

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

November 21, 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 7:03 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 (via Zoom), 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:** Joe Formica, Eric Forsyth, Frederick Mill, Craig Neiman, Amy Polmounter, William Riker and Patricia Rosado. Christopher Brown, Solicitor.

School personnel attended via Zoom: Diane Kelly and Debra Padavano.

- III. **Community members present in the Board Room:** Louisa Dombloski, Larry Dymond, John P. Gerhardt and Jacob Morris.

Community members attended via Zoom: Ruben Torres and Gina Velez.

IV. WELCOMING OF GUESTS

Mr. Schlameuss said welcome to all of our guests. Thank you for coming this evening. I'm sure we have more people online. Thank you for spending your evening with us.

V. ANNOUNCEMENT OF EXECUTIVE SESSIONS

- a. An Executive Session was held on October 31, 2022 for the purpose of discussing litigation.
- b. An Executive Session was held this evening before this meeting at 5:30 p.m. 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 November 21, 2022, as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the minutes of the October 17, 2022, Board meeting. Motion was seconded by Debbie Kulick and passed 8-1. Wayne Rohner voted no.

VIII. REPORTS

a. Monroe Career & Technical Institute Update

Mrs. Lisa VanWhy said the MCTI Joint Operating Committee met on November 7th at 7:00 p.m. Some students are building a storage shed. It is quite large. It's taking them a long time to get to where they are. The block foundation is getting complete. They are waiting for backfill, which probably already happened as I speak tonight, and then the flooring will be poured. We renewed an annual TimeTrak Cloud Agreement. We set up a newly established account for the Transfer of Supplemental Equipment and Perkins Grant Revenue in the amount of \$24,013.37. We accepted some vendors for 2023-24 SY. We approved the Dual Temp Quarterly HVAC Maintenance Program for three years, Professional Services Agreement with RKR Hess for Sewage Treatment Plan and the Yamaha Marine Products Training Program Agreement. We also approved several personnel items and student activities. Our next MCTI meeting is our Reorganization meeting on December 12th at 7:00 p.m.

b. Colonial IU 20 Update

Dr. Damary Bonilla said the Board of Directors met on October 26, 2022. We seated two new Board Directors on that Wednesday evening, Nathan Strunk, who represents Pocono Mountain and Dr. Shamim Pakzad, who represents Saucon Valley. We approved several items, including a Youth Ambassador Program through the PA Office of Vocational Rehabilitation and an agreement to allow CIU 20 to be a PA Third Party, Commercial Driver Testing site. In addition, we approved the contract with General Health Care Resources LLC to provide substitute personnel support to CIU 20 classrooms. During the Session, we had Dr. Jackie Bartek, Assistant to the Executive Director and Kasey Kinney, Director of Special Education provide a presentation to the Board regarding two programs that the CIU 20 is partnering with Lehigh University, Project Rise – focuses on examining teachers, reading instructions, support and expertise for students with intellectual disabilities in grades one through four and Projects Day – aims to develop an Induction Program for novice teachers working with students with autism in elementary schools. This is a three-year program focused on retaining teachers, particularly those working with vulnerable population of students such as autistic support. I want to share from the monthly publication, “The Twenty”, that the Colonial Academy partnered with the Garden of Giving to provide real world learning experiences for its students under the direction of Mr. Albert Uliana. Students enrolled in vocational classes for building a trade. They have been working with the nonprofit to prepare sites for construction, build event tables and construct large pavilions. The Garden of Giving cultivates high yield produce and provide fresh eggs for local food banks in Monroe County. Another highlight, the Stroudsburg Area School District is continuing its partnership with the CIU 20 on Personalized Learning Strategies in their middle schools and junior high schools. Another highlight, the CIU 20 Region Educators have received resources and training at a series of free workshops dedicated to providing awareness about Environmental Literacy and Watershed Education for K to 12 students in partnership with the Wildlife Conservancy in Emmaus and the Jacobsburg Environmental Education Center in Nazareth. Educators have participated in hands-on activities that can help students. Another highlight is that on October 12th, the CIU20 conducted a virtual training for individuals who are interested in working as substitute teachers in the 13 School Districts and 3 Career and Technical schools in the Region. The training was opened to professionals who have a four-year degree and have obtained the necessary clearances. The staff highlight for the month was Karissa Hensel, who is a Special Education Teacher in the Therapeutic Emotional Support Program at Middle Smithfield Elementary School in our School District. She was previously an Associate Teacher in the same program. Her CIU20 journey started as a daily substitute. Anyone who wants the link, let me know. I would love to share it. There is no meeting in November. The next CIU 20 Board meeting will be on December 14, 2022 at 7:30 p.m. and it is open to the public.

c. Property/Facilities Committee Update

Mrs. Lisa VanWhy said the Property/Facilities Committee met on November 2nd at 5:30 p.m. On the agenda tonight, are our recommendations for your consideration and approval as follows:

- The quote from Strand Pool Supply for pool filters and parts at High School North pool.
- The quote from Keystone Fire & Security for emergency sprinkler repair at Middle Smithfield Elementary.
- D'Huy Engineering invoices 1-7 that are on page 14 and 15 of this agenda.
- Application of Payments 1-3 on page 14 on this agenda, which includes H.S. North Natatorium Roof replacement, H.S. North flooring replacement, and Bushkill Elementary School HVAC from Trane.
- In addition, there is a Change Oder for a decrease of \$26,121.60 from the H.S. North Flooring Replacement.

Our next Property/Facilities Committee meeting is pending the Reorganization meeting. Please check the website for information about our next meeting.

d. Education Programs & Resources Committee Update

Dr. Damary Bonilla said the Education Programs & Resources Committee met on November 9, 2022 via zoom. We had several items for discussion, including a DEI update, which includes monthly observations, such as November 11th Veterans Day. We have asked members of the School District and the Community to share observations that they would like us to share with the Community so that we continue to grow the list and ensure that we are inclusive. We had a presentation by the High School Principal on the senior survey results and talked about how to better engage our seniors and use the information that we collect from the survey results to inspire our incoming freshmen through their high school journey. We had a presentation on vaping that is now available to the public. There is a lot of good information and slides accompanying the conversation so that you have information to reference. We had a conversation about teachers enhancing home and school communications, using Sapphire, Gradebook and the Community web portal. Each month we have had the communication team, led by Mr. Forsyth, come in a share how we are using the various tools and leveraging technology to better communicate with our district and families. We had a Safe2Say Something Program discussion around the importance of the Safe to Say Program. We discussed how individuals can report information and concerns through the Safe2Say Something Program. It was an overall safety conversation. We want to reiterate that the safety of our students and employees is of the utmost importance to the School Board, to Administration and the Community as well. There was a lot of good information shared by our District Chief of Police. I recommend that anyone who has not gone on the site should go access the recording so that they can access the information that was shared. We have several items on our list of recommendations that were previously submitted to the Finance Committee. Unfortunately, due to some challenges, we were not able to vote because we didn't have a quorum at the end of the meeting. Those items were moved to the full Board. We do not have a meeting scheduled in December, as the Board will be reorganizing on December 5th and will determine committees and meeting dates at that time.

e. Finance Committee Update

Mrs. Rebecca Bear said the Finance Committee met on November 14th. We had a presentation by PSDLAF (Pennsylvania School District Liquid Asset Fund), who manages some of our Reserve Funds. I am happy to say that we are getting some really good rates on our reserve money. That money will definitely help us with our budget. No one could have anticipated last year that the Feds were going to raise rates the way that they did. We heard about our 2021-22 Annual Financial Report, which we will also hear about tonight. We are moving forward the following:

- The CNC Routers for both North and South
- The Lehman Intermediate and Resica Elementary Schools Special Education Furniture, which are being paid by ACCESS.

