

MISSION STATEMENT

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

VISION STATEMENT

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

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
October 23, 2023 - 7:00 P.M.
Carl T. Secor Administration Building
and Via Zoom**

MINUTES

- I. President, Richard Schlameuss called the meeting to order at 7:00 p.m. and led those present in the Pledge of Allegiance. Board Secretary, Patricia Rosado called the roll.

Board Members present at the Administration Center Board Room were: George Andrews, Rebecca Bear, Dr. Damary Bonilla, Jason Gullstrand, Debbie Kulick, Steven Lurry, Wayne Rohner, Richard Schlameuss, and Lisa VanWhy.

Student School Board Representatives: Helen Schlameuss (in person). Yashvi Kopanati was absent.

- II. **School personnel present in the Board Room:** Brian Baddick, David A. Baker, Peter Bard, David Cooper, Kathaleen Cramer, Jeremy Judd, Holly McFarlane, Frederick P. Mill, Amanda Parrish, Amy Polmounter, William Riker, Patricia Rosado, Carrie Vanwhy, William Vitulli and Steve Zall. Christopher Brown, Solicitor.

School personnel attended via Zoom: Eric Forsyth, Diane Kelly, David Krupski, Venus Morales and Kerry Sullivan.

- III. **Community members present in the Board Room:** Dalia Ahmed, Douaa Ahmed, Larry Dymond, Laura Massaro and Ruben Torres.

Community members attended via Zoom: Lisa Hettler, Keith Karkut and Leelonnie Perkins.

IV. **WELCOMING OF GUESTS.**

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

- a. An Executive Session was held on Wednesday, September 27, 2023 at 8:00 p.m. for the purpose of discussing personnel.
- b. An Executive Session was held on Thursday, October 19, 2023 via Google meet for the purpose of discussing personnel
- c. An Executive Session was held this evening before this meeting for the purpose of discussing personnel, litigation and negotiations.

VI. **ADOPTION OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the rescheduling of this meeting to the present date and time, due and proper advertising having been made pursuant to the Sunshine Law. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to adopt this agenda for October 23, 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.

A motion was made by Wayne Rohner to add to the agenda a motion to rename the football stadium to The Ed Christian Memorial Stadium. Motion was seconded by George Andrews.

Mrs. VanWhy said why is this being brought up now and not ahead of time so that we could properly think it over. Mr. Rohner said we had this discussion, and the community is fully behind this and that is why I am adding it to the agenda. Mrs. VanWhy asked who is we that had this discussion. Mr. Schlameuss said I do not remember having this discussion. Mr. Rohner said we had a discussion during Executive Session a couple of months ago and the Board has not voted on it, so we are adding it to the agenda for a public vote.

Mr. Brown said I would like to note that you did not have a discussion in Executive Session. Dr. Riker brought up the possibility to your attention. Mr. Schlameuss said there was no discussion about bringing it to a vote. Ms. Kulick said, wouldn't there be a few more steps to this. Are there other steps to do such a thing. Mr. Brown said no but I would suggest for Sunshine Law purposes you may want to just have a motion on tonight's agenda to make sure this is included in the following month's agenda, so it can be properly advertised so that anyone from the public who wants to appear and discuss would have the opportunity to do that. That would be perfectly fine. Mr. Schlameuss said do you wish to revise your motion perhaps that we add it to next month's agenda.

Motion was made by Wayne Rohner to add the renaming of the South High School Memorial Football Stadium to Edward Christian Memorial Football Stadium to the November 20th agenda for advertisement of next month's meeting. Motion was seconded by George Andrews and carried unanimously, 9-0.

The original motion carried unanimously, 9-0.

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the minutes of the September 18, 2023, Board meeting. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

VIII. REPORTS

- a. Monroe Career & Technical Institute Update
Mrs. Lisa VanWhy said the MCTI JOC met on October 2nd. We approved payments, invoices, CM Regents Solutions renewal, some field trips, appointments, and hourly rate changes. We were given an update presentation from Crabtree regarding the addition. The township added an additional \$80,000 to the project, which required changes to the sprinkler system. The storage building student project is about 60% or probably 100% at this point with the siding, the electric and internet were installed. All of the inside work, such as the drywall, is scheduled to be done over the winter. The next JOC meeting is November 6th at 7:00 p.m.

- b. Colonial IU 20 Update
Dr. Damary Bonilla said the CIU 20 Board met on Wednesday, September 27th. They approved several items
 - An agreement with Northampton County for the Day Treatment Program at Colonial Academy.
 - An agreement with Northampton and Monroe Counties for the School Attendance Improvement Programs.
 - Affiliation Agreements with East Stroudsburg University and Moravian University.
 - A contract with D'Huy Engineering for the designs of the CIU 20 main office vestibule to enhance safety measures for the main office building.

There was communication from Dr. Scott Kuren, PDE's Director for Safe Schools, regarding Jim McDonald, who is the Director of Resolve Behavioral Health Services at the CIU 20. Mr. McDonald was selected to serve on a Regional Education Laboratory Study. Also, a staff member recognized the CIU 20 Therapeutic Aggression Control Techniques Trainers for providing exceptional training. Tact2 is a training provided to all

staff annually focusing on developing knowledge and skills for verbal and physical intervention. The last communication came from the Director of Special and Alternative Education, A. J. Kise, from the Nazareth Area School District, who received information from a student's family regarding the CIU 20 Transportation Department. The family noted that the staff were professional and courteous. It was specifically about the driver and the monitor. Dr. Wolfel will recognize various CIU 20 teachers who completed the Induction Program. Dr. Bartek recognized Michelle Relvas, Physical Therapist, with the 2022-23 CIU 20 Program Partnership Award. There is a video of the presentation. If anyone would like access to it, I can share the link. Also, Dr. Bartek presented the 2023 CIU 20 Inspire Award Nomination to Angelina Robles. She graduated from the East Stroudsburg Area School District in 2023 and was accompanied by family and school staff including Brian Baddick our Assistant Superintendent. I would like to remind everyone that the CIU 20 monthly publication, "The Twenty" is available. I can share the link to anyone that would like access. Please reach out and I will share the link. The next CIU 20 Board meeting is scheduled for Wednesday, October 25th at 7:00 p.m. in the CIU 20 main office.

c. Property/Facilities Committee Update

Mrs. Lisa VanWhy said the Property/Facilities Committee met on October 4th at 5:30 p.m. On the agenda tonight with our recommendation are:

- A Change Order for the H.S. South Flooring replacement with a decrease of \$52,930.40.
- A Change Order for the J. T. Lambert Intermediate Auditorium with an increase of \$6,644.00.
- A Change Order for the Smithfield Roofing Replacement with a decrease of \$3,856.95.

Also on the agenda are the D'Huy Engineering invoices Item A 1-4 on page 26 of the agenda and application for payments Item B on page 26 items B-G. We are also looking for bids for J. M. Hill to sand and refinish the hardwood floors, East Stroudsburg Elementary and Middle Smithfield Elementary floor replacement for the Summer of 2024 projects. We are still discussing H.S. South Stadium renovations and the H.S. North bus garage. We reviewed the new temporary renovations and will look to construct an addition to the existing garage to accommodate a new bus driver lounge. There was some discussion prior to this meeting about the bus garage. I have pictures if anyone is interested in seeing what it looks like, I will share them with you. Please ask me after the meeting. I discuss this all the time at the Property/Facilities Committee, we are working with the Finance Committee to establish a budget for Property/Facilities to move forward in order to not completely deplete the Capital Funds. Basically, I think we should work together as a Board or in Committees to establish what amount we are going to set aside and or budget for the Property/Facilities projects moving forward. These projects get expensive, and we can't just keep spending like we have it. We have to look at ways to replenish that funding so that we are never in a position that we cannot do any renovation. The next meeting is scheduled for November 1, 2023 at 5:30 p.m. in person and via Zoom.

d. Education Programs & Resources Committee Update - esasd.net/epr

Dr. Damary Bonilla said the Education Programs & Resources (EPR) Committee met on October 11th at 5:00 p.m. via Zoom, which was a change in time due to the activities that were occurring that evening. We had the opportunity to hear about the BeAlliance. The leader Trenee Lurry was not there but she did send a report. The Hispanic Heritage Monthly Coffee Chat focused on driving progress, prosperity and power. I was the speaker for the month. I had the opportunity to engage with staff at different levels throughout the district. I have heard from several staff members who followed up with questions and interests in the topic. We had an update on mental health across the district from Shae Jones. We had an update on the Food pantries at North and South. We had a conversation around the use of restorative practices. We had an update from the Communication Department. We also had an update from our Twelve and Beyond Program from the Pupil Services Department, where we had the opportunity to learn about the different life and work experiences that our students have. It was a wonderful presentation. As always, the presentations from the EPR Committee are available to the public on our website. There is a QR Code on the agenda that you can scan in order to go directly into the presentations. We had several items that were submitted directly to the Finance Committee. I'll give Mrs. Bear a chance to share those items. Our next meeting is scheduled for November 8th at 7:00 p.m. via Zoom.

e. Finance Committee Update

Mrs. Rebecca Bear said the Finance Committee met on October 10th. On the agenda you will see the United Concordia Dental change from Advantage to Elite. We also moved forward on the agenda the Translate Live, which is a little QR code that will translate videos into many languages. We approved the revised Senior Rebate Resolution. Since the State increased the amount of rebate, we also increased ours to match the State. We also had the Discovery Education CIU 20 renewal. We are purchasing an additional 30 microscopes through Hi Tech Instruments, which will be paid through ESSER Funds. Also on the agenda are

the items from the Property/Facilities Committee meeting that were forwarded to the Finance Committee as well. The next meeting is scheduled for November 13th at 5:30 p.m. in person and via Zoom.

f. Policy Review Committee Update

Ms. Debbie Kulick said the Policy Review Committee did not meet this month. The next meeting is scheduled for November 20th at 4:30 p.m. in person and via Zoom.

g. Student School Board Representative

Miss Schlameuss reported as follows:

Good evening, Dr. Riker, School Board members and Dad
My name is Rese Schlameuss I am the 2023-2024 East Stroudsburg South Student School Board Representative.
I brought some slides that will coincide with tonight's report.

Special Education

Slide 1

East Stroudsburg South was recently awarded the highest honor for Special Olympics by demonstrating Commitment to Inclusion by meeting 10 standards of excellence to achieve the National Banner status. The application was completed at the end of the school year last year and we just received the final word. Special Olympics awarded this honor to only 110 elementary, middle, and high schools throughout the country. It's a prestigious distinction which celebrates the "best of the best" inclusive school communities. All of these schools' commitment to meaningful inclusion empowers and uplifts students with and without disabilities. We plan on celebrating this great award on December 19th with a Dinner, Banquet and then an unveiling at half-time of the basketball game.

Slide 2

H. S. South Core Transition program, 12+ is up and running. Our 12+ students (aged 18-21) will be participating in daily lessons from Transition Discoveries. On Monday through Thursday, we will be going to three different work rotations: food service in our cafeteria, custodial in our building, and off-campus at Camelback. On Fridays, we will be taking trips in our community learning about important places like the police station and post office, as well as learning how to use public transportation.

Slide 3

We also started the First Special Olympics Bowling Club. It has been a huge hit so far.

The ARTS

Slide 4

H. S. South's fall play is Twelve Angry Jurors and will run November 17th, 18th, and 19th in the Black Box Theater at South High School. Information will be posted around High School South as well as the district website in November.

