

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
March 20, 2023 - 7:00 P.M.**

**J. T. LAMBERT INTERMEDIATE SCHOOL – AUDITORIUM
AND
Via Zoom**

MINUTES

- I. President, Richard Schlameuss called the meeting to order at 7:21 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 Auditorium:** Brian Baddick, Brian Borosh, Brad Fitzpatrick, Donald Halker, Gail Kulick, Frederick P. Mill, Craig Neiman, Amy Polmounter, William Riker, John Rosado, Patricia Rosado, Luis Santiago, Raymond Uy, Lisa Vitulli, William Vitulli and Steve Zall. Christopher Brown, Solicitor.

School personnel attended via Zoom: Eric Forsyth, Diane Kelly, Trenee Lurry and Nadia Worobj.

- III. **Community members present in the Auditorium:** Larry Dymond, John Gerhardt, Jane Guylill, Jeff M. and John Petrizzo.

Community members attended via Zoom: Debra Donegan, Patricia Furlong, Alainna Guerri, Tom Kalinoski, Keith Karkut, Keleisha Phillip-Stringer, Monique Russell, and Ruben Torres.

IV. WELCOMING OF GUESTS

Mr. Schlameuss said thank you for making the journey here today to join us for this meeting.

V. ANNOUNCEMENT OF EXECUTIVE SESSION(S)

- a. An Executive Session was held on March 16, 2023 for the purpose of discussing personnel. 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 March 20, 2023, 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 Rebecca Bear.

Motion was made by Wayne Rohner to add to the agenda a motion that all School Board members must receive a bound copy of the School Law book. Motion was seconded by George Andrews and passed 7-2. Dr. Damary Bonilla and Lisa VanWhy voted no.

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

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made Dr. Damary Bonilla to approve the minutes of the February 3, 2023 and February 27, 2023, Board meetings. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

VIII. REPORTS

- a. 2023 ESASD Comprehensive Plan Overview
Dr. William Vitulli, Assistant Superintendent for District Programs, presented as follows:

What is a comprehensive plan?

It is not unlike a business strategic plan. It is a PDE-required exercise every three years. We must review our data, get our bearings, analyze strengths and weaknesses in order to create a plan to address areas of weaknesses. It is a general road map that can be changed as we go.

What is the process for completing this?

The general overall process is up to the district. There are specific steps to follow within the planning process. We must provide opportunities for district staff and the community to provide input. On January 20th, the Committee review began. On February 20th, the Plan was made available to the public via the district website.

There are steps that need to occur as follows:

Step 1 – Needs Assessment

What data do we review?

Future Ready PA Index, PSSA results, Keystone Results, Attendance, NWEA/Acadience/MAPS, Information from staff, graduation rates, conditions of leadership, teaching and learning, strengths and weaknesses. This is done by building, by sub-group and by comparing with the previous Comp Plan.

Step 2 – Develop the Plan

We analyze our strengths and weaknesses, set goals, create an Action Plan and support with Professional Development.

Step 3 – Implement

We institute the plan

Assess our efforts annually (at minimum) -District Data Plan is used

Revise our plan if necessary

Continue to assess

Areas of Focus for this Plan

We have set four goals that we will focus on. The previous plan had four goals as well.

Goal #1 – Our Kids Can Read

The goal #1 is to have 80% of the 5th grade elementary students read on a 5th grade level by June 2026.

Goal # 2 – Our Teachers Can Teach Reading

Goal #2 is to train and implement structure reading, which is literacy completed with all appropriate intermediate staff by 2026.

Goal #3 – Our Struggling Math Learners Can Get Help

Goal #3 will focus on Mathematics resources and interventions will be in place and routinely used by MTSS staff at all levels (K-12) by 2026. The Math curriculum will be reevaluated and rewritten within the next couple of years.

Goal #4 – Our Students Come To School

The average student attendance will improve to a minimum of 92% for all schools by 2026.

Updates from PDE

PDE has provided some additional requirements

They moved the final submission to October 31, 2023

There are additional Professional Development requirements

There are additional dual-enrollment requirements. ESASD has two dual enrollment opportunities. One with Northampton Community College and another with East Stroudsburg University.

Dr. Vitulli said his goal is to place a motion to approve the Comprehensive Plan at the April Regular School Board meeting.

Mr. Rohner said that Goal #1 states that the district will have 80% of the students reading in the current grade level. Is that goal also included in the current Comprehensive Plan? Dr. Vitulli said it was not a goal in the previous Comprehensive Plan. However, that goal is a 20% increase over the current situation. We did not want to increase it to 95% because we thought that would be too high; therefore, we are shooting for 80%. Mr. Rohner said that would mean that we are currently at 60%. Dr. Vitulli said that is the approximate percent.

Mr. Schlameuss asked how can the public review the Comprehensive Plan. Dr. Vitulli said it is on the main page of the district website. Anyone can go on and if they have any questions or suggestions they can submit it and that information will go directly to me.

Dr. Bonilla asked if the public will also have access to view the Comprehensive Plan. Dr. Vitulli said yes. It is 44 pages of what will go directly to PDE. Is the process online easy for the public to submit their information and access information? Dr. Vitulli said yes. Mr. Andrews asked if the goals include the returning cyber students. Dr. Vitulli said it does. There are about 87% of the students that have returned after COVID. Ms. Kulick asked how are we addressing the high achieving students. Dr. Vitulli said we have a gifted plan on there as well. We have the breakdown on how to address them in the classroom. We will address the high achieving students as well as the struggling students. We will have all this implementation within the curriculum.

Mr. Rohner asked when you mentioned the additional requirements from PDE with reference to professional development, was that due to Act 55? Dr. Vitulli said yes. We have additional training that we need to organize. A lot of it we have already in place.

Dr. Bonilla asked does this include the math curriculum. Dr. Vitulli said yes.

b. Monroe Career & Technical Institute Update

Mrs. Lisa VanWhy said the JOC met on March 6th at 7:00 p.m. On the agenda tonight, you will see a motion to approve the 2023/24 MCTI General Operation Budget, which Mr. Virga presented at the February Regular School Board meeting. There is also a request from MCTI to retain the district's share of the 2021-22 excess revenues in the amount of \$331,644. We also accepted a purchase agreement for fuel oils along with some hiring and retirements including Mr. John Brown who has been with MCTI for many years. CrabTree will come to the April MCTI meeting to make a presentation. Some programs are in process to start soon. The next MCTI JOC meeting is scheduled to take place on April 3rd at 7:00 p.m.

c. Colonial IU 20 Update

Dr. Damary Bonilla said that the next CIU 20 meeting will be held Wednesday, March 22, 2023.

Mr. Schlameuss said when you present your information from your committee meeting, if you have any upcoming information or news that will be coming up with reference to your committee, please make sure to announce it as well.

d. Property/Facilities Committee Update

Mrs. Lisa VanWhy said the Property/Facilities Committee met on March 1st at 5:30 p.m. On the agenda tonight you will see a quote from Sightline Commercial Solutions for a Graduation Stage and a quote from Event Stable for chairs for graduation. On the agenda you will also see the Bid award to Cope Commercial Flooring for the High School South Flooring Replacement and the Bid award to Lehigh Valley Floor Covering for the JM Hill and Administration Building Flooring Replacement. There were two other bids that we held back until we have more information. You can hear more about this project at the next Property/Facilities Committee meeting. You will also see on the agenda tonight four D'Huy Engineering invoices that are on page 10. The next Property/Facilities Committee meeting is scheduled to take place on April 5th at 5:30 p.m. in person in the Board Room and via Zoom. Also, the Committee is looking to change the time and perhaps dates of when the meetings will be held. Check the website for any changes.

e. Education Programs & Resources Committee Update – Dr. Damary Bonilla - esasd.net/epr
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Dr. Bonilla said that the Education Programs & Resources Committee met on March 8th virtually, via Zoom. The public has a copy of the QR Code which will take them directly to the Education Programs & Resources Committee meeting information on the website. You can access each topic separately as it was discussed. The Committee had the following presentations:

- BE ALLiance (DEI) Update with the different events in March as they did in February with reference Black History month. The Committee would like to recognize the different holidays throughout every month.
- Ms. Erin Dreisbach gave an update on the Reflections Room and Call Room. She shared that they have filled the reflection coach positions at both High School South and High School North and are very excited to have them. Ms. Dreisbach adds that these rooms are located where the in-school suspension rooms were and they are putting a spin on the traditional in-school suspension. Ms. Shae Jones was supposed to present this month but will do so next month. She will have a presentation regarding the Mental Health Program that the district collaborates with reference to BCBA's (Board Certified Behavioral Analysts). There will be different presentations each month.
- In Curriculum, Marissa Kehr and Adam Coffman presented on the way they are revamping the curriculum on the webpage so parents/guardians can go on and be able to look at a quick synopsis on what their child is learning currently. Marisa Kehr shared that they have done a full research and analysis of the last 5 testing years and were able to track the scores for the district. This will be helpful when looking to further enhance all the courses as they become a priority to Act 158 which is a new requirement for PDE.
- Dr. Vitulli reminded parents and caregivers that the district does have translation services both live and in person through an IU 20 program called TransPerfect. He adds that any administrator in our district can get activated quickly to a person live on the phone. Dr. Vitulli shares that we also provide translated documents if necessary.
- Dr. Vitulli shared that the YMCA Keystone Star Rating – Before and After Care Program has been rated by the Department of Human Services 3 out of 4 stars including the schools of JM Hill and ESE. He adds that this is based on their skills and programming.
- Bullying Advice for Parents/Guardians by 1st Assistant District Attorney, Michael Mancuso & Detective Brian Webbe in Legal Perspective.
- Perspective of bullying and precautions taken from the elementary schools within our district. Mr. Osmun, School Counselor, started his presentation with the proactive approaches that the elementary schools are taking to address bullying. He then shared what SWPBIS is, which is The School Wide Positive Behavior Support Program which is a program that is to help improve school and classroom climate by focusing on the positive.

The Committee forwarded to the Finance Committee the Elementary Library Furniture in the amount of \$143,385.61 to be paid through the ARP ESSER Learning Loss Set Aside Grant.

The next Education Programs & Resources Committee meeting is scheduled for April 12th at 7:00 p.m. via Zoom.

f. Finance Committee Update

Mrs. Rebecca Bear said the Finance Committee met on March 13th in person and via Zoom. On the agenda tonight, you will find the following items:

- The quote from Sage Technology for an Updated PA System at Resica Elementary and H.S. South
- The quote from IntegraOne for FortiNAC Add-on Licenses
- The ratification of the bids from Northampton/Monroe/Pike County Joint Purchasing Board Paper and Custodial Supplies
- The ratification of the 2023-24 Northampton/Monroe/Pike County Joint Purchasing Board Fuel Oil Bids
- The ratification for the Met Ed Public School District Electricity Purchasing Consortium bid with Constellation New Energy Inc., which was secured for us by Provident Energy Consulting.
- The quote from Eleven Four Hundred Inc. for a Kitchen Convection Steamer at High School North
- The quote from Singer Equipment for a Kitchen Roll-Thru Heated Cabinet at Smithfield Elementary, both be purchased through a Grant.
- The Agreement with US Foods / Upper Dublin School District Food Products and Distribution Consortium.
- The motion as Mrs. VanWhy mentioned for the MCTI Excess Revenue.
- Mrs. Bear read a letter regarding a donation by the East Stroudsburg Education Foundation as follows: The East Stroudsburg Education Foundation has the specific purpose to raise money to enrich the educational and co-curricular programs for students in the East Stroudsburg Area School District and recognize their accomplishments by selecting and funding equipment, scholarships, programs, or other activities that supplement district, community, and parent-supported efforts. The Foundation has donated monies to support programs such as DECA, FBLA, the Purple Pantry, and other programs to provide educational opportunities to students in the District, which may otherwise not be possible due to students being economically disadvantaged.

The Foundation has received a monetary donation of \$19,500 from Sanofi as part of their Corporate Social Responsibility Initiatives and Programs to purchase 8 Elkay ezH2O Bottle Filling Station with Single ADA Vandal-Resistant Cooler Filtered Refrigerator. Four of these Filling Stations will be donated to H.S. South and four of these Filling Stations will be donated to H.S. North. These funds were given to the Foundation for the purpose of a full donation to the District for the purchase and installation of these 8 Elkay filling stations.

Thank you very much to the Foundation for their donation.

- We also had a 2023-24 Budget Presentation as well as the items that the Property/Facilities Committee and Education Program & Resources Committee mentioned previously.

The next meeting is scheduled for April 11th at 5:30 p.m. in person and via Zoom. Thank you to Mr. Neiman, who will be leaving us after this month. It was a pleasure working with you.

g. Policy Review Committee Update

Ms. Debbie Kulick said that the Committee met earlier this evening. We have made a recommendation to direct the Administration to post the following policies:

- Policy 137 – Home Education Programs
- Policy 137.1 – Extracurricular Participation by Home Education Students
- Policy 137.2 – Participation in Co-Curricular Activities and Academic Courses by Home Education Students
- Policy 137.3 – Participation in Career and Technical Education Programs by Home Education Students
- Policy 210.1 – Possession/Administration of Asthma Inhalers/Epinephrine Auto-injectors

The Policies will be posted for review by the public during the month of March and then subsequent Board action in April. The next meeting is scheduled for April 17th at 4:30 p.m. in person and via Zoom.

h. Student School Board Representatives –

Miss Isabella Iacono, High School North, reported as follows:

- On March 2nd, the North High School Choirs performed their Annual Department Concert. Six Choirs from Grades 7 - 12 performed.
- On March 3rd, North HS Reading Olympics students traveled to Smithfield Elementary School to assist with the Read Across America Book Tasting Event held for students in grades K-5. High School students worked with small groups of elementary students to preview books on grade level in an effort to get them excited about reading!
- On Saturday, March 4th, J. Cruz took 3rd Place in the 100 Breaststroke at the District X1 Swim Championships.
- On Sunday, March 5th, N. Beasley placed 6th and A. Bibeau took 1st Place at the 2023 My House Eastern Regional Girls' Tournament.
- On March 8th, Gifted students at North and Lehman attended a lecture at ESU, conducted by Dr. Joshua Loomis, an Associate Professor who teaches Pathogenic Microbiology and Virology at ESU. His research interests include microbial biofilms, antibiotic discovery, and the history of epidemic diseases. He talked to our students about viruses, bacteria, vaccines, and communicable diseases. They then participated in a lab involving creating petri dish artwork done with four different kinds of bacteria, producing colors red, purple, yellow, and beige. He informed the students about the American Society for Microbiology, which has a yearly competition involving Agar Art.
- On March 14th and 15th, internationally acclaimed composer, Brian Balmages, visited the North High School to work with all of the bands in grades 5 - 12. Mr. Balmages has also composed a piece titled, "Celtic Air and Celebration" for the North High School Symphonic Band which will be premiered at the March 15th concert beginning at 7:00 pm in the North High School auditorium with a composer conducting.
- March is Youth Art Month and all the schools in the district collaborated with each other to hang an exhibit of student artwork at the Administration Building. Stop by to see all the amazing student artwork.
- A handful of Art Students are creating unique and original artwork for the national contest, Doodle for Google.
- The All Girls Stem Club competed in the Governor Stem Challenge. They were invited to compete in the next round, States, in Harrisburg in April. This is an honor only bestowed to 20 teams across the State.
- On March 16th, our Lehman 8th graders came over to the high school for their "8th grade preview day." They were able to meet with administration and learn about life as a high schooler. After the presentation, our National Honors Society Seniors then toured the 8th graders around our building.
- On Wednesday, March 22nd, the North Chorale will be performing at the Pennsylvania State Capital to celebrate the Pennsylvania Music Educators Association's Music in our School Month Celebration. They will be performing in the Rotunda for legislators and their staff and then will take a tour of the Capitol building.
- Congratulations to the following students for finishing in the top 3 of HS North for our Annual Spelling Bee. They will represent High School North at the Monroe County Championships on Monday, April 3rd, at High School South: 1st Place – H. Mandadi, 2nd Place – B. Ulate-Mora, Alternate – A. Pink
- The Key and Leo Club will be hosting its final blood drive of the 2022-2023 Academic Year on Tuesday, April 25th, from 8:15 a.m. - 1:30 p.m.
- The Emerald E-sports Foundation has given our Esports Team and Game Club a generous donation so we can purchase equipment to enhance our club and allow our students to compete on a more even playing field.
- Additionally, Weis Supermarket has donated \$150 towards the Timberwolf Pantry.

