

## 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  
September 18, 2023 - 7:00 P.M.  
Carl T. Secor Administration Building  
and Via Zoom**

## MINUTES

- I. President, Richard Schlameuss called the meeting to order at 7:18 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, Dr. Damary Bonilla, Jason Gullstrand, Debbie Kulick, Steven Lurry, Wayne Rohner, Richard Schlameuss, and Lisa VanWhy. Rebecca Bear was absent.

- II. **School personnel present in the Board Room:** Brian Baddick, Peter Bard, Ray Lenhart, Frederick Mill, Amy Polmounter, Jessica Reese, William Riker, Erica Rivera, Patricia Rosado, Louis Santiago, Matt Triolo, William Vitulli and Steve Zall. Christopher Brown, Solicitor.

**School personnel attended via Zoom:** Rose Ann Conkle, Eric Forsyth, Pam Hudak, David Krupski, Jennifer Marmo and Joann Tritto.

- III. **Community members present in the Board Room:** Benjamin Bray, Brandon Broschart, Mary Ann Broschart, Larry Dymond, Jane Gagliet, Gaetano Gambino, Margaret Hartmann, Keith Karkut, Laura Massaro, Hunter Riker and Ruben Torres.

**Community members attended via Zoom:** Joanna Gojlik-Tomaszewski, Lauren Langdon, Linda Males, Jacob Morris, Michal Peterson, Jamie Wertz and Christina Zabih.

**Other (via Zoom):** Colin Dempsey, PSBA

## IV. WELCOMING OF GUESTS.

Mr. Schlameuss said welcome to all those who are present here and online. Thank you for attending this evening. We appreciate everyone's attention. We are glad you are here today.

## V. ANNOUNCEMENT OF EXECUTIVE SESSION(S)

- a. 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 Steven Lurry to adopt this agenda for September 18, 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 Debbie Kulick and carried unanimously, 8-0.

Mr. Andrews said he would like to make a motion to add to the agenda. Mr. Schlameuss said that he asked if anyone had any discussion. There was none so we voted and passed the agenda. I read the motion, we had a first and then a second. I asked is there any discussion. I paused and then we moved on. Mr. Gullstrand said I apologize for that. Mr. Schlameuss asked is there any discussion. Is there a motion to reopen the agenda. Mr. Gullstrand made a motion.

### **ACTION BY THE BOARD:**

Motion was made by Jason Gullstrand to reopen the agenda in order to add a motion to the agenda. Motion was seconded by George Andrews and failed 4-4. George Andrews, Jason Gullstrand, Wayne Rohner and Richard Schlameuss voted yes. Dr. Damary Bonilla, Debbie Kulick, Steven Lurry and Lisa VanWhy voted no.

Mr. Gullstrand said I stepped out of the room for a moment to get my paperwork. I was not able to be heard on that motion. Mr. Schlameuss said I'm sorry, but we had a motion to reopen the agenda and it failed by a vote of 4 – 4.

## VII. APPROVAL OF MINUTES

### **ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the minutes of the August 21, 2023, Board meeting. Motion was seconded by Steven Lurry and carried unanimously, 8-0.

## VIII. REPORTS

### a. Monroe Career & Technical Institute Update

Mrs. Lisa VanWhy said the JOC met on Monday, September 11, 2023 at 7:00 p.m. We approved a lease agreement with Sharp Computers for the Adult Education Program. We approved the accident insurance, U.S. Fire Insurance for students' accidents. There was no increase from the previous year. We approved an Articulation Agreement with Johnson College for Drafting, HVAC, Welding, Auto Technology, Electrical, CIS Diesel, Electronics and Carpentry. We also approved several policies and procedures, including bullying and cyberbullying, Instructional Assistants, and ESSERS Health and Safety Plan. Approvals also included field trips, retirements and appointments. Our addition project is moving along with the Township. It is right now waiting on the Township's review. There will be some changes as a result of that review. Also, someone spoke about the mctifoundation.org. Mr. Karkut said it's .com. Mrs. VanWhy said I specifically asked the individual and they gave me this information. Everyone can look at .org or .com. They are not affiliated with MCTI. The foundation will supply various areas of support for MCTI students. You can look them up to see ways you can support this foundation. We are also looking to approve a new program because of the addition. They have to get various approvals first before they implement the new programs of Physical Therapy and Sports Medicine. The next meeting is scheduled for October 2, 2023 at 7:00 p.m.

### b. Colonial IU 20 Update

Dr. Damary Bonilla said the CIU 20 Board of Directors met on Wednesday, August 23<sup>rd</sup> in person and approved several items. There was a new School Board Director, Thomas Mort from the Bangor Area School District, who replaced Kenneth Brewer, who served for many years. The Board approved action items, including an Affiliation Agreement with Emerson College to support aspiring speech and language therapists, the 2023-24 textbook list, the 2023-24 employee rates, the 2023-24 PDE allocations and the 2023-24 Special Education Contracts. Dr. Wolfel shared a communication from the Pennsylvania Department of Education Office for Safe Schools expressing their gratitude for the CIU 20 support. CIU 20 provided and hosted the PAYS District Advisory Listening Session. The CIU 20 continues to work together to provide information and events to support the schools in the region. Dr. Wolfel recognized various teachers, who completed the Induction Program. He shared highlights from Orientation Day, which was held at Kalahari Resorts on Friday, August 18<sup>th</sup>. Over 1,000 CIU 20 employees attended the event. They recognized retirees and employees with over 20 years of service. Dr. Michael Baird, the Board President, and other individuals

made some remarks. Several items were also highlighted from The Twenty, the monthly newsletter edition. Anyone who wants access to that can request a link and I will gladly share it with you. One of the things that was noted was the extended school year which the CIU 20 provided service to 553 students and 163 for the Summer Partial Hospitalization Program. The CIU 20 transported 327 students over the summer in addition to the Virtual Program, which was selected for the 2022-2023 Imagination Award for effective use of the Imagine Edgenuity Digital Learning Platform. There were more than 21,000 schools across the United States that were eligible for this award. One hundred and fifty Administrators attended the Annual Summer Administrative Workshop at Northampton Community College – Monroe Campus. The next meeting is scheduled for Wednesday, September 27, 2023 at 7:30 p.m. at the CIU 20 main office.

c. Property/Facilities Committee Update

Mr. Jason Gullstrand said the Property/Facilities Committee met on September 6, 2023 at 5:30 p.m. Items that we discussed and approved for payment are on the agenda this evening. We discussed the Capital Funds budget, Smithfield Elementary Pass-Thru Window in the amount of \$9,500.00, the main door intercom system for Resica Elementary, Middle Smithfield Elementary and Smithfield Elementary from Keystone Fire & Security in the amount of \$14,429.00 and the Northeast Site Contractors for a sink hole at the front entrance at Smithfield Elementary in the amount of \$8,713.01. We also discussed the District Sensory Room Doors from A.G. Mauro in the amount of \$13,200.00, which will be paid through ACCESS Funds and the Software Licenses for Wireless Door Locks from Keystone Fire and Security in the amount of \$5,798.00. We also discussed the upcoming 2023 Projects and the completion of those projects. We had an Environmental Staffing Survey results presentation. That document is available online. We are Moving forward with the 2024 Capital Summer Projects, which includes East Stroudsburg Elementary and Middle Smithfield Elementary flooring replacement as well as J. M. Hill hardwood floor sanding. We also brought back for discussion in September the High School South field house renovation update. Other items we discussed to move forward were a cost analysis for a North Bus Lounge and the H.S. North/Lehman Intermediate and J. T. Lambert Intermediate auxiliary gyms for 2024. The next meeting is scheduled for October 4<sup>th</sup> at 5:30 p.m. in person and via Zoom.

d. Education Programs & Resources Committee Update –[esasd.net/epr](https://esasd.net/epr)

Dr. Damary Bonilla said the Education Programs & Resource Committee met on September 13, 2023 via Zoom at 7:00 p.m. You can access the QR Code on the agenda for specific presentation content on our website. We had an update from the BE ALLiance regarding dates to remember in September as well as information about the Coffee Talk that was coming up, which was held last week. We had a presentation for families about tips for the new year regarding the mental health and wellbeing of our students and families. We heard about our movie night. This is the second year in a row that the district hosted movie nights at the Pocono Cinema and Cultural Center for Families. The movie is free, and you can get a popcorn and a drink for \$5.00. The children also get free books at the end of the evening. We are very excited to provide this opportunity to our families. We also had an update from our Curriculum Specialists about the amazing cross collaboration work that is going on among the departments and some upcoming plans. We received a Communication Department update from our internal communications team. Their information included updates to our website and responses to questions they had received from members of the community about translation, how to access information in different languages and they will continue to work on user friendliness. We had two items that were previously submitted to the Finance Committee that we moved forward to the full Board. The next meeting is scheduled for Wednesday, October 11, 2023 via Zoom at 7:00 p.m.

e. Finance Committee Update

Mr. George Andrews said Mrs. Bear apologizes for not being here today. The Finance Committee met on September 12, 2023. Items that were discussed were:

- Reading Eggs Renewal
- Super Kids additional materials
- Cafeteria tables for J. M Hill Elementary to be paid by the Cafeteria Fund
- Classroom Furniture for an outdoor classroom at H.S. South to be paid by ESSER Funds
- Fracking Resolution for Excise tax.
- The Finance meeting was rescheduled from October 9<sup>th</sup> to October 10<sup>th</sup> at 5:30 p.m. in person and via Zoom.
- Items from the Property/Facilities Committee that Mr. Gullstrand mentioned.

All items mentioned above were approved by the Finance Committee and forwarded to the whole Board.

f. Policy Review Committee Update

Ms. Lisa VanWhy said the Policy Review Committee met earlier this evening at 4:30 p.m. before this meeting. On the agenda tonight for your approval are Policies 006, 210, 216.1, 249, 616, 800, and 830.2. Items that were discussed tonight that will be posted for public review during the month of September and subsequent Board action in October are Policy 123.1 – Concussion Management and Policy 206 – Assignment within the District. The next meeting is scheduled for October 16, 2023 at 4:30 p.m. in-person and via Zoom.

- g. Mr. Colin Dempsey said I am here tonight on behalf of the Pennsylvania School Boards Association to honor a few of our School Board Directors for their years of dedication. School Board service has long been a crucial part of our nation's legacy in its commitment to public education. As the first School Boards' Association in the United States, the PSBA has a rich history of 125 years of service. The School Directors are described as ethical, principled individuals with a deep desire to serve. They believe in the value of our public schools and local control of public education for the benefit of all students. Today school districts are expected to do more services along with class instruction with limited resources. These expectations provide tremendous challenges for School Board Directors who are unpaid volunteers, who give up their time to contribute to the school communities that they serve. School Directors' continued efforts will provide high quality education to all students. During the Pandemic, it further highlighted the key role that School Directors played in educating our children. For over 40 years, PSBA has been recognizing the contributions of dedicated School Board Directors for their long-term service. The Honor Roll is the Association's way of thanking those individuals who exemplify leadership by giving their time and talents for the betterment of the public schools by serving students across this great Commonwealth. It gives me immense pleasure to recognize the following School Board Directors for being a part of this rich legacy. I would like to put in perspective that when Mrs. VanWhy, Mr. Rohner and Ms. Kulick started serving in 2015, the price of gas was about \$2.65. I am not here in person this evening to hand out the certificates to you, but it is a privilege to serve all of you on the School Board and to congratulate you this evening. Thank you.

## IX. PUBLIC PARTICIPATION

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

- A. Mr. Keith Karkut said I was not trying to interrupt you Mrs. VanWhy. I was trying to inform you that the website is .com because I am the Vice President of the Foundation. I would love to come to the Board and educate them on the foundation and if they give me some time at a future meeting. I was just trying to correct you. Mr. Schlameuss said please pause the clock for a moment. Mr. Karkut said I was not trying to attack you. Mr. Schlameuss asked what is the web address. Mr. Karkut said it is mctifoundation.com. We recently switched it. It is down right now but should be back up in about a day. Since we just switched over, we have to wait 48 hours for it to come back up. I apologize Mrs. VanWhy I was not attacking you in any way.