Slide 5

The Creative Writing 1 and 2 Classes at South have guest writers Kurt Peloquin and publisher and writer Eric & Sabrina Rosol joining our students for writing workshops and author interviews. The Creative Writing Classes also went on a New Orleans Style Writing Marathon on Main Street this past Friday.

Slide 6

We will have students' work displayed at Kalahari for the PSBA School Leadership Conference. We also submitted multiple pieces for East Stroudsburg University's Juliana V. Bolt MLK Art Show. Lastly, we just finished painting a plow for PennDot, which will be used on a plow in our district this upcoming winter.

SPORTS

Cavalier Field Hockey will play in the District XI playoffs on October 24th as they host Salisbury. Cavalier Football defeated Stroudsburg by a score of 40-7 to bring home The Little Brown Jug.

SCHOOL NEWS

Slide 7

Karl Ludwig was nominated for the Distinguished Student Award for the Pennsylvania Association of Gifted Education (PAGE). He will receive the award in Harrisburg, at the Annual PAGE Conference, on November 3rd.

Slide 8

The class of 2025 held a fundraiser trip to Dorney Fright Night this past Friday.

Slide 9

The Cav CORE Store has reached over 1,000 orders to date. This is where students can redeem their PBIS points for various types of products and school spirit merchandise. Staff volunteers donate their time to order and gather the items that are stocked in the store, as well as volunteer to handle the redemption of points and operations of the store. Students volunteer time to keep the recordkeeping portion of the process as well as deliver the items to students. It completes its purpose to build school, community pride, and morale.

Slide 10

This year's homecoming theme was There's No Place Like Homecoming. We had a spirit week leading up to the football game on Friday, and every class had a hallway to decorate. On that Friday, we had a huge pep rally in the gym to get students excited for the game and announcement of Homecoming King and Queen. At the pep rally, the winners of the spirit stick were announced as the seniors won it for the second year in a row. Later that evening, the football team had a huge victory over Stroudsburg and brought home the Little Brown Jug. Damian Skalko and Teasia Smith won Homecoming King and Queen. The win against Stroudsburg and announcement of homecoming court, made this year's dance that much more exciting. The homecoming dance had over 400 students attend the event.

I have a video that will now be shown about the Pep Rally that occurred last Friday.

CLOSING

That is all for this month's meeting. Thank you and see you next month. Mr. Schlameuss, we will have to speak later. You seem to have forgotten a seat for me next to you.

Dr. Bonilla said I would like to add that this year's Lehman Intermediate play is Cinderella on November 10th, 11th, and 12th.

h. PSBA Conference Update October 2023– Board Members

Mrs. VanWhy said something I experienced in the conference was How are You Enjoying Your TV?

Mr. George Andrews said the Board members attended a PSBA Conference at Kalahari. Our district was well attended at the conference out of the 500 districts. There are 10 people on each Board; therefore, that equals 5,000 people. There were about 400 and something people at the convention, which is a very poor showing. However, we had six or 60% of our Board and the Superintendent at the meeting. I thought we did a fabulous job in showing our representation. There were 38 different workshops/presentations that we could have attended. I don't know how many everyone went to because we attended different ones. I went to six different sessions and in some of them, some of the Board members attended with me. There were some very interesting ones that I went to. The Capitals and Project Planning for the Community Future went into something like Mrs. VanWhy was talking about. We have to make sure we plan so that we have the money and not go into debt. I found that one to be a good one. There was also, Little Transparency, which was a financial one. It spoke about how to work to make sure you keep everyone informed. There also were a couple of them that were actually good such as Mastering Stability. That one was an excellent presentation if you saw it. One of the things that I got out of that one was when they said what was the number one reason for instability. The answer was stress. I would have picked other things, but they actually said personal stress was the cause of instability. It was an excellent presentation and exhibit, and I am glad I went. The other thing I found out is that PSBA joined the Consortium of State School Boards Association. There are 25 States that joined this Consortium, which is taking the place of the National School Boards Association, which we dropped out of a couple of years ago. Their mission statement is Nonpartisanship National Alliance dedicated to support, promise and strengthen State School Board Associations. I think that is a good one for us to belong to. They have their National Convention in February.

Mr. Wayne Rohner said my report has a little more details. The PSBA School Leadership Conference was informative on many levels. My report will highlight the educational sessions that I attended. First was the Capital Projects – Planning for the Community’s Future. That was presented by Susan Green, Chief Financial and Operations Officer/Board Secretary, James Holly, Board Vice President and Chair of the Buildings and Grounds and Dr. Robert Bryson, who was the Superintendent. They were all from the Southern New York School District. Their presentation reviewed their long-term capital planning and how they chose to collaborate those projects with their stakeholders. Believe it or not their best resource is by using video of those meetings and posting them on their school website. This will give the community and opportunity to review them at their leisure. Those videos remain on their website for an infinite amount of time. How interesting that this Board has chosen to remove our videos months ago. I will make a new motion at the Reorganization meeting that we introduce our videos for our stakeholders to have access to our meetings. It shouldn’t be difficult to do. The second class was on full financial transparency. Where do you draw the line? Transparency, trust and accountability are buzz words that are talked about in the context of school district operations. The Upper Moreland School District utilized seven data driven strategies. The Cry for Transparency and Accountability. What does it mean to be transparent? The definition is to be open and honest without secrets. Open to public scrutiny, inquiry, examination, and inspection. Concept. What is it? Number one, sharing of relevant and appropriate information in a timely manner and in a way that is easily understood and helping stakeholders to understand the decision-making process. Also allowing input into decisions, where appropriate. Developing a relationship of trust and respect. Sharing comprehensive information, including financial information, student achievement data, safety and security information, instructional program and facilities information. A recent example would be the North Bus Lot alteration. As a Board Director, I would not have approved this alteration. It rendered the bus garage unfunctional. Staffing information - I understand that our South Band Director has been operating without an Assistant, who retired at the end of last school year. I am also hearing that we have not replaced Lisa Kolcun. Dr. Bonilla asked was this all part of the conference. Mr. Schlameuss said let’s keep your report with concepts from the conference. Mr. Rohner said I am. Mr. Schlameuss said no you are not. You are making other comments. Mr. Rohner said without interruptions, I will continue. Transparency, what it is not. Inundating stakeholder with a lot of information that is meaningless data that is available but difficult to access. Guidance, be proactive. Don’t trust. Share the good the bad and the ugly. You control the message. Allow time to be thoughtful. The district is the source for information. Moving forward and final thoughts, everyone plays a part in building trust and relationships. Be open and honest. We should be making rational decisions based on information, experience and judgement. Share your thinking - Do not shy away from sharing information. Be confident but not condescending. The final session on Monday was on Early Childhood Education and Care and Community Partnership. They shared a chart on hopes and dreams for public education. They were productive members of society with high quality, exceptional, education, equitable resources. Opportunities – College, Career, and Military ready. Safe Environment- They listed a few of the many that were on the chart. Last hope of the message was that data is needed. We need data. This district chooses to keep elected School Board members in the dark. My Tuesday morning session was on: What You Really Need to Know About Special Education Aggregated Data. It can reveal deprivations and inequalities that may not be fully reflected in an aggregated data which is a component of the right to an education initiative. This session shared the standardized assessment of PSSA/Keystone Exams. Why is data so important? It gives us a more accurate clear picture of what all students need. It helps everyone to focus on which group of students need the most help. It leads your district to identify the areas in which you can improve. Once you identify what needs attention, the district can shift to how to improve and where to get help. What type of resources and help are available? ODR – Office for Dispute Resolution, Mediation and Consult Line. The ODR provides the resources for families and educational agencies to resolve educational disputes for children served by the Early Intervention System, students who are gifted and students with disabilities. You can get more information by going to www.odr-pa.org. What type of resources and help are available? – The Special Education Consult line. If you have questions or concerns about special education, gifted education, Section 504 or if you wish to know your rights as a parent/guardian with a child with exceptional needs, the Special Education consult line may be able to help you. They have a toll free information helpline for families and advocates for children with disabilities who have questions or concerns. The ODR offers mediation, evaluated mediation, due process and BSE informal option. What is PVAS? A powerful data analysis and visualization tool available for public education in Pennsylvania. I am going to be asking for research data shortly. Our community can access the website. My next session was on School Board Governance, Policy and Administrative Regulations. This class was presented by Davelyn Smeltzer, Senior Director of Policy Services with PSBA. This session addressed the significance of adopting and maintaining policies that are current and compliant with ongoing change of law and guidance. Policy implementation is equally important. This session examined the similarities and differences between the two. I was introduced to the fact that PSBA sends out a PNN notice to every school district and the Board has

access to this site. I bring this information to your attention because we have a Policy Committee that at the Reorganization meeting, I am going to eliminate because we have absolutely no policy regarding the parameters on how it is to be conducted. When I asked if they had a generic template from PSBA, they said they did not. My final session of the day was the Keynote Speaker, Terry Madonna, Senior and Fellow Resident for Political Affairs at Millersville University. This discussion was looking ahead to the 2024 election. The session explored the impact of a closely divided State Legislator as well as the overall views which closely divided the electorate in the Commonwealth during the election year. In quick summary, he is not impressed with either candidate. Thank you and it was an excellent conference.

Mr. Schlameuss said thank you. I have a question about the first day, second session. Can you read one of the last slides. Mr. Rohner said the one about Financial Transparency. Mr. Schlameuss said yes it was all the way to the bottom. Can you read the last few sentences? Mr. Rohner said number 11 stated, "Do not shy away from sharing information, be confident but not condescending or arrogant." Mr. Schlameuss said interesting. I might sound a little bit condescending and a little arrogant here, but we work together as a really good team except for maybe one person on this Board. That tends to be you, Wayne. That is really frustrating that you would bring up this point and I would love to have you participate as a group with us and really be part of this team. You set yourself apart from us. For example, today you brought up an agenda item that we could have had on the agenda today, had you said something to us to have it on the agenda. Being honest with us means that you are giving us information as it is relevant to the rest of us and not springing it on us as you do almost every single meeting. Mr. Rohner said I am just taking advantage of a public meeting. Mr. Schlameuss said I am just saying, if you want to engage with us as a group of ten, we need to participate in an open and honest way. That is what I am asking for.

Ms. Debbie Kulick said, Mr. Rohner was in a number of the sessions I attended so I won't go over those again. The one that I thought was exceptionally interesting was Thinking Outside the Box to Have Creative Programming for students' future to better prepare them for what the future jobs will be. Although I was in eight of them also, that one was the best one for me. Mr. Schlameuss said I think that was the one that Dr. Riker and I were in along with you. Ms. Kulick said, yes. Mr. Schlameuss said that was a good one. Mr. Schlameuss said I was in one of them with Dr. Riker on Superintendent relations. We can sit down and have a conversation about those things.

Dr. Damary Bonilla said I think the benefit of the conference is really the opportunity to engage with each other outside of just this meeting and emails. It is also to engage with other Board Directors across the region so that we can talk about what are some of those regional issues that impact all of our districts and how do we support each other. It is also, of course, being able to talk to Board Directors across the State about what are some of those statewide issues as well as the different approaches because we may try the same things, or we may not. That partnership is so important. I attended sessions with Dr. Riker and with just about every colleague here on different topic areas. The benefit of that was having the opportunity to talk afterwards about how are we doing in this thought area. What are we doing? What could we do better? The one that I attended with Mr. Schlameuss and Dr. Riker, we were able to check off all of those categories in the programming. We are already doing all of these things. How do we elevate what we are doing? How do we position our district as leaders, the leaders that we are to get the visibility for the work that we are doing because that comes with funding. There were three plenary sessions that we all attended. At most of them, minus the stability session, which, Mr. Rohner you missed that one, we had the opportunity to talk to some of our vendors and our PSBA Representative, Colin Dempsey, who was at last month's Board meeting, which is a great relationship for us to continue building. The PSBA Conference was being able to access others and to get meaningful information. Thank you.