Miss Leeangie Marte, High School South, said just last Thursday, I had the privilege of meeting with some 8th graders at High School South. I engaged in some interesting conversations with the 8th graders and was comforted knowing some things never change. J. T. Lambert Intermediate (JTL) students are still excited about their upcoming dance and anxiously talking about getting lost at the high school. These conversations happened at our Freshman Preview Event in which 300 8th grade students from JTL came to South. While they were here, they rotated through three different sessions: building tours, freshman panel and a club and activity fair. The event was planned and organized by Mr. Kernan's gifted seminar class. Over 200 current South students were involved in making this a memorable experience for the Class of 2027.

Scheduling for the 2023-2024 school year is currently taking place at the high school. Parents should review the scheduling portal on the South website for additional information for their son or daughter. A huge shout out to our guidance counselors for all their hard work in the process.

Our Cavaliers will soon be under the sea with our very own performance of “The Little Mermaid”. The show will begin on March 31st and end on April 2nd. I heard our Ursula costume is one that will not be forgotten. Tickets are currently on sale for the Little Mermaid on the South website. I had the privilege of seeing clips of this performance and am impressed with how amazing and how talented our student body is. This is definitely a performance you do not want to miss.

Our top stories include countless awards medals for our sports and academic clubs.

Thirteen South students went to the IU20 PA Media and Design Regional Competition on March 10th and won 1st place in computer programming, graphic design, animation, and digital movie. All of the 1st place award winners will be attending the State competition at Dickinson College in May.

On March 10th our boys’ basketball team played against Pocono Mountain West, and won the district championship title for District X1.

Our Swim team had an amazing performance at Districts. K. Luniushina received the Outstanding Swimmer of the Meet Award for District XI and was named EPC Swimmer of the Year. Our girls’ relay team broke two school records at the District meet. This past weekend at the PIAA State Championships at Bucknell University, K. Luniushina finished 9th in the 100m backstroke where she also set a new school record. We are so proud of our south swim team.

G. Reid won the gold medal in the Northeast Regional Girls Wrestling Tournament. She also placed 1st in the 2023 My House Girls State Wrestling Tournament. R. Ansah won the silver medal in the Northeast Regional Girls Wrestling Tournament

On March 7th, the South Unified Bocce Team became the 2023 Northeast Conference Champions. They moved on to regionals and played at the Penn State Schuylkill campus. They took fourth place and were among the top 16 teams in PA.

Our Unified and Special Olympic Club hosted their own March Madness Basketball Tournament on March 17th against the different schools in the district. Dr. Riker, Ms. Polmounter told me that I missed your amazing performance, that you hit the game winning three point shot for the Admin team and that you were disappointed I missed it. However, I heard from Mrs. Ellison that you hid in the corner with Mr. Baddick. I’m not sure which one is true. I heard there were many Board members there, so you may want to set the story straight.

My shout out tonight goes to all the students who participated and competed in our sports and activities. I would like to recognize all their hard work and accomplishments. We wish them good luck in their next rounds of competition.

i. 2023-2024 Budget Presentation

Mr. Craig Neiman said this is the same Budget Presentation that I went over at the Finance Committee meeting last Monday night.

Mr. Neiman said I am not going to read every page of the 2023/24 Budget presentation, instead I will tell you the highlights.

Page two is the Agenda which states some of the items that I am going to cover this evening.

Page 3 is a reminder of the Role of the School Board and the Budget.

A school district budget, no matter how large or small, is a delicate balance of policy choices.

Adopting a budget is one of the most important functions of the School Board.

Budgets provide School Boards with the opportunity to directly influence the educational environment of the district. Adoption of the budget provides the Administration with direction and guidance to act.

Almost every major decision made by the School Board is or needs to be incorporated into the budget.

Page 4 is a reminder that the East Stroudsburg Area School District is a Multi-County School District Tax Rate Rebalancing. There are 500 Public Schools in Pennsylvania, 89 of those school districts educate students in more than one county. We are subject to a tax rebalancing.

Page 5 – Our district follows PA School Code Section 672.1 which basically, says the School District that are lying in more than one county or in more than one municipality need to rebalance their taxes each year. The basis of that rebalanced tax is the STEB market value in each county.

Page 6 – What is STEB? It is the State Tax Equalization Board (STEB). It was established by the General Assembly in Act 447 PL 1046, 1947, to compensate for the lack of assessment uniformity statewide in distributing school subsidies. The primary function of the STEB is to determine annually the aggregate market value of taxable real estate property in each political subdivision and school district throughout the Commonwealth of Pennsylvania. The STEB is to establish a common level ratio of assessed value to market value for each county for the prior calendar year.

Page 7 is a summary of the main driver of that calculation. Market Value is done in arrears. You can see that the Market Value changed from 2021 compared to the 2020 fiscal year. Market Value is updated in July of every year. We will not know the 2022 Market Value information until after the budget has been approved, which is not very helpful. We are a year in arrears with that market value. As you can see similar to last year, the market value decreased in Monroe County by over \$9 million and increased slightly in Pike County by 9 /10 of a percent. Meanwhile, on the assessment side of our 22/23 assessment compared to the 23/24 budget assessment for Monroe County is also going down \$8 million, which is about 3/10 of a percent, while Pike County has essentially remained flat. Mrs. Bear said that means if we do nothing, Pike County stays the same and Monroe County goes down slightly. Mr. Neiman said the opposite would occur. Pike County would go up slightly and Monroe County would remain flat. In Monroe County, with their Market Value and Assessment Value being relatively close, is due to the fact that their properties were reassessed about four years ago, but I could not tell you when Pike County was reassessed last. The vast majority of the decrease in Monroe County is attributed to the large commercial properties that have been challenging that assessment. The county has granted those challenges, so the district has lost tax dollars because of those reassessments of the large commercial properties.

On page 8 you can see the impact that the Market Value has had on the millage. You will see that Monroe County's 2022-23 Millage was 30.79. The way STEB calculation works would mean the millage stays the same based on the chart and the calculation from the prior page. Pike County would see an increase of 2 tenths of a percent going from 128.33 up to 128.59. As I present the budget and the associated tax revenue, the assumption is that the rebalance millage in 2022-23 becomes our starting point for property tax discussions in 2023-24.

Page 9 is a look at the Property Assessment Value. The Monroe County reassessment kind of throws this chart off and makes it a little hard to look at. Flat assessment value has limited additional revenue opportunities. Over \$2 million in Property Tax Revenue has been lost to assessment appeals since the Monroe County reassessment. Appeals are primarily Commercial property.

Page 10 – This is a look at the Act 1 Index and how it applies this year on a compounded basis, which I believe I did last year also. If you look at the orange line would indicate that the district from 2013-2024 could have raised taxes almost 40% or 39.60%. What the district has actually done is represented in the light blue and dark blue lines on the chart. The light blue line is Monroe County and the dark blue line is Pike County. You can see that Pike County stayed essentially in the same place from 2013-2014 and Monroe County went down slightly from the 2013-14 millage rate. What that means is that the district could be bringing in \$43 million more annually, that is, if they would have taxed every year at the Act 1 index. The Act 1 index in 2023/24 continues to increase based on a strong local market and the calculation that goes into that so the index is 5.9% in 2023/24. If the district would elect to raise taxes at the index, we could generate an additional \$6 million dollars in revenue this year.

Page 11 is a first look of the 2023-24 Revenue Summary. It compares the 2023/24 preliminary budget to the 2022/23 final budget. The Local revenues are coming in at \$108,724,651 which is about the same from last year. The State revenues are coming in at \$58,975,993 which is an increase of \$3.4 million over the 2022/23 budget. The Federal revenues are coming in at \$9,987,030 which is \$3,315,518 less than in the 2022/23 budget. Other revenues are coming in at \$50,000, which is less than the \$1,999,316 in the 2022/23 budget. The total revenue is down by \$1.8 million dollars or -1.0%.