We heard about the 2023-24 Northampton Monroe and Pike County joint purchasing fuel bid authorization. They have not come back to us with a price yet. They are waiting a bit to see where they go. We also heard from the electricity consortium in regards to the timeline of when we will be going out to bid for our electricity. We also have the items from the Property/Facilities Committee that they moved forward, as well as the recommendations from the Education Program & Resources Committee which are:

- The quote from Learning A-Z for Elementary RAZ Plus subscription renewal for the 2022-23
- The quote from Houghton Mifflin Harcourt for additional Into Reading K-6 materials.

Our next meeting will be determined once we have our Reorganization meeting on December 5th. At that time, we will see who is on the Committee.

f. Policy Review Committee Update

Ms. Debbie Kulick said the Policy Review Committee met earlier this evening. We went through a litany of policies as follows:

- Policy 202 Attendance Eligibility
- Policy 707 Use of Facilities, which we are still working on some additional information for individual resident use of some of our facilities
- Policy 709.1 Use of Metal Detectors, which will be formally accepted tonight with the final approval of our Solicitor.
- Policy 827 Conflict of Interest
- Policy 901 Public Relations Objectives
- Policy 902 Publications Program
- Policy 904 Public Attendance at School Events - There will be some addendums made to that as it is put up for review
- Policy 910 Community Engagement
- Policy 911 News Media Relations

Many of the 900 policies have been updated. They have not been revised since 2002. For the most part, they are PSBA updates. Our next meeting will be after the Reorganization meeting but not in December.

g. Student School Board Representatives –

Miss Isabella Iacono, High School North reported as follows:

- The Key and Leo Club hosted its first American Red Cross Blood Drive on November 3, 2022. We collected 27 pints of blood; saving 81 lives!
- Weis donated \$150 to the Timberwolf Pantry. This will help support our students in need. If you would like to donate please email dawn-donald@esasd.net.
- Winter Sports started on November 18th. Sports include Boys and Girls Basketball, Cheerleading, Rifle, Swimming, and Wrestling.
- The High School North Art Department had students enter artworks into the 26th Annual Julianna V. Bolt Art Contest, which is held at East Stroudsburg University.
- Four band students successfully completed mock auditions to prepare for the upcoming PMEA D10 Instrumental Auditions in December. These four students will audition with 800 other students from schools in Berks, Carbon, Lehigh, Northampton, Monroe, Pike, and Schuylkill counties for seats in the Annual PMEA D10 Band and Orchestra.
- Mrs. Marmo's Creative Writing class had two author visits: one was with Nicole Sanchez via Google Meet and the other was with Kelly Hashway in our classroom. Both authors offered their perspectives on the craft of writing, writing process, and the publishing process.
- On November 18, SWPBIS hosted a Fall Fest as the first quarter reward event. Eligibility at Quarterly Rewards is based on attendance, grades, and discipline. Over 550 students qualified and enjoyed activities such as Basketball, Floor Hockey, Fall Crafts, Minute to Win It, and Jenga. Students and Staff mingled and there were even some friendly competitions going on. These students definitely showed Tolerance, Wise Choices, Ownership, Leadership, and Friendship (TWOLF.)
- Sponsored by the Pocono Arts Council, Michael Doherty joined Ms. Walters' Drama class as an Artist in Residence for the first week of November. Drama students worked with Mike on auditioning, writing for theater, and performing. They wrote and performed narrative monologues and participated in an audition workshop for acting and vocal auditions.
- Sponsored by the Pocono Arts Council, Michael Doherty performed the One Man interactive show "*Every Brilliant Thing*" for North students on October 31st and November 1st. Students got to enjoy and participate in a live performance and spoke with Mike afterwards about the show and its themes of depression, suicide, and finding the joy in life. For many of our students, this was their first experience with live theater and they spoke very highly of it. Students in our Drama I class spent a week of class-time in an acting workshop with Mr. Doherty.
- On November 7th, as part of their Service Learning Project in Mrs. Carson's class, Angelique S., Yana M., Juliana L., Toby I., and Paulo M. created a charity Fall Brawl Super Smash Brothers Tournament with all proceeds going to the Timberwolf Pantry. The students planned, advertised, and ran the tournament on their own. It was an amazing success and donations continued to appear the day after the tournament.
- Mrs. Carson's English 11 class is working on TWOLF Service Learning Videos showcasing their style, scripting, and film techniques to create fun videos to help foster the TWOLF feeling in students. Their shorts will be on YouTube by the end of the month.

- Mrs. Tischler and Ms. Ilch are pleased to announce that the North High School plow blade was voted “Fan Favorite” in the annual PennDOT “Paint the Plow” Contest! The Plows were also featured on Channel 13 News. Congratulations to Jordan A., Abigail C., Hannah E., Alyssa F., Meghan F., Erica F., McKenna I., Santos R., Ethan S., and Gianna T.
- On November 9th, our School Wide Positive Behavior team ran a TWOLF Blitz where members of the 11th grade were asked to name the attributes of a TWOLF and how students can show those characteristics throughout the school day.
- Help our school get rewards for our Timberwolf Pantry. Sign up for Tools for Schools at Price Chopper. Here is the link to enroll at rewards.pricechopper.com. Our school code is: 53614. Please pass it on to family and friends.
- Five North High School Choir members, Maya B., Victoria G., Jordan T., Kris U. and Mabel V. auditioned and were selected to the Pennsylvania Music Educators Association District 10 Choir. They all ranked in the top 20 on their sections. They will travel to Bangor High School from January 12th – 14th where they will rehearse with Dr. Heather Buchanon and put on a concert with other members of the choir from Eastern PA. They will have the opportunity to re-audition and move on to the Region V Choir also that weekend.
- On November 10th, the JPSS-2 weather satellite was launched into space. One of the aerospace engineers that helped create this satellite is a former H.S. North Graduate (Class of 2014), Christine Rodriguez. She found her passion for space working on NASA projects in her AP Calculus course. There is a WNEP Article written about her if you want to find out more information.
- Ameen R. 10th grade (Automotive Tech) and Tatiana B. 12th grade (Cosmetology) were recognized by the Monroe Career & Technical institute (MCTI) for being Students of the Quarter and having the highest grade for their program during the 1st Marking period.

Miss. Leeangie Marte, High School South, said I am happy to be back and have the opportunity to update you on the latest and greatest news at East Stroudsburg South High School. I have a lot of information to share with you tonight so to begin I will inform you about the building wide events.

On November 15th, we saw the long anticipated return of Share Your Career Day. We had over 225 students who had the opportunity to participate in three different presentations from a list of 16 speakers. This year, they invited people from local agencies, hospitals, companies and the Sheriff's office. We even had the County Commissioner. Mr. Kernan's gifted students organized this wonderful event.

Mr. Cole's Sports Management class hosted our Annual Powder Puff game on November 18th. The students worked hard planning, organizing and implementing the school-wide event. Though freezing, our juniors won!

Our PBIS program honored students for the 1st quarter who demonstrated community. Every staff member had the opportunity to select a student who they believed exemplified our CAV Core in their classroom.