Mr. Schlameuss said let's wrap up. It is nice to be able to go to a conference right in our backyard and to drive their every day.

Mrs. VanWhy said I just want to add that I went to most of the sessions with everyone. I believe I was in a lot of them with Mr. Rohner. Ms. Kulick and I attended a few together. What I usually take from these sessions, which I ditto from what Dr. Bonilla said, is that you communicate with each other and have conversations outside of what else we can do better. When I look to attend a conference, I ask myself what do I get out of it? What can I learn and What can I do better? I don't look at other people as to what they can do better or what they can learn. I am there to learn. It was a good conference.

Mr. Schlameuss said we will now move on to Public Participation.

IX. PUBLIC PARTICIPATION

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

- A. Ms. Laura Massaro said I would like to speak about an incident that happened a couple of weeks ago where there was an accidental firearm discharge. When the parents found out about it, it was two days after the incident occurred. We were notified via the news outlet and via social media. I believe this is highly unacceptable. We spoke to the Principal and Superintendent via email, which the Superintendent did not respond to it. This morning the Principal responded and said that they did not know about the event but turns out not to be true. The people that were in the parking lot when it happened, made a pact amongst themselves to keep it a secret until someone had the notion to tell someone what happened and then the proper channels were followed. I understand the State Police are investigating this as well. Why were the parents not notified? You sent out an email a couple of days ago saying that there was an online bomb threat in these schools. No one knew about it, but we felt the need to communicate something that may not have happened. Ms. Moriarty said that no one knew about the incident, but she said that the kids were safe. If you do not know what is going on, then how do you know they are safe? Also, there was an issue at H.S. North where two staff members fought over two different reasons. Only one of them was removed from the building. The other one was not supposed to be at any sporting event. No one is following up with this discipline. Speaking about discipline, there is a new policy in effect about edibles. They are no longer an expulsion, and you cannot get suspended because you can buy it at a gas station down the street. We are just going to give the kids an ISS. Does this apply only to H.S. South because you have gas stations nearby? Does this apply to the North kids as well. I just don't see why we are not communicating with the parents and being transparent. We have to do better. You said that you support the Superintendent and his vision. Where is that? Can I find that anywhere? Why isn't it on our website? Why don't we know what is going on? Why don't we know where we are going?
- B. Ms. Dalia Ahmed said that she graduated from H.S. South about ten years ago. I am here tonight on behalf of my parents. I do not know if I am in the right place to discuss this issue because we were told that we have to talk about it in front of the School Board at this monthly meeting. They have received bills saying that their taxes were zeroed out in 2006 and 2007. When they did a refinance on their house, the title company discovered two liens from the school district with 18 years of interest that they cannot release because between the Portnoff Law Associates and the school there was miscommunication. My parents have copies and I have copies to leave with you that show those taxes zeroed out. If they are owed, we would like to get that settled because I work in real estate and I know that 100% that no municipalities are going to leave unpaid taxes for 18 years without seizing the property. If they actually weren't paid, they would have been in possession of their property. If they are owed, the bills that they received after 2007 would have shown that they owed. The bills they received did not say that anything was owed. Hopefully, there is something that can be done with the interest. Those bills are only \$2,300 and \$2,700. With the interest it is double that amount, because it is compounded. I have stuff that I can leave with you. We are more than happy to talk to whomever we need to talk to tonight after the meeting. The only reason we had to come and talk in front of the School Board for something that happened 18 years ago, is that we were hoping to get results. Mr. Schlameuss said if you can present those to me.
- C. Mr. Larry Dymond asked is the public able to see the meeting on the TVs. Mr. Schlameuss said they see us. I have a piece of information here that I will speak about for a second. I will then give it to Mr. Schlameuss so he can distribute copies to the Board members. This gentleman has written a lot about public education. Stephen Moore is his name. His latest writing was Our Public Schools Are a National Disaster and things need to change. I think that we all know that we need to do better. It is time to act now. The kids are behind. We have been behind for a lot of years. The smart kids go on to succeed. Look at the number of people that we have on welfare, food stamps and everything else under the sun. The average working person cannot pay any more taxes to feed all of the people that we did a poor job educating. They cannot hold a job to help themselves. Something has to change. It just can't keep going on like this.

X. UNFINISHED BUSINESS

Mr. Schlameuss said that Mr. Andrews would like him to announce that through the United Way there is an affordable connectivity program that will allow eligible households to purchase internet service for \$30 a month through participating companies. The district sent out an email to all (staff, students and families) letting them know about this program. It is an important resource that if you need to have internet access in your home, this is one way to get it. We, as a district, applied for funding and we are able to use this funding for the expansion of service in our community. By doing that, we made connections available to other places that didn't have internet access. Dr. Riker said I would like to add that we were the only district in the Commonwealth to actually get those funds. Mr. Schlameuss said we applied for it, and we got it.

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 002 – Authority & Powers

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the revised Senior Rebate Resolution for the 2023 calendar year. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 30-42)

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, 9-0.

1. 123.1 Concussion Management
2. 206 Assignment Within District
(See pages 43-50)

iii. 004 – Membership

1. Conference Attendance

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the attendance of William Riker at the 2023 SAS Institute Conference in Hershey, PA from December 9, 2023 to December 13, 2023 in the approximate amount of \$1,420.00. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

b. PROGRAMS

i. 113 – Special Education

1.

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 #RSA20231023A. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 51-58)

2.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the Waiver Agreement between the East Stroudsburg Area School District and the parents of the students with case #RSA20231023B. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

(See pages 59-61)

ii. 121 – Field Trips

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to authorize the field trips listed. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

	Name	Activity	Location	Dates
1.	Hughes, Melissa (#23589)	H.S. South students attending Bryant Park/Rockefeller Center	New York, NY	12/1/23
2.	Kelly, Cody (#23614) and LaBar, Keith (#23315) (Sharing bus)	Middle Smithfield Elementary students and H.S. North Choir will rehearse and participate with the Penn State Glee Club.	University Park, PA	10/21/23
3.	Kernan, Paul (#23414)	H.S. South students attending State Capitol Complex.	Harrisburg, PA	11/3/23
4.	Stevens, Hillary (#23247)	Lehman Intermediate students will be singing in Sweet Sounds Sensations.	Harrisburg, PA	11/3/23
5.	Stricker, Stefanie (#23339)	Resica Elementary students attending the State Museum and Capitol.	Harrisburg, PA	4/18/24
6.	Toth, Donald Terry (#23486)	J. T. Lambert Intermediate students attending World Trade Center.	New York, NY	11/17/23

(See pages 62-75)

c. PUPILS

i. 233 – Suspension and Expulsion

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ACTION BY THE BOARD:

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

1. #221607
 2. #222865
 3. #222938
 4. #223479
- (See pages 76-89)

d. PERSONNEL

1. 302 – Employment of Superintendent/Assistant Superintendent

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the employment agreement with Brian D. Baddick for the time period July 1, 2024 through June 30, 2029, as presented. Motion was seconded by Steven Lurry. A roll call vote was made and passed 7-2. Rebecca Bear, Dr. Damary Bonilla, Jason Gullstrand, Debbie Kulick, Steven Lurry, Richard Schlameuss and Lisa VanWhy voted yes. George Andrews and Wayne Rohner voted no.

(See pages 89a-89q.)

Mr. Andrews said I have no problem with what we discussed on the package. The problem I have is that it should be left up to the new Board members and not the old School Board members who are going out next month. Mr. Schlameuss said duly noted. Mr. Rohner said my only discussion would be the fact that I asked for and did not receive the yearly written evaluations. Mr. Schlameuss said because you do not get yearly written evaluations. Mr. Rohner said it is a requirement. Mr. Schlameuss said it is not. It is based on his contract. His contract was approved by us and you. Mr. Rohner said you might want to brush up on the policies.

2. 308 – Employment Contract

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the Memorandum of Understanding with the East Stroudsburg Area Education Support Professional Association, as presented. Motion was seconded by Wayne Rohner. A roll call vote was made and carried unanimously, 9-0. George Andrews, Rebecca Bear, Dr. Damary Bonilla, Jason Gullstrand, Debbie Kulick, Steven Lurry, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

(See pages 89r.-89b.b.)

Mrs. VanWhy said usually an MOU, if that is what this is, involves language and not money. I am not opposed to people making more money at all, but I am opposed to a conversation regarding money when we just approved this contract in February. It was a complete Support Staff Contract. I've said this before, so it is not a surprise if anyone remembers what I am saying. We have never, in my eight years here, approved a contract and did a Memorandum of Understanding, a few months later, which includes salary. I'll say that again, which typically does not. When I asked about this in February, I was told that it was language. I was told that the rest of the Support Staff Association Leadership was told. I am sure that the rest of the support staff employees, were not aware of this particular piece. Again, I will state that I have no problem with people making more money, but I do have a problem with the way this was done. There is a lot of little pieces that are not tied up. When I asked if this would guarantee no more grievances, it wasn't quite a yes. We have heard a little bit more about that, which there is still some misunderstanding with since it is not all cleared up. Yet, we are approving this as if it is.

Mr. Andrews said, Mrs. VanWhy, I agree with what you are basically saying. The committee negotiated in good faith with their counterparts. It is up to them to tell their people. It is not up to us to explain. Mrs. VanWhy said I am not saying it is up to the committee to explain. I understand how negotiations go. In fact, not only me in eight years but several Board members that I know have sat on the Board for over 20 years and this has never happened. We talk about transparency and trust and here we are. Mr. Andrews said I am not arguing that, but it was not our responsibility to inform the support staff members. Mrs. VanWhy said I disagree. Mr. Schlameuss said that is fine and very good. I do want to say that the language was substantially rewritten from head to toe. Wayne and I sat in on a lot of meetings with the Association and the bus drivers to make sure we addressed a lot of their comments. We also spent a lot of time with the district to make sure that their comments were brought into it. We then met with the Association drivers and Administration to make sure all of those things worked together. There is always going to be, no matter what kind of contract you write, this means this or this means that. We made the language as cognitive as possible and described as many situations as possible. Standard Operating Procedures were presented as part of this to demonstrate how the work was going to be done. That is a big change on how we generally do things. Yes, there is a financial aspect to this, but it was budgeted. Mrs. VanWhy said some of it was. I do appreciate all of the work that you have done. That back and forth is important; however, I think it should all have been approved together not separate. This is not the way we usually do contracts. We could have this conversation all day long. Mr. Schlameuss said we could. The final thing that I will say, and I will give you the last point here. It was agreed upon with the Association that we would separate the two because we understood that there was such a heavy lift with the bus driver aspect of it. It was an intentional decision to separate the two and that is why this is here today. Mrs. VanWhy said I will say about the length of time with negotiations. I have

negotiated the professional staff contract and it took a length of time. People were aggravated. They were all lined up around this room because things took too long. It was a lot of stuff that were talked about. A lot of things that people thought a certain way about. With some things they agreed, and others disagreed. Finally when we came to the end to settle the contract. We then at the next meeting approved the contract. Yes, it took a long time. It was something like two years. It was two separate Boards. Sometimes we have to be patient even though we hear the crowd roaring to make sure that we get it all done and get it done right.