Page 12 contains the 2023-24 Revenue Highlights. Local Property Taxes rates reflect rebalancing only. No change in Monroe County but a slight increase in Pike County. Leveling off of Earned Income Tax, Transfer Tax and Delinquent Tax collections after historic increases in recent years. Interest rates, we are forecasting them to continue to come in very strong. That is included as an increase in our interest income on the Local

Revenue side. On the State Revenue side, the main increase is all related to the Basic Ed Funding and the Special Ed Funding Formula increase. When we passed a 22/23 budget in June, we did not have the final State budget yet but we assumed an increase in BEF and SEF. We actually received approximately \$2 million more than what we budgeted for. I have now included the increases into the 2022/23 budget. The Governor's budget presentation last month, showed a significant investment in public education. If the budget is passed, it would be an increase of about \$3 million to the school district. However, that amount is not included in tonight's budget. We are assuming flat funding at this point because we don't know when we will be seeing that funding. It is a number that we will want to monitor as we continue with the budget process in the next several months. As of right now, we are not assuming any additional increases. On the Federal side, the decrease is due to the ESSER- related funds being used to implement programs to support student learning loss as well as capital improvement initiatives. We will need to spend these funds by September of 2024. Some of these programs will start to phase out. We will then have to have the conversation of whether we wish to continue to pay for those programs going forward. On the other revenue side, which is about \$2 million which is related to IT leases and the way that we have to report that transaction on our Financial Statement. The Committee made a recommendation that they would like to move the IT leases out of the General budget into the Capital Reserve Budget but leave those funds in the Department budgets so that we can assume a transfer to the Capital Reserve Budget to cover those costs. Those funds do remain in the IT Department budget. From an accounting presentation standpoint, we need to show the present value of the budgets as both revenue and expense. Those line items have been removed from the budget. The revenue decrease in Other is also offset by an expense decrease. It is net zero in. The third line of this is in the IT budget which does remain there. The direction that the Committee gave a couple months ago is that it stays in place for the budget. This is just an accounting presentation impact that you are seeing here. It has no impact on the bottom line of the budget.

Page 13 is a look at Local Revenues assumptions. All I can do is forecast on past trends or any other information we may have. A large line item in the last couple of years has been Delinquent Real Estate Tax Collections. As you can see in 2021, we hit that high watermark of just about \$14 million in delinquent taxes when typically, we have been around \$8 million in years past. That was a \$6 million bump that we saw in that particular year. In 21/22 it came down \$12.5 million, which is still off the charts from anything we had seen in the years prior to that. That again means real estate that was sitting back for Sheriff's sale or for various other reasons was coming back onto the tax roll, which is good. Folks were paying the past taxes that were due to the district. However, over time, some of that inventory will decrease and go down. We can't assume that the inventory will be there forever. Hopefully that means that our current collection will remain strong going forward. In the 22/23 budget, I assumed that to come down just over \$10 million. For the 23/24 budget, I lowered that to \$10 million. We are basically trending to budget at this point in the year but it is hard to say because we can have a large transaction that may occur at any point. Again, this is another number that I would say that the Business Office should watch over that next couple of months because it might change drastically one way or another; therefore, we need to be above that for the good of the budget.

Page 14 is the Real Estate Transfer Tax, which there can be some correlation there for the delinquents that were on the previous page. There has been lot of transactions in the real estate market. In 21/22 there was \$2 million in Transfer Tax. We lowered that in 22/23 and again we are trending toward budget at this point. A couple of large transactions with commercial property or something like that, the number can get bumped up really quickly. I am forecasting for 23/24 to be on par with 2022/23 budget.

Page 15 – Earned Income Tax typically trends on an increasing basis unless there is a major economic impact i.e. a lot of individuals are out of work. This number has been strong over the last several years. There are a lot of reasons that this will continue to be strong. You can see the assumption there on page 15 in the orange bar for 23/24, which, I forecasted a slight increase in earned income tax for the district. We may exceed this number but we don't know at this time.

Page 16 is the 2023-24 Budget Expenditure by Function in a pie chart. Previous slides are focused on revenue. Now we are moving to the cost side of the budget. I put this chart here to remind the Board that the vast majority of our budget goes for the Instructional Programs of the district as well as Support Services, which accounts to 90% of our budgeted spend. The granular level is on page 17.

Page 17 is the 2023-24 Budget Expenditure by Object. We are a people industry, therefore, the vast majority of our cost goes to the paying of salaries for our people. Our salaries account for over 40% of our budgeted spend with benefits accounting for 28% of our budgeted spend. That is almost 70% of the district's budget is consumed by salaries and benefits. The other large line items that drives that are contracted services, which primarily driven by the IU 20 tuition, some third party placement fees, legal costs and tax collectors. We

also have Contracted Maintenance. That is mainly driven by the assumption that we will pay for the north HVAC project, which will be paid through ESSER Funds. That number is larger than it normally would be but the cost would be offset by Revenue from the ESSER Funds. Under Purchase Services that is primarily driven by our cost to MCTI. The Board saw the presentation by MCTI at the last Regular Board meeting. Our contracted drivers are the drivers that take our students that have IEPs and need some one-on-one drivers. The district's insurance cost and software licenses are paid through Purchase Services. Charter School Tuition is \$10 million. That speaks for itself. We will speak on that in a moment on another slide. Supplies are \$8.6 million for electricity fuel oil all supplies in buildings, propane costs and Curriculum subscriptions. Under Capitalized Equipment we have some vehicles in there even though we have been moving most of those into the Capital Reserve. Debt Service speaks to itself. That is the district's mortgage that we are paying on our debt. The Budget Reserve contains \$1.5 million of lease payment, \$1 million Budget Reserve and assumptions of another \$1 million that we transferred to our Capital Reserve to cover the district's long-term capital needs.

Page 18 has the details on what is really behind the increase of 2.4% we are seeing in our budgeted cost. Salaries have an increase of 6.8% and benefits are up 4.2%. Charter Schools are coming in at \$10 million and I am assuming an increase of \$1 million, which is a 11.1% increase. With our new utility contracts, we are seeing a 29.4% increase. The Debt Service is the amortization schedule that we worked with PFM to create. We tried to level it out as much we can but we have a slight increase of 1.9%. Bus propane is one that we still need to do some work on. The bus propane contract ends at the end of June 2023. We will need to put that out to bid in April or May. Right now I am assuming a pretty significant increase in propane of 66.7%. The number that we are locked currently is very good. We are coming in from a market with a very low number and I am not sure what to expect. If those bids come back less than what I am assuming here, we can bring some money back into the budget. The ESSER funds is a little bit of an offset with revenues. With programs coming down, it shows a decrease to the district of 23.2%. Everything else in the district that is not included in the lines above is down \$3 million or -10.9%. I would like to say that we made \$3 million of cuts but that is the aforementioned regarding the leases on the computer devices that we saw the revenue going down. The piece of this is the cost coming out as well. If you add it all up, the district's 2023/24 expenses budget comes in just over \$190 million. It is a \$4.5 million increase or a 2.4% increase.

Page 19 lines up the revenues and expenditures. The column of the left is the 2022-23 budget. As a reminder that the Board passed a budget in June with a deficit of \$6.2 million. Although the expenditures are only going up 2.4% we are assuming seeing the revenues decrease by 1%. If you add all that up it comes to a similar number as last year where we will see a deficit of \$6.2 million on top of last year's deficit of \$6.2, which we did not solve yet this year. Both deficits total \$12.5 million as indicated in the middle of the page. If we were to realize the deficit in 2022/23 and 2023/24, the fund balance which has \$49 million would go down to \$37 million.

Page 20 is a look at Charter School Tuition Cost. The orange bar is what I am forecasting the dark blue bar is the \$9 million that was budgeted in the current year. You can see in 2021-22 we spent \$8.7 million. You can see how much I increased from 2021/22 to 2022/23 due to COVID. Although we had students come back, we are paying more on the tuition rate per student. For regular education students we pay over \$15,000 and for special education students we are paying over \$41,000. If a student with an IEP goes out it will cost us \$41,000 but if we get a regular education student to come back it will be an approximate \$30,000 cost increase.

Page 21 is a look at PSERS – Employer Contribution Rate. As you will see in the chart, that we have had an increase in the last 20 years. The PSERS rate went down to 34%. That is good news. I don't think anybody was expecting that. Mr. Schlameuss said just so you know that there is an increase the year after that. It will go up a few percentage points. Mr. Neiman said for the district, we still see an increase in our overall PSERS cost. It does not mean that our cost will go down. We are budgeting our salaries to go up. Therefore 34% on the PSERS costs is budgeted to increase by \$1 million in 2023/24. Mrs. Bear said it could have been \$2 million. We budgeted \$9 million in Charter School cost in 2022/23. We have seen more students with IEPs at Charter Schools; therefore, the cost has increased at the higher amount. The mix of students is not working in our favor. Most of our students have returned to the district but we have more special education students attending, costing the district more in tuition cost. For every \$1 that the employee makes the district has to pay 34% of it. We are getting a relief in the 2023/24 school year since it went down from 35.26%. This is the first rate decline since 2008-09. However, the cost is budgeted to increase by \$1 million in 2023-24 due to salary increases.

