department	10/1/22 – 9/30/25
6.	Pocono Environmental Ed. Center (George Johnson)	Three in-person grant funded programs about “Seasonal Survival” at Smithfield Elementary School.	No Cost to the District	PEEC Grant	11/16/22
7.	Prothro, Robert	DJ Services for Homecoming Dance.	\$500.00	ESS –SGA Account	10/15/22
8.	The Shawnee Playhouse (Midge McClosky)	Performance titled: “Character Matters” at Bushkill Elementary School.	No Cost to the District	The Shawnee Playhouse Grant	3/3/23
9.	Thomas, Chuck (Chuckwalks)	Two Mindful Outdoor Experience Student Workshops for H.S. South students and staff.	\$1,000.00	ARP ESSER A-TSI Set Aside Grant	10/19/22 & 10/20/22

(See pages 276-300)

Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Camelback Resort (Jennifer Wlodarski)	Venue for H.S. North’s 2023 Prom.	Approximately \$11,400.00	Class of 2023	5/13/23
2.	Colonial Intermediate Unit 20	Amendment to the Contract for Services- for the 2022-2023 School Year; Expand licensed Social Workers from four (4) to three (3) additional Social Workers for a total of seven (7).	Not to Exceed amount from \$376,880.00 to \$695,540.00	Pupil Service, Special Education and PCCG Grant	2022-2023 School Year
3.	Truancy Consultant Services of Colonial IU 20	Truancy Prevention via Assistance from the Colonial IU 20.	\$68,178.00	ESSER III Grant	TBD

(See pages 301-307)

g. **COMMUNITY**

i. **912 – Relation with Education Institutions**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the installation of a weather station by the Penn State University Department of Meteorology and Atmospheric Science at the East Stroudsburg Elementary School campus. The final location of the weather station shall be subject to approval by the Board, and the necessary agreements will be subject to review and approval of the Administration and Solicitor and subsequent Board action. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 308-311)

ADDENDUM A

d. PERSONNEL ITEMS

4.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to add addendum A and to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

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

iv. 303/304/304.1/304.2/305 – Employment

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
17.	Marra, Jamie	Assistant Principal	Act 93	J. T. Lambert Intermediate	October 14, 2022

(See page 2)

e. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
12.	DeSandre, Morgan	School Counselor (TPE) Replaces Alexandria Moucha who resigned.	Professional	Resica Elementary	\$50,186.00 (prorated) Step 1 Column 1	To be determined.
13.	Elisseou, Victoria	Special Education teacher (Emotional Support) (TPE) Replaces Priscilla Altofer who resigned.	Professional	J. T. Lambert Intermediate	\$73,850.00 (prorated) Step 11 Column 10	To be determined.
14.	McElroy, Jenna	School Counselor (TPE) Replaces Alison Gimbi who resigned.	Professional	Middle Smithfield Elementary	\$55,882.00 (prorated) Step 1 Column 7	October 25, 2022
15.	Reilly, Sandra	Library Science teacher (PE) Replaces Nellianne Parr who resigned.	Professional	J. M. Hill and Smithfield Elementary	\$67,592.00 (prorated) Step 8 Column 13	December 19, 2022

(See pages 3-6)

RECOMMENDATION:

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

XII. ADJOURNMENT: 9:10 P.M.

Respectfully Submitted,

Patricia Rosado
Board Secretary