Dr. Bonilla said I have a question. What are the implications of changing the way that this negotiations process happened because I am listening to both of you. I appreciate the work that was put into it but when it came up for conversation in a public meeting, I said this is the first time that this is happening this way, correct? I felt blindsided and had mentioned that. When we went into negotiations and there was a committee assigned from the Board, which typically means that committee is going to handle it. We had two members that started this work separately and then it kind of dragged out. What are the implications of having it done this way for future negotiations. What door did you just open? Mr. Schlameuss said, personally, I don't think that we opened up any particular door because it requires both parties to say, yes, we are going to continue to meet. There were four people on the Board who said, yes, we want to follow this process. There was the Association that said yes, let's do it this way. I don't think that really changed the dynamic of what happened at the end of the day. There was still approval of the general contract and then there was this piece that was separated out. Again, with the agreement from the Board and Association. I think that is what the process was. If it was just Wayne and I doing this and we were not with George and Rebecca, then it would have been a problem. The Committee felt that this was the way to handle it for better or for worse. We chose to do it and I led it down that path. At the end of the day, I think we got a really good agreement that clarifies a lot of important language that was holding us up in all kinds of way. Dr. Bonilla asked what if other bargaining units want to break up their negotiation? Would you be okay with new protocol? Mr. Schlameuss said it would depend on what they are trying to do. That is the other piece. I should not be just random because we were challenged in a lot of ways with the bus drivers' stuff. We were dealing with it Board meeting after Board meeting. By sitting down and restructuring the whole agreement with them, with administration and doing the hard work, I think we had a better product. Dr. Bonilla said I think there are benefits to keeping things as they are. There are benefits to changing things. I just want to make sure that we are aware of what the possibilities are as well as that we are never going to make everyone happy. We have all received calls in the past couple of days from people being unhappy. Also, to Mrs. VanWhy's point about this information getting to all members, and what Mr. Andrews mentioned, it is the leadership of every segment's responsibility to get that information out. They do not always do that. I think the charge is for the individuals to ask the questions of their association where they pay their dues because decisions are sometimes made that don't represent your interest and by the time you contact the Board, decisions were already made and agreed to. It was not the Board that did that alone. Thank you all for your efforts. Mr. Gullstrand said I would like to say some last words. I am listening to everyone talking about protocols, procedures and so on. Last month we backdated the Superintendent's contract. Is that a protocol moving forward? Second, this contract ended June 2022. This contract, at this point, would have been 16 months expired so everyone in support staff would have been working 16 months without a contract. Really, no other bargaining unit is as unique as the Support Staff. I am not disagreeing with anyone but I am just saying that if one portion of it or one final thread that needs to be sown and there are people that are willing to do it as well as the union is willing to work with them to not hold up everybody else that is part of this committee, to wait 16 months, I think they did the right thing. The Professional Staff contract and the Act 93 Contract cannot be separated out. With the support staff it is very unique to each individual specific portion. There is language within each portion. Instead of holding it up, I understand why they did that. We need to move forward and see how we are going to move forward with handling contracts. Like I said, last month we did what we did. This month we extended a contract and are moving forward. Like Mrs. VanWhy mentioned there is also a financial tie with it as well. I understand those concerns. Moving forward, we need to figure out what we want to do. Do we approve the contract before the new Board comes in? There is case study that says, we shouldn't but we do. There are many different things we should do. Are there protocols that we should follow? That was the intent of the committee that worked with the bus driver language to get other things moving forward. I do agree with what everyone said. I appreciate everything everybody did because it is extremely hard to negotiate those final words in there. I think we need to come to a policy that specifically states these are the things that we are going to do. We are setting precedence for the next support staff negotiations. We need to understand that we are not doing this to us but to future Board members. Dr. Bonilla said I agree, and you brought up this issue with the previous contract. The difference is that we did not discuss this in the same detail. Several people asked about it in public comments. Even I did not understand the intricacies to be able to address it. The more we talk about it whether it is a policy or something, I think the better off everybody is. We need to continue to ask what doors we opened. Ms. Kulick said I see the point that Mr. Gullstrand made. Sometimes there is finite portion that needs extra attention. Although you would like to wrap it all up in one fell swoop, I think that some of the wording that had to be added will become useful. Mrs. VanWhy said I would like to add one thing. Unlike some other contracts, this specific contract has not expired. The difference between support staff, professional staff, etc. is once the contracts is settled, they all get retro pay. Yes, they might have to wait a little bit, but they all do. That is the difference between the support staff and professional staff versus Act 93 or any other employee in that position. If they do not have a contract, it is our job to keep this ship running. If they do not have a contract, we do not have that leadership. I just wanted to say that because some people may think that people are working without a contract; therefore, the ship is going to sink. They still are working, and they still have a job.

I'm not going to argue that . I am just saying that statement to help others understand. Mr. Andrews said I agree but it was the Association people that decided and agreed with us to do this. Mrs. VanWhy said I am not going to argue that point. Dr. Riker said thank you Lisa for pointing that out. I think some people, especially in the public may not recognize that some contracts, like my contract when it ends, it ends. You do not continue to be employed while you negotiate a contract. Contrary to what has been stated, there was a contract that had been approved in February. I have a couple of remarks that I want to make. I will preface them by saying, my comments, I don't want them to be interpreted as a position for or against the Board's decision on the motion before them. I do want to speak to the fact that no one has really informed the community, and I think it is important to have on the record, that during last month's meeting, there was discussion, there was public comment and even a Board member who had opposition to a retroactive vote that went back to July 1, 2023, which contained a cost to the district of just over \$4,000. We talk about transparency, but no Board member tonight mentioned to the public, to the community, what this vote will cost. So, I will to be transparent with our community. This motion if backed by members of the Board is a retroactive decision that dates back to July 1, 2022 and will cost the district over a half a million dollars not \$4,000 but half a million dollars. Mr. Schlameuss said this is for over 80 something bus drivers. Dr. Riker said the average of that is \$6,892 per person. Mr. Schlameuss said that is for 16 months. Dr. Riker said that is not 16 months. Mr. Schlameuss said that is retroactive. Dr. Riker said you want to talk money, so let's be clear to the community what you are voting on. Mrs. VanWhy said that is good and we should all know that because that the one thing that I always ask, is how much is it going to cost? Again, we approved a contract in February, a complete contract with a cost of which was shared with us. Now here we are looking at additional amounts. Again, I do not want to deny anybody a raise in salary. That is not what this is about. Mrs. Bear said when Mr. Neiman prepared the budget, we had asked him to include the higher rate within the budget; therefore, it was budgeted for. Mr. Schlameuss said thank you all for your comments. Mrs. Bear said I would like to say one more thing. I think the reason it was done is because if we pay the substitute drivers \$25 an hour, our bus drivers were paid significantly less than subs. It was difficult for us to get full-time drivers because we were paying subs \$25. The full-time drivers were starting at \$17 per hour. This was bringing them up to a fair wage. Closer to what the subs are making. Other districts now in the area are paying even more than what we are paying. We are bringing them up to a fair rate compared to what our subs were making. Again, not very transparent. When you are a full-time employee, you get healthcare benefits that cost over \$20,000 per person. Subs do not get that. Mrs. VanWhy said that is the reason we raised the sub rate to \$25 is because. Mrs. Bear said because we couldn't get drivers. Mrs. VanWhy said there was a little bit more to that whole thing. If you want to be fully transparent, I will say it, but I don't think we want to talk about employees. Mr. Schlameuss said I called for the question.

3. 308 – Employment Contract (#3. Statement of fringe benefits entitlement.)

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the United Concordia Dental Change from Advantage to Elite Prime in an estimated annual cost of \$8,476.00 (or \$1.07 per employee per month). Motion was seconded by Dr. Damary Bonilla carried unanimously, 9-0.

(See pages 90-91)

4. 308 – Employment Contract

ACTION BY THE BOARD:

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

- a. **School Psychologists Hours of Service Outside of Contractual Day.** Memorandum of Understanding between the East Stroudsburg Area School District and East Stroudsburg Education Association with respect to School Psychologists Hours of Service Outside of Contractual Day for the 2023-2024 school year.
(See page 92)
- b. **Unified Sports (Schedule B).** Memorandum of Understanding between the East Stroudsburg Area School District and East Stroudsburg Education Association with respect to Unified Sports for Bocce Ball and Track & Field.
(See page 93)
- c. **Speech & Language Pathologists Clinical Fellowship.** Memorandum of Understanding between the East Stroudsburg Area School District and the East Stroudsburg Education Association with respect to Speech & Language Pathologists completing their clinical fellowship internship towards securing the required certificate of clinical competence.
(See page 94)

5. Employment

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0. Rebecca Bear abstained from vi. 304/304/304.1/304.3/305 – Employment k. Substitute Reappointments – Substitute Custodians #4. Russell Bear.

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

i. 309 – Assignment and Transfer

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Gorton, Jonathan	From: School Vehicle Driver Non - CDL (6 hour) – Transportation To: School Vehicle Driver CDL (6 hour) – Transportation Replaces Christopher Ludwig who retired.	Support	\$18.48/hour	October 13, 2023
2.	Huffman, Jennifer	From: Secretary – Food Services To: Accounts Payable (Bus Office I) – Food Services This is a new position.	Support	\$20.19/hour	October 2, 2023
3.	Koehler, Scott	From: Bus Aide (8 hour) – Transportation To: School Vehicle Driver Non-CDL (7 hour) – Transportation Replaces Jonathan Gorton who was reassigned.	Support	\$16.48/hour	October 13, 2023
4.	Wescott, Jeanne	From: Bookkeeper (part-time, .5) (Bus Office II) – Business Office To: Bookkeeper (full-time, 7.5 hour) (Bus Office II) – Business Office From part-time to full-time.	Support	No change	October 2, 2023
5.	Torres, Eustoquia	From: LTS Custodian (2 nd shift) – High School South To: Custodian (2 nd shift) – High School South Replacing Reynaldo Gatpo who retired.	Support	\$17.39/hour (plus \$.40/hour shift differential)	December 13, 2023
6.	Kolenovic-Mayo, Zada	From: Custodian (1 st shift) – High School South To: Custodian (2 nd shift) – Middle Smithfield Elementary Replaces Anthony Del Guercio who was reassigned.	Support	\$17.39/hour (plus \$.40/hour shift differential)	October 16, 2023
7.	Gomez, Brenda	From: Custodian (1 st shift) – Resica To: Custodian (2 nd shift) – Resica This is a position shift change due to district needs.	Support	\$20.59/hour (plus \$.40/hour shift differential)	October 16, 2023
8.	Chalmers, Todd	From: Custodian (1 st shift) cafeteria – High School North To: Custodian 2 nd shift – Bushkill Elementary Replacing Jonathan Schoonover who was reassigned.	Support	\$17.39/hour (plus \$.40/hour shift differential)	October 16, 2023
9.	Kolenovic, Rafeta	From: Custodian (2 nd shift) Itinerant – High School South To: Custodian (1 st shift) – High School South Replacing herself returning to previous position.	Support	\$17.39/hour	September 18, 2023

ii. 335 – Family and Medical Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Baddick, Brian	Assistant Superintendent	Act 93	Central Administration	July 27, 2023 through September 5, 2023.
2.	Iannazzo, Julia	Kindergarten teacher	Professional	J. M. Hill Elementary	August 28, 2023 now through October 13, 2023.
3.	Reichl, Jeffrey	School Counselor	Professional	High School North	October 4, 2023 through June 1, 2024. This is an intermittent leave.
4.	Reinert, Megan	Speech & Language Pathologist	Professional	High School South	September 26, 2023 through November 21, 2023. Intermittent leave effective October 7, 2023.
5.	Taylor, Kathryn	Math teacher	Professional	High School North	November 11, 2023 through January 2, 2024.
6.	Henderson, Tyhessa	Security Officer	Security	High School North	August 23, 2023 through October 2, 2023.
7.	Miller, Mary	Custodian	Support	High School North	August 22, 2023 now through November 1, 2023.
8.	Morabito, Deana	Payroll/Accountant	Support	Central Administration	September 14, 2023 through September 29, 2023.
9.	Smith, Kesha	Bus Driver	Support	Transportation	September 26, 2023 through November 6, 2023.

iii. 334, 335 – Family and Medical Leave, Sick Leave and Child Rearing

	Name	Position	Classification	Location	Effective Date(s)
1.	Polcino, Katie	Kindergarten teacher	Professional	Middle Smithfield Elementary	September 14, 2023 through April 1, 2024.

iv. 339 – Uncompensated Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Brockmann, Theresa	Personal Care Assistant	Support	J. T. Lambert Intermediate	August 21, 2023 now through October 13, 2023.

v. Workers Compensation Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Rue, Viola	Personal Care Assistant	Support	J. T. Lambert Intermediate	August 22, 2023 now through October 24, 2023.