Page 22 is the enrollment and staffing trend. The dark blue line is the staff and the light blue line is enrollment. Over the last ten years, you can see the enrollment trend and staffing increase. You can see enrollment was down in the 2020/21 school year due to the pandemic. We did see some of those students come back. We are assuming a flat enrollment with a slight increase in staffing. This is a number that Administration will continue to monitor. If there is an opportunity to remove positions or add positions, I'm sure they will be part of future budget updates.

Page 23 is the General Fund Balance. The district has a General Fund Balance as of June 30, 2022 of over \$49 million as indicated on the financial audit that was done. You can see how the Board committed or assigned some of that fund balance for particular programs. The non-spendable items total \$667,814. The committed items total \$24 million. The assigned balance is \$17.2 million, which includes the \$6 million deficit for this school year. The unassigned fund balance has \$7.2 million or 3.9% of expenditures. The total General Fund balance is \$49 million, which is less than the 8% that PDE requires.

Page 24 includes the next steps. The Administration will continue to monitor State and Federal Budget discussions, continue to analyze and prioritize expenditures, monitor enrollment and staffing requirements and update the budget based on new developments.

Page 25 is the 2023-24 Budget timeline. On December 19, 2022 the first important step occurred when the Board approved a motion to not exceed the Act 1 Index. The cap is 5.9%. This evening, I am presenting the budget to the entire Board at the Regular School Board meeting. In May, there will be an updated budget presentation at the Finance Committee and the Regular School Board meeting. There would need to be a Proposed Budget approved at that time. In June, there will be a final budget presentation and approval at the Regular School Board meeting. The Final Budget vote has to occur by June 30, 2023. The June meeting is scheduled for June 19, 2023.

Mrs. Bear said that the deficit for this year has not been realized and then we are projecting another \$6 million for next year's budget; therefore, bringing the total to \$12 million. Mr. Schlameuss said this budget is based on every position being filled. It is important to consider this expense also. I am confident that Administration will monitor it very closely.

IX. PUBLIC PARTICIPATION

Mr. Schlameuss said I would like to thank Administration, Patricia and all involved in arranging tonight's meeting in order for it to occur here, at J. T. Lambert Intermediate School due to a water pipe repair that was being done near the Administration Center. I appreciate everyone's effort.

Mr. Schlameuss said we are now going to have Public Participation which is limited to comments on this agenda by residents and taxpayers of the school district (3 min. ea.) Any comments or questions you can address them to me. We may or may not answer your question(s).

- A. Ms. Jane Guylill said although it is not on the agenda, I want to say that last year I was here complaining about the bus transportation issues. This year you have done a tremendous job; therefore, I would like to thank you.
- B. Mr. Donald Halker said on behalf of the support staff officers, we would like to thank the negotiations team that negotiated the support staff contract. I would also like to thank all of the Board members for voting for the contract. The Support Staff union had a huge turnout when it came time to voting for the contract. I would say, it was probably the largest turnout we have on record. Thank you very much.
- C. Mr. John Petrizzo said I would like to speak about the Comprehensive Plan Presentation that occurred today. You are saying that you would hope to get 80% of 5th grade students reading at 5th grade level. Currently, you have 60% reading at 5th grade level. If your elementary schools go to 6th grade, then your figures are very blurred. Does anyone on the Board know if the district has sent anyone out to the other districts to see how they do it, to see if their figures are better and to see how their students are learning better? I know education is tough today and you have things like demographics in the way but this may be a good idea to do. My second comment, is with reference to what Rebecca Bear talked about Finance. About a year ago, I was very disappointed in the Board when you took funds from one year and placed it in a closed out year. Right now the Attorney General from the State of Pennsylvania is looking at 12 school districts who did that because they wanted to do a tax increase. The Attorney General is deeming this illegal. Mr. Neiman are you aware that was done before you created your budget presentation? Mr. Schlameuss said you direct your comments to me. You can continue with your comments. Mr. Petrizzo said I did not get an answer.

Mr. Schlameuss said we do not answer your questions. Mr. Petrizzo said I will not continue with any more comments since I did not get answer.

X. UNFINISHED BUSINESS

None

XI. NEW BUSINESS

a. PROGRAMS

i. 113 – Special Education

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Settlement Agreement and Release between the East Stroudsburg Area School District and the parent(s) of the student with case #RSA20230320A. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 15-22)

ii. 115 – Career & Technical Education

1.

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the Monroe Career & Technical Institute’s Operating Budget for 2023-24 school year in the amount of \$9,059,548 with East Stroudsburg Area School District’s share being \$2,216,780 and the Capital Improvement Budget in the total amount of \$0 with the District’s share being \$0 as previously distributed and presented to the Board. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

2.

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the request of the MCTI Joint Operating Committee allowing MCTI to retain 2021-22 excess revenues in the amount of \$1,463,014 as a result of the financial audit with the East Stroudsburg Area School District's share being \$331,644, in accordance with the recommendation of the Finance Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

iii. 121 – Field Trips

ACTION BY THE BOARD:

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

75 Miles or More

	Name	Activity	Location	Dates
1.	Mengel, Justin (#10757)	J. T. Lambert 6 th , 7 th , and 8 th Grade Choirs to an adjudication at Hershey Park.	Hershey, PA	5/20/23
2.	Perini, Brenda (#10755)	Resica Elementary 4 th Graders will be visiting the State Capitol and Stater Museum.	Harrisburg, PA	4/17/23
3.	Toth, Donald Terry (#10652)	J. T. Lambert Media Design students will go to NYC International Auto Show.	New York, NY	4/14/23

(See pages 23-28)

iv. **123 – Interscholastic Athletics**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the agreement, as presented at this meeting, between the East Stroudsburg Area School District and the Pocono Hill Golf Course at The Villas for the use of its golf course for practices and matches by the High School South Golf Team for the 2023-2024 school year. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See page 29)

b. **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 Rebecca Bear and carried unanimously, 9-0.

1. #212640
 2. #213077
- (See pages 30-37)

c. **PERSONNEL**

1. Employment Contract – Memorandums of Understanding

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the following Memorandums of Understanding. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

- a. **Snow Removal 2022-2023.** Memorandum of Understanding between the East Stroudsburg Area School District and East Stroudsburg Area Education Support Professional Association with respect Snow Removal for 2022-2023 school year.
(See page 38)
- b. **Vacation Day Adjustment-Act 93.** Memorandum of Understanding between the East Stroudsburg Area School District and Act 93 Staff with respect to awarding earned vacation days for the 2022-2023 fiscal year.
(See page 39)
- c. **Vacation Day Adjustment-Central Administration.** Memorandum of Understanding between the East Stroudsburg Area School District and Act 93 Staff with respect to awarding earned vacation days for the 2022-2023 fiscal year.
(See page 40)

2. Employment

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 Debbie Kulick and carried unanimously, 9-0.

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

i. 309 – Assignment and Transfer

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	McDermott, Shanna	From: Cafeteria Aide (3.5 hour) – Resica Elementary To: Cafeteria Worker (4.5/hour) – Resica Elementary Replaces Carmen Jesus who retired.	Support	\$14.72/hour	February 27, 2023
2.	Merkel, Micheal	From: Custodian (2 nd shift) – J. T. Lambert Intermediate To: Custodian (3 rd shift) – High School North Replaces Christopher Bouton who resigned.	Support	2022-2023 hourly rate (plus \$.50/shift differential)	February 6, 2023
3.	Lopez, Myrna	From: Personal Care Assistant – Lehman Intermediate To: Paraprofessional/Learning Support (LTS) – Lehman Intermediate Replaces Shoshannah Harris who was temporarily reassigned. Myrna will return to her PCA position at the conclusion of this temporary assignment.	Support	\$18.19/hour	March 13, 2023 through the last 2022-2023 student day.

ii. 335 – Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Bird, Shelli	Math teacher	Professional	High School South	April 28, 2023 through June 9, 2023.
2.	Evans, David	Math teacher	Professional	Lehman Intermediate	January 3, 2023 now through March 8, 2023.
3.	Hnasko, Scott	Grade 5 teacher	Professional	Resica Elementary	February 13, 2023 through March 8, 2023.
4.	Parton, James	Grade 4 teacher	Professional	East Stroudsburg Elementary	February 18, 2023 through March 13, 2023.
5.	Ecenbarger, Debra	Secretary	Support	High School South	February 22, 2023 through August 30, 2023. This is an intermittent leave.
6.	Johnston, James	Bus Driver	Support	Transportation	March 14, 2023 through April 11, 2023.
7.	Parmer, Mary	Personal Care Assistant	Support	Smithfield Elementary	February 28, 2023 through March 22, 2023.