Last Thursday the Special Olympics hosted a Glow in the Dark Tournament. 25 teams participated. The event was well attended and a good time was had by all. I do want to take a minute and point out that my team - Game Face beat the Admin Team lead by our very own, Dr. Riker. -- I hope you recovered from your loss.

Athletics News

Liam D. was selected as the EPC Cross Country Scholar Athlete for the 2022-23 School Year. Liam will be honored at a banquet at Stroudsmoor in December. Liam also placed 5th in the EPC Championships and 7th at the District XI Championships.

Winter sports started on November 18th. Best of luck to all our athletes training and preparing for their season.

Now for the Arts

Four South Concert Choir students were selected for participation in the 2023 District 10 Chorus to be held at Bangor Area High School in January.

The HS-South Choral Concert is on Tuesday, December 13th at 7:00 p.m. Admission is \$3 for adults and \$2 for students/senior citizens. ESASD faculty and staff with their ID are free. We hope to see you there.

The South Band marched at the local Veterans Day Parade on November 6th. The crowd was very receptive to our patriotic medley. Bass Clarinet player, Niran N., qualified for and attended the All-National Concert Band in Washington D.C. at the beginning of the month.

The fall play Fools was performed this past weekend. The students did a fantastic job.

Extra Curricular

On November 19th the Monroe County Bar invitational was held at H.S. South. It was the first one since 2019 and we are excited to have it back.

DECA will be competing in Districts on December 14th, at Lehigh Carbon Community College. This is the first step to States and Nationals. We have 47 students competing. Ava B. is running to be the next District 7 officer and Kondwani K. will be running for the Executive Council.

GSA is hosting a Community Board Game Night. For more information, please see the flier on the website. Dr. Riker this might be more of the Admin style if you want to redeem yourself from the volleyball loss.

The Business and Family & Consumer Sciences Departments at High School South coordinated efforts with both extracurricular offerings/cross curricular courses to produce our annual event for the Shirley Futch Nursing Home. Students prepared a multi-course catered meal for the holiday party, and the Key Club hosted/served our local residents.

Student Shout Out

Congratulations to the following students for earning a perfect score on the Act 35 Civics test last school year: Sarah B., Caitlyn C., Benjamin D., Kathleen E., Rain M., Wonnetta A., and Shaun M.

Closing

I have been working closely with the Guidance Department as a senior. Our guidance counselors have had a busy Fall semester helping support our student body to accomplish all of our District and State initiatives such as Act 158 for meeting graduation requirements, preparing career readiness lessons, assisting our seniors with their college planning and identifying students who are struggling and in need of MTSS or SAFE services. Additionally, they just conducted a financial aid presentation with Northampton staff for our senior class and officially kicked off the start of the scholarship season with the release of the 1st Edition of the Scholarship Newsletter. They also have continued to conduct monthly SAT testing throughout the fall months. I personally would like to thank our Guidance Department, Mr. Kule, Mr. Formica, Mr. Kerzner Mrs. North, Mrs. Leanne, and Mrs. Gloria for all their hard work to support our amazing student body.

Mr. Schlameuss said thank you to Miss Iacona and Miss Marte who have presented such wonderful reports. It is really great to hear what is going on in the high schools. Keep up the great work! Happy Thanksgiving!

IX. PUBLIC PARTICIPATION

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

- A. Mr. Schlameuss said I would like to emphasize some of the things that Dr. Bonilla said. On our agenda tonight is the expedited Metal Detector Policy. We are really bringing this forward quickly so that we can get that out so that the policy will conform to some standards that we will be able to use these metal detectors in the right way. It is also important to say that the Safe2Say Program is critical for our Community. When there is something you think is important, you put it in a Safe2Say Portal and it will be read quickly. It will be addressed immediately. Safety is one of our priorities in our district. We hear about it over and over and these are the kind of things that we are doing to make sure that our district is safe. If you have any questions about Safe2Say or other things, watch the Education Programs & Resources Committee meeting recording. It is really insightful. I learned a lot of things in addition to the great things that we are doing in the Education Programs. It is an important resource for everyone.
- B. Mr. Jacob Morris said I am looking for an official ruling on what I want to discuss tonight and do not want to lose my time until I get a decision. Mr. Schlameuss said proceed with your comment. Mr. Morris said I want to discuss the history curriculum which is not on the agenda. There is a Board Policy that says that taxpayers, parents and residents can only raise items and speak on items that are on the agenda. I would like a ruling from the Chair that curriculum is permanently on the agenda for the Board of Education of the East Stroudsburg Area School District. Mr. Schlameuss said if you want to state your premise, I can guide you

from there. What is your premise? Mr. Morris said the business of the Board of Education is Education and Curriculum. Curriculum in regards to education is where the rubber meets the road. Mr. Schlameuss said the Education Programs & Resources Committee addresses that; therefore, it is on the agenda. We will take a broader view of it. Mr. Morris said I did a survey in the waiting area before the meeting started with the young lady that spoke here tonight because we would all agree that she is an outstanding example of the students at East Stroudsburg Area School District. I asked her did you ever hear about the "Sit-in". She said no. I then asked her if she ever heard about the Freedom Rights and she said she had heard about it but did not know what they were about. I have the PA Department of Education History Standards. I have here a report from the Southern Poverty Law Center Teaching Tolerance Projects. Pennsylvania rates a D nationwide in teaching about the Civil Rights Movement. We are not just talking about East Stroudsburg Area School District. I am talking about Pennsylvania. I am shocked and it is not the young lady's fault. She is a senior and she never heard about the "Sit-in" and does not know what the Freedom Rights were about. This is a huge gap and it needs to be remedied. I would like this Board to direct in some way shape or form and in conjunction with its appropriate committees and administration to remedy this. I believe I sent you an article that made the front page of the Bethlehem Newspaper that the Bethlehem School District is looking to improve its teaching of Black History. My point is Black History is American History. How can we understand our society if we do not understand the Civil Rights Movement? Those wonderful young people in the South that said we are not going to take it anymore. They said we are going to sit on these counters and ride the buses even if they are trying to kill us. That is education and I would like this Board to address it. Mr. Schlameuss said I would recommend that you have a conversation with the Education Programs and Resources Committee. That is the segue that we would work through. Work with Dr. Bonilla and Mrs. Bear to get it on the agenda. Dr. Bonilla said Mr. Morris send me an email with the information that you would like to discuss so it can be discussed with the Administration and the Committee so that we address it in the appropriate manner and in order to be prepared for the discussion.

X. **UNFINISHED BUSINESS**

None

XI. **NEW BUSINESS**

a. **LOCAL BOARD PROCEDURES**

i. **003 – Functions**

1.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to suspend the rules requiring a first reading of Policy 709.1 – Use of Metal Detectors prior to consideration and approval. Motion was seconded by George Andrews and carried unanimously, 9-0.

Mr. Rohner said, for the record, when we had the incident up North a month ago, I was getting feedback from the community that the reason why we were not utilizing our metal detectors is because the School Board failed to adopt a policy for their use. Mr. Schlameuss said that everyone received the Policy in their Board book, which describes using both wand and in person metal detectors. It's very in depth, and I really appreciate all the effort that our district went through to get this policy quickly, up to date and ready for our approval this evening.