Good evening, everyone here on the Board. I am here today to speak on a very important topic. I am here to talk about the renewal that you will be talking about in a couple of minutes of our current Superintendent. His contract is not ending until June 2024, which is over 286 days away. It is over the 150 statutory days that are required. It is appalling that we are considering approving a contract that far in advance. That is upsetting as it is with an election year coming on and new Board members coming on in the future. What is most appalling, and it upsets me more than anything, is the \$30,000 raise we are giving the Superintendent retroactive to this year when the average median income in Monroe County is a little over \$32,000 for an entire year's worth of work. We are giving a man \$30,000 in one raise when the raise over the years was 3% and he got a 4% raise this year. What makes it more appalling is that our bus drivers' language contract is still not settled. That is still on the table. I think the early bird contract that you tried to offer the teachers failed. What does that do for our staff and our teachers? Where does that lead us for the future of our district. Is one person in this district worth a \$30,000 raise? How much did the people get as a raise? We just came out of a Pandemic and the ESSER money is running out in a couple of weeks. We won't have that money to play with anymore and \$30,000 is very appalling. As the gentlemen from PSBA said, is this ethical? He said School Board members are ethical. Stop and think about it when you make that vote tonight. Is it ethical? It is right to spend that money. I was alarmed to hear that our soccer teams' budget went down to \$400 to buy equipment. That is what we gave the boys' and girls' soccer teams this year. We are cutting budgets left and right in this district, yet we are going to give a raise ahead of schedule and then retroact it to the beginning of this year. So now it is four years. Think about that. Thank you for your time.

B. Mr. Larry Dymond said Mr. Karkut took a lot of my thunder, but I am not in favor of retaining Dr. Riker. The turnover and lack of help that we have had in the last couple of years in teachers and support workers going elsewhere, that has all been on him. We don't get contracts done. We treat people like dirt. There is no respect from the Administration to our support workers and our teachers. It's got to change. We can't keep running a school district like this. It has to come to an end. We need to move forward. We cannot keep going backwards. This is intolerable. The good talent that we've lost, and teachers and everything over the last 4 years it's just not right. We had good people but we lost them. Their replacements are not always as good as the ones that left. Also, there is not room for our bus drivers to get their stuff done. They took it upon themselves to tear the bus garage apart and the room that they can hang out between bus runs. Who does that to your staff? Would you be happy if you walked into your job and there was nothing there and they say go sit in your car and eat your lunch. Is that the way we do business and treat our community? What kind of example are we setting for our children? The other thing that makes me nauseous is the difference between North and South. We have allowed this to happen for how many years. That needs to be fixed. The Board needs to grab the bull by the horns. If the North has it, and the South does not and vice a versa, it needs to be done. It needs to be equal and fair. Thank you.

C. Mr. Ruben Torres said Mr. Chairman, I rise in opposition of the proposed vote today on the extension of the current Superintendent's contract nine months earlier than the end of its current state. There is no doubt that the position of Superintendent is viable to the continued success of this school district. The position deserves to be compensated accordingly. With the many successes that were achieved during the current Superintendent's tenure, there were failures that cannot be ignored under his watch. The first ever teacher strike within our district. The failure to retain and attract talent as the mass exodus of retirements and resignations continue. The unreliable bus schedules for pickups and drop offs. The failure to settle the teachers, support staff and current bus drivers' contracts on time. Still the bus drivers' contract has not been ratified. This is a slap in the face to the working-class people you have working in this district. The current Board was elected to carry out the will of the community. I commend all those that work on the Board with no compensation. You need to afford the new Board members that shall serve in December the opportunity to evaluate the current Superintendent themselves. If the current Superintendent feels the need to secure his future now for the next 3 years and nine months and cannot wait until his contract is close to expiring, then I am sure the multi-talented qualified candidates of the school district will step up and fill such a void if need be. There should be no vote on a contract extension this evening. Thank you for your time.

D. Ms. Laura Massaro said the gentlemen took over some of my comments this evening. I just want you to think about what this man has done to earn his raise. You have no leadership in most of your buildings. Your teachers are leaving, your staff has no morale, the kids don't want to be there, and the staff doesn't want to be there. The staff are leaving. My daughters are subjected to fights in school every single day. It's just normal for them. They are not even phased by it anymore. You have teachers getting beaten up by kids. Nobody is doing anything about it. My daughter is getting bullied at an elementary school. Your Superintendent has not been seen at the North Campus in I don't know how long. My daughter has been a three-seasoned athlete for the last four years until this year when we lost the field hockey program. He has not been to one senior night. He prefers to come down here and recognize seniors at South. We have to stop the segregation. Something needs to be done. He doesn't even answer emails to parents. We had issues over the years, and I received not one communication. There has to be some sort of policy on returning emails. Please ask yourself if he has earned what you are about to give him.

E. Ms. Michal Peterson said I thank all of the speakers that have come tonight to voice their concerns. My concern has increased with each speaker. I am very concerned about the contract you have for the Superintendent on the agenda tonight. One of the first points I want to make is there was an article that ran in the Morning Call the last week of August which reported details about Counties with the highest tax strain. Monroe County was number one. Pike County was number two. Both of those Counties make up the East Stroudsburg Area School District as you know. The economy is worse than it has been in decades, maybe in our lifetime. Taxpayers are stressed to the limit. The high Administrators benefits and salaries contribute a large percentage to our yearly budget. Approval of this contract for the Superintendent with the projected salary and benefits, is irresponsible to our taxpayers and it increases their tax burden now and in their future. In addition, there has been prolonged excessive spending by this Board. I am seeing projects that are going forward and they are not being voted on by the Board. I don't understand that. That is a requirement as you know. The other thing is that there has been no increase in student scores in years. There has been no improvement in our district for a significant length of time. This record does not warrant the increase in salary and benefits that are outlined in this contract. This Superintendent has not fulfilled his responsibility to the taxpayers, students or staff. This contract renewal is extremely premature. It should be left up to the new incoming Board to decide on a new path for our district and what leadership they want to put their confidence in. I urge the Board to think carefully when they vote on this item tonight. Thank you.

F. Mr. Peter Bard said point of order, Mr. President, I would like to apologize to all the new hires of the district over the last five years including myself. Mr. Schlameuss said thank you. Mr. Bard said I am a little bit offended. Mr. Schlameuss said Mr. Bard we are going to move on. Thank you.

**X. UNFINISHED BUSINESS**

None

**XI. NEW BUSINESS**

**a. LOCAL BOARD PROCEDURES**

**i. 002 – Authority and Powers**

**ACTION BY THE BOARD:**

Motion was made by George Andrews to approve the resolution as presented concerning the PA House’s study of a severance tax for natural gas and oil production, in accordance with the recommendation of the Finance Committee. Motion was seconded by Wayne Rohner and carried unanimously, 8-0.

(See page 27)

**ii. 003 – Functions**

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to adopt the Board Policies listed. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

1. Policy 006 – Meetings
  2. Policy 210 – Medications
  3. Policy 216.1 – Supplemental Discipline Records
  4. Policy 249 – Bullying/Cyberbullying
  5. Policy 616 – Payment of Bills
  6. Policy 800 – Records Management
  7. Policy 830.2 – Data Breach Notification
- (See pages 28-69)

**iii. 004 – Membership**

**1. Conference Attendance**

**ACTION BY THE BOARD:**

Motion was made by Steven Lurry to approve the attendance of William Riker at the PA Latino Convention in Harrisburg, PA from September 20, 2023 to September 22, 2023 in the approximate amount of \$700.00. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

2.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to elect Allison Mathis as the PSBA President for 2024. Motion was seconded by Wayne Rohner and carried unanimously, 8-0.

(See page 70)

3.

**ACTION BY THE BOARD:**

Motion was made by Jason Gullstrand to elect Sabrina Backer as the PSBA Vice President for 2024. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 8-0.

(See page 71)

4.

**ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla to elect Karen Beck Pooley as the PSBA Treasurer from 2024 to 2026 (three-year term). Motion was seconded by Steven Lurry and carried unanimously, 8-0.

(See page 72)

5.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to elect Marianne Neel and Michael Faccinetto as the PSBA Insurance Trustees through December 31, 2026 (chose up to two candidates). Motion was seconded by Steven Lurry and carried unanimously, 8-0.

(See page 73)

6.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to elect Betsy Gates, JaimeLynn Zimerofsky and Jennifer Davidson as the PSBA School Board Secretaries forum Steering Committee through December 31, 2025 (two-year term) (choose up to three candidates). Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

(See pages 74-75)

**b. PROGRAMS**

**i. 113 – Special Education**

1.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the Agreement and Release between the East Stroudsburg Area School District and the parents of the student with case #RSA20230918A. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

(See pages 76-80)

2.

**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 parents of the student with case #RSA20230918B. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 8-0.

(See pages 81-88)

3.

**ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla to approve the Settlement Agreement and Release between the East Stroudsburg Area School District and the parents of the student with case #RSA20230918C. Motion was seconded by Steven Lurry and carried unanimously, 8-0.

(See pages 89-97)

ii. 121 – Field Trip

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to authorize the overnight field trips listed. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Shumbris, Robyn #23249	H.S. South attending the Wilderness Club Harvest Festival 2023	Dingmans Ferry, PA	10/14/23 – 10/15/23

(See page 98)

c. PERSONNEL

1. 302 – Employment of Superintendent/Assistant Superintendent

**ACTION BY THE BOARD:**

Motion was made by Steven Lurry to approve the employment contract with William Riker for the time period July 1, 2023 through June 30, 2027, as presented. Motion was seconded by Dr. Damary Bonilla.

Motion was made by Jason Gullstrand to postpone the motion until the next month’s Regular School Board meeting. Motion was seconded by Wayne Rohner and failed 4-4. George Andrews Jason Gullstrand, Wayne Rohner and Richard Schlameuss voted yes. Dr. Damary Bonilla, Debbie Kulick, Steven Lurry and Lisa VanWhy voted no.

A roll call vote was taken, and the original motion passed 5-3. Dr. Damary Bonilla, Debbie Kulick, Steven Lurry, Richard Schlameuss and Lisa VanWhy voted yes. George Andrews, Jason Gullstrand and Wayne Rohner voted no.

(See pages 99-118)

Mr. Rohner said my comments are centered around the fact that I was not able to attend an Executive Session regarding the language. The Board failed to get together regarding the final terms of the contract. I believe there is case law that says this is an unethical move.

Mr. Andrews said I don’t agree with the contract. Especially with the retroactive area in particular. You are supposed to make \$205,000 this year and going up to \$230,000, I cannot see where this is justified. It is not that you did not do a good job. It is just not justified by a 15% raise, especially after the insult we gave to the teachers’ union.

Mr. Gullstrand said several years back when Dr. Riker was given his contract extension I was not yet on the Board. I was a member of the community, and I was able to speak during public participation. I knew there was a teachers’ contract coming up as well. I asked the Board members if they would just take a few moments and go around the room and give a reason for justifying the contract extension. I wasn’t saying that he was not deserving of the position. I just wanted to know the feelings of the Board members at that time. As a common courtesy to me, a community member, everyone did that. They went around and told me their reasons why they were moving along with the contract extension. It was great the public was able to find those things out. As a professional courtesy, as a fellow Board member, I asked if we could postpone this until nine Board member were here so they can actively and openly discuss it at a public forum. When I wanted to propose that, I was out of the room for a moment grabbing my stuff. The motion closed for me to adopt the agenda. At this point, I move to amend this current motion that is on the floor and ask that we table this recommendation until all Board members can be present at the next Board meeting to talk about, discuss and vote in order to have a record of everyone’s vote with this new contract or extension. I ask that the motion on the floor right now be amended. Mr. Rohner said I support this motion. Mr. Andrews said he thinks this a good idea so they can have Mrs. Bear here to give her opinion, too. Mrs. VanWhy said we have been working on this for over six months. We had discussion with the full Board. This is not a surprise. Mr. Rohner said that is not an accurate statement. Mrs. VanWhy said you say what you will, but we have had this discussion. We have shared all of the information prior to tonight’s meeting. You were excluded from an Executive Session for a reason. You were sharing personnel information outside of the Administration. Dr. Bonilla said you were excluded because you included your brother in an email. Mr. Schlameuss said that is enough. Dr. Bonilla said we need to clarify information. You included your brother who is not on the Board on a personnel matter including a contract. That is a personnel matter. You like to throw legalities around, so you need to follow them. Mr. Rohner said this matter is public records. Mrs. VanWhy said I would like to clarify that this was not a surprise. We have been working on this for a long time. This is not something that just came up a month ago. That is all I have to say. Dr. Bonilla said, Mr. Schlameuss can you please clarify that the Board member who is missing, Rebecca Bear, did not request this. She did not



submit any request, nor did she have an issue with tonight's vote. Mr. Gullstrand said I actually spoke to Mrs. Bear today before I went before anybody else. I asked her if it would be okay to proceed with this. I did not think it was professional to move forward with something that was not asked of the individual. She does have some comments that she would like to have made. In an election year, when someone is going to be voted for or against, I don't know her opinion on this. She could vote either way. The public will never know either. Mrs. VanWhy said we know. Mr. Gullstrand said the public does not. The public will not know how Mrs. Bear will vote on this. We had private Executive Sessions discussions that is not to be discussed here in public. This is why we have these public discussions so that the individual that is not here can represent themselves and have her comments. I am just asking that we table or postpone this motion until next month. Dr. Bonilla said if we are talking about professionalism, why wouldn't this conversation happen with the leadership, the Board President. You are blindsiding people by bringing up the conversation when we are outside here which is more of the same behavior. For the record, you are talking about elections which we are not supposed to politicized education. You are a sitting Board member talking about elections and about a candidate who was the only candidate who was endorsed by the association out of all of the incumbents. A potential candidate spoke about election. Put the cards on the table then. Mr. Schlameuss said we have a motion and a second. I heard Mrs. VanWhy say call the question. That ends all dialogue. We will go all around for the vote. The motion on the table is to postpone the vote until next month's meeting when all Board members are available to vote for the contract. Mr. Brown said to be clear, is the motion to postpone this action until next month or until there are nine Board members present. Mr. Schlameuss said that is a good question because I do not know if everyone will be here next month. Would it be until nine members are here which may be a challenge. Mr. Schlameuss said I would just say next month. Mr. Gullstrand said it is known to all of us and to Mrs. Bear after this vote is called. The vote would be moved until next month regardless of how many Board members are present. This way Mrs. Bear would have the opportunity to be here or not. Dr. Bonilla asked are we going to share thoughts or are you closing the comments for the vote. Mr. Schlameuss said since it was called to a vote, we will vote now. Since the vote failed, we are back to where we were before.