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Kozich, Rachel	School Psychologist	Professional	East Stroudsburg Elementary	May 8, 2023 through the end of the 2023-2024 3 rd Marking Period.

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

		Position	Classification	Location	Effective Date(s)
1.	Symonies, Kerri	Grade 6 teacher	Professional	J. T. Lambert Intermediate	January 25, 2023 through August 16, 2023.
2.	Moore, Mary Ann	Transportation Dispatcher	First Level Supervisor	Transportation	January 12, 2023 through April 30, 2023.

v. 339 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Rue, Viola	Personal Care Assistant	Support	J. T. Lambert Intermediate	February 7, 2023 now through March 12, 2023.
2.	Walsh, Linda	Cafeteria Aide	Support	Smithfield Elementary	August 29, 2022 now through April 16, 2023.

vi. 303/304/304.1/304.3/305 - Employment

a. Rescissions

	Name	Position	Classification	Location
1.	Cole, Zachary	Intramural Weight Room Tri-Advisor (spring season)	Schedule B	High School South
2.	Haddad, Ziad	Intramural Weight Room Tri-Advisor (spring season)	Schedule B	High School South
3.	Transue, Scott	Intramural Weight Room Tri-Advisor (spring season)	Schedule B	High School South

(See pages 41-43)

b. Resignations

	Name	Position	Classification	Location	Effective Date
1.	Bernabel, Quisequeya	Bus Driver	Support	Transportation	March 20, 2023
2.	Brown, Denise	Front Desk Receptionist	Support	High School South	March 10, 2023
3.	Wills, Natasha	Bus Driver	Support	Transportation	March 20, 2023
4.	Haddad, Ziad	Intramural Student Council Co-Advisor	Schedule B	J. T. Lambert Intermediate	March 7, 2023
5.	Reese, Stephanie	Mentor to Heather Hill	Schedule B	High School South	January 22, 2023
6.	Witte, John	Softball Assistant Coach	Schedule B	Lehman Intermediate	March 14, 2023
7.	Witte, Sarah	Softball Head Coach	Schedule B	Lehman Intermediate	March 14, 2023

(See pages 44-50)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Early, Eileen	School Nurse	Professional	Resica Elementary	January 3, 2024
2.	Flintosh, Gabriel	Health & Physical Ed/Driver's Ed teacher	Professional	High School South	September 18, 2023 (end of the workday).
3.	Kolcun, Elizabeth	Secretary/Athletics	Support	Central Administration	July 3, 2023
4.	Townsend, Johnathan Sr.	Custodian	Support	East Stroudsburg Elementary	August 4, 2023 (end of the workday).

(See pages 51-54)

d. Tenure

	Name	Certification	Location
1.	Jennings, Melissa	Reading Specialist	Bushkill Elementary
2.	Uy, Raymond	Music teacher	East Stroudsburg Elementary

e. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Smoke, Kristina	Assistant Principal (PE) Replaces Jeremy Judd who was reassigned.	Act 93	East Stroudsburg Elementary	\$72,610.00 (prorated)	<u>Date Change:</u> March 13, 2023
2.	Decker, Ashley	Biology teacher (TPE)	Professional	High School South	\$54,596.00 (prorated)	March 22, 2023

		Replaces Christine Goida who resigned.			Step 1 Column 6	
3.	Semon, Kaitlyn	Special Education teacher/ Learning Support (TPE) This is a new position.	Professional	J. T. Lambert Intermediate	\$50,186.00 (prorated) Step 1 Column 1	To be determined.
4.	Quiroz, Anthony	School Hall Monitor (10 months, 8 hour) This is a new position.	Security Officer	High School North	\$13.88/hour	March 13, 2023
5.	Doering, Angela	Personal Care Assistant Replaces Myrna Lopez who was reassigned.	Support	Lehman Intermediate	\$17.32/hour	March 13, 2023
6.	Kingsley, Marleny	Bus Driver (6 hour) Replacing Kathleen Snow who resigned.	Support	Transportation	\$17.94/hour	March 7, 2023
7.	Mandala, Carol	Cafeteria Aide (3.5 hour) Replacing Elizabeth Carranza who resigned.	Support	J. T. Lambert Intermediate	\$14.57/hour	March 8, 2023
8.	Stella, Vincent	Bus Driver (6 hour) Replacing Vincent Gallo who retired.	Support	Transportation	\$17.94/hour	March 7, 2023

(See pages 55-56)

f. Personal Care Assistants and Nurses for Unified Sports (Track & Field)

	Name	Position(s)	Classification	Compensation
1.	Nicholls, Rhonda	Nurse	Substitute	\$20.00/hour
2.	Stefanko, Heather	Nurse	Support	2022-23 hourly rate
3.	Ace, Rebecca	Personal Care Assistant	Support	2022-23 hourly rate
4.	Barno, Melinda	Personal Care Assistant	Support	2022-23 hourly rate
5.	Cruz, Maryna	Personal Care Assistant	Support	2022-23 hourly rate
6.	Hayes, Colleen	Personal Care Assistant	Substitute	\$15.00/hour
7.	Jagger, Darlene	Personal Care Assistant	Substitute	\$15.00/hour
8.	Munford, Samantha	Personal Care Assistant	Substitute	\$15.00/hour
9.	Perez, Wanda	Personal Care Assistant	Support	2022-23 hourly rate
10.	Peters, Karen	Personal Care Assistant	Substitute	\$15.00/hour
11.	Reali, Susan	Personal Care Assistant	Substitute	\$15.00/hour
12.	Reinert, Megan	Personal Care Assistant	Substitute	\$15.00/hour
13.	Rennekamp, Deborah	Personal Care Assistant	Substitute	\$15.00/hour
14.	Walsh, Tammy	Personal Care Assistant	Substitute	\$15.00/hour

g. Professional Staff 2022-2023 Salary Compensations effective the 17th pay. Effective April 13, 2023, all salaries are prorated.

	Name	From	To
1.	Aiello, Katrina	\$80,855 (Step 14, Column 8)	\$81,406 (Step 14, Column 9)
2.	Alkema, Alexis	\$50,186 (Step 1, Column 1)	\$50,628 (Step 1, Column 2)
3.	Allison, Diana	\$90,304 (Step 16, Column 13)	\$90,987 (Step 16, Column 14)
4.	Barone, Samantha	\$50,928 (Step 4, Column 2)	\$51,370 (Step 4, Column 3)
5.	Bert, Brian	\$76,561 (Step 12, Column 10)	\$77,163 (Step 12, Column 11)
6.	Castle, Shaquila	\$50,728 (Step 2, Column 2)	\$51,170 (Step 2, Column 3)
7.	Comunale, Dannielle	\$60,079 (Step 7, Column 6)	\$61,366 (Step 7, Column 7)
8.	Degraffenreid, Jacqueline	\$72,726 (Step 11, Column 8)	\$73,275 (Step 11, Column 9)
9.	DeLuca, Nicole	\$56,182 (Step 4, Column 7)	\$58,976 (Step 4, Column 8)