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt Policy 709.1 – Use of Metal Detectors. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 18-21)

b. **PROGRAMS**

i. **113 – Special Education**

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the Settlement agreement between the East Stroudsburg Area School District and the parents of the student with case ## RSA20221121A. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 22-34)

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.	LaBar, Keith (#10045)	H.S. Choir to Penn State High Voice Festival	University Park, PA	1/28/23

(See pages 35-36)

c. **PUPILS**

i. **233 – Suspension and Expulsion**

ACTION BY THE BOARD:

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

1. #203005
 2. #203065
 3. #203412
 4. #203647
 5. #204230
 6. #204538
 7. #204539
 8. #204640
 9. #204915
 10. #205041
 11. #205124
 12. #205936
 13. #205979
 14. #206174
- (See pages 37-77)

d. **PERSONNEL**

1. **301 – Creating a Position**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the following Position Descriptions. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

- a. **Bus Monitor.** Support bargaining unit position.
(See pages 78-80)
- b. **School Vehicle Driver.** Support bargaining unit position.
(See pages 81-82)
- c. **School Hall Monitor.** Security Officer non-bargaining unit position.
(See pages 83-84)

2. **304.3 – Employment of School Security Personnel – School Police Officer**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the School Police Officer Compensation Plan for 2022-2023 through 2024-2025. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

(See pages 85-97)

3. **307 – Student Teachers/Interns/Student Observers – Affiliation Agreements**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the following Affiliation Agreements for the use of the District as an intern site. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

- a. **Kutztown University.** School Counselor Intern site.
(See pages 98-99)
- b. **East Stroudsburg University.** Speech and Language Pathologist Intern site.
(See pages 100-103)

4. **308 – Employment Contract – Memorandums of Understanding**

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the following Memorandums of Understanding. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

- a. **Alternatives to Expulsion (A2E) Coach.** Memorandum of Understanding between the East Stroudsburg Area School District and East Stroudsburg Education Association with respect to the new position of Alternatives to Expulsion (A2E) Coach.
(See page 104)
- b. **Hours of Service for Speech & Language Pathologist Outside of their Contractual Day.** Memorandum of Understanding between the East Stroudsburg Area School District and East Stroudsburg Education Association with respect to Service Hours for Speech & Language Pathologists Outside of their Contractual Day for the 2022-2023 School Year.
(See page 105)
- c. **Itinerant Custodian position.** Memorandum of Understanding between the East Stroudsburg Area School District and East Stroudsburg Support Professional Association with respect to the position of Itinerant Custodian.
(See page 106)

5. Employment

ACTION BY THE BOARD:

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

[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.	Stokes, Evan	From: Intermediate Assistant Principal – Lehman Intermediate To: High School Assistant Principal – High School North Replaces Renee Stevens who resigned.	Act 93	\$85,850.00 (prorated)	November 11, 2022
2.	Coffman, Adam	From: Social Studies teacher – High School South To: Curriculum Specialist - District This is a new position.	Professional	No change	<u>Date Change:</u> November 21, 2022
3.	DeSandre, Morgan	From: School Counselor (TPE) – Resica Elementary To: School Counselor (TPE) – J. T. Lambert Intermediate Replaces Anissa Rago who resigned.	Professional	Salary Change: \$54,596.00 (prorated) Step 1 Column 6	November 21, 2022
4.	Salerno, Martene	From: Paraprofessional (Emotional Support) - Lehman Intermediate To: English teacher – High School South (LTS) Replaces Lucianna Coke who is on a leave. Martene will return to her paraprofessional position at the conclusion of this temporary assignment.	Professional/LTS	\$55,982.00 (prorated) Step 2 Column 7	September 7, 2022 now through November 7, 2022 only.
5.	Gilliland, Nicole	From: Student Aide – East Stroudsburg Elementary To: Paraprofessional (Emotional Support) – East Stroudsburg Elementary Replaces Gwendolyn Shoenmakers who was reassigned.	Support	\$17.32/hour	October 20, 2022
6.	Guerri, Alainna	From: Student Aide – East Stroudsburg Elementary To: Paraprofessional (Emotional Support) – East Stroudsburg Elementary Replaces Heather Thomas who rescinded.	Support	\$17.32/hour	December 12, 2022
7.	Majestic, Sandra	From: Cafeteria Worker (part-time, 4 hour) – High School South To: Bus Aide (full-time, 7 hour) This is a new position.	Support	\$14.06/hour	November 7, 2022
8.	Rios-Ortega, Diane	From: Cafeteria Worker (part-time, 4 hour) – High School North To: Cafeteria Worker (full-time, 7 hour) – High School North Replaces Anne Litts who retired.	Support	No change	October 18, 2022

ii. 334 – Sick Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Litts, Lorrie	Cafeteria Cook	Support	Smithfield Elementary	September 19, 2022 through November 16, 2022.

iii. 335 – Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Fisher, Marijo	Science teacher	Professional	J. T. Lambert Intermediate	November 17, 2022 through January 3, 2023.
2.	Almodar, Matilde	Bus driver	Support	Transportation	September 19, 2022 now through October 14, 2022.
3.	Kishbaugh, Maureen	Bus driver	Support	Transportation	September 26, 2022 through November 28, 2022.
4.	Parmer, Mary	Student Aide	Support	Smithfield Elementary	November 9, 2022 through January 31, 2023.
5.	Pursell, Ginger	Paraprofessional	Support	High School South	October 19, 2022 through January 10, 2023.
6.	Wickberg, Arthur	Custodian	Support	High School North	October 7, 2022 through January 9, 2023.
7.	Wilson, Robin	Student Aide	Support	High School South	October 12, 2022 through October 31, 2022.

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Kelly, Linda	Special Education teacher	Professional	J. T. Lambert Intermediate	August 9, 2022 now through December 1, 2022.
2.	Marrone, Ashley	Special Education teacher	Professional	Resica Elementary	Now effective October 27, 2022 through December 16, 2022.

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Kresge, Taryn	Grade 5 teacher	Professional	J. M. Hill Elementary	Now effective March 21, 2022 through January 16, 2023.

vi. 339 – Uncompensated Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Ferebee, James III	Paraprofessional	Support	High School South	November 14, 2022 through May 1, 2023.

vii. 303/304/304.1/305 – Employment

a. Rescissions

	Name	Position	Classification	Location
1.	Azar, Robert	Assistant Principal	Act 93	J. T. Lambert Intermediate
2.	Cruz, Carolyn	Sophomore Class Co-Advisor	Schedule B	High School North
3.	Duval, Fabian	Basketball-Boys' Varsity Assistant Coach	Schedule B	High School North
4.	Ehrhardt, Michael	Intramural Softball Coach	Schedule B	J. T. Lambert Intermediate
5.	Fort, Jamal	Basketball-Boys' Freshman Coach	Schedule B	High School North
6.	Taylor, Jerome	Basketball-Girls' Freshman Coach	Schedule B	High School North

(See pages 107-112)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Hartzell, Carley	School Counselor	Professional	Resica Elementary	December 22, 2022 (end of the workday)