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

a. Rescissions

	Name	Position	Classification	Location
1.	Ammerman, Denise	Field Hockey Head Coach	Schedule B	High School North
2.	Reinert, Megan	Speech & Debate Team Co-Advisor	Schedule B	High School South
3.	LaBadie, Michelle	Speech & Debate Team Co-Advisor	Schedule B	High School South

(See pages 95-97)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Halko, William	School Psychologist	Professional	Middle Smithfield Elementary	November 14, 2023 (end of the workday)

2.	Pryor-Rome, Kathleen	School Psychologist	Professional	J. T. Lambert Intermediate, Resica Elementary	November 26, 2023
3.	Reed, Christine	Grade 7 Reading teacher	Professional	J. T. Lambert Intermediate	November 10, 2023 (end of the workday).
4.	Reinert, Megan	Speech & Language Pathologist	Professional	High School South	November 21, 2023 (end of the workday).
5.	Wood, Kimberly	Kindergarten teacher (LTS)	Professional/LTS	Bushkill Elementary	October 1, 2023
6.	Libertis, Yvette	Personal Care Assistant	Support	J. T. Lambert Intermediate	October 3, 2023 (end of the workday).
7.	Remsnyder, Sara	Cafeteria Worker	Support	High School South	October 6, 2023 (end of the workday)
8.	Stella, Vincent	School Vehicle Driver CDL	Support	Transportation	August 12, 2023
9.	Wetherhold, Barbara	Mentor for Patricia Battles	Schedule B	High School North	October 13, 2023

(See pages 98-106)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Donovan, Sharon	School Vehicle Driver (CDL)	Support	Transportation	January 2, 2024 (end of the workday).
2.	Gatpo, Reynaldo	Custodian	Support	High School South	December 12, 2023 (end of the workday).
3.	Shortino, Debra	Personal Care Assistant	Support	High School South	May 24, 2024 (end of the workday).

(See pages 107-109)

d. Salary Changes

	Name	Position	From:	To:	Effective Date:
1.	Dean, Gregory	School Police Officer	\$21.00/hour	\$23.69/hour	August 23, 2023
2.	Rios, Alexander	School Police Officer	\$21.00/hour	\$21.63/hour	August 23, 2023

e. Tenure

	Last Name	First Name	Certification	Location
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	Science	Lehman Intermediate
7.	Woods	Veronica	School Psychologist	Bushkill Elementary, Lehman Intermediate

f. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Tancin, Thomas	Assistant Principal (PE) Replaces Jennifer Fuller who was reassigned.	Act 93	J. T. Lambert Intermediate	\$79,609.00 (prorated)	<i>Date Change:</i> October 2, 2023
2.	Cassel, Erika	Spanish teacher (TPE) Replaces Alexis Alkema who was reassigned.	Professional	Lehman Intermediate	\$62,566.00 (prorated) Step 4 Column 7	<i>Date Change:</i> October 2, 2023

3.	Kowalczyk, Anthony	Health & Physical Education teacher (PE) Replaces Evan Scott who resigned.	Professional	J. T. Lambert Intermediate	\$58,897.00 (prorated) Step 5 Column 6	<u>Date Change:</u> October 23, 2023
4.	Reitz, Michael	Grade 5 teacher (TPE) Replaces Thomas Trauschke who will retire.	Professional	East Stroudsburg Elementary	<u>Salary Change:</u> \$53,085.00 (prorated) Step 2 Column 1	November 21, 2023
5.	Wood, Kimberly	Kindergarten teacher (PE) Replaces Breana Malsch who resigned.	Professional	Bushkill Elementary	\$86,557.00 (prorated) Step 16 Column 6	October 2, 2023
6.	St. Jean, Stevia	Kindergarten teacher (LTS) Replaces Katie Polcino who is on a leave.	Professional/LTS	Middle Smithfield Elementary	\$52,985.00 (prorated) Step 1 Column 1	October 12, 2023 through April 2, 2024 only.
7.	Bybee, Charis	Personal Care Assistant Replaces Yvette Libertis who resigned.	Support	J. T. Lambert Intermediate	\$18.89/hour	October 10, 2023
8.	Cappa, Donna	Cafeteria Aide (part-time, 4 hour) Replaces Carmen Suarez who was reassigned.	Support	High School South	\$15.01/hour	September 20, 2023
9.	Dekmar, Laura	Cafeteria Aide (part-time, 4 hour) Replaces Stacy Finnerty who was reassigned.	Support	High School North	\$15.01/hour	October 10, 2023
10.	Enriquez, Mercy	Personal Care Assistant This is a new position.	Support	Resica Elementary	\$18.89/hour	October 3, 2023
11.	Espinal, Luis	School Vehicle Driver Non-CDL (7 hour) This is a new position.	Support	Transportation	\$16.48/hour	October 5, 2023
12.	Johnson, Betty	Cafeteria Worker (part-time, 4 hour) Replaces Monique Villanueva who resigned.	Support	Middle Smithfield Elementary	\$15.16/hour	October 5, 2023
13.	Gricko, Christopher	Custodian (2 nd shift) Itinerant Replacing Rafeta Kolenovic who was reassigned.	Support	District wide	\$17.39/hour (plus \$.40/hour shift differential)	October 18, 2023
14.	Koehler, Scott	Bus Aide (8 hour) This is a new position.	Support	Transportation	\$14.48/hour	October 5, 2023 through October 12, 2023.
15.	Peebles-Cook, Latisha	Cafeteria Worker (part-time, 4 hour) Replaces Marcella Etienne Poulis who was reassigned.	Support	Middle Smithfield Elementary	\$15.16/hour	October 2, 2023
16.	Potocnik, Darlene	Cafeteria Worker (part-time, 4 hour) Replaces Nuriya Drakos who was reassigned.	Support	Smithfield Elementary	\$15.16/hour	October 16, 2023
17.	Romagno, Virginia	Cafeteria Aide (part-time, 4 hour) Replaces Linda Walsh who resigned.	Support	Smithfield Elementary	\$15.01/hour	October 17, 2023

18.	Schena, Emily	Personal Care Assistant This is a new position.	Support	Smithfield Elementary	\$18.89/hour (plus \$.50/hour IEP/504 differential)	October 2, 2023
19.	Smith, Patricia	Secretary-Guidance Replaces Kris Dolinish who retired.	Support	J. T. Lambert Intermediate	\$16.40/hour	September 26, 2023
20.	Stackhouse, Ashley	Reading Paraprofessional (LTS) Replaces Sharon Sanita who is on a leave.	Support/LTS	Smithfield Elementary	\$18.73/hour	October 3, 2023 through December 21, 2023 only.
21.	Booth, Amber	Temporary Curriculum Paraprofessional This is a temporary new position funded by the Para Instructional-ESSER III-Learning Loss grant.	Support/Temporary	Smithfield Elementary	\$18.73/hour	October 30, 2023 through the last teacher workday of the 2023-2024 school year only.
22.	Dreier, Donna	Temporary Curriculum Paraprofessional This is a temporary new position funded by the Para Instructional-ESSER III-Learning Loss grant.	Support/Temporary	Bushkill Elementary	\$18.73/hour	October 16, 2023 through the last teacher workday of the 2023-2024 school year only.
23.	Gilbert, Laura	Temporary Curriculum Paraprofessional This is a temporary new position funded by the Para Instructional-ESSER III-Learning Loss grant.	Support/Temporary	East Stroudsburg Elementary	\$18.73/hour	October 16, 2023 through the last teacher workday of the 2023-2024 school year only.

(See pages 110-111)

g. One to Ones for Unified Sports (Bocce Ball)

	Name	Position(s)	Classification	Compensation
1.	Cruz, Maryna	One to One	Support	\$19.73/hour
2.	Peters, Karen	One to One	Support	\$15.30/hour
3.	Reali, Susan	One to One	Support	\$15.00/hour
4.	Rennekamp, Deborah	One to One	Support	\$15.30/hour
5.	Walsh, Tammy	One to One	Support	\$15.00/hour
6.	Wickberg, Valerie	One to One	Support	\$15.30/hour

h. Building Substitute Teacher

	Name	Position(s)	Effective Date (s)
1.	Vazquez, Rosemary	Lehman Intermediate	October 30, 2023 through the last 2023-2024 student day.

i. Classroom Professional Substitute Teacher

	Name	Location	Compensation	Effective Date(s)
1.	Hashway, Kelly Replaces Katherine Nute who is on leave.	High School North	\$205.00/day	September 18, 2023 through a date to be determined.

j. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Alisaleh, Raghad	Prospective Substitute teacher	Professional	2023-2024 School Year
2.	Booth, Amber	Substitute teacher	Professional	2023-2024 School Year
3.	Careri, Selena	Substitute teacher	Professional	2023-2024 School Year