10.	Donegan, Debra	\$89,016 (Step 16, Column 11)	\$89,646 (Step 16, Column 12)
11.	Forgione, Taylor	\$56,929 (Step 6, Column 5)	\$58,657 (Step 6, Column 7)
12.	Francois, Maria	\$73,850 (Step 11, Column 10)	\$74,451 (Step 11, Column 11)
13.	Householder, Laura	\$89,646 (Step 16, Column 12)	\$90,304 (Step 16, Column 13)
14.	Kehr, Marisa	\$79,125 (Step 12, Column 14)	\$79,833 (Step 12, Column 15)
15.	LaBar, Anna	\$50,286 (Step 2, Column 1)	\$50,728 (Step 2, Column 2)
16.	Martin, Joseph	\$90,304 (Step 16, Column 13)	\$90,987 (Step 16, Column 14)
17.	Minnichbach, Lisa	\$89,646 (Step 16, Column 12)	\$90,304 (Step 16, Column 13)
18.	Mlodzienski, Lian	\$60,094 (Step 4, Column 10)	\$60,692 (Step 4, Column 11)
19.	Mooney, Edward	\$87,833 (Step 16, Column 9)	\$88,411 (Step 16, Column 10)
20.	Newman, Katrina	\$58,815 (Step 8, Column 2)	\$59,258 (Step 8, Column 3)
21.	Reagan, Emily	\$54,896 (Step 4, Column 6)	\$56,182 (Step 4, Column 7)
22.	Rodriguez, Stephanie	\$50,628 (Step 1, Column 2)	\$51,070 (Step 1, Column 3)
23.	Rosario, Jessica	\$59,636 (Step 7, Column 5)	\$60,079 (Step 7, Column 6)
24.	Rossi, Christopher	\$91,698 (Step 16, Column 15)	\$92,433 (Step 16, Column 16)
25.	Scarano, Rachel	\$59,522 (Step 4, Column 9)	\$60,094 (Step 4, Column 10)
26.	Scott, Jessica	\$50,828 (Step 3, Column 2)	\$51,270 (Step 3, Column 3)
27.	Seidel, Maureen	\$89,646 (Step 16, Column 12)	\$90,304 (Step 16, Column 13)
28.	Shaffer, Alicia	\$54,254 (Step 2, Column 5)	\$54,696 (Step 2, Column 6)
29.	Stein, Sarah	\$85,010 (Step 16, Column 5)	\$85,457 (Step 16, Column 6)
30.	Tassinari, Lori	\$54,796 (Step 3, Column 6)	\$56,082 (Step 3, Column 7)
31.	Witte, Sarah	\$50,828 (Step 3, Column 2)	\$51,270 (Step 3, Column 3)

h. Professional Staff Salary Change

	Name	Classification	Location	From/To	Effective Date(s)
1.	DeJesus-Perez, Maria	Professional	High School North	From: \$61,966 (Step 4 Column 13) To: \$63,343 (Step 4 Column 15)	February 27, 2023

i. Prospective Substitute Teacher

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

j. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Diaz, Sashali	Substitute teacher	Professional	2022-2023 School year
2.	Goida, Christine	Substitute teacher	Professional	2022-2023 School year
3.	Koenig, Simon	Substitute teacher	Professional	2022-2023 School year
4.	Titus, Casey	Substitute teacher	Professional	2022-2023 School year
5.	LaFerrera, Christopher	Bus Driver	Support	2022-2023 Fiscal Year
6.	Lilly, Darius	Custodian	Support	2022-2023 Fiscal Year

7.	Passione, Andrew	Bus Driver	Support	2022-2023 Fiscal Year
8.	Rojas, Sergio	Bus Driver	Support	2022-2023 Fiscal Year

- k. **Algebra I Curriculum Updating/Rewriting.** Approve the following professional staff for updating and rewriting Algebra I Curriculum. These positions are fully funded through Curriculum & Instruction.

	Last Name	First Name	Building/Position	Compensation
1.	Carson	Wayne	High School South-Math	\$30.75/hour (10 hour maximum)
2.	Dobrowolski	Darren	High School South-Math	\$30.75/hour (10 hour maximum)
3.	Lesoine	Olivia	High School South-Math	\$30.75/hour (10 hour maximum)
4.	DeLeon	Karla	High School North-Math	\$30.75/hour (10 hour maximum)
5.	Mochan	Karen	High School North-Math	\$30.75/hour (10 hour maximum)
6.	Schembeck	Angela	J. T. Lambert Intermediate-Math	\$30.75/hour (10 hour maximum)

- l. **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	Position	Compensation
1.	Stout	Melissa	ELA 8 (additional class for 2nd semester)	\$30.75/hour
2.	Scott	David	Introduction to Health Sciences	\$30.75/hour

- m. **Develop New Courses for ESACA.** Approve the following professional staff for creating Driver's Education course and a digital photography course. These positions are fully funded by Curriculum & Instruction.

	Last Name	First Name	Position	Building	Compensation
1.	Kirkpatrick	Karen	Digital photography	ESACA- High School	\$30.75/hour (40 hour maximum)
2.	Espinoza	Marilyn	Driver's Ed	ESACA- High School	\$30.75/hour (40 hour maximum)

- n. **Robotics Intramural.** Approve additional hours for the Robotics Intramural Schedule B appointment, 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. This position is fully funded through the ARP ESSER After School Set Aside Grant.

	Last Name	First Name	Building/Position	Compensation
1.	Lazowski	Philip	J. T. Lambert Intermediate/Robotics Intramural Co-Advisor	\$25.45/hour (30 additional hours)

- o. **Elementary Robotics Program for the Summer of the 2022-2023 School Year.** Approve the following professional staff for a summer program to further students engineering and computer programming skills that are introduced in the Robotics Clubs. These positions are fully funded through the Title I grant.

	Last Name	First Name	Position	Effective Dates	Compensation
1.	Seidel	Maureen	Instructional Technology Coach	Summer of the 2022-2023 school year.	\$30.75/hour (30 hour maximum)
2.	Wescott	Shawn	Instructional Technology Coach	Summer of the 2022-2023 school year	\$30.75/hour (30 hour maximum)

- p. **Title I STEAM*R 2023 Summer Enrichment Program.** Approve the following professional staff for pre-planning and preparation for the STEAM*R Summer Enrichment Program, commencing March 21, 2023. Program dates: July 3 through July 28, 2023. No appointment is hereby made in the event that the respective program is canceled. These positions are fully funded by the Title I and Title IV grants.

	Name	Position	Classification	Location	Compensation
1.	Ammerman, Stacie	Program Coordinator	Professional	Resica Elementary	\$30.75/hour (125 hour maximum)
2.	Capulish, Mary	Program Coordinator	Professional	East Stroudsburg Elementary	\$30.75/hour (125 hour maximum)
3.	DeLuca, Nicole	Program Coordinator	Professional	Smithfield Elementary	\$30.75/hour (125 hour maximum)
4.	Wisnieski, Linda	Program Coordinator	Professional	Bushkill Elementary (at Middle Smithfield Elementary)	\$30.75/hour (125 hour maximum)

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

2022-2023 School Year

	Last Name	First Name	Position	Building	Compensation
1.	Cole	Zachary	Intramural Weight Room Co-Advisor (spring season)	High School South	\$25.45/hour (75 hour maximum)
2.	Transue	Scott	Intramural Weight Room Co-Advisor (spring season)	High School South	\$25.45/hour (75 hour maximum)
3.	Snapp	Donna	Volunteer Ultimate Frisbee Advisor	High School South	not applicable
4.	Hayes	Colleen	Volunteer Unified Sports Advisor	High School South	not applicable
5.	Allbaugh	Daria	Volunteer Unified Track Advisor	High School South	not applicable
6.	Whitney	Meghan	Volunteer Unified Track Advisor	High School South	not applicable
7.	Gilmore	Khadijah	Intramural Bocce Ball Advisor	J. T. Lambert Intermediate	\$25.45/hour (30 hour maximum)
8.	Varner	Lisa	Student Council Co-Advisor (effective 3/8/23)	J. T. Lambert Intermediate	\$1,704.00 (prorated)
9.	Davidge	Samuel	Volunteer Football Advisor	J. T. Lambert Intermediate	not applicable
10.	Johnson	Michael	Baseball Head Coach	Lehman Intermediate	\$2,952.00

d. **FINANCES**

i. **610 – Purchases Subject to Bid**

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the following section i. 610 - Purchases Subject to Bid, items a. – f., in accordance with the recommendations of the Education Programs & Resources Committee, Property & Facilities Committee and/or the Finance Committee. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

- a. The quote from Sage Technology for a PA System Update at Resica Elementary in the amount of \$20,932.08.
(See pages 57-65)
- b. The quote from Sage Technology for a PA System Update at High School South in the amount of \$24,107.61.
(See pages 66-94)

- c. The quote from Eleven Four Hundred Inc. for a Kitchen Convection Steamer at High School North in the amount of \$20,295.00. This purchase will be funded by a Pennsylvania Department of Education Food Service Equipment Grant.
(See pages 95-105)
- d. The quote from Singer Equipment for a Kitchen Roll-Thru Heated Cabinet at Smithfield Elementary in the amount of \$8,734.80. This purchase will be funded by a Pennsylvania Department of Education Food Service Equipment Grant.
(See pages 106-118)
- e. The quote from Sightline Commercial Solutions for a Graduation Stage in the amount of \$8,469.00.
(See page 119-127)
- f. The quote from Event Stable for Graduation Chairs in the amount of \$9,262.00.
(See pages 128-135)

ii. **613 – Cooperative Purchasing**

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the following section ii. 613 - Cooperative Purchasing, items a.-h. in accordance with the recommendations of the Property & Facilities Committee and the Finance Committee. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