2.	Mowrer, Taryn	Special Education teacher	Professional	J. T. Lambert Intermediate	January 6, 2023 (end of the workday)
3.	Rago, Anissa	School Counselor	Professional	J. T. Lambert Intermediate	<u>Date change:</u> October 21, 2022
4.	Andrade Roskeland, Rebecca	Student Aide	Support	J. T. Lambert Intermediate	November 9, 2022 (end of the workday)
5.	Frazier, Janice	Secretary	Support	ESACA	November 11, 2022 (end of workday)
6.	Goorahoo, Reshma	Cafeteria Aide	Support	High School North	October 28, 2022 (end of the workday)
7.	Hatter, Kahlasia	Reading Paraprofessional	Support	Smithfield Elementary	November 16, 2022 (end of the workday)
8.	Pizzo, Joseph	Bus Driver	Support	Transportation	October 25, 2022 (end of the workday)
9.	Ramirez, Marlene	Bus Driver	Support	Transportation	November 28, 2022
10.	Schuler, Patrick	Bus Driver	Support	Transportation	August 28, 2022
11.	Sierra, Sara	Cafeteria Aide	Support	Bushkill Elementary	November 18, 2022 (end of the workday)
12.	Mowrer, Taryn	Department Chairperson Special Education	Schedule B	J. T. Lambert Intermediate	January 6, 2023 (end of the workday)

(See pages 113-124)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Piedra, Gisela	Spanish teacher	Professional	High School North	End of the last teacher 2022-2023 workday.
2.	Harlander, Janette	Cafeteria Worker	Support	High School South	July 31, 2023
3.	Nannery, William	Custodian	Support	Middle Smithfield Elementary	November 30, 2022 (end of the workday)
4.	O'Grady, Joseph	Bus Driver	Support	Transportation	January 5, 2023 (end of the workday)
5.	Rodriguez, Bernadette	Bus Driver	Support	Transportation	January 6, 2023 (end of the workday)
6.	Starkes, Alonzo	Maintenance II/ Grounds	Support	Maintenance	September 5, 2023 (end of the workday)

(See pages 125-130)

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Conkle, Rose Ann	Assistant Intermediate Principal (PE) Replaces Jamie Marra who rescinded.	Act 93	J. T. Lambert Intermediate	\$78,820.00 (prorated)	To be determined.
2.	Famularo, Thomas	Social Studies teacher (TPE) Replaces Adam Coffman who was reassigned.	Professional	High School South	\$64,075.00 (prorated) Step 8 Column 7	<u>Date Change:</u> November 21, 2022
3.	Fisher, Dr. Robert	Speech & Language Pathologist (PE) This is a new position.	Professional	J. T. Lambert Intermediate	\$92,433.00 (prorated) Step 16 Column 16	To be determined.
4.	Velez, Gina	Kindergarten teacher (TPE) Replaces Taylor Forgione who was reassigned.	Professional	Bushkill Elementary	\$55,982.00 (prorated) Step 2 Column 7	December 14, 2022
5.	Lyons, Marlene	Grade 5 teacher (LTS) Replaces Taryn Kresge who is on a leave.	Professional/LTS	J. M. Hill Elementary	\$50,186.00 (prorated) Step 1 Column 1	August 23, 2022 now through January 13, 2023 (end of workday)

6.	Andrade Roskeland, Rebecca	Student Aide (7 hour) This is a new position.	Support	J. T. Lambert Intermediate	\$14.06/hour	October 26, 2022 through November 9, 2022 (end of the workday)
7.	Barno, Melinda	Student Aide (7 hour) Replaces Samantha Frevele who was reassigned.	Support	High School South	\$14.06/hour	October 24, 2022
8.	Bongiorno, Nora	Student Aide (7 hour) Replaces Nicole Gilliland who was reassigned.	Support	East Stroudsburg Elementary	\$14.06/hour	October 19, 2022
9.	Kuban-Bajek, Urszula	Paraprofessional/Emotional Support Replaces Sabryna Christenson who resigned.	Support	East Stroudsburg Elementary	\$17.32/hour	November 14, 2022
10.	Libertis, Yvette	Student Aide (7 hour) This is a new position.	Support	J. T. Lambert Intermediate	\$14.06/hour	November 14, 2022
11.	Lyons, Desmond	Paraprofessional/Emotional Support Replaces Sharon Illingworth who resigned.	Support	East Stroudsburg Elementary	\$17.32/hour	November 15, 2022
12.	Pizzo, Alyssa	Paraprofessional/Emotional Support This is a new position.	Support	East Stroudsburg Elementary	\$17.32/hour	November 7, 2022
13.	Savinon, Demetrius	Custodian (3 rd shift) Replaces Louis Palmeri who rescinded.	Support	High School North	\$16.08/hour (plus \$.50/hour shift differential)	<i>Date change:</i> October 18, 2022
14.	Silfee, Tracy	Cafeteria Worker (4 hour, part-time) Replaces Sandra Majestic who was reassigned.	Support	High School South	\$14.02/hour	November 22, 2022
15.	Viola, Joanne	Student Aide (7 hour) This is a new position.	Support	Smithfield Elementary	\$14.06/hour	October 24, 2022

(See pages 131-133)

e. Salary Change

	Name	Classification	From:	To:	Effective
1.	Kpassou, Nathalie	Professional	\$61,106.00 (prorated) Step 1 Column 12	<i>Salary Correction:</i> \$61,016.00 (prorated) Step 1 Column 12	October 3, 2022

f. Workday Hour Change

	Name	Position	Classification	From:	To:	Effective
1.	Johnson, Annie	Bus Driver	Support	7 hour	8 hour	October 3, 2022

g. Tenure

	Last Name	First Name	Position	Location
1.	Calabrese-Arnold	Monica	School Counselor	High School North
2.	Martocci	Kathryna	Reading Specialist	Lehman Intermediate

h. Short Term Classroom Substitute Teachers (11-44 consecutive days)

	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 now through November 8, 2022.

2.	Armstrong, Amy Replaces Lindsay Auliso who is on a leave.	East Stroudsburg Elementary	\$205.00/day	October 17, 2022 through November 18, 2022.
3.	Jones, Jacob Replaces Linda Kelly who is on a leave.	J. T. Lambert Intermediate	\$205.00/day	October 21, 2022 through December 1, 2022.
4.	Santos, David Replaces Brielle Kessel who is on a leave.	High School South	\$205.00/day	November 29, 2022 through January 19, 2023.
5.	Zall, Denise Replaces Michael Healey who is on a leave.	High School South	\$205.00/day	October 26, 2022 through November 30, 2022.

i. Substitute Support Hourly Rate of \$15.00 for Bus Aide.

j. Prospective Substitute Teacher

	Name	Position(s)	Effective Date(s)
1.	Langan, Piper	Prospective Substitute Teacher	2022-2023 School Year

k. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Bybee, Steven	Teacher	Professional	2022-2023 School Year
2.	Copeland, Makenna	Teacher	Professional	2022-2023 School Year
3.	Cruz, Kiori	Teacher	Professional	2022-2023 School Year
4.	Hayes, Colleen	Teacher	Professional	2022-2023 School Year
5.	Lewis, Christopher	Teacher	Professional	2022-2023 School Year
6.	Mercado Cecilia	Teacher	Professional	2022-2023 School Year
7.	Bulay, Lisa	Cafeteria Aide	Support	2022-2023 Fiscal Year
8.	Byrd, Natasha	Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2022-2023 Fiscal Year
9.	DeLeon, Tonia	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2022-2023 Fiscal Year
10.	Elahrache, Sanae	Cafeteria Aide, Cafeteria Worker	Support	2022-2023 Fiscal Year
11.	O'Grady, Joseph	Bus Driver	Support	2022-2023 Fiscal Year
12.	Remsnyder, Sara	Cafeteria Aide, Cafeteria Worker	Support	2022-2023 Fiscal Year
13.	Rodriguez, Bernadette	Bus Driver	Support	2022-2023 Fiscal Year
14.	Scott, Malika	Bus Driver	Support	2022-2023 Fiscal Year
15.	Stella, Vincent	Bus Aide	Support	2022-2023 Fiscal Year
16.	Turk, Alysha	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2022-2023 Fiscal Year
17.	Vargas, Saul	Bus Driver	Support	2022-2023 Fiscal Year
18.	Wickberg, Valerie	Cafeteria Aide	Support	2022-2023 Fiscal Year

l. 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. This position is fully funded by the Title I grant.