4.	Early, Eileen	Substitute School Nurse	Professional	2023-2024 School Year
5.	Fiore, Jane	Substitute teacher	Professional	2023-2024 School Year
6.	Hartman, Teresa	Substitute teacher	Professional	2023-2024 School Year
7.	Illingworth, Tara	Substitute teacher	Professional	2023-2024 School Year
8.	Jones Rabbitt, Lauren	Substitute teacher	Professional	2023-2024 School Year
9.	Marroquin, Janice	Substitute teacher	Professional	2023-2024 School Year
10.	Musa, Nicholas	Substitute teacher	Professional	2023-2024 School Year
11.	Perlmutter, Ryan	Substitute teacher	Professional	2023-2024 School Year
12.	St. Jean, Stevia	Substitute teacher	Professional	2023-2024 School Year
13.	Turnbull, Beatrice	Substitute teacher	Professional	2023-2024 School Year
14.	Tynemouth, Catherine	Substitute teacher	Professional	2023-2024 School Year
15.	Vaupel, Donna	Substitute teacher	Professional	2023-2024 School Year
16.	Wuestner, Kyler	Substitute teacher	Professional	2023-2024 School Year
17.	Boccia, Danielle	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Personal Care Assistant	Support	2023-2024 Fiscal Year
18.	Booth, Amber	Cafeteria Aide, Cafeteria Worker, Paraprofessional, Secretary	Support	2023-2024 Fiscal Year
19.	Brown, Candace	Cafeteria Aide, Cafeteria Worker	Support	2023-2024 Fiscal Year
20.	Caraballo, Grace	Paraprofessional, Personal Care Assistant, Secretary	Support	2023-2024 Fiscal Year
21.	Cullen, Joanne	Cafeteria Aide, Front Desk Receptionist, Paraprofessional, Personal Care Assistant, Secretary	Support	2023-2024 Fiscal Year
22.	Geiss, Steven	Cafeteria Aide, Cafeteria Worker, Custodian	Support	2023-2024 Fiscal Year
23.	Gorski, Kathleen	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Personal Care Assistant	Support	2023-2024 Fiscal Year
24.	Illingworth, Tara	Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Secretary, Personal Care Assistant	Support	2023-2024 Fiscal Year
25.	Ludwig, Jeremy	School Vehicle Driver	Support	2023-2024 Fiscal Year
26.	Marroquin, Janice	Paraprofessional, Personal Care Assistant, Secretary	Support	2023-2024 Fiscal Year
27.	Remsnyder, Sara	Cafeteria Worker	Support	2023-2024 Fiscal Year
28.	Roberts, Michele	Cafeteria Aide	Support	2023-2024 Fiscal Year
29.	Romagno, Robert Sr.	Custodian	Support	2023-2024 Fiscal Year
30.	St. Jean, Stevia	Paraprofessional, Personal Care Assistant	Support	2023-2024 Fiscal Year
31.	Vaupel, Donna	Paraprofessional	Support	2023-2024 Fiscal Year
32.	Vandersluis, Angus	School Vehicle Driver	Support	2023-2024 Fiscal Year
33.	Fago, Deborah	Cafeteria Aide, Cafeteria Worker	Support	2023-2024 Fiscal Year

k. Substitute Reappointments

Substitute Cafeteria Aides

	Last Name	First Name
1.	Ackerman	Darcie
2.	Boccia	Danielle
3.	Briggs	Krystal
4.	Brown	Candace
5.	Buchter	Rachel
6.	Cinnante	Kelly
7.	Conant	Janet
8.	Cullen	Joanne
9.	Dailey	Rachel
10.	Dougher	Laura
11.	Dreier	Donna
12.	Elahrache	Sanae
13.	Finnerty	Stacy
14.	Frulio	Mary
15.	Gorski	Kathleen

	Last Name	First Name
16.	Gray	Carolyn
17.	Johnson	Betty
18.	Kanterman	Claire
19.	Madsen	Sarah
20.	Manfredi-Mazur	Stacey
21.	McKillop	Nancy
22.	Moon	Richard
23.	Oswald	Tina
24.	Pisano	Madeline
25.	Polanco	Yronelis
26.	Potocnik	Darlene
27.	Pryor	Lynn
28.	Remsnyder	Sara
29.	Richterich	Karen
30.	Rizzi-Nagora	Serafina
31.	Roberts	Michelle
32.	Schmidt	Diane
33.	Vedder	Dawn
34.	Vilinsky	Maria
35.	Walker	Gladys

Substitute Cafeteria Workers

	Last Name	First Name
1.	Boccia	Danielle
2.	Briggs	Krystal
3.	Brown	Candace
4.	Cinnante	Kelly
5.	Dougher	Laura
6.	Dreier	Donna
7.	Elahrache	Sanae
8.	Frulio	Mary
9.	Gorski	Kathleen
10.	Gray	Carolyn
11.	Illingworth	Tara
12.	Johnson	Betty
13.	Kanterman	Steven
14.	Kanterman	Claire
15.	McKillop	Nancy
16.	Milford	Robin
17.	Moon	Richard
18.	Ortiz	Jackeline
19.	Pisano	Madeline
20.	Polanco	Yronelis
21.	Potocnik	Darlene
22.	Remsnyder	Sara
23.	Richterich	Karen
24.	Rizzi-Nagora	Serafina

	Last Name	First Name
25.	Schmidt	Diane
26.	Shamey	Kenneth
27.	Slowik	Aleksandra
28.	Vedder	Dawn
29.	Vilinsky	Maria
30.	Walker	Gladys

Substitute Custodians

	Last Name	First Name
1.	Abrams	Donna
2.	Antonesei	Liliana
3.	Barno	Melinda
4.	Bear	Russell
5.	Buchter	Rachel
6.	Class	Omar
7.	Dailey	Rachel
8.	DeLaRosa	Ashley
9.	Dougher	Laura
10.	Fritz	Andrea
11.	Iaconetti III	Angelo
12.	Ivory	Georgina
13.	Johnson	Betty
14.	Kanterman	Claire
15.	Kanterman	Steven
16.	Moon	Richard
17.	Ortiz	Jackeline
18.	Pilarca	Erwin
19.	Pisano	Madeline
20.	Ramos	Jailene
21.	Reali	Susan
22.	Romagno Sr	Robert
23.	Root	Maria
24.	Rothwell	George
25.	Shamey	Kenneth
26.	Sorrentino	Gavin
27.	Vazquez	Rosemary

Substitute Front Desk Receptionists

	Last Name	First Name
1.	Ackerman	Darcie
2.	Boccia	Danielle
3.	Briggs	Krystal
4.	Buchter	Rachel
5.	Byrd	Natasha
6.	Caputo	AnneMarie
7.	Conant	Janet
8.	Corey	Gail

	Last Name	First Name
9.	Culleney	Joanne
10.	Dailey	Rachel
11.	Dougher	Laura
12.	Elahrache	Sanae
13.	Finnerty	Stacy
14.	Frulio	Mary
15.	Gonzalez	Kathy
16.	Gorski	Kathleen
17.	Gray	Carolyn
18.	Illingworth	Tara
19.	Johnson	Betty
20.	Kanterman	Steven
21.	Madsen	Sarah
22.	Manfredi-Mazur	Stacey
23.	Maracentano	Maria
24.	Mazur	Maria
25.	McKillop	Nancy
26.	Messana	Amy
27.	Oliva	Glenda
28.	Peteroy	Lucinda
29.	Pisano	Madeline
30.	Potocnik	Darlene
31.	Pryor	Lynn
32.	Ransom	Annette
33.	Richterich	Karen
34.	Rizzi-Nagora	Serafina
35.	Roberts	Michelle
36.	Vedder	Dawn
37.	Vilinsky	Maria
38.	Walker	Gladys
39.	Wilder	Arianna
40.	Winston	Tiffany

Substitute Grounds

	Last Name	First Name
1.	Kanterman	Steven
2.	Mauro	Frank
3.	Reali	Susan
4.	Romagno Sr	Robert
5.	Shamey	Kenneth
6.	Sorrentino	Gavin
7.	Sourwine	Arthur

Substitute Health Room Nurses

	Last Name	First Name
1.	Cherif	Amanda
2.	Little	Joanne

Substitute Maintenance

	Last Name	First Name
1.	Mauro	Frank
2.	Reali	Susan
3.	Romagno Sr	Robert
4.	Sorrentino	Gavin
5.	Sourwine	Arthur

Substitute Paraprofessionals

	Last Name	First Name
1.	Ackerman	Darcie
2.	Armstrong	Sean
3.	Boccia	Danielle
4.	Briggs	Krystal
5.	Buchter	Rachel
6.	Buck	Suzanne
7.	Byrd	Natasha
8.	Caputo	AnneMarie
9.	Caraballo	Grace
10.	Cherif	Amanda
11.	Cinnante	Kelly
12.	Conant	Janet
13.	Cullen	Joanne
14.	Dailey	Rachel
15.	Dougher	Laura
16.	Dreier	Donna
17.	Elahrache	Sanae
18.	Ferko	Rudina
19.	Finley-Welsh	Susan
20.	Finnerty	Stacy
21.	Flint	Teresa
22.	Frulio	Mary
23.	Gilbert	Laura
24.	Gorski	Kathleen
25.	Gray	Carolyn
26.	Hanson	Brett
27.	Illingworth	Tara
28.	Jensen	Kylee
29.	Kanterman	Claire
30.	Lopresti	Sabrina
31.	Madsen	Sarah
32.	Manfredi-Mazur	Stacey
33.	Maracentano	Maria
34.	Marroquin	Janice
35.	Mazur	Maria
36.	Messana	Amy
37.	Moya	Lynn

	Last Name	First Name
38.	Oliva	Glenda
39.	Peteroy	Lucinda
40.	Pisano	Madeline
41.	Pryor	Lynn
42.	Ransom	Annette
43.	Reese	Amber
44.	Rizzi-Nagora	Serafina
45.	Semente	Denice
46.	St. Jean	Stevia
47.	Vaupel	Donna
48.	Vazquez	Rosemary
49.	Vilinsky	Maria
50.	Walker	Gladys
51.	Wilder	Arianna
52.	Williams	Melanie
53.	Winston	Tiffany
54.	Zall	Abigail

Substitute School Vehicle Drivers - CDL

	Last Name	First Name
1.	Arrabito	Cheryl
2.	Class	Omar
3.	Hatsko	Bruce
4.	Honiker	Nona
5.	Kanterman	Steven
6.	Laferrera	Christopher
7.	Lessig	Jay
8.	Messana	Jason
9.	O'grady	Joseph
10.	Passione	Andrew
11.	Pilarca	Erwin
12.	Roberts	Michelle
13.	Rodriguez	Bernadette
14.	Rojas	Sergio
15.	Rothwell	George
16.	Santos	David
17.	Schroeder	Tammy
18.	Scott	Malika
19.	Trabucco	Richard
20.	Vargas	Saul
21.	Walsh	Robert
22.	Williams	James

Substitute Secretaries

	Last Name	First Name
1.	Ackerman	Darcie
2.	Antonesei	Liliana

	Last Name	First Name
3.	Arnold	Dora
4.	Barno	Melinda
5.	Bleckler	Ronda
6.	Boccia	Danielle
7.	Booth	Amber
8.	Briggs	Krystal
9.	Buchter	Rachel
10.	Byrd	Natasha
11.	Caputo	AnneMarie
12.	Caraballo	Grace
13.	Cinnante	Kelly
14.	Ciucci	Margaret
15.	Conant	Janet
16.	Corey	Gail
17.	Corona	Janet
18.	Culleny	Joanne
19.	Dailey	Rachel
20.	DeLaRosa	Ashley
21.	Dougher	Laura
22.	Dreier	Donna
23.	Finley-Welsh	Susan
24.	Finnerty	Stacy
25.	Francis	Gail
26.	Francois	Nancy
27.	Frulio	Mary
28.	Gonzalez	Kathy
29.	Gray	Carolyn
30.	Hofmeister	Ginny
31.	Illingworth	Tara
32.	Madsen	Sarah
33.	Manfredi-Mazur	Stacey
34.	Marroquin	Janice
35.	Mazur	Maria
36.	McKillop	Nancy
37.	Messana	Amy
38.	Moya	Lynn
39.	Oliva	Glenda
40.	Ortiz	Jackeline
41.	Papa	Eric
42.	Peteroy	Lucinda
43.	Picchianti	Darlene
44.	Pisano	Madeline
45.	Pryor	Lynn
46.	Ransom	Annette
47.	Reali	Susan
48.	Richterich	Karen
49.	Rizzi-Nagora	Serafina