Mr. Gullstrand said the only other issue when we talk about salary increases, it is a massive increase. Comparatively, I did present numbers in sessions. Something was brought to my attention at that time, and I took it to heart. I researched that data. The \$220,000 or \$230,000 is about where the average salary for a school district our size. I did go back and did my due diligence and researched based on the size of our school district. The number was very shocking to me in the beginning. I do have an issue with the retroactive date or predating the contract. That is the issue that I have but not about the salary.

Mrs. VanWhy said first of all, I do not take any increase in salary lightly. I am in that group that you are speaking of. I am self-employed and I do not make a lot of money. I pay over \$20,000 a year to the district in taxes. I do not take any salary or decision lightly. Dr. Riker knows that I had a heart attack when we started negotiating, but it has negotiated to this point. There are several things that I would like to address that were said. One of them is talking about spending money for the heck of it. We currently have a special counsel on our employment that we have paid over \$250,000 that we have yet to see any results. That is a lot of money to spend with zero results. Am I okay with taxpayers having to pay due to faulty construction. No, I am not, however, I do not like putting good money on top of bad money. The bus driver ratification, we did ratify the contract. They are trying to go outside of the contract to negotiate some more. Theirs is not completely settled but we did approve that contract here about two months ago. You may not agree Mr. Karkut but I am not going to argue with you. We did discuss early renewal with the teachers. I cannot discuss the details about it, but they shut us down not even in the second round. They said they will wait until the new Board is seated. Regarding taxes, since I have been on the Board, except for one year, we have not raised taxes. We put pressure on this Administration to keep the taxes at bay. Like I said, I pay over \$20,000 in taxes. Everybody's salaries go up and the overhead goes up. We may not be able to withstand it that much long, but we have done a good job for at least the past eight years I have been here and maybe a little bit more. Regarding North and South, we have tried over and over to make sure what happens at South happens at North. Sometimes it does not work out. We are not perfect. We are going to continue to keep trying.

Ms. Debbie Kulick said Mr. Gullstrand thank you very much for confirming the average salary amount for us, that was certainly an education for everyone. I certainly will say there are things that we need to improve. I see us on a road to improvement. I see us on a road to adding new pathways of education to better prepare our children in the entirety of society and the challenges that they will have to meet. There has been a significant investment in dealing with mental health and social workers' support for families and things of that nature. The are intangible things in many cases and things that no one notices until there's a need from one family. I do EMS, as you all know. When we come in, we take care of one patient at a time. No one knows what happens because we take care of that one person. That family who needs help, the district can provide it. That is really an important path for us to continue on. I believe developing the pathways of education to introduce new and exciting careers to our students is something important. We have certainly developed our special needs programs significantly. Throughout the pandemic, if we all remember, our district was one of the leading districts. We have certainly come back to as close to normal as we could. I would also like to say that I see the improvement and there is still more to be done on things such as communication, public outreach and to be able to offer more to our students. I really appreciate the fact that the teams work together with Administration. I think that is part of the leadership that we have to invest in, and you are on the road to it. You can't just fold it up and put it away. Thank you.

Mr. Steven Lurry said I agree with some of what Ms. Kulick is saying. We had a lot of discussion on this evaluation and on this topic. Thank you, Mr. Gullstrand because you shed light on this situation. You brought a lot of information and a lot of data, and I appreciate that. There is always going to be room for improvement no matter where you go and no matter what time it is. The School Board is a leadership position. You have to be able to separate your personal feelings in order to make leadership decisions. Positions and programs have been created since I have been on this Board. It is the right direction that it needs to go in. I have seen a lot of good come out of this. I have also seen a lot of people's feelings be part of it, which has been surprising to me. Me being on the Board for only two years there are people who can't separate themselves from their personal feelings in order to make leadership decisions. That is what it really comes down to. You are never going to make everybody happy. I feel as far as the things that have been taking place and I have seen it from a position as a Board member, as a parent, husband of a wife that was once a teacher and now an administrator and seeing the inner working of things as well. It is one of those things where you are never going to make everybody happy. With knowing what goes on behind the scenes and seeing where things are going into the future, he is definitely the right choice for this job.

Dr. Damary Bonilla said first I want to thank everybody who shared their thoughts. It is okay not to agree as long as we are doing things in the best interest of our students in the district. I want to mention a couple of things. A lot of the amazing work that is happening in this district is on display and open to the public to discuss during the Education Programs & Resources Committee. That is the place to show up and not only make comments but actually engage and give your feedback and be part of the change that is happening throughout the district. We meet on the 2<sup>nd</sup> Wednesday of every month at 7:00 p.m. via Zoom because we want more people to be able to come on. We have really good conversation. We dig in and we have had engagement from different sectors of the district that have played a role in the direction that we have taken. The other thing I would like to mention, and I am glad you mentioned that, Steve. As a parent with different lens, I know the issues that are happening because my kids have also been bullied. Being on the School Board does not exclude your kids from being bullied. The issues that we are facing in our schools are the reality of education right now after an unprecedented Global Pandemic. It is not just happening here. It is happening everywhere. The difference is that we have existing programs, new programs, holistic programs, and the entire child consideration program that we are implementing under the leadership of this Superintendent that we are trying to keep. The reason we are trying to keep him is for consistency and continuity. With the anticipated change of new Board members, who are already playing politics and they have not even been elected and guaranteed themselves a seat, I can only wonder where we are going. Board members who have already served on more than one occasion who still do not understand the processes and/or monopolizing a quarter of the School Board vote. I am putting all of the cards on the table today. The other thing is the positions in education are going up in price. If you pay attention to the way that we have been approaching negotiations and or counteroffers this year, we have offered that amount of money to keep a CFO who ended up leaving anyway out of convenience. If you are following educational trends and I expect this, because I'll be on the other side, of the people who get elected, and I'll be asking you the question if you are doing your homework like Mr. Gullstrand did, which I appreciate, then you would know that people are moving across the region and across the State. Mr. Lurry said at every job market, too. Dr. Bonilla said especially in education because these things are happening. People are asking for more money because of the demands put on people. I'm an entrepreneur right now. I have been on my own for a year. I am not negating what it means in terms of everyday people, but it means that if we have consistency and leadership at the top of our district, we will be able to continue to do good work. A couple of other things that I wanted to mention that also includes the staff shortages that is everywhere, and the raises. It costs more to look for a new Superintendent because you have to pay the organization, PSBA, to come in to do the work. You have to onboard someone. Anybody who has managed people, you know that it is not easy. When you look at the cost, is it worth it to have to start over at the top of the organization. Also, when it comes to the teachers' negotiations, I pose a question. How is it that so many people were part of or privy to our confidential meetings that even the rest of the Board was not privy to? The other thing is the realization that we are showing up in spaces and leading. Even the Latino Convention in Pennsylvania had the highest growth of Latinos across all States between the two previous censuses. Our district, Superintendent is coming there to present a session about student belonging and the environment that we are creating here. We are being called on for our work, not just within the State but across the country. Special Education at the Colonial IU 20 which I represent the district as Board member and Vice President, is one of our top priorities. Mental Health and Social Emotion Learning is part of that work. You have to read the material, engage and be a participant in this process in order to show up in the way that a School Board Director should show up.

Mr. Schlameuss said I got a call this weekend from two ex-Board members who are here tonight. They asked, "What are you doing? What are you thinking?" I gave them a response and I thought my response was good then and I still think it is good now. The job of Superintendent is really about setting a vision for the district. It's about making sure that the direction that we set is being achieved and we are going the right way. I feel confident that we are going the right way. I see it in my kid's growth. I see it in my kids' friends' growth. I see it in what is being taught. I see it in what is happening in the district and all the other things that have been mentioned at this table. It is about a vision. It's about leadership. It is about setting an agenda and moving towards that direction. No one is going to be perfect in doing that. There is always going to be some difference. There is always going to be things on the wings that you are never going to be able to deal with. There is always going to be a challenge when dealing with other people. The reality is when you look at what our children are being taught and the growth in

our education, it is not only the teachers themselves because they are fantastic, but the tools they are being provided to do their job. That does not happen by magic. That happens by leadership. That happens by having a team that is building that up. It is on the principal level, and it is on the Superintendent's level. We have been doing a superb job in our classrooms. We have been doing a superb job in our buildings. Things do not always go the way you want them to. They never are perfect, but we are a lot better than most districts in the State. I confidently believe that. I think a lot of that has to do with the vision, strategies and the objectives that we have set for our buildings, for our staff, and our community. This isn't an easy position to begin right now. Education itself is under attack in so many different ways. The one thing that I keep coming back to, and it probably drives a whole bunch of you here in this room crazy, is that we have the responsibility as a Board. We have to keep a leader who has his eye on the ball, who has his vision for the district and has a vision for education that transcends whether or not we get good scores on the State tests or whatever they are. We are not focused on that. That is not the direction we are going. Our focus is that every kid graduates and is able to get employed, go to college or go off to a technical school and has an ability to earn a wage. That is our focus. That is what I am focused on here. I see that represented in William Riker. Do Dr. Riker and I get along all the time? No. That is not the point. The point is that we are setting an agenda. He is moving the agenda down the road, and he is getting things done. I hear everybody's silence. I am not trying to discount any part of this. We have a tough job to do; the nine Board members of this Board. We bicker, we argue, we fight and discuss. At the end of the day, we also prevent and provide Administration a direction. That is our job and I think we do a heck of a job with that. That is where I am right now with all of the things that were said. I am going to give everybody 30 seconds or less just to close it out in case you have something to say. Mrs. VanWhy said I would like to call the vote. Mr. Lurry said I would like to follow Mr. Schlameuss. Mr. Schlameuss said Mr. Gullstrand would like to go first. Mr. Gullstrand said I would like to clear up my earlier concern. One member brought up politics and this isn't about that to me. It is about, and I joke around when I talk to people, enjoying working with every single one of you. I would do the same thing if anyone of you were not here tonight. I would ask to wait to vote on this motion for any of you. The other thing is, I apologize that you felt that you were blindsided. After the meeting, I will show you that the information literally just came in and I can show you that. That is the reason I presented it at this time. I want you to understand that it wasn't a blindsided thing. I would never do that to any of the Board members. Mr. Lurry said I was going to follow what Mr. Schlameuss said because you could not have said it better. The decision that we have is not an easy one. You are never going to make everyone happy. You are never going to get everything on hundred percent right. I think you focus on vision and that is what is important. It is where we see ourselves, years to come. I commend you on saying that part because I think that was a big piece that was missing. Mrs. VanWhy said with whatever is always presented to us is, we should ask ourselves, "What do you think about this for the future"? That happened to me this week. We are looking at the projects for 2024 and we discussed what should be placed on the agenda or consider being placed on the agenda. We then talked about it. That happens all of the time. That is leadership and we have our leaders, too. Mr. Schlameuss you couldn't have said it any better than that. Mr. Andrews said I would like to say to Mrs. VanWhy that the teachers did not cut off the School Board rather we cut them off. Mrs. VanWhy said we are not going to talk about that right now. Dr. Bonilla said that is not up for discussion right now. Mr. Schlameuss said we will have plenty of time to have that discussion. Dr. Bonilla said I would like to follow Mrs. VanWhy and Mr. Lurry by thanking you, for what you said. You made me so proud. That is why I always support you for President even when we don't agree. One of the things is, when I got here four years ago, I did not know Dr. Riker personally. I knew him as a leader in the district and we worked together through my leadership in the Governor's Latino Commission where I chaired the Statewide Education Committee. I can validate your point that we are in better shape across the Commonwealth. In December, I also had the honor of interviewing the Secretary of Education for the Commonwealth. Now, I do know him. I have seen him in the light that everybody has painted. The thing is when I got here, there were individuals that approached me about wanting me to take him out of that seat through my vote. I supported the seat and the opportunity for him to stay. Now I fight for him not just in the seat but as the person because one of the things he does is goes above and beyond. I apologize to the parent who did not get an email response. I am sure he will look back at that, but I have seen the thoughtfulness that goes into his stories. Also, we don't always agree, but the community should want and demand relationships across sectors of the district. We should not have a Board that is against the Administration and vice versa. Mr. Gullstrand asked are we approving a contract extension or a new contract? Mr. Brown said you are doing both. Mr. Brown said it is a new contract in a sense. Mr. Schlameuss said it is a new contract and renewal. Mr. Schlameuss said we will now call a roll call vote.