	Name	Position	Classification	Compensation
1.	Bergoffen, Demetria	Workshop Facilitator	Support	<i>Maximum Hour Change</i> \$30.75/hour (10 hour maximum)

m. 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.	Gambill	Geofrey	Intro to Communication and Speech MP Version	High School	\$30.75/hour

2.	Espinoza	Marilyn	Personal Finance MP Version	High School	\$30.75/hour
3.	Espinoza	Marilyn	Strategies for Academic Success MP Version	High School	\$30.75/hour

- n. ESACA External Virtual Teacher (Schedule B) Appointments for the 2022–2023 School Year – High School North.** Approve the following professional staff for East Stroudsburg Area Cyber Academy (ESACA) related Schedule B positions effective November 8, 2022 through January 30, 2023 (might be earlier). In accordance with the Memorandum of Understanding.

	Last Name	First Name	Course	Program	Compensation
1.	Cruz	Carolyn	Forensic Block 4	High School North	\$30.75/hour
2.	Mlodzienski	Lian	Honors Biology Block 2	High School North	\$30.75/hour
3.	Soskil	Lori	Honors Biology Block 3	High School North	\$30.75/hour

- o. 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.	Gambill	Geofrey	Intro to Communication and Speech MP Version	High School	\$30.75/hour
2.	Espinoza	Marilyn	Personal Finance MP Version	High School	\$30.75/hour
3.	Espinoza	Marilyn	Strategies for Academic Success MP Version	High School	\$30.75/hour

- p. ESACA External Virtual Teacher (Schedule B) Appointments for the 2022–2023 School Year – High School North.** Approve the following professional staff for East Stroudsburg Area Cyber Academy (ESACA) related Schedule B positions effective November 8, 2022 through January 30, 2023 (might be earlier). In accordance with the Memorandum of Understanding.

	Last Name	First Name	Course	Program	Compensation
4.	Mlodzienski	Lian	Honors Biology Block 2	High School North	\$30.75/hour
5.	Soskil	Lori	Honors Biology Block 3	High School North	\$30.75/hour
6.	Cruz	Carolyn	Forensic Block 4	High School North	\$30.75/hour

- q. Getting Ready for Kindergarten Fair/Kinderversity** - Approve the following staff for the purpose of planning, preparing and facilitating this event as part of ESASD's transition plan. Effective November 22, 2022 to begin planning and preparing. Program date: Saturday, February 25, 2023 (Snow date: March 4, 2023) Position is fully funded by the Title I grant. No appointment is hereby made in the event that the respective program is canceled.

	Name	Position	Classification	Compensation
1.	Polcino, Katie	Event Facilitator	Professional	\$30.75/hour (35 hour maximum)

- r. **Keystone Bootcamps** – Approve the following professional staff for an afterschool program to provide test preparation instruction and assistance to students in gaining/strengthening skills needed for the winter Keystone exams. Effective dates: November 7, 2022 to December 22, 2022. These positions are fully funded by the ARP ESSER A-TSI 2.5% Set Aside grant.

	Name	Position	Classification	Location	Compensation
1.	Newman, Katrina	Biology teacher	Professional	High School South	\$30.75/hour (10 hour maximum)
2.	Strain, Scott	Math teacher	Professional	High School South	\$30.75/hour (10 hour maximum)
3.	Twombly, Tonya	English teacher	Professional	High School South	\$30.75/hour (10 hour maximum)
6.	Arico, Lauren	English teacher	Professional	High School North	\$30.75/hour (10 hour maximum)
5.	Taylor, Kathryn	Math teacher	Professional	High School North	\$30.75/hour (10 hour maximum)

- s. **Report Card and Progress Report Guidelines.** Approve the following staff to review and adjust Elementary Report Card and Progress Report Guidelines. These hours will be paid through Curriculum & Instruction.

	Last Name	First Name	Position	Location	Compensation
1.	Krajewski	Michelle	Teacher	J. M. Hill Elementary	\$30.75/hour (10 hour maximum)
2.	Lowe	Angelica	Teacher	J. M. Hill Elementary	\$30.75/hour (10 hour maximum)
3.	Gress	Heather	Teacher	J. M. Hill Elementary	\$30.75/hour (10 hour maximum)
4.	Leonard	Jacilyn	Teacher	J. M. Hill Elementary	\$30.75/hour (10 hour maximum)
5.	Rogers	Maria	Teacher	J. M. Hill Elementary	\$30.75/hour (10 hour maximum)
6.	Ludwig	Suzanne	Literacy Coach	District	\$30.75/hour (10 hour maximum)
7.	Kresge	Nicole	Teacher	Middle Smithfield	\$30.75/hour (10 hour maximum)
8.	Clark	Stephanie	Teacher	Bushkill Elementary	\$30.75/hour (10 hour maximum)
9.	Perini	Brenda	Teacher	Resica Elementary	\$30.75/hour (10 hour maximum)
10.	Hnasko	Scott	Teacher	J. M. Hill Elementary	\$30.75/hour (10 hour maximum)
11.	Yohe	Zahra	Teacher	J. M. Hill Elementary	\$30.75/hour (10 hour maximum)
12.	Wickham	Billie	Teacher	Middle Smithfield Elementary	\$30.75/hour (10 hour maximum)

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

2021-2022 School Year

	Last Name	First Name	Position	Location	Compensation
1.	Oiler	Kathy	Mentor for Megan Reinert (effective 4/1/22-6/10/22)	Lehman Intermediate	\$675.00 (prorated)

2022-2023 School Year (Mentors)

	Last Name	First Name	Position	Location	Compensation
1.	Aiello	Katrina	Mentor for Stephanie Amador (effective 8/29/22)	Middle Smithfield Elementary	\$689.00 (prorated)
2.	Caplette	Tara	Mentor for Nicole Mastrogiovanni (effective 9/19/22)	Smithfield Elementary	\$689.00 (prorated)
3.	Christian	Cynthia	Mentor for Morgan DeSandre (effective 11/21/22)	J. T. Lambert Intermediate	\$689.00 (prorated)
4.	Honadel	Janis	Mentor for Stacey McKee (effective 8/29/22)	Middle Smithfield Elementary	\$689.00 (prorated)
5.	Koretski	John	Mentor for Amy Messana (effective 9/15/22)	High School North	\$689.00 (prorated)
6.	Mathiesen	Carla	Mentor for Nathalie Kpassou (effective 10/7/22)	High School North	\$689.00 (prorated)
7.	Oiler	Kathy	Mentor for Megan Reinert (effective 8/23/22 - 3/31/23)	Lehman Intermediate	\$689.00 (prorated)
8.	Osmun	Laura	Mentor for Jenna McElroy (effective 10/24/22)	Smithfield Elementary	\$689.00 (prorated)
9.	Osmun	Jonathan	Mentor for Stacey Miller (effective 10/3/22)	Middle Smithfield Elementary	\$689.00 (prorated)
10.	Ramos	Jessica	Mentor for Amanda Schultz (effective 9/12/22)	Lehman Intermediate	\$689.00 (prorated)
11.	Shaffer	Nancy	Mentor for Amanda Johnston (effective 9/19/22)	Middle Smithfield Elementary	\$689.00 (prorated)
12.	Smith	Jennifer	Mentor for Avery Johnson (effective 9/5/22)	J. M. Hill Elementary	\$689.00 (prorated)
13.	Varkanis	Samantha	Mentor Susan Morse (effective 10/3/22)	Middle Smithfield Elementary	\$689.00 (prorated)
14.	Yohe	Zahra	Mentor for Emily Zabriskie (effective 9/28/22)	East Stroudsburg Elementary	\$689.00 (prorated)