	Last Name	First Name
50.	Roberts	Michelle
51.	Root	Maria
52.	Ryzner	Dianne
53.	Shaw	Eloise
54.	Snapp	Donna
55.	Vazquez	Rosemary
56.	Vilinsky	Maria
57.	Vitale	Christine
58.	Walker	Gladys
59.	Wilder	Arianna
60.	Winston	Tiffany
61.	Zall	Abigail

Substitute Personal Care Assistants

	Last Name	First Name
1.	Armstrong	Sean
2.	Boccia	Danielle
3.	Briggs	Krystal
4.	Buchter	Rachel
5.	Buck	Suzanne
6.	Byrd	Natasha
7.	Caputo	AnneMarie
8.	Caraballo	Grace
9.	Cherif	Amanda
10.	Conant	Janet
11.	Cullen	Joanne
12.	Dailey	Rachel
13.	Dougher	Laura
14.	Dreier	Donna
15.	Elahrache	Sanae
16.	Finnerty	Stacy
17.	Frulio	Mary
18.	Gilbert	Laura
19.	Gorski	Kathleen
20.	Gray	Carolyn
21.	Illingworth	Tara
22.	Jensen	Kylee
23.	Kanterman	Steven
24.	Kanterman	Claire
25.	Madsen	Sarah
26.	Manfredi-Mazur	Stacey
27.	Marroquin	Janice
28.	Mazur	Maria
29.	McKillop	Nancy
30.	Messana	Amy
31.	Oswald	Tina
32.	Peteroy	Lucinda

	Last Name	First Name
33.	Pisano	Madeline
34.	Ransom	Annette
35.	Reali	Susan
36.	Reese	Amber
37.	Richterich	Karen
38.	Rizzi-Nagora	Serafina
39.	Semente	Denice
40.	St. Jean	Stevia
41.	Vedder	Dawn
42.	Vilinsky	Maria
43.	Walker	Gladys
44.	Wilder	Arianna
45.	Zall	Abigail

Substitute School Nurses/Teachers

	Last Name	First Name	Certification
1.	Caccese	Jill	School Nurse/Emergency Permit
2.	Little	Joann	School Nurse/Emergency Permit
3.	Nicholls	Rhonda	School Nurse
4.	Pappalardo	Lynn	School Nurse
5.	Acosta	Saraswati	Emergency Permit
6.	Alexander	Raemi	Emergency Permit
7.	Anderson	Thomas	Emergency Permit
8.	Armstrong	Amy	Emergency Permit
9.	Armstrong	Sean	Emergency Permit
10.	Bennett	Monica	Emergency Permit
11.	Bergoffen	Demetria	Emergency Permit
12.	Bioh	Magdalene	PK-4
13.	Booth	Amber	Emergency Permit
14.	Buchter	Rachel	Emergency Permit
15.	Buck	Suzanne	Spanish and French
16.	Caccese	Jill	Emergency Permit
17.	Careri	Selena	Emergency Permit
18.	Clarke	Lisa	Emergency Permit
19.	De La Rosa	Erica	Emergency Permit
20.	Delgado	Ileana	Emergency Permit
21.	Della-Calce	Eleanor	Health & PE
22.	Douglas	Beverley	Emergency Permit
23.	Downey	Susan	Elementary
24.	Embley	Saige	PROSPECTIVE TEACHER
25.	Etienne-Daniel	Tamara	Emergency Permit
26.	Fagan	Heather	Emergency Permit
27.	Ferko	Rudina	Emergency Permit
28.	Fernandez	Jordan	PROSPECTIVE TEACHER
29.	Fier	David	Emergency Permit
30.	Finley-Welsh	Susan	Special Education
31.	Fiore	Jane	Emergency Permit

	Last Name	First Name	Certification
32.	Francois	Nancy	Emergency Permit
33.	Friedman	Marc	Emergency Permit
34.	Fuentes	Marcella	Social Studies 7-12
35.	Gilbert	Laura	Emergency Permit
36.	Hartman	Teresa	Emergency Permit
37.	Hashway	Kelly	Emergency Permit
38.	Hazlett	Bridget	Grades 4-8
39.	Illingworth	Tara	Emergency Permit
40.	Jeffers	Ying Fang	Emergency Permit
41.	Jensen	Kylee	Emergency Permit
42.	Johnson	Patsy	Emergency Permit
43.	Jones	Juliet	Elementary
44.	Jones-Rabbitt	Lauren	Emergency Permit
45.	Kalimootoo	Chitrakha	Spec Education/Reading/Elementary/ESL
46.	Kessopa	Victoria	Early Childhood Ed
47.	Kish	Theresa	NJ- Elementary
48.	Knight	Andre	Emergency Permit
49.	Koenig	Simon	Emergency Permit
50.	Lara	Sandra	Emergency Permit
51.	LaRonde	Kimorah	Grade Pk-4
52.	Leleszi	Maureen	Emergency Permit
53.	Lopresti	Sabrina	Social Studies
54.	Macdonald	Brigita	Emergency Permit
55.	Madsen	Jo-Anne	Emergency Permit
56.	Madsen	Sarah	Emergency Permit
57.	Maraventano	Maria	Special Education
58.	Marroquin	Janice	Students with Disabilities Birth-Gr 2
59.	Martinkat-Taule	Sondra	Emergency Permit
60.	Mazur	Maria	Emergency Permit
61.	McKenzie	Robert	Emergency Permit
62.	McLaughlin	Diane	Health & PE
63.	Mercado	Cecilia	Emergency Permit
64.	Messana	Amy	Emergency Permit
65.	Montoya	Jennie	Emergency Permit
66.	Morse	Kenneth	Emergency Permit
67.	Musa	Nicholas	Emergency Permit
68.	Oliva	Glenda	Emergency Permit
69.	Oni	Helen	Emergency Permit
70.	Orsargos	Joseph	Emergency Permit
71.	Osborn-Hallet	Michelle	Elementary/Mid-Level Science 6-9
72.	Ostoski	Katrina	Emergency Permit
73.	Oswald	Tina	Emergency Permit
74.	Paflitzko	Joi	Health & PE (NY)
75.	Papa	Eric	Music
76.	Paryzki	Anna	Emergency Permit
77.	Patterson	Jordan	Emergency Permit
78.	Perlmutter	Ryan	Health and PE PreK-12

	Last Name	First Name	Certification
79.	Philipps	Samantha	Emergency Permit
80.	Ramlal	Derek	Social Studies
81.	Reese	Amber	Elementary
82.	Rescigno	Barbara	Special Ed
83.	Reyes	Jose	Emergency Permit
84.	Riley	Kimberly	Elementary/Reading Specialist
85.	Rodriguez	Turey	Emergency Permit
86.	Santos	David	PROSPECTIVE TEACHER
87.	Shivers	Briana	Emergency Permit
88.	Smiley	Yelary	Emergency Permit
89.	Souffrant	Danny	Emergency Permit
90.	St. Jean	Stevia	Emergency Permit
91.	Stackhouse	Ashley	Emergency Permit
92.	Turnbull	Beatrice	Emergency Permit
93.	Tynemouth	Catherine	Music
94.	VanDerveer	Melanie	Emergency Permit
95.	Vaupel	Donna	English/Elementary
96.	Vazquez	Rosemary	Emergency Permit
97.	Vitale	Christina	Art/Elem Ed/Emergency Permit
98.	Vizcaino	Jesenia	Grades 4-8
99.	Wade	Kimberly	Emergency Permit
100.	Wichman	Maryann	Emergency Permit
101.	Williams	Melanie	Emergency Permit
102.	Winfield	Kyle	Emergency Permit
103.	Wuestner	Kyler	Health and PE PK-12
104.	Young	Jessica	Grades PK-4
105.	Zall	Denise	Emergency Permit

Homebound Reappointments

	Last Name	First Name	Certification
1.	Allison	Diana	English
2.	Coke	Lucianna	English
3.	Contino	Diane	Special Education
4.	Curry	Jessica	FCS
5.	Gambill	Geofrey	Elementary/Special Education
6.	Gouger III	William	English/Social Studies
7.	Kern	Sara	Elementary/Special Education
8.	Kernan	Paul	Special Education/Social Studies
9.	Lewis	Tara	Elementary/Special Education
10.	Lowris	Joel	Elementary/Tech Ed
11.	Marmo	Jennifer	English
12.	Millard	John	Special Education
13.	Mitchell	Brandi	Elementary
14.	Mooney	Ed	Special Education
15.	Moretto	Destiny	Elementary
16.	Ostroski	Deana	Elementary/English/Special Education
17.	Paradis	Lindsay	Elementary

	Last Name	First Name	Certification
18.	Prusik	Julia	Elementary
19.	Reveron	Evelyn	ESL
20.	Ridner	Cara	Elementary
21.	Schneider	Christian	Elementary
22.	Smith	Susan	Elementary
23.	Spering	Laureen	Elementary/Mid-Level Math 6-9
24.	Steakin	Susan	Elementary
25.	Tobin	Snoann	Elementary
26.	Ware	James	English
27.	West	Melissa	Special Education
28.	Wetherhold	Barbara	Special Education
29.	Witcraft	Laura	Elementary/Special Education
30.	Yohe	Zahra	Elementary/Special Education
31.	Zannella	Ann	Special Education

l. 2023-2024 School Year Department Chairpersons.

	Last Name	First Name	Position	School(s)	Compensation
1.	Pellington	Cynthia	English	Lehman Intermediate	\$4,166.00
2.	Stricker	Stefanie	Fourth Grade Department Chairperson Effective November 28, 2023	All Elementary Schools	\$4,166.00 (prorated)

m. ESACA External Virtual Teacher (Schedule B) Appointments for the 2023–2024 School Year – High School.
Approve the following professional staff for East Stroudsburg Area Cyber Academy (ESACA) related Schedule B positions for the 2023-2024 school year. In accordance with the Memorandum of Understanding.

	Last Name	First Name	Course	Program	Compensation
1.	Twombly	Tanya	MP Version of Intro to Communication	High School	\$31.37/hour
2.	Zannella	Ann	MP Version of Personal Finance	High School	\$31.37/hour

n. Curriculum Writing – Math.

Approve the following professional staff to assist with the Math Curriculum writing. These positions are fully funded by the ESSER III grant.

	Last Name	First Name	Building	Compensation
1.	Christiansen	Marie	Bushkill Elementary	\$31.37/hour (maximum 20 hours shared)
2.	Clark	Stephanie	District	\$31.37/hour (maximum 10 hours)
3.	Forgione	Taylor	District	\$31.37/hour (maximum 10 hours)
4.	Lopez	Kaitlin	East Stroudsburg Elementary	\$31.37/hour (maximum 20 hours shared)
5.	Lucykanish	Devon	East Stroudsburg Elementary	\$31.37/hour (maximum 20 hours shared)
6.	Gress	Heather	J.M. Hill Elementary	\$31.37/hour (maximum 10 hours)
7.	Krajewski	Michelle	J.M. Hill Elementary	\$31.37/hour (maximum 10 hours)
8.	Leonard	Jacilyn	J.M. Hill Elementary	\$31.37/hour (maximum 20 hours shared)
9.	Kresge	Nicole	Middle Smithfield Elementary	\$31.37/hour (maximum 10 hours)
10.	Wickham	Billie	Middle Smithfield Elementary	\$31.37/hour (maximum 10 hours)
11.	Clark	Stephanie	Resica Elementary	\$31.37/hour (maximum 10 hours)
12.	Hnasko	Scott	Resica Elementary	\$31.37/hour (maximum 10 hours)
13.	Senior	Caren	Resica Elementary	\$31.37/hour (maximum 10 hours)
14.	Stricker	Stefanie	Resica Elementary	\$31.37/hour (maximum 20 hours shared)

15.	Visser	Jacqueline	Resica Elementary	\$31.37/hour (maximum 10 hours)
16.	Daning	Robin	Smithfield Elementary	\$31.37/hour (maximum 20 hours shared)

o. Curriculum Writing – ELA. Approve the following professional staff to assist with the ELA Curriculum writing. These positions are fully funded by the ESSER III grant.