### 1. 308 – Employment Contract – In-Service on Election Day

#### **ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla to approve the following Memorandum of Understanding between the East Stroudsburg Area School District and East Stroudsburg Education Association. Motion was seconded by Steven Lurry and carried unanimously, 8-0.

(See page 119)

**2. Employment**

**ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements and with deletion of h. #16, r. #69 and r. #70. Motion was seconded by Jason Gullstrand and carried unanimously, 8-0.

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

**i. 309 – Assignment and Transfer**

	<b>Name</b>	<b>Change in Assignment/Transfer</b>	<b>Classification</b>	<b>Compensation</b>	<b>Effective Date(s)</b>
1.	Perini, Brenda	From: Grade 4 teacher – Resica Elementary To: Reading teacher – J. T. Lambert Intermediate This is a new position.	Professional	No change	To be determined.
2.	Reese, Amber	From: Building Substitute teacher – Middle Smithfield Elementary To: Grade 1 teacher (LTS) – Middle Smithfield Elementary Replaces Lauren Munch who is on a leave. Amber will return to her building substitute teacher position at the conclusion of this temporary assignment.	Professional/LTS	\$52,985.00 (prorated) Step 1 Column 1	August 22, 2023 through November 20, 2023.
3.	Etienne-Poulis, Marcella	From: Cafeteria Worker (part-time, 4 hour) – J. T. Lambert Intermediate To: Cafeteria Worker (full-time, 6 hour) – High School South Replaces Jeanette Harlander who retired.	Support	No change.	August 28, 2023
4.	Finnerty, Stacy	From: Cafeteria Aide – High School North To: Front Desk Receptionist – High School North Replaces Theresa Scozzafava.	Support	<u>Salary Change:</u> \$14.49/hour	August 28, 2023
5.	Kastner, Justine	From: Cafeteria Worker (part-time, 4 hour) – High School South To: Cafeteria Worker (full-time, 6 hour) – High School South Replaces Cindy Foley who retired.	Support	No change.	August 28, 2023
6.	Kolenovic, Rafeta	From: Custodian (1 <sup>st</sup> shift) – High School South To: Custodian (2 <sup>nd</sup> shift) - Itinerant Replaces Richard Houghtaling who was reassigned.	Support	\$17.39/hour (plus \$.40/hour shift differential)	August 21, 2023
7.	Lanese, Rachael	From: Personal Care Assistant – High School South To: Paraprofessional (Learning Support) – High School South Replaces Beverly McMahon who retired.	Support	\$18.73/hour	September 19, 2023

(See page 120)

**ii. 335 – Family and Medical Leaves**

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Effective Date(s)</b>
1.	Brotherton, Regina	Family & Consumer Science teacher	Professional	High School South	August 3, 2023 now through September 27, 2023.
2.	Iannia, Tania	Grade 3 teacher	Professional	East Stroudsburg Elementary	July 19, 2023 now through October 1, 2023.
3.	Cavanaugh, Theresa	Paraprofessional	Support	High School North	August 28, 2023 through the end of the 2023-2024 SY. This is an intermittent leave.

4.	Houghtaling, Richard	Custodian	Support	J. T. Lambert Intermediate	June 26, 2023 now through August 27, 2023.
5.	Keeler, Joanne	Paraprofessional	Support	Lehman Intermediate	August 22, 2023 through October 6, 2023.
6.	Miller, Mary	Custodian	Support	High School North	August 22, 2023 through October 2, 2023.

**iii. 334 and 335 – Family and Medical Leave and Sick Leave**

	Name	Position	Classification	Location	Effective Date(s)
1.	Sanita, Sharon	Reading Paraprofessional	Support	Smithfield Elementary	August 23, 2023 through December 29, 2023.

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

**a. Rescissions**

	Name	Position	Classification	Location
1.	Agolino, Jennifer	Reading Specialist Department Co-Chairperson	Schedule B	All Elementary Schools
2.	Doyle, Jacqueline	Reading Specialist Department Co-Chairperson	Schedule B	All Elementary Schools

(See pages 121-122)

**b. Resignations**

	Name	Position	Classification	Location	Effective Date(s)
1.	Keller, Mary	Grade 6 teacher	Professional	Lehman Intermediate	September 15, 2023 (end of the workday).
2.	Malsch, Breanna	Kindergarten teacher	Professional	Bushkill Elementary	August 23, 2023 (end of the workday).
3.	Vagni, Alexis	Math teacher	Professional	High School North	October 20, 2023
4.	Broschart, Brandon	Building Substitute teacher	Professional/ Building Sub	Lehman Intermediate	September 17, 2023 (end of the workday).
5.	Benjamin, Eustace	School Vehicle Driver (CDL)	Support	Transportation	September 11, 2023 (end of the workday).
6.	Brown, Candace	Personal Care Assistant	Support	J. T. Lambert Intermediate	August 29, 2023
7.	Cardenas de Nunez, Elizabeth	Custodian	Support	J. T. Lambert Intermediate	September 15, 2023 (end of the workday).
8.	Furlong, Michael	Maintenance Worker	Support	District	September 18, 2023 (end of the workday).
9.	Reynoso, Yesica	Personal Care Assistant	Support	Lehman Intermediate	August 1, 2023
10.	Walsh, Linda	Cafeteria Aide	Support	Smithfield Elementary	August 24, 2023
11.	Cloward, Danielle	Volleyball Girls Head Coach	Schedule B	High School South	September 4, 2023
12.	Zall, Abigail	Volleyball Girls Varsity Assistant Coach	Schedule B	High School South	September 4, 2023

(See pages 123-134)

**c. Retirements**

	Name	Position	Classification	Location	Effective Date(s)
1.	Flynn, Denise	Assistant Food Services Director	First Level Supervisor	Food Services	October 10, 2023 (end of the workday).
2.	Bisbing, Charlene	School Vehicle Driver (CDL)	Support	Transportation	January 2, 2024 (end of the workday).
3.	Skidmore, Rose	Secretary	Support	Administrative Services	November 1, 2023 (end of the workday).
4.	Donald, Dawn	Paraprofessional	Support	High School North	September 15, 2023 (end of the workday).

5.	Shortino, Debra	Personal Care Assistant	Support	High School South	May 24, 2024 (end of the workday).
6.	Donald, Dawn	Yearbook Business Advisor	Schedule B	High School North	September 15, 2023 (end of the workday).
7.	Donald, Dawn	Student Council Tri-Advisor	Schedule B	High School North	September 15, 2023 (end of the workday).

(See pages 135-139)

**d. Bus Driver 2023-2024 School Year Workday Hours (Effective August 28, 2023)**

	Last Name	First Name	2023-2024 Workday Hours
1.	Abrams	Donna	8
2.	Almodovar	Matilde	8
3.	Alvarez	Miguel	7
4.	Anello	Joseph	6
5.	Aucancela	Kristin	6
6.	Benjamin	Eustace	6
7.	Bisbing	Charlene	8
8.	Blaha	Timothy	6
9.	Brenner	Vivianna	6
10.	Bullen	Stephen	6
11.	Bynoe	Christian	7
12.	Cando	Maribel	8
13.	Carter	Bernadette	8
14.	Cavanaugh	Lorraine	8
15.	Class	Flor	8
16.	Conklin	Cheryl	8
17.	Conrad	Kathleen	8
18.	Cramer	Kathaleen	8
19.	Curran	James	8
20.	Donovan	Sharon	7
21.	Draksin	Peter	8
22.	Ellis	Michael	6
23.	Fennell-Raby	Beverly	8
24.	Fine	Susan	8
25.	Francis	Donald	8
26.	Fylstra	Stephen	8
27.	Garcia	Rachel	8
28.	Gonzalez	Jeffrey	8
29.	Gramberg	Karen	8

30.	Gray	Willie	8
31.	Hamilton	Crystal	8
32.	Harding	Peter	8
33.	Hedgelon	Denise	8
34.	Huber	Colleen	8
35.	Johnson	Annie	8
36.	Johnston	James	8
37.	Kellner	Carlos	8
38.	Kilom	Jon	8
39.	Kingsley	Marleny	8
40.	Knitter	Jefferey	8
41.	Lane	Michael	7
42.	Lanese	Benjamin	6
43.	Luke	Priscilla	8
44.	Lynch	Linda	8
45.	MacCubbin	Laird	7
46.	Madera	Wanda	8
47.	Martinez	Waliza	7
48.	Mattern	Kathy	7
49.	McFarlane	Holly	6
50.	McGee	Takiyya	8
51.	Nunez	Melyssa	8
52.	Olsen	Danielle	8
53.	Peters	Kimberlee	6
54.	Polanco	Yronelis	8
55.	Prunkel	Jennifer	8
56.	Ramos	Anthony	6
57.	Raneri	James	6
58.	Resto	Enid	6
59.	Reynolds	Clifford	8
60.	Roberts	Michele	8
61.	Rosario	Maryann	8
62.	Sasso	Robert	8
63.	Schmidt	Elizabeth	8
64.	Smith	Kesha	8

65.	Stang	Jennene	8
66.	Stofik	Jennifer	8
67.	Sullivan	Kerry	8
68.	Van Voorhis	Carl	8
69.	Van Why	Carrie	8
70.	Venslosky	Dana	8
71.	Vetesy	Kenneth	6
72.	Warlix-Williams	Kathy	8
73.	Wells	Barbara	8
74.	Young	Larry	6
75.	Zehnder	Sean	8

**e. Professional Staff 2023-2024 Salary Compensations effective the 1<sup>st</sup> pay.**

	Last Name	First Name	From:	To:
1.	Allison	Diana	\$90,987 (Step 16 Column 14)	\$93,198 (Step 16 Column 15)
2.	Bert	Brian	\$77,163 (Step 12 Column 11)	\$82,003 (Step 13 Column 12)
3.	Bibler	Elizabeth	\$80,331 (Step 14 Column 7)	\$85,065 (Step 15 Column 8)
4.	Binikos	Erinni	\$54,254 (Step 2 Column 5)	\$62,466 (Step 3 Column 7)
5.	Capulish	Mary	\$89,646 (Step 16 Column 12)	\$91,804 (Step 16 Column 13)
6.	DeLuca	Nicole	\$58,976 (Step 4 Column 8)	\$63,733 (Step 5 Column 9)
7.	DeSandre	Morgan	\$54,596 (Step 1 Column 6)	\$62,366 (Step 2 Column 7)
8.	Donegan	Debra	\$89,646 (Step 16 Column 12)	\$91,804 (Step 16 Column 13)
9.	Elisseou	Victoria	\$74,451 (Step 11 Column 11)	\$79,291 (Step 12 Column 12)
10.	Francios	Maria	\$74,451 (Step 11 Column 11)	\$79,291 (Step 12 Column 12)
11.	Hartman	Sandra	\$89,646 (Step 16 Column 12)	\$92,487 (Step 16 Column 14)
12.	Heitzman	Vicki	\$87,883 (Step 16 Column 9)	\$89,911 (Step 16 Column 10)
13.	Ilch	Erin	\$58,657 (Step 6 Column 7)	\$63,386 (Step 7 Column 8)
14.	Itkor	Emily	\$50,928 (Step 4 Column 2)	\$54,269 (Step 5 Column 3)
15.	Keller	Mary	\$62,166 (Step 6 Column 13)	\$67,055 (Step 7 Column 14)
16.	Kessel	Brielle	\$65,143 (Step 8 Column 9)	\$69,928 (Step 9 Column 10)
17.	Kutteroff	Catherine	\$86,755 (Step 16 Column 7)	\$88,781 (Step 16 Column 8)
18.	LaBar	Anna	\$51,170 (Step 2 Column 3)	\$54,512 (Step 3 Column 4)
19.	Lazowski	Philip	\$90,987 (Step 16 Column 14)	\$93,198 (Step 16 Column 15)
20.	Luchowski	Kara	\$77,622 (Step 13 Column 7)	\$82,355 (Step 14 Column 8)
21.	Martin	Joseph	\$90,987 (Step 16 Column 14)	\$93,198 (Step 16 Column 15)
22.	Miller	Lorin	\$58,657 (Step 6 Column 7)	\$63,386 (Step 7 Column 8)