2022-2023 School Year (Athletics & Activities)

	Last Name	First Name	Position	Building	Compensation
1.	Fort	Jamal	Basketball-Boys' Varsity Assistant Coach	High School North	\$5,342.00
2.	Libertis	Yvette	Basketball-Girls Varsity Assistant Coach	High School North	\$5,342.00
3.	Taylor	Jerome	Basketball-Girls Varsity Assistant Coach	High School North	\$5,342.00
4.	Millard	John	Chess Team Coach	High School North	\$2,242.00
5.	Cantor	Lisa	Intramural Rifle Co-Advisor	High School North	\$25.45/hour (12 hour maximum)
6.	Lowris	Joel	Intramural Rifle Co-Advisor	High School North	\$25.45/hour (12 hour maximum)
7.	Prothro	Robert	Intramural Weight Room Supervisor (winter)	High School North	\$25.45/hour (100 hour maximum)
8.	Cruz	Carolyn	Sophomore Class Advisor	High School North	\$1,257.00
9.	Cruz	Carolyn	Swim Team Varsity Assistant Coach	High School North	\$5,237.00
10.	Paugh	Sherrie	Volunteer Swim Coach	High School North	not applicable
11.	McIntyre	Wayne	Wrestling Varsity Assistant Coach	High School North	\$5,202.00
12.	Arico	Lauren	Assistant Tri-Director of School Productions (spring)	High School South	\$1,693.00 (prorated)

	Last Name	First Name	Position	Building	Compensation
13.	Hanks	Brandon	Assistant Tri-Director of School Productions (spring)	High School South	\$1,693.00 (prorated)
14.	Radlowski	Hadley	Assistant Tri-Director of School Productions (spring)	High School South	\$1,693.00 (prorated)
15.	Furst	Kane	Baseball Head Coach	High School South	\$6,307.00 (plus \$250.00 longevity stipend)
16.	Kirkpatrick	Jason	Baseball Junior Varsity Coach	High School South	\$4,237.00
17.	Markowski	Sigmund	Baseball Varsity Assistant Coach	High School South	\$4,322.00 (plus \$250.00 longevity stipend)
18.	Clogg	Katye	Drama Musical Director	High School South	\$1,589.00
19.	George	Philip	Intramural After School Boys Basketball & Cheerleading Study Hour Advisor	High School South	\$25.45/hour (30 hour maximum)
20.	Walker	Diamond	Intramural After School Girls Basketball Study Hour Advisor	High School South	\$25.45/hour (30 hour maximum)
21.	Juszynski	Taylor	Intramural Reading Olympics Co-Advisor	High School South	\$25.45/hour (48 hour maximum split between advisors)
22.	Munford	Samantha	Intramural Swim Co-Advisor	High School South	\$25.45/hour (12 hour maximum)
23.	Cole	Zachary	Intramural Weight Room Tri-Advisor (winter)	High School South	\$25.45/hour (40 hour maximum)
24.	Furst	Kane	Intramural Weight Room Tri-Advisor (winter)	High School South	\$25.45/hour (40 hour maximum)
25.	Yeomans	Brett	Intramural Weight Room Tri-Advisor (winter)	High School South	\$25.45/hour (40 hour maximum)
26.	Sanker	Donald R.	Key Club Advisor	High School South	\$1,158.00
27.	Barton	John	Rifle Team Varsity Assistant Coach	High School South	\$3,162.00
28.	Scott	Sara	Sophomore Class Co-Advisor	High School South	\$1,257.00 (prorated)
29.	Clogg	Katye	Stage Manager	High School South	\$4,017.00 (plus \$250.00 longevity stipend)
30.	Krammes	Barry	Track and Field-Boys Head Coach	High School South	\$6,437.00 (plus \$250.00 longevity stipend)
31.	Yeomans	Brett	Track and Field-Girls Head Coach	High School South	\$6,437.00
32.	Ellison	Aimee	Unified Bocce Ball Head Coach	High School South	\$3,962.00
33.	Santos	David	Unified Bocce Ball Junior Varsity Coach	High School South	\$2,324.00
34.	Oliver	Donovan	Volunteer Swim Team Advisor	High School South	not applicable
35.	Kirkpatrick	Jason	Intramural Baseball Co-Advisor	J. T. Lambert Intermediate	\$25.45/hour (12 hour maximum)
36.	Santos	David	Intramural Baseball Co-Advisor	J. T. Lambert Intermediate	\$25.45/hour (12 hour maximum)
37.	Hruban	Amelia	Intramural Homework Quad-Advisor	J. T. Lambert Intermediate	\$25.45/hour (60 hour maximum)
38.	Rodriguez	Stephanie	Intramural Homework Quad-Advisor	J. T. Lambert Intermediate	\$25.45/hour (60 hour maximum)
39.	Lopes	Andre	Basketball-Boys Assistant Coach	Lehman Intermediate	\$3,089.00
40.	Edwards	JeanClaude	Basketball-Girls Assistant Coach	Lehman Intermediate	\$3,089.00
41.	Contino	Diane	Intramural Homework Advisor (Grade 7)	\$25.45/hour (60 hour maximum)	\$25.45/hour (70 hour maximum)
42.	Perkins	Rose	Band Director (Elementary)	Bushkill Elementary	\$1,828.00 (plus \$250.00 longevity stipend)
43.	Perkins	Rose	Band Director (Elementary)	J. M. Hill Elementary	\$1,828.00 (plus \$250.00 longevity stipend)
44.	Walsh	Sarah	Detention Supervisor	J. M. Hill Elementary	\$30.75/hour
45.	Tobin	Snoann	Detention Supervisor	Middle Smithfield Elementary	\$30.75/hour

	Last Name	First Name	Position	Building	Compensation
46.	Lehman	Lauren	Intramural African Drumming Ensemble Advisor	Resica Elementary	\$25.45/hour (24 hour maximum)
47.	Metaxas	Carolyn	Intramural Ski Group Advisor	Resica Elementary	\$25.45/hour (24 hour maximum)
48.	Souffrant	Fabiola	Intramural Student Council Advisor	Resica Elementary	\$25.45/hour (24 hour maximum)

e. **FINANCES**

i. **610 – Purchases Subject to Bid**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the following section i. 610 - Purchases Subject to Bid a. through e., in accordance with the recommendations of the Education Programs & Resources Committee, Property & Facilities Committee and/or the Finance Committee. Motion was seconded by Lisa Kulick and carried unanimously, 9-0.