	Last Name	First Name	Building	Compensation
1.	Falbo	Tina	District	\$31.37/hour (maximum 10 hours)
2.	Ludwig	Suzanne	District	\$31.37/hour (maximum 10 hours)
3.	Lopez	Kaitlin	East Stroudsburg Elementary	\$31.37/hour (maximum 10 hours)
4.	Gress	Heather	J.M. Hill Elementary	\$31.37/hour (maximum 10 hours)
5.	Krajewski	Michelle	J.M. Hill Elementary	\$31.37/hour (maximum 10 hours)
6.	Leonard	Jacilyn	J.M. Hill Elementary	\$31.37/hour (maximum 10 hours)
7.	Rogers	Maria	J.M. Hill Elementary	\$31.37/hour (maximum 10 hours)
8.	Kresge	Nicole	Middle Smithfield Elementary	\$31.37/hour (maximum 10 hours)
9.	Wickham	Billie	Middle Smithfield Elementary	\$31.37/hour (maximum 10 hours)
10.	Clark	Stephanie	Resica Elementary	\$31.37/hour (maximum 10 hours)
11.	Hnasko	Scott	Resica Elementary	\$31.37/hour (maximum 10 hours)
12.	Stricker	Stefanie	Resica Elementary	\$31.37/hour (maximum 10 hours)
13.	Visser	Jacqueline	Resica Elementary	\$31.37/hour (maximum 10 hours)
14.	Heitzman	Vicki	Smithfield Elementary	\$31.37/hour (maximum 10 hours)

p. Curriculum Writing – Handwriting Plan. Approve the following professional staff to assist with the handwriting in course plan. These positions are fully funded by the ESSER III grant.

	Last Name	First Name	Building	Compensation
1.	Falbo	Tina	District	\$31.37/hour (maximum 5 hours)
2.	Ludwig	Suzanne	District	\$31.37/hour (maximum 5 hours)
3.	Lopez	Kaitlin	East Stroudsburg Elementary	\$31.37/hour (maximum 5 hours)
4.	Kresge	Nicole	Middle Smithfield Elementary	\$31.37/hour (maximum 5 hours)
5.	Roses	Dawn	Middle Smithfield Elementary	\$31.37/hour (maximum 5 hours)
6.	Wickham	Billie	Middle Smithfield Elementary	\$31.37/hour (maximum 5 hours)
7.	Clark	Stephanie	Resica Elementary	\$31.37/hour (maximum 5 hours)
8.	Hnasko	Scott	Resica Elementary	\$31.37/hour (maximum 5 hours)
9.	Stricker	Stefanie	Resica Elementary	\$31.37/hour (maximum 5 hours)
10.	Visser	Jacqueline	Resica Elementary	\$31.37/hour (maximum 5 hours)

q. Prephonemic Skills Activity Building Kits – Approve the following professional staff to prepare the Prephonemic Skills Activity Building Kits. These positions are fully funded by the ESSER III grant.

	Last Name	First Name	Building	Compensation
1.	Jennings	Melissa	Bushkill Elementary	\$31.37/hour (maximum 30 hours)

r. Digital Clean Up – Approve the following professional staff the 95% Digital Clean Up. These positions are fully funded by the ESSER III grant.

	Last Name	First Name	Building	Compensation
1.	Capulish	Mary	East Stroudsburg Elementary	\$31.37/hour (maximum 6 hours)
2.	Doyle	Jacqueline	Resica Elementary	\$31.37/hour (maximum 6 hours)
3.	Heeter	Patricia	Middle Smithfield Elementary	\$31.37/hour (maximum 6 hours)
4.	Ludwig	Suzanne	District	\$31.37/hour (maximum 6 hours)

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

2022-2023 School Year

	Last Name	First Name	Position	Building	Compensation
1.	Ellison	Aimee	Special Olympics Club Advisor	High School South	\$1,158.00

2023-2024 School Year

Mentors

	Last Name	First Name	Position	Location	Compensation
1.	Chestnut	Patricia	Mentor for Nadia Worobij	Middle Smithfield Elementary	\$702.00
2.	Fluhr	Joseph	Mentor for Brandon Broschart (effective 9/18/23)	Lehman Intermediate	\$702.00 (prorated)
3.	Govus	Diana	Mentor for Emily Zabriskie	Bushkill Elementary	\$702.00
4.	Mathiesen	Carla	Mentor for Erika Cassel (effective 10/2/23)	High School South	\$702.00 (prorated)
5.	Morro	Sherry	Mentor for Ariel Mickey	J. T. Lambert Intermediate	\$702.00
6.	Ruberto	Robin	Mentor for Karen Forbes (effective 10/11/23)	Resica Elementary	\$702.00 (prorated)
7.	Mitchell	Brandi	Mentor for Kimberly Wood (effective 10/2/23)	Bushkill Elementary	\$702.00 (prorated)

Activities

	Last Name	First Name	Position	Building	Compensation
1.	Sencion	Daniel	Detention Supervisor	Bushkill Elementary	\$31.37/hour
2.	Sencion	Daniel	Intramural Homework Advisor (Substitute)	Bushkill Elementary	\$25.96/hour
3.	Reagan	Emily	Choral Director	J.M. Hill Elementary	<u>Salary correction:</u> \$1,864.00
4.	Kidwell	Yasmin	Intramural Ski Advisor	J.M. Hill Elementary	\$25.96/hour (48 hour maximum)
5.	Amador	Stephanie	Intramural Bocce Ball Co-Advisor	Middle Smithfield Elementary	\$25.96/hour (48 hour maximum split between advisors)
6.	McKee	Stacey	Intramural Bocce Ball Co-Advisor	Middle Smithfield Elementary	\$25.96/hour (48 hour maximum split between advisors)
7.	Giove	Miriam	Intramural Homework Co-Advisor (1 st semester)	Middle Smithfield Elementary	\$25.96/hour (48 hour maximum split between advisors)
8.	Giove	Miriam	Intramural Homework Co-Advisor (2 nd semester)	Middle Smithfield Elementary	\$25.96/hour (48 hour maximum split between advisors)
9.	Lucykanish	Devon	Intramural Ski Group Co-Advisor	Middle Smithfield Elementary	\$25.96/hour (48 hour maximum split between advisors)
10.	Munch	Lauren	Intramural Ski Group Co-Advisor	Middle Smithfield Elementary	\$25.96/hour (48 hour maximum split between advisors)
11.	Picciano	Jason	Baseball Varsity Assistant Coach	High School North	\$4,408.00
12.	McKenzie	Denzal	Basketball-Boys Head Coach	High School North	\$8,390.00
13.	Taylor	Jerome	Basketball-Girls Head Coach	High School North	\$8,390.00
14.	Edwards	JeanClaude	Basketball-Girls Varsity Assistant Coach	High School North	\$5,449.00
15.	Messana	Amy	Cheerleading Head Coach (winter)	High School North	\$4,615.00
16.	VanDerveer	Melanie	Cheerleading Varsity Assistant Coach (winter)	High School North	\$3,225.00
17.	Massey	Thomas	Football Varsity Assistant Coach	High School North	\$6,458.00 (prorated)
18.	Carson	Jessica	Intramural E-Sports League Advisor	High School North	\$25.96/hour (48 hour maximum)
19.	Korb	Michael	Intramural Philadelphia SeaPerch Advisor	High School North	\$25.96/hour (48 hour maximum)

	Last Name	First Name	Position	Building	Compensation
20.	Picciano	Jason	Intramural Rifle Advisor	High School North	\$25.96/hour (24 hour maximum)
21.	Korb	Michael	Intramural Technology Student Association Advisor	High School North	\$25.96/hour (48 hour maximum)
22.	Millard	John	Mock Trial Head Coach	High School North	\$2,689.00
23.	Ware	James	National Honor Society Advisor	High School North	\$1,279.00
24.	Lowris	Joel	Rifle Team Head Coach	High School North	\$4,615.00 (plus \$250.00 longevity stipend)
25.	Picciano	Jason	Rifle Team Varsity Assistant Coach	High School North	\$3,225.00
26.	Nagy	Kelsey	Swim Team Head Coach	High School North	\$8,225.00
27.	Mlodzienski	Lian	Swim Team Varsity Assistant Coach	High School North	\$5,341.00
28.	Reith	Daryl	Track and Field-Boys Varsity Assistant Coach	High School North	\$4,273.00 (plus \$250.00 longevity stipend)
29.	Santos	David	Unified Bocce Ball Head Coach	High School North	\$4,041.00
30.	Wetherhold	Barbara	Unified Track & Field Head Coach	High School North	\$4,041.00
31.	McIntyre	Wayne	Volunteer Wrestling Advisor	High School North	not applicable
32.	Adams	Michael	Basketball-Boys Freshman Coach	High School South	\$4,395.00
33.	Adams	Michael	Intramural Boys Basketball Study Hall Advisor	High School South	\$25.96/hour (36 hour maximum)
34.	Woods	Allen	Basketball-Girls Varsity Assistant Coach	High School South	\$5,449.00
35.	Tulaney	Mia	Freshman Class Advisor	High School South	\$1,282.00
36.	Peters	Karen	Intramural Basketball Study Hall Advisor	High School South	\$25.96/hour (16 hour maximum)
37.	Ace	Rebecca	Intramural Bocce Ball Co-Advisor	High School South	\$25.96/hour (12 hour maximum)
38.	Zannella	Ann	Intramural Bocce Ball Co-Advisor	High School South	\$25.96/hour (12 hour maximum)
39.	Woods	Allen	Intramural Girls Basketball Study Hall Advisor	High School South	\$25.96/hour (36 hour maximum)
40.	Cole	Zachary	Intramural Weight Room Tri-Advisor (winter)	High School South	\$25.96/hour (35 hour maximum)
41.	Furst	Kane	Intramural Weight Room Tri-Advisor (winter)	High School South	\$25.96/hour (35 hour maximum)
42.	Ellison	Aimee	Special Olympics Club Advisor	High School South	\$1,181.00
43.	LaBadie	Michelle	Speech & Debate Team Advisor	High School South	\$2,103.00
44.	Ace	Rebecca	Unified Bocce Ball Junior Varsity Coach	High School South	\$2,370.00
45.	Martini	Grace	Unified Track & Field Head Coach	High School South	\$4,041.00
46.	Duran	Mildred	Unified Track & Field Junior Varsity Coach	High School South	\$2,370.00
47.	Silva	Susanna	Unified Track & Field Junior Varsity Coach	High School South	\$2,370.00
48.	Strain	Scott	Volunteer Manga Advisor	High School South	not applicable
49.	Fetherman	John	Volunteer Wrestling Advisor	High School South	not applicable

	Last Name	First Name	Position	Building	Compensation
50.	Acosta	Aaron	