23.	Minnichbach	Lisa	\$90,304 (Step 16 Column 13)	\$92,487 (Step 16 Column 14)
24.	Mlodzienski	Lian	\$60,692 (Step 4 Column 11)	\$65,528 (Step 5 Column 12)
25.	Mochan	Karen	\$89,646 (Step 16 Column 12)	\$91,804 (Step 16 Column 13)
26.	Mooney	Edward	\$88,411 (Step 16 Column 10)	\$90,516 (Step 16 Column 11)
27.	Nagy	Kelsey	\$58,776 (Step 2 Column 8)	\$63,533 (Step 3 Column 9)
28.	Newman	Katrina	\$59,258 (Step 8 Column 3)	\$66,152 (Step 9 Column 5)
29.	Nordmark	Barbara	\$90,304 (Step 16 Column 13)	\$92,487 (Step 16 Column 14)
30.	Olver	Ginger	\$78,696 (Step 13 Column 9)	\$83,484 (Step 14 Column 10)
31.	Ridner	Cara	\$85,457 (Step 16 Column 6)	\$88,255 (Step 16 Column 7)
32.	Ridner, Jr.	Fred	\$85,457 (Step 16 Column 6)	\$88,255 (Step 16 Column 7)
33.	Rodriguez	Stephanie	\$51,070 (Step 1 Column 3)	\$54,412 (Step 2 Column 4)
34.	Rosario	Jessica	\$60,079 (Step 7 Column 6)	\$65,575 (Step 8 Column 7)
35.	Ruhl	Jessica	\$87,833 (Step 16 Column 9)	\$90,516 (Step 16 Column 11)
36.	Scarano	Rachel	\$60,094 (Step 4 Column 10)	\$64,903 (Step 5 Column 11)
37.	Schulte	Gloria	\$76,561 (Step 12 Column 10)	\$81,375 (Step 13 Column 11)
38.	Schultz	Amanda	\$50,186 (Step 1 Column 1)	\$53,527 (Step 2 Column 2)
39.	Seeuwen	Natalie	\$69,653 (Step 9 Column 12)	\$74,519 (Step 10 Column 13)
40.	Skolnik	Rosemarie	\$64,075 (Step 8 Column 7)	\$68,806 (Step 9 Column 8)
41.	Stein	Sarah	\$85,457 (Step 16 Column 6)	\$88,255 (Step 16 Column 7)
42.	Stevens	Miriam	\$62,787 (Step 8 Column 6)	\$68,285 (Step 9 Column 7)
43.	Swenson	Lisa	\$83,040 (Step 15 Column 7)	\$88,781 (Step 16 Column 8)
44.	Turner	Gillian	\$76,561 (Step 12 Column 10)	\$81,375 (Step 13 Column 11)
45.	Ware	James	\$91,698 (Step 16 Column 15)	\$93,933 (Step 16 Column 16)
46.	Wescott	Shawn	\$90,304 (Step 16 Column 13)	\$92,487 (Step 16 Column 14)
47.	Witte	Sarah	\$51,270 (Step 3 Column 3)	\$54,612 (Step 4 Column 4)
48.	Zabriskie	Emily	\$50,186 (Step 1 Column 1)	\$53,527 (Step 2 Column 2)
49.	Zasada	Edward	\$86,755 (Step 16 Column 7)	\$88,781 (Step 16 Column 8)
50.	Zaso	Anita	\$88,411 (Step 16 Column 10)	\$90,516 (Step 16 Column 11)

**f. Staff Salary Change**

	Last Name	First Name	Position/Location	From	To	Effective Date
1.	Laughlin	David	Dean of Students/High School North	\$62,166.00, prorated Step 6 Column 13	\$58,657.00, prorated Step 6 Column 7	January 24, 2023

**g. Assigned Additional Responsibilities per IEP/504 for the 2023-2024 School Year.** Additional \$.50/hour through the last 2023-2024 student day.

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
1.	Conforti	Susan	Paraprofessional	Middle Smithfield Elementary	August 28, 2023
2.	Giove	Miriam	Paraprofessional	Middle Smithfield Elementary	August 28, 2023
3.	Glynn	Geraldine	Paraprofessional	Middle Smithfield Elementary	August 28, 2023
4.	Matthews	Ann	Paraprofessional	Middle Smithfield Elementary	August 28, 2023
5.	Lares	Raelyn	Paraprofessional	Resica Elementary	August 28, 2023
6.	Weiss	Donna	Paraprofessional	Resica Elementary	August 28, 2023
7.	Baez	Jessica	Personal Care Assistant	Bushkill Elementary	August 28, 2023
8.	Ciucci	Margaret	Personal Care Assistant	Bushkill Elementary	August 28, 2023
9.	Mulchansingh	Crystal	Personal Care Assistant	Middle Smithfield Elementary	August 28, 2023
10.	Pelosi	Patricia	Personal Care Assistant	Middle Smithfield Elementary	August 28, 2023
11.	Weinrich	Ashly	Personal Care Assistant	Middle Smithfield Elementary	August 28, 2023
12.	Atieh	Amal	Personal Care Assistant	Resica Elementary	August 28, 2023
13.	Parmer	Mary	Personal Care Assistant	Smithfield Elementary	August 28, 2023
14.	Barno	Melinda	Personal Care Assistant	High School South	August 28, 2023
15.	Cruz	Maryna	Personal Care Assistant	High School South	August 28, 2023
16.	Toro	Margaret	Personal Care Assistant	High School South	August 28, 2023
17.	Saffer	Michelle	Personal Care Assistant	High School South	August 28, 2023
18.	Dalia	Teresa	Personal Care Assistant	High School North	August 28, 2023
19.	Brockman	Teresa	Personal Care Assistant	J. T. Lambert Intermediate	August 28, 2023
20.	Rojas	Deborah	Personal Care Assistant	J. T. Lambert Intermediate	August 28, 2023
21.	Harris	Marianne	Personal Care Assistant	J. T. Lambert Intermediate	August 28, 2023

**h. Assigned Responsibilities that require TACT2 Physical Restraint Training for the 2023-2024 School Year.** Additional \$.35/hour through the last 2023-2024 student day.

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>
1.	DiSanto	Patricia	Paraprofessional	Bushkill Elementary	August 28, 2023
2.	DeRosa	Susan	Paraprofessional	Bushkill Elementary	August 28, 2023
3.	Noia	Donna	Paraprofessional	Bushkill Elementary	August 28, 2023
4.	Somma	Gianna	Paraprofessional	Bushkill Elementary	August 28, 2023
5.	Gilliland	Nicole	Paraprofessional	East Stroudsburg Elementary	August 28, 2023
6.	Kuban-Bajek	Urszula	Paraprofessional	East Stroudsburg Elementary	August 28, 2023
7.	Pizzo	Alyssa	Paraprofessional	East Stroudsburg Elementary	August 28, 2023
8.	Phillip-Stringer	Keleisha	Paraprofessional	Middle Smithfield Elementary	August 28, 2023

9.	Franklin	Deanna	Paraprofessional	Smithfield Elementary	August 28, 2023
10.	Hernandez	Jakyris	Paraprofessional	Smithfield Elementary	August 28, 2023
11.	States-DelCane	Denise	Paraprofessional	Smithfield Elementary	August 28, 2023
12.	Zahler	Alissa	Paraprofessional	Smithfield Elementary	August 28, 2023
13.	Lyons	Desmond	Paraprofessional	J. T. Lambert Intermediate	August 28, 2023
14.	McCue	Catherine	Paraprofessional	J. T. Lambert Intermediate	August 28, 2023
15.	Picchianti	Darlene	Paraprofessional	J. T. Lambert Intermediate	August 28, 2023
<del>16.</del>	<del>Sileikis</del>	<del>Danine</del>	<del>Paraprofessional</del>	<del>Lehman Intermediate</del>	<del>August 28, 2023</del>
17.	Morales	Venus	Paraprofessional	Lehman Intermediate	August 28, 2023
18.	Bogart	Jenny	Paraprofessional	High School South	August 28, 2023
19.	Korchulanic	Ginger	Paraprofessional	High School South	August 28, 2023
20.	Peters	Karen	Paraprofessional	High School South	August 28, 2023
21.	Rennekamp	Deborah	Paraprofessional	High School South	August 28, 2023
22.	Bleckler	Rhonda	Paraprofessional	High School South	August 28, 2023
23.	Wilson	Robin	Paraprofessional	High School South	August 28, 2023
24.	Cepin	Marisol	Paraprofessional	High School North	August 28, 2023
25.	Briggs	Krystal	Personal Care Assistant	Bushkill Elementary	August 28, 2023
26.	Sencion	Daniel	Personal Care Assistant	Bushkill Elementary	August 28, 2023
27.	Gonzalez	Kathy	Personal Care Assistant	Bushkill Elementary	August 28, 2023
28.	Maher	Nira	Personal Care Assistant	East Stroudsburg Elementary	August 28, 2023
29.	Gamble	Margaret	Personal Care Assistant	Smithfield Elementary	August 28, 2023
30.	Kellner	Diana	Personal Care Assistant	Smithfield Elementary	August 28, 2023
31.	Liao	Lyudmila	Personal Care Assistant	Smithfield Elementary	August 28, 2023
32.	Wallace	Jessica	Personal Care Assistant	High School South	August 28, 2023
33.	Wesselius	Kathleen	Personal Care Assistant	High School South	August 28, 2023
34.	Johnson	Mark	Personal Care Assistant	High School North	August 28, 2023
35.	Tonkin	Lisa	Personal Care Assistant	J. T. Lambert Intermediate	August 28, 2023
36.	Libertis	Yvette	Personal Care Assistant	J. T. Lambert Intermediate	August 28, 2023

**i. Tenure**

	<b>Last Name</b>	<b>First Name</b>	<b>Certification</b>	<b>Location</b>
1.	Barone	Samantha	Special Education	J. M. Hill Elementary
2.	Caruso	Heather	Family & Consumer Science	High School North
3.	George	Philip	English	High School South
4.	Hess	Lydia	Special Education	High School South
5.	Radlowski	Hadley	Special Education	High School South

6.	Witte	Sarah	Biology/General Science	Lehman Intermediate
7.	Woods	Veronica	School Psychologist	Bushkill Elementary/Lehman Intermediate

**j. Appointments**

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Borden, Kimberly	Library Science teacher (PE) Replaces Sandra Reilly who was reassigned.	Professional	J. M. Hill and Smithfield Elementary (both at 50%)	<u>Salary Change:</u> \$82,003.00 Step 13 Column 12	August 22, 2023
2.	Broschart, Brandon	Grade 6 teacher (TPE) Replaces Mary Keller who resigned.	Professional	Lehman Intermediate	\$52,985.00 (prorated) Step 1 Column 1	September 18, 2023
3.	Concepcion, Courtney	Grade 5 teacher (TPE) This is a new position.	Professional	East Stroudsburg Elementary	\$53,185.00 (prorated) Step 3 Column 1)	September 7, 2023
4.	Culcasi, Mary	Speech & Language Pathologist (PE) Replaces Alyssa Struble who will resign.	Professional	Middle Smithfield Elementary	\$88,255.00 (prorated) Step 16 Column 7	October 19, 2023
5.	Forbes, Karen	Kindergarten teacher (TPE) This is a new position.	Professional	Resica Elementary	\$62,266.00 (prorated) Step 1 Column 7	October 4, 2023
6.	Hernandez, Jose	Special Education teacher/ Emotional Support (TPE) Replaces Emily Zabriskie who was reassigned.	Professional	East Stroudsburg Elementary	\$52,985.00 (prorated) Step 1 Column 1	August 28, 2023
7.	Moody, Todd	Special Education teacher / Learning Support (TPE) Replaces Bridget Campbell who resigned.	Professional	High School North	<u>Step/Column Change</u> \$88,255.00 Step 16 Column 7	<u>Date Change:</u> August 22, 2023
8.	Reitz, Michael	Grade 5 teacher (TPE) Replaces Thomas Trauschke who will retire.	Professional	East Stroudsburg Elementary	\$53,527.00 (prorated) Step 2 Column 2	November 21, 2023
9.	Volutza, Erin	School Counselor (TPE) Replaces Alexandra Moucha who resigned.	Professional	Resica Elementary	<u>Salary Change:</u> \$62,266.00 Step 1 Column 7	August 22, 2023
10.	Gilbert, Laura	Grade 3 teacher (LTS) Replaces Tania Iannia who is on a leave.	Professional/LTS	East Stroudsburg Elementary	\$53,427.00 (prorated) Step 1 Column 2	August 28, 2023 through October 2, 2023 only.
11.	Grasso, Donna	Art teacher (part-time, .2) (LTS) This is a new position.	Professional/LTS	Middle Smithfield Elementary	\$52,985.00 (prorated) Step 1 Column 1	September 8, 2023 through the last 2023-2024 teacher workday.
12.	Lopez, Aida	Kindergarten teacher (LTS) Replaces Julia Iannazo who is on a leave.	Professional/LTS	J. M. Hill Elementary	\$62,266.00 (prorated) Step 1 Column 7	August 30, 2012 through October 1, 2023 only.
13.	Wood, Kimberly	Kindergarten teacher (LTS) Replaces Breanna Malsch who resigned.	Professional/LTS	Bushkill Elementary	\$58,497.00 (prorated) Step 1 Column 5	August 28, 2023 through October 13, 2023.
14.	Furlong, Michael	Maintenance (Working) Supervisor Replaces Matthew Hirsch who resigned.	First Level Supervisor	Maintenance	\$28.00/hour	September 19, 2023
15.	Bullen, Stephen	School Vehicle Driver (CDL) (6 hour) Replaces Joseph Curtis who resigned.	Support	Transportation	\$18.48/hour	August 31, 2023