- a. The quote from Strand Pool Supply for pool filters and parts at High School North in the amount of \$12,684.93.
(See pages 134-139)
- b. The quote from Keystone Fire & Security for emergency sprinkler repair at Middle Smithfield Elementary in the amount of \$526.50
(See page 140)
- c. The quote from Learning A-Z for Elementary RAZ Plus subscription renewal for the 2022-23 school year in the amount of \$8,208.00.
(See pages 141-147)
- d. The quote from Houghton Mifflin Harcourt for additional Into Reading K-6 materials in the amount of \$6,572.88.
(See pages 148-157)
- e. The quote from Educational Solutions Enterprises for CNC Router upgrades at High School South and High School North in the amount of \$10,500.00 for each school.
(See pages 158-164)

ii. **613 – Cooperative Purchasing**

1.

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the following section ii. 613 - Cooperative Purchasing a. and b., 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 quote from Pemco for Special Education furniture at Lehman Intermediate and Resica Elementary in the amount of \$20,861.60. Purchase will be funded by Access.
(See page 165-176)
- b. To authorize the administration to participate in the 2023-24 Northampton/Monroe/Pike County Joint Purchasing Board bid and pricing analysis for #2 Fuel Oil, Truck Transport and Off-Road Diesel, Tank Wagon on December 14, 2022 with ratification of the award occurring at the January 2023 Board of School Directors Regular Board meeting.
(See page 177)

iii. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the Budget Transfers, Payment of Bills and Treasurer’s Report listed in this agenda for the 2022-2023 fiscal year, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the Auditor General. Motion was seconded by Jason Gullstrand and passed 8-1. Wayne Rohner voted no.

1. Budget Transfers - (See pages 178-185)
2. Payment of Bills - (See pages 186-210)
3. Treasurer’s Report - (See page 211-239)

2.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the payment of invoice #10637 from Terpconsulting as presented, totaling \$3,220.00. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 240-241)

3.

ACTION BY THE BOARD:

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

- a. Applications for payment:
 - i. High School North Natatorium Roof Replacement – Munn Roofing Corp – Application #1
\$105,986.70
(See pages 242-243)
 - ii. High School North Flooring Replacement – H&P Construction – Application #5 \$44,062.03
(See pages 244-245)
 - iii. Bushkill Elementary HVAC - Trane - Application #5 \$715,035.24
(See page 246-248)
- b. D’Huy Engineering Invoices:
 - i. Lehman Intermediate and Bushkill Elementary Flooring – Invoice #56108 \$1,222.45
 - ii. High School North and Smithfield Elementary Flooring – Invoice #56109 \$871.44
 - iii. High School North Natatorium Roof Replacement – Invoice #56110 \$720.05
 - iv. High School South Turf Replacement – Invoice #56111 \$781.49
 - v. Resica Elementary HVAC Replacement – Invoice #56112 \$2,065.00
 - vi. High School North and Lehman Intermediate Rooftop Equipment Replacement – Invoice #56113
\$1,470.00
 - vii. High School South and JM Hill Flooring Replacement – Invoice #56114 \$13,650.00
(See pages 249-255)
- c. Deduct Change Order:
 - i. High School North - Flooring Replacement - H&P Construction, Change Order #1 decrease
\$26,121.60
(See page 256)

iv. 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.

J. T. Lambert Intermediate	High School North
Student Council	Key and Leo Club
National Junior Honor Society (NJHS)	

2.

ACTION BY THE BOARD:

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

Transportation Department	J. T. Lambert Intermediate
ESASD Transporting Dreams	7/8 Grade Jazz Band
	Cheerleading
	Choir
Lehman Intermediate	Digital Media Design
8 Silver	Special Olympics
French	
High School North	High School South
Boys' Tennis	Baseball
Faith Club	Faculty Fund
Football	Football
Girls' Tennis	
Golf	
Rifle	
Softball	
Swim Team	
Volleyball	

3.

ACTION BY THE BOARD:

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

High School North	High School South
Class of 2026	Class of 2026

(See pages 257-258)

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 Wayne Rohner and carried unanimously, 9-0.

Student Activity	Special Activity
EHN Minithon	MSE – Diversity Team Club
	JTL – After School Activity
	LIS - Dance
	LIS – Wrestling

(See page 259)

(See pages 260-263)

v. 619 – District Audit

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to accept the Annual Financial Report for the Fiscal Year ending June 30, 2022 and submitted to PDE on November 11, 2022 as presented, in accordance with the recommendation of the Finance Committee. Motion was seconded by Steve Lurry and carried unanimously,9-0.

(AFR posted on the District Website)

f. **PROPERTY**

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

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to accept the grants from the Pocono Mountains United Way for East Stroudsburg Area School District’s summer STEAM-R Program in the total amount of \$9,600 via donations from the following organizations. Motion was seconded by Steven Lurry and passed 7-0-2 abstentions. Debbie Kulick and Richard Schlameuss abstained.

1. UGI - \$4,000
2. First Keystone Community Bank - \$1,600
3. PPL Utilities - \$4,000
(See pages 264-266)

g. **OPERATIONS**

i. **818 – Contracted Services**

ACTION BY THE BOARD:

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

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	All for KIDZ, Inc. (The Neds Shows)	Ned’s Mindset Mission assembly on growth mindset, kindness and the power of “get” at Middle Smithfield Elementary School.	No Cost to the District	N/A	1/13/23
2.	Bayada Home Health Care, Inc.	Contract renewal for Services for the 2022-2023 School Year; School based substitute RN or LPN Nursing coverage in all district buildings and programs	\$52.50 per hour for RN or LPN services	Pupil Services and Special Education funds-ACCESS when applicable	2022-2023 School Year
3.	Condelli, Stephanie	Accompanist for Choirs at the HSN Fall Band & Choir Concert.	\$150.00	Music Department	12/15/22
4.	Ducks and Lions: Trauma Sensitive Resources, LLC. (Melissa Sadin)	Contract renewal for Services for the 2022-2023 School Year; In-person staff professional development in all district buildings and programs	\$3,500.00	Pupil Services and Special Education funds-APR ESSER Learning Loss Set-aside Grant	2022-2023 School Year

5.	Karkut Entertainment Group	DJ for Snowball Dance at High School North	\$350.00	SGA-North Account	12/2/22
6.	O’Lear, Beverly (The Brain Show)	An interactive game show at J. M. Hill Elementary School,	\$1,850.00	Title I Grant	11/15/22
7.	Petterson, Donna & Bill (Mad Science)	Educational science presentation through visual and interactive manner at J. M. Hill Elementary.	\$450.00	Title I P & FE Grant	12/2/22
8.	Pocono Environmental Educational Center (George Johnson)	Four In-Person Native Plant Life Programs at Resica Elementary	N/A	PEEC Grant	11/18/22
9.	Pocono Environmental Educational Center (George Johnson)	Exploring animal strategies of survival for winter and discuss wildlife ecology at Bushkill Elementary.	N/A	PEEC Grant	12/2/22
10.	Pocono Environmental Educational Center (George Johnson)	Three In-Person Bugs and Beyond Program at J. M. Hill Elementary.	N/A	PEEC Grant	3/24/23
11.	Regina Sayles, LLC (Regina Koilparampil)	School-wide Positive Behavior Kick Off at Resica Elementary School.	\$700.00	Resica Elementary Funds	11/30/22
12.	The Shawnee Playhouse (Midge McClosky)	Character Matters Assemblies at Smithfield Elementary.	No Cost	N/A	2/17/23
13.	Wittchen, Andrea	Practice and Perform with H.S. North Band.	\$325.00	Instrumental Music	11/22/22

(See pages 267-295)

ACTION BY THE BOARD:

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

XII. ADJOURNMENT: 7:59 P.M.

Respectfully Submitted,

Patricia Rosado
Board Secretary