- a. The ratification for the Met Ed Public School District Electricity Purchasing Consortium bid with Constellation New Energy Inc. at a price of \$0.05476 /kWh from July 2023 until June 2025.
(See pages 136-152)
- b. The 2023-24 Northampton/Monroe/Pike County Joint Purchasing Board Fuel Oil Bid as follows:
 - i. #2 Fuel Oil, Tank Transport, Locked in price of \$2.7683 for contract term to World Fuel Services, Inc. (formerly PAPCO, Inc.)
 - ii. Off-Road Diesel, Tank Wagon, Locked in price of \$4.0748 for contract term to World Fuel Services, Inc. (formerly PAPCO, Inc.)
(See page 153)
- c. The Northampton/Monroe/Pike County Joint Purchasing Board Paper and Custodial Supplies bid as presented.
(See pages 154-157)
- d. The District's participation in the 2023-24 US Foods / Upper Dublin School District Food Products and Distribution consortium.
(See page 158-160)
- e. Bid award to Cope Commercial Flooring in the amount of \$1,224,395.00 for High School South Flooring Replacement.
(See page 161)
- f. Bid award to Lehigh Valley Floor Covering in the amount of \$372,100.00 for JM Hill and Administration Building Flooring Replacement.
(See page 162)
- g. The quote from Pemco for Elementary Furniture in the amount of \$143,385.61.
(See pages 163-180)
- h. The quote from IntegraOne for FortiNAC Add-on Licenses in the amount of \$14,198.49.
(See pages 181-184)

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 Dr. Damary Bonilla and passed 8-1. Wayne Rohner voted no.

1. Budget Transfers - (See pages 185-194)
2. Payment of Bills - (See pages 195-207)
3. Treasurer’s Report - (See page 208-239)

2.

ACTION BY THE BOARD:

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

- i. High School North Natatorium Roof Replacement – Invoice #57039 \$451.93
- ii. Resica HVAC Replacement – Invoice #57040 \$39,090.45
- iii. High School North and Lehman Intermediate Rooftop Equipment Replacement – Invoice #57041 \$10,678.50
- iv. High School South and JM Hill Flooring – Invoice #57042 \$13,650.00
(See pages 240-243)

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

1.

ACTION BY THE BOARD:

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

1. H.S. South Band Uniform
2. H.S. North Baseball
3. H.S. North Softball
4. H.S. North Boys’ Tennis

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the request to renew the already established student activity fund for H.S. South Tri-M Music Honors Society. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

3.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the request to close the student activity fund for H.S. South Class of 2022. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See page 244)

e. **PROPERTY**

i. **701 – Facilities Planning**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the site modifications as set forth in Verizon’s letter to the district, pursuant to the District’s existing lease agreement with Cellco Partnership d/b/a Verizon Wireless. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 245-248)

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

ACTION BY THE BOARD:

Motion was made by Steven Lurry to accept, with gratitude, the donation from the East Stroudsburg Education Foundation of eight ElKay ezH2O Bottle Filling Stations, in accordance with the recommendation of the Finance Committee. Funding for the Bottle Filling Stations was made possible by Sanofi. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See page 249)

f. **OPERATIONS**

i. **818 – Contracted Services**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner 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. Debbie Kulick and Richard Schlameuss abstained from the contract totaling \$10,000 or more #1 Pocono Mountains United Way.

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Behavioral Health Associates	Contract for Services.	\$51,597.90-Cost Savings Program for 2023-2024 School Year 20% down payment. Special education and General Education Services	Pupil Services and Special Education funds	2023-2024 School Year.
2.	Colonial Intermediate Unit 20	Applied Behavioral Analytic Services (ABA); positive behavioral support plans, assessments, consultations, staff development, student observations, data gathering and analysis, records review, report development, IEP representation	\$67.38 per hour for 25 hours Not to Exceed \$1,684.50 Special Education and General Education Services	Pupil Services and Special Education funds	3/23/23 through the end of the 2022-2023 School Year.
3.	Law Sound & Lighting	Sound system, cartage and labor for H.S. North’s Graduation.	Not to Exceed \$7,500.00	H.S. North	To Be Determined

4.	Lexicon Timing, LLC (Alexis Mercado)	Timing Services for North Track & Field 3 dual meets	\$1,350.00 (\$450 x 3 Dual Meets)	Athletics – North Track & Field	3/6/23-5/31/23
5.	Lexicon Timing, LLC (Alexis Mercado)	Timing Services for South Track & Field 3 dual meets and Cavalier Invitational	\$1,350.00 (\$450 x 3 Dual Meets) and \$1,500.00 for Cavalier Invitational Total - \$2,850.00	Athletics – South Track & Field	3/6/23-5/31/23
6.	Magna Legal Services	Services rendered for Lyman & Ash regarding ESASD v. Triangle Fire Protection, et al.	\$224.00	Labor Legal Services	6/9/22
7.	Magna Legal Services	Services rendered for Lyman & Ash regarding ESASD v. Triangle Fire Protection, et al.	\$281.75	Labor Legal Services	6/24/22
8.	Osmun, Jonathan	Bullying Prevention K-5 Virtual Presentation	\$123.00	Curriculum	3/8/23

(See pages 250-264)

Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Pocono Mountains United Way	Scholarships to ESASD families with children enrolled in the YMCA Summer Camp Care Program in ESASD school buildings and YMCA's main location in Stroudsburg.	Not to Exceed \$50,000.00	Title I Grant	3/21/23 – 8/14/23
2.	Sweet, Stevens, Katz, & Williams LLP	Legal Services Consultation.	\$20,000.00 Special Education and General Education Services	Pupil Services and Special Education funds	2023-2024 school year.

(See pages 265-267)

g. **COMMUNITY**

i. **914 - Relations with Intermediate Unit**

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the Colonial IU #20 Operating Budget for the 2023-24 school year in the amount of \$3,987,425.00 with the East Stroudsburg Area School District's share being \$38,760.14, as previously distributed and presented to the Board. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 268)

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

**March 20, 2023 - 7:00 P.M.
J. T. Lambert Intermediate School - Auditorium
and Via Zoom**

ADDENDUM A

b. PUPILS

ii. 218 – Student Discipline

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the proposed Adjudication as submitted but amending the discipline imposed to 90 school days with regard to the Expulsion Hearing held on January 20, 2023. Motion was seconded by Dr. Damary Bonilla. A roll call vote was taken 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.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner that all School Board members shall receive a bound copy of the School Law Book. Motion was seconded by Debbie Kulick and failed 1-8. Wayne Rohner voted yes. George Andrews, Rebecca Bear, Dr. Damary Bonilla, Jason Gullstrand, Debbie Kulick, Steven Lurry, Richard Schlameuss and Lisa VanWhy voted no.

Mr. Brown said that I believe that Mr. Rohner is referring to Mike Levin's (Esquire) book. It is available for \$2,856.00 each. The actual School Laws are freely available online. There are a lot of references that the book contains that are not readily available online. There are case annotations, statutory sections, explanation of actions, etc. You can find this information online, but not in one convenient place. In my opinion, that is why they charge a lot. The School Code used to require the Secretary of Education of Pennsylvania provide a bound copy of the School Code Laws. The Secretary's position is that it can be found online. Mr. Andrews asked where do we access the book? Does the district have one that we can look at? Mr. Brown said I don't believe the district does. I don't have a book either. Dr. Bonilla said you are our Solicitor, so we can contact you directly if we need information. Mr. Brown said the book in its entirety is not available online, but the contents can be found in the local law library. You have to go on the computer to find information. It may be easier to find on the computer since you just type the section you want and it will pop up. Mr. Rohner said I would like to make it clear to everyone that the School Code of 1949 says the School Board shall receive a bound copy of the School Law book. Mr. Brown said it does not say that anymore. Mr. Rohner said, yes it does. Mr. Brown said there was a recent amendment that took that part out.

ACTION BY THE BOARD:

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

XII. ADJOURNMENT: 9:05 p.m.

Respectfully Submitted,

Patricia Rosado
Board Secretary