16.	Cardenas de Nunez, Elizabeth	Custodian (2 <sup>nd</sup> shift) Replaces Jason Boxer who was reassigned.	Support	J. T. Lambert Intermediate	\$17.39/hour (plus \$.40/hour shift differential)	August 29, 2023
17.	DeLeon, Daniel	Cafeteria Aide (4 hour) Replaces Yvette Libertis who was reassigned.	Support	High School North	\$15.01/hour	September 11, 2023
18.	Fine, Susan	School Vehicle Driver (CDL) (8 hour) Replaces Samuel Reyes who was reassigned.	Support	Transportation	\$18.48/hour	August 28, 2023
19.	Geiss, Barbara	Cafeteria Aide (4 hour) Replaces Shanna McDermott who was reassigned.	Support	Resica Elementary	\$15.01/hour	August 29, 2023
20.	Giles, Lizette	Cafeteria Aide (4 hour) Replaces Mary Nelson who was reassigned.	Support	Lehman Intermediate	\$15.01/hour	August 28, 2023
21.	Gorton, Jonathan	School Vehicle Driver (6 hour) (Non-CDL In Training) This is a new position.	Support	Transportation	\$16.48/hour	September 7, 2023
22.	Kasapov, Ryan	Custodian (2 <sup>nd</sup> shift) This is a new position.	Support	J. T. Lambert Intermediate	\$17.39/hour (plus \$.40/hour shift differential)	August 28, 2023
23.	Kellner, Diana	Personal Care Assistant This is a new position.	Support	Smithfield Elementary	\$18.98/hour	September 5, 2023
24.	Kitt, Lauren	Front Desk Receptionist Replaces Cheryl Ehrhart who was reassigned.	Support	High School South	\$14.49/hour	September 5, 2023
25.	Lilly, Darius	Custodian (2 <sup>nd</sup> shift) Replaces Sean Ednie who was reassigned.	Support	High School South	\$17.39/hour (plus \$.40/hour shift differential)	August 25, 2023
26.	Miller, Jorge	Paraprofessional/Learning Support Replaces Karen Careri who retired.	Support	Lehman Intermediate	\$18.73/hour	October 16, 2023
27.	Molina, Yasmila	Secretary This is a new position.	Support	Transportation	\$16.40/hour	August 21, 2023
28.	Pelosi, Patricia	Personal Care Assistant Replaces Gerardine Glynn who was reassigned.	Support	Middle Smithfield Elementary	\$18.98/hour	September 5, 2023
29.	Simmons, Ramond	Custodian (2 <sup>nd</sup> shift) Replaces Francisco Villanueva who resigned.	Support	High School North	\$17.39/hour (plus \$.40/hour shift differential)	August 28, 2023
30.	Vroom, Hope	Cafeteria Worker (4 hour) Replaces Lyudmila Liao who was reassigned.	Support	High School South	\$15.16/hour	August 28, 2023
31.	Woods, Allen	Personal Care Assistant Replaces Khadijah Gilmore who was reassigned.	Support	High School South	\$18.98/hour	August 28, 2023
32.	Torres, Eustoquia	Custodian (2 <sup>nd</sup> shift) (LTS) Replaces Reynaldo Gatpo who is on a leave.	Support/LTS	High School South	\$17.39/hour (plus \$.40/hour shift differential)	August 28, 2023 through October 31, 2023 only.

(See pages 140-149)

**k. Building Substitute Teachers**

	<b>Name</b>	<b>Position(s)</b>	<b>Effective Date (s)</b>
1.	Etienne-Daniel, Tamara	High School North	August 28, 2023 through the last 2023-2024 student day.
2.	Grasso, Donna	Middle Smithfield Elementary	September 8, 2023 through the last 2023-2024 student day.
3.	Lopez, Aida	J. M. Hill Elementary	October 2, 2023 through the last 2023-2024 student day.

4.	Young, Jessica	Bushkill Elementary	September 8, 2023 though the last 2023-2024 student day.
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**i. Substitutes**

	<b>Name</b>	<b>Position</b>	<b>Effective</b>
1.	Fuentes, Marcella	Substitute teacher	2023-2024 School Year
2.	Hashway, Kelly	Substitute teacher	2023-2024 School Year
3.	Fish, Theresa	Substitute teacher	2023-2024 School Year
4.	Lara, Sandra	Substitute teacher	2023-2024 School Year
5.	Laronde, Kimorah	Substitute teacher	2023-2024 School Year
6.	Rescigno, Barbara	Substitute teacher	2023-2024 School Year
7.	Frulio, Mary	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Personal Care Assistant, Secretary	2023-2024 Fiscal Year
8.	Maraventano, Maria	Front Desk Receptionist, Paraprofessional, Personal Care Assistant, Secretary	2023-2024 Fiscal Year
9.	Messana, Jason	School Vehicle Driver	2023-2024 Fiscal Year
10.	Toro, Margaret	Personal Care Assistant	2023-2024 Fiscal Year
11.	Winston, Tiffany	Front Desk Receptionist, Paraprofessional, Secretary	2023-2024 Fiscal Year

**m. 2023-2024 School Year Department Chairperson**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>School(s)</b>	<b>Compensation</b>
1.	Doyle	Jacqueline	Reading Specialist Department Chairperson	All elementary schools	\$4,084.00

**n. ESL Parent Academy** - Approve the following professional staff for the purpose of adult ESL literacy outreach to support parents and family members with English language skills in listening, speaking, reading and writing. This weekly program further informs parents/guardians how they can be involved in the education of their children and be active participants in assisting their children to learn English, achieve at high levels in core academic subjects, and meet curriculum requirements. This position is fully funded by the Title III Grant. Program dates: Weekly, August 29, 2023 - June 4, 2024.

	<b>Name</b>	<b>Position</b>	<b>Classification</b>	<b>Location</b>	<b>Compensation</b>
1.	Rodriguez, Janice	Facilitator	Professional	Virtual and Resica Elementary	\$31.37/hour (137 hour maximum)

**o. Robotics Intramurals.** Approve Robotics Intramural Schedule B appointments for the purpose of students developing 21<sup>st</sup>-Century Skills of collaboration, communication, creativity, critical thinking, and problem-solving in accordance with approved applicable policies and procedures. These positions are fully funded through the ARP ESSER After School Set Aside Grant.

	<b>Last Name</b>	<b>First Name</b>	<b>Building/Position</b>	<b>Compensation</b>	<b>Effective Dates</b>
1.	Bianco	Ellen	J. M. Hill Elementary/Robotics Advisor	\$25.96/hour not to exceed 50 hours	2023/2024 school year
2.	Rogers	Maria	J. M. Hill Elementary/Robotics Advisor	\$25.96/hour not to exceed 50 hours	2023/2024 school year
3.	Souffrant	Fabiola	J. M. Hill Elementary/Robotics Advisor	\$25.96/hour not to exceed 50 hours	2023/2024 school year
4.	Guida	Emile	Middle Smithfield Elementary/Robotics Advisor	\$25.96/hour not to exceed 50 hours	2023/2024 school year
5.	Strain	Nicole	Middle Smithfield Elementary/Robotics Advisor	\$25.96/hour not to exceed 50 hours	2023/2024 school year
6.	Natale	Matthew	Smithfield Elementary/Robotics Advisor	\$25.96/hour not to exceed 50 hours	2023/2024 school year

7.	Struhala	Jennifer	Smithfield Elementary/Robotics Advisor	\$25.96/hour not to exceed 50 hours	2023/2024 school year
8.	Lowris	Joel	Lehman Intermediate/Robotics Advisor	\$25.96/hour not to exceed 50 hours	2023/2024 school year

- p. 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: September 26, 2023 and October 3, 10, 17 and 24, 2023. All positions are fully funded by the Title I Grant and are contingent upon the program running in-person, and with sufficient enrollment.

	Name	Position	Classification	Compensation
1.	Becker, Rachel	Workshop Facilitator	Professional	\$31.37/hour (7.5 hour maximum)
2.	Doyle, Jacqueline	Workshop Facilitator	Professional	\$31.37/hour (7.5 hour maximum)
3.	Jennings, Melissa	Workshop Facilitator	Professional	\$31.37/hour (12.5 hour maximum)
4.	Kutteroff, Catherine	Workshop Facilitator	Professional	\$31.37/hour (12.5 hour maximum)
5.	Metaxas, Carolyn	Workshop Facilitator	Professional	\$31.37/hour (5 hour maximum)
6.	Miller, Lorin	Workshop Facilitator	Professional	\$31.37/hour (10 hour maximum)
7.	Niznik, Tosha	Workshop Facilitator	Professional	\$31.37/hour (12.5 hour maximum)
8.	Randall, Michele	Workshop Facilitator	Professional	\$31.37/hour (5 hour maximum)
9.	Bergen, Lori	Workshop Facilitator	Support	\$31.37/hour (5 hour maximum)
10.	Bergoffen, Demetria	Workshop Facilitator	Support	\$31.37/hour (5 hour maximum)
11.	Bianco, Ellen	Workshop Facilitator	Support	\$31.37/hour (5 hour maximum)
12.	Boughton, Mary	Workshop Facilitator	Support	\$31.37/hour (5 hour maximum)
13.	Green, Kelly	Workshop Facilitator	Support	\$31.37/hour (5 hour maximum)
14.	Hutchinson, Diana	Workshop Facilitator	Support	\$31.37/hour (5 hour maximum)
15.	Kidwell, Yasmin	Workshop Facilitator	Support	\$31.37/hour (5 hour maximum)
16.	Pavlovsky, Anna	Workshop Facilitator	Support	\$31.37/hour (5 hour maximum)
16.	Pizzuto, Debra	Workshop Facilitator	Support	\$31.37/hour (5 hour maximum)
17.	Schena, Denise	Workshop Facilitator	Support	\$31.37/hour (5 hour maximum)
18.	Trimble, Kevin	Workshop Facilitator	Support	\$31.37/hour (5 hour maximum)

- q. Professional Development.** Approve the following staff to participate in after-school hour professional development hours on No Red Ink during the 2023-2024 school year. Funding provided by Curriculum & Instruction.

	Last Name	First Name	School	Compensation
1.	Binikos	Erinni	J. T. Lambert Intermediate	\$31.37/hour (3 hour maximum)
2.	Elisseou	Victoria	J. T. Lambert Intermediate	\$31.37/hour (3 hour maximum)
3.	Frey	Cheyenne	J. T. Lambert Intermediate	\$31.37/hour (3 hour maximum)
4.	Greenwood	Jill	J. T. Lambert Intermediate	\$31.37/hour (3 hour maximum)
5.	Kelly	Linda	J. T. Lambert Intermediate	\$31.37/hour (3 hour maximum)
6.	Mitchell	Daniel	J. T. Lambert Intermediate	\$31.37/hour (3 hour maximum)
7.	Orlando	Luke	J. T. Lambert Intermediate	\$31.37/hour (3 hour maximum)
8.	Pecha	Kaitlin	J. T. Lambert Intermediate	\$31.37/hour (3 hour maximum)
9.	Rodriguez	Stephanie	J. T. Lambert Intermediate	\$31.37/hour (3 hour maximum)
10.	West	Melissa	J. T. Lambert Intermediate	\$31.37/hour (3 hour maximum)
11.	Witcraft	Laura	J. T. Lambert Intermediate	\$31.37/hour (3 hour maximum)
12.	Zavertnik	Louise	J. T. Lambert Intermediate	\$31.37/hour (3 hour maximum)

13.	Cruz	Iveliz	Lehman Intermediate	\$31.37/hour (3 hour maximum)
14.	Doyle	Dina	Lehman Intermediate	\$31.37/hour (3 hour maximum)
15.	Green	William	Lehman Intermediate	\$31.37/hour (3 hour maximum)
16.	Hall	Gareth	Lehman Intermediate	\$31.37/hour (3 hour maximum)
17.	Hochrine-Firth	Christy	Lehman Intermediate	\$31.37/hour (3 hour maximum)
18.	Myers	John	Lehman Intermediate	\$31.37/hour (3 hour maximum)
19.	Pellington	Cynthia	Lehman Intermediate	\$31.37/hour (3 hour maximum)
20.	Freeman	Ritchell	Lehman Intermediate	\$31.37/hour (3 hour maximum)
21.	Schultz	Amanda	Lehman Intermediate	\$31.37/hour (3 hour maximum)
22.	Thomas	Trishana	Lehman Intermediate	\$31.37/hour (3 hour maximum)

r. **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 canceled.

**2023-2024 Mentors**

	Last Name	First Name	Position	Location	Compensation
1.	Atticks	Amie	Mentor for Caitlin Shiber	J. M. Hill Elementary	\$702.00
2.	Cloward	Daniel	Mentor for Cora Gray	High School North	\$702.00
3.	Cruz	Iveliz	Mentor for Ritchell Freeman	Lehman Intermediate	\$702.00
4.	Dalling-Francis	Lynn	Mentor for Naquasia Dickerson	Bushkill Elementary	\$702.00
5.	DeLuca	Nicole	Mentor for Adebisi Jean-Charles (through 2/24/24)	Smithfield Elementary	\$702.00 (prorated)
6.	Follis	Laura	Mentor for Emily Garcia	J. M. Hill Elementary	\$702.00
7.	Granquist	Mark	Mentor for Marissa Meyers	Lehman Intermediate	\$702.00
8.	Honadel	Janis	Mentor for Stacey McKee	Middle Smithfield Elementary	\$702.00
9.	Householder	Laura	Mentor for Vanessa Hall	High School North	\$702.00
10.	Kallinteris-Casagrande	Chrisoula	Mentor for Valerie Bermuda	J. M. Hill Elementary	\$702.00
11.	Lazowski	Maria	Mentor for Raquel Taylor	J. T. Lambert Intermediate	\$702.00
12.	Luchowski	Kara	Mentor for Michael Reitz (effective 11/21/23)	East Stroudsburg Elementary	\$702.00 (prorated)
13.	Lucykanish	Devon	Mentor for Ashelee Snyder	Middle Smithfield Elementary	\$702.00
14.	Marston-Roses	Dawn	Mentor for Amanda Johnston	Middle Smithfield Elementary	\$702.00
15.	O'Donnell	Rebecca	Mentor for Courtney Concepcion (effective 9/7/23)	East Stroudsburg Elementary	\$702.00 (prorated)
16.	Pellington	Cynthia	Mentor for William Green	Lehman Intermediate	\$702.00
17.	Pellington	Cynthia	Mentor for Trishana Thomas	Lehman Intermediate	\$702.00
18.	Ramos	Jessica	Mentor for Jessica Soto	Lehman Intermediate	\$702.00
19.	Reinert	Megan	Mentor for Jacob McNelis	J. T. Lambert Intermediate	\$702.00
20.	Schroth	Catherine	Mentor for Kimberly Borden (effective 1 <sup>st</sup> semester)	J. M. Hill Elementary	\$702.00 (prorated)
21.	Suarez	Elizabeth	Mentor for Serena Reed	Resica Elementary	\$702.00
22.	Wickham	Billie	Mentor for Jasmine Aue (through 1/31/24)	Middle Smithfield Elementary	\$702.00 (prorated)
23.	Winkler	Mary	Mentor for Nicole Miller	East Stroudsburg Elementary	\$702.00
24.	Yohe	Zahra	Mentor for Jose Hernandez	East Stroudsburg Elementary	\$702.00



**2023-2024 Activities**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Building</b>	<b>Compensation</b>
1.	Bender	Kyle	Football Varsity Assistant Coach	High School North	\$6,458.00
2.	Catalano	John	Intramural Art Co-Advisor	High School North	\$25.96/hour (48 hour maximum split between advisors)
3.	Ilch	Erin	Intramural Art Co-Advisor	High School North	\$25.96/hour (48 hour maximum split between advisors)
4.	Schroth	Catherine	Intramural Reading Olympics Co-Advisor	High School North	\$25.96/hour (48 hour maximum)
5.	Walters	Jessica	Intramural Reading Olympics Co-Advisor	High School North	\$25.96/hour (48 hour maximum)
6.	Schroth	Catherine	Intramural S.A.D.D. Co-Advisor	High School North	\$25.96/hour (24 hour maximum)
7.	Walters	Jessica	Intramural S.A.D.D. Co-Advisor	High School North	\$25.96/hour (24 hour maximum)
8.	Nagy	Kelsey	Intramural Swim Advisor	High School North	\$25.96/hour (24 hour maximum)
9.	Prothro	Robert	Intramural Weight Room Advisor (fall)	High School North	\$25.96/hour (78 hour maximum)
10.	Prothro	Robert	Intramural Weight Room Supervisor (spring)	High School North	\$25.96/hour (150 hour maximum)
11.	Prothro	Robert	Intramural Weight Room Supervisor (winter)	High School North	\$25.96/hour (100 hour maximum)
12.	Hogan	Matthew	Intramural Wrestling Co-Advisor	High School North	\$25.96/hour (12 hour maximum)
13.	Jones	Jason	Intramural Wrestling Co-Advisor	High School North	\$25.96/hour (12 hour maximum)
14.	Careri	Selena	Tennis-Girls Junior Varsity Coach	High School North	\$2,370.00
15.	Taylor	Jerome	Volleyball-Girls Varsity Assistant Coach	High School North	\$4,177.00
16.	Ernst	Daniel	Volunteer Rifle Team Advisor	High School North	not applicable
17.	Farley-Picciano	Erin	Assistant Co-Director of School Productions (fall)	High School South	\$1,727.00 (prorated) (plus \$250.00 longevity stipend)
18.	Kelly	Cody	Assistant Co-Director of School Productions (fall)	High School South	\$1,727.00 (prorated)
19.	Maye	Riley	Basketball-Boys Varsity Assistant Coach	High School South	\$5,449.00
20.	Moskovitz	Scott	Basketball-Boys Varsity Assistant Coach	High School South	\$5,449.00
21.	Gallagher	Carly	Basketball-Girls Head Coach	High School South	\$8,390.00 (plus \$250.00 longevity stipend)
22.	Hernandez	Jose	Basketball-Girls Varsity Assistant Coach	High School South	\$5,449.00
23.	Marrone	Ashley	Cheerleading Head Coach (winter)	High School South	\$4,615.00
24.	Longo	Jennifer	Cheerleading Varsity Assistant Coach (winter)	High School South	\$3,225.00
25.	Meola	Rachel	Choral Co-Director	High School South	\$3,915.00 (prorated)
26.	Meola	Rachel	Choraliers Club Advisor	High School South	\$1,181.00
27.	Rogers	Thomas	Detention Supervisor	High School South	\$31.37/hour
28.	Skrzypek	Samantha	Intramural Softball Advisor	High School South	\$25.96/hour (24 hour maximum)
29.	Munford	Samantha	Intramural Swim Co-Advisor	High School South	\$25.96/hour (12 hour maximum)
30.	Saffer	Michele	Intramural Swim Team Co-Advisor	High School South	\$25.96/hour (12 hour maximum)
31.	Farley-Picciano	Erin	Junior Class Co-Advisor	High School South	\$1,382.00 (prorated)
32.	Scott	Sara	Junior Class Co-Advisor	High School South	\$1,382.00 (prorated)

	Last Name	First Name	Position	Building	Compensation
33.	Sanker	Donald R.	Key Club Advisor	High School South	\$1,181.00
34.	Armitage	Jay	Rifle Team Head Coach	High School South	\$4,615.00 (plus \$250.00 longevity stipend)
35.	Barton	John	Rifle Team Varsity Assistant Coach	High School South	\$3,225.00
36.	Gavitt	Kym	Senior Class Co-Advisor	High School South	\$1,569.00 (prorated)
37.	Hughes	Melissa	Senior Class Co-Advisor	High School South	\$1,569.00 (prorated)
38.	Skrzypek	Samantha	Softball Head Coach	High School South	\$6,433.00
39.	Duran	Mildred	Sophomore Class Co-Advisor	High School South	\$1,282.00 (prorated)
40.	Kiesling	Martha	Sophomore Class Co-Advisor	High School South	\$1,282.00 (prorated)
41.	Munford	Samantha	Swim Team Head Coach	High School South	\$8,225.00 (plus \$250.00 longevity stipend)
42.	Saffer	Michele	Swim Team Varsity Assistant Coach	High School South	\$5,341.00 (plus \$250.00 longevity stipend)
43.	Taylor	Raquel	Volleyball Girls Varsity Assistant Coach (effective 9/5/23)	High School South	\$4,177.00 (prorated)
44.	Zall	Abigail	Volleyball-Girls Head Coach (effective 9/5/23)	High School South	\$5,960.00 (prorated)
45.	Shanley	Stephen	Volunteer Football Advisor	High School South	not applicable
46.	Comunale	Dannielle	Volunteer Red Cross Advisor	High School South	not applicable
47.	Davis	Caylenn	Volunteer Volleyball Advisor	High school South	not applicable
48.	Litts	Randall	Wrestling Head Coach	High School South	\$8,028.00 (plus \$250.00 longevity stipend)
49.	Thomson	Rebecca	Field Hockey Assistant Coach	J. T. Lambert Intermediate	\$2,500.00
50.	Miller	Jorge	Basketball-Boys Head Coach	Lehman Intermediate	\$3,923.00
51.	Hall	Gareth	Intramural Homework Advisor (Grade 7)	Lehman Intermediate	\$25.96/hour (70 hour maximum)
52.	Morales	Venus	Intramural Ski Advisor (Grade 6)	Lehman Intermediate	\$25.96/hour (30 hour maximum)
53.	Franks	Suzanne	National Honor Society Co-Advisor	Lehman Intermediate	\$1,279.00 (prorated)
54.	Hanson	Tanyonn	Soccer-Boys Assistant Coach	Lehman Intermediate	\$2,500.00
55.	Franks	Suzanne	Student Council Co-Advisor	Lehman Intermediate	\$1,739.00 (prorated)
56.	Scott	Malika	Volleyball-Girls Assistant Coach	Lehman Intermediate	\$2,451.00
57.	Tobin	Snoann	Detention Supervisor	Middle Smithfield Elementary	\$31.37/hour
58.	Grasso	Donna	Intramural Art Advisor	Middle Smithfield Elementary	\$25.96/hour (48 hour maximum)
59.	Strain	Nicole	Intramural Broadcast Group Advisor	Middle Smithfield Elementary	\$25.96/hour (48 hour maximum)
60.	Nichols	Monica	Intramural Homework Advisor (1st semester)	Middle Smithfield Elementary	\$25.96/hour (48 hour maximum split between advisors)
61.	Nichols	Monica	Intramural Homework Advisor (2nd semester)	Middle Smithfield Elementary	\$25.96/hour (48 hour maximum split between advisors)
62.	Metaxas	Carolyn	Intramural Ski Group Co-Advisor	Resica Elementary	\$25.96/hour (24 hour maximum)
63.	Rodriquez	Shirley	Intramural Ski Group Co-Advisor	Resica Elementary	\$25.96/hour (24 hour maximum)
64.	Perkins	Rose	Band Director (Elementary)	J. M. Hill Elementary	\$1,864.00 (plus \$250.00 longevity stipend)
65.	Reagan	Emily	Choral Director	J. M. Hill Elementary	\$1,864.00 (plus \$250.00 longevity stipend)
66.	Itkor	Emily	Detention Supervisor	J. M. Hill Elementary	\$31.37/hour
67.	Walsh	Sarah	Detention Supervisor	J. M. Hill Elementary	\$31.37/hour
68.	Souffrant	Fabiola	Intramural Chess Advisor	J. M. Hill Elementary	\$25.96/hour (48 hour maximum)

	Last Name	First Name	Position	Building	Compensation
69.	Barone	Samantha	Intramural Girls on the Run Advisor	J.M. Hill Elementary	\$25.96/hour (48 hour maximum)
70.	Hennings	Gina	Intramural Girls on the Run Advisor	J.M. Hill Elementary	\$25.96/hour (48 hour maximum)
71.	Itkor	Emily	Intramural K-Kids Co-Advisor	J. M. Hill Elementary	\$25.96/hour (48 hour maximum split between advisors)
72.	Santos	Rosie	Intramural K-Kids Co-Advisor	J. M. Hill Elementary	\$25.96/hour (48 hour maximum split between advisors)
73.	Barone	Samantha	Intramural Old School Board Game Advisor	J. M. Hill Elementary	\$25.96/hour (48 hour maximum)
74.	Hennings	Gina	Intramural Old School Board Game Advisor	J. M. Hill Elementary	\$25.96/hour (48 hour maximum)
75.	Scott	Jennifer	Choral Director	Bushkill Elementary	\$1,864.00 (plus \$250.00 longevity stipend)
76.	Scott	Jennifer	Intramural Musical Theatre Co-Advisor	Bushkill Elementary	\$25.96/hour (48 hour maximum split between advisors)

**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 through c., in accordance with the recommendations of the Finance Committee and the Property and Facilities Committee. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

- a. The purchase of outdoor classroom furniture at the HS South in the amount of \$16,750.83 from SchoolFix - ESSER III  
(See page 150-155)
- b. District Sensory Room Doors - A.G. Mauro \$13,200.00 (ACCESS Funded)  
(See pages 156-157)
- c. Main Door Intercom System - Keystone Fire and Security \$14,429.00 (Capital Budget Item)  
(See pages 158-162)

**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. through e., in accordance with the recommendations of the Finance Committee and the Property and Facilities Committee. Motion was seconded by Jason Gullstrand and carried unanimously, 8-0.

- a. Edmentum - Reading Eggs Renewal - \$10,976.00  
(See pages 163-171)
- b. Zaner-Bloser - Superkids Reading Program additional materials - \$5,894.90.  
(See pages 172-180)
- c. Approve the purchase of new cafeteria tables to replace broken ones for J.M. Hill in the amount of \$8,850.00 (paid out of Cafeteria fund)  
(See page 181)
- d. Smithfield Elementary Office Pass Through Window - A.G. Mauro \$9,500.00 (Capital Budget Item)  
(See page 182)
- e. Software Licenses for Wireless Door Locks - Keystone Fire and Security \$5,798.00 (ACCESS Funded)  
(See pages 183-187)

iii. **616 – Payment of Bills**

1.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the Payment of Bills and unaudited Treasurer’s Report listed in this agenda for the 2022-2023 and 2023-2024 fiscal years, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the Auditor General. Motion was seconded by Dr. Damary Bonilla and passed 7-1. Wayne Rohner voted no.

- 1. Payment of Bills - (See pages 188-212)
- 2. Treasurer’s Report - (See page 213-233)

2.

**ACTION BY THE BOARD:**

Motion was made by Lisa VanWhy to approve the following invoices for services rendered. Motion was seconded by Steven Lurry and carried unanimously, 8-0.

- a. Northeast Site Contractors - Smithfield SinkHole - Invoice #1 - \$8,713.00  
(See page 234)
- b. D’Huy Engineering Invoices:
  - i. Bushkill ES HVAC Replacement (Trane) – Invoice #58834 - \$4,425.00
  - ii. North Campus Storm Pipe Replacement – Invoice # 58835 - \$380.75
  - iii. High School South and J. M. Hill Flooring Replacement – Invoice #58836 - \$5,587.74
  - iv. North Campus Generator Replacement – Invoice # 58837 - \$2,305.75  
(See pages 235-238)
- c. Applications for Payment:
  - i. ASL Refrigeration, Inc. – Application #7 - \$96,570.00
  - ii. Cope Commercial Flooring – Application #5 - \$14,194.44
  - iii. Lehigh Valley Floor Covering, LLC – Application #4 - \$64,503.00
  - iv. Lehigh Valley Floor Covering, LLC – Application #5 - \$37,662.20
  - v. Munn Roofing Corp – Application #5 - \$30,748.50
  - vi. Rutledge Excavating, Inc. – Application #3 - \$29,465.87
  - vii. Trane– Application #9 - \$194,966.00
  - viii. Weatherproofing Technologies – Application #4 - \$580,002.34  
(See pages 239-256)

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

1.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the requests to renew the already established student activity funds listed. Motion was seconded by Jason Gullstrand and carried unanimously, 8-0.

<b>J.T. Lambert Intermediate</b>
JTL – Student Council

High School North	High School South
EHN – Cheerleading	EHS – Class of 2025
EHN – Yearbook	

2.

**ACTION BY THE BOARD:**

Motion was made by Wayne Rohner to approve the requests to establish the student activity funds and special activity fund listed. Motion was seconded by Steven Lurry and carried unanimously, 8-0.

**Student Activity Funds**

High School North	High School North
EHN – Class of 2027	EHN – Literary Magazine

**Special Activity Fund**

J. T. Lambert Intermediate
JTL – SWPBIS – Student Wide Positive Behavior

(See pages 257-259)

3.

**ACTION BY THE BOARD:**

Motion was made by George Andrews to close the student activity fund for H.S. South Class of 2023. Motion was seconded by Debbie Kulick and carried unanimously, 8-0.

(See page 260)

4.

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the requests to renew the already established special activity funds listed. Motion was seconded by Steven Lurry and carried unanimously, 8-0.

East Stroudsburg Elementary	High School North
ESE – Chorus	EHN – Boys’ Basketball
ESE – School Wide Positive Behavior Support Team	EHN – Boys’ Soccer
	EHN – Cheerleading
	EHN – Chorus Special Activity
<b>Smithfield Elementary</b>	EHN – Faith Club
SES – Principal/SPA	EHN – Girls’ Soccer
SES – SWPBS – Staff Account	EHN – Girls’ Volleyball
SES – SWPBS – Student Account	EHN – Spring Production – Musical
	EHN – Timberwolf Pantry
<b>J. T. Lambert Intermediate</b>	EHN – Track & Field
JTL – Memory Book (Yearbook)	EHN – Varsity Football
JTL – Teachers’ Fund	EHN – Varsity Girls’ Tennis
	EHN – XC Club
<b>Lehman Intermediate</b>	
LIS – 6 Blue	<b>High School South</b>
LIS – 7 Blue	EHS – Boys’ Basketball
LIS – 8 Blue	EHS – Cavalier Justice Academy
LIS – 6 <sup>th</sup> Grade Choir	EHS – Cavalier Varsity Rifle Team
LIS – 6 Silver	EHS – Concert Choir/Choraliers
LIS – 7 Silver	EHS – Core Café
LIS – 8 Silver	EHS – Faculty Fund
LIS – Audio Visual Club	EHS – Field Trip
LIS – Crew Club	EHS – Football
LIS – Digital Media Club	EHS – Girls’ Basketball
LIS – ESASD Interpretive Trail SPA	EHS – Principal’s General Fund / SPA South
LIS – French	EHS – Purple Pantry
LIS – Girls Soccer	EHS – Special Athletes/Special Olympics Club
LIS – National Junior Honor Society	EHS – Spring Musical / Fall Play

LIS – Play	EHS – Track and Field
LIS - SWPBIS	EHS – Volleyball
LIS – Student Council	EHS – Wilderness Club
LIS – Teacher’s Fund SPA	
LIS – Yearbook (Memory Book)	

e. **PROPERTY**

i. **706.1– Disposal of Equipment, Supplies, and Textbooks**

**ACTION BY THE BOARD:**

Motion was made by Dr. Damary Bonilla to approve the disposal of the 2008 White Ford Expedition Police Vehicle to Harry’s U-Pull it of Allentown for \$900.00 (approved at the August finance committee meeting. Motion was seconded by Steven Lurry and carried unanimously, 8-0.

f. **OPERATIONS**

i. **818 – Contracted Services**

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to approve the contracts listed for their specific services, rates and effective dates, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Lisa VanWhy and carried unanimously, 8-0.

2. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Breiner, Jr., Robert	Provide overview of Sapphire to new teachers.	\$150.00	Curriculum Professional Development	8/15/23
2.	Capulish, Mary	MTSS Presentation during New Teacher Induction.	\$150.00	Curriculum Professional Development	8/15/23
3.	ChuckWalks (Chuck Thomas)	Two Mindful Outdoor Experience Student Workshops each day at H.S. South for Social Emotional Learning District Initiative.	\$1,500.00 for 6 sessions	ATSI Grant	9/22/23, 10/6/23 & 4/22/24
4.	Colonial Intermediate Unit 20	Contract-Child Find evaluations at nonpublic and private schools for the purpose of FAPE as requested by the school district	Adaptive PE- \$87.53/ hour, Alternative Augmentative Communication Evaluation- \$748.00/evaluation Educational Audiology Services- \$276.74/ hour Feeding Team Evaluation- \$1,200/evaluation Itinerant Hearing Support- \$184.93/hour, Itinerant Vision Support-	Pupil Services and Special Education	2023-2024 School Year

			\$325.27/hour Occupation Therapy- \$140.36/hour Orientation and Mobility Services- \$325.27/hour Physical Therapy- \$161.33/hour Psychological Services- \$136.41/hour Speech and Language Support- \$137.73/hour		
5.	Colonial Intermediate Unit 20	Providing sign language interpreting services	\$57.72/hour	Pupil Services	2023-2024 School Year
6.	Condelli, Stephanie	Accompanist for the H.S. North Fall Band & Choir Hall of Fame Concert.	\$150.00	North Music Department	10/19/23
7.	DJ Louie Sounds Louis Santiago	DJ for North Homecoming.	\$300.00	North SGA	9/30/23
8.	Hnasko, Scott	Developing communication skills with families during ESASD Inductee training.	\$150.00	Curriculum Professional Development	8/17/23
9.	Kernan, Paul	SPM Training/Evaluation for New Employees	\$150.00	Curriculum Professional Development	8/15/23
10.	Kit's Interactive Theater Kitty Jones	The following three programs at Resica Elementary School for families and students: Grace the Pirate, The Mysteries of Ancient Egypt and Mother Nature.	\$1,400.00	Title I Grant	3/1/24
11.	Preventive Measures INC.	Renew current MOU services for school based behavioral and mental health services in all North Campus ESASD buildings and programs.	MOU does not constitute a cost to the district.	N/A	2023-2024 School Year

(See pages 261-279)

2. Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Buxmont Academy	Revised Renewal Contract for Services for 2023-2024 School Year (originally approved on 5/15/23) (8 Special Ed Slots & 7 Regular Ed Slots)	\$209.55 per diem - Special Education with 10% discount applied. \$179.72 per diem General Education with 10% discount applied.	Special Education Funds and Administrative Services Funds	2023-2024 School Year

2.	Colonial Intermediate Unit 20	Renew current contracted services for Special Education, Alternative, and General Education Transportation Services	Not to exceed \$3.05 per mile per student	Pupil Services/Special Education	2023-2024 School Year
3.	Colonial Intermediate Unit 20	Renew current contracted services for Special Education Services	Refer to contract for program cost and programs total cost for the 2023-2024 school year.	Pupil Services and Special Education funds	2023-2024 School Year
4.	Mazezilla	ESASD Employee Appreciation Day – Free Admission for employees and their immediate family.	Approximately \$10,000.00	ARP ESSER Learning Loss Set Aside Grant	10/7/23 Rain Date 10/8/23

(See pages 280-285)

### 3. Transportation Contracts

	NAME	SERVICE	Not to Exceed Yearly Amount	PAYMENT FROM	EFFECTIVE DATE
1.	Afolabi, Taiwo	Contracted Driver	\$56,869.95	Transportation Dept.	2023/2024 School Year
2.	DeJesus, Miguel	Contracted Driver	\$56,367.78	Transportation Dept.	2023/2024 School Year
3.	Frascella, Maria	Contracted Driver	\$60,000.00	Transportation Dept.	2023/2024 School Year
4.	Fuchs, Joseph	Contracted Driver	\$80,913.14	Transportation Dept.	2023/2024 School Year
5.	Galunic, Jenny	Contracted Driver	\$59,794.35	Transportation Dept.	2023/2024 School Year
6.	Rosen-Gerst, Lisa	Contracted Driver	\$56,973.86	Transportation Dept.	2023/2024 School Year
7.	Holmes Katharine	Contracted Driver	\$55,218.28	Transportation Dept.	2023/2024 School Year
8.	Krupski, Diane	Contracted Driver	\$66,588.67	Transportation Dept.	2023/2024 School Year
9.	LaBar, Karla	Contracted Driver	\$94,833.59	Transportation Dept.	2023/2024 School Year
10.	Prevost, Barbara	Contracted Driver	\$74,231.58	Transportation Dept.	2023/2024 School Year
11.	Severud, Melody	Contracted Driver	\$65,874.18	Transportation Dept.	2023/2024 School Year
12.	Sinclair, Ionie	Contracted Driver	\$51,222.71	Transportation Dept.	2023/2024 School Year
13.	Siska, Dustin	Contracted Driver	\$58,702.55	Transportation Dept.	2023/2024 School Year
14.	Wells, Charles	Contracted Driver	\$25,020.45	Transportation Dept.	2023/2024 School Year

**ACTION BY THE BOARD:**

Motion was made by Debbie Kulick to adjourn. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 8-0.

**XII. ADJOURNMENT: 8:30 P.M.**

Respectfully submitted,

Patricia L. Rosado  
Board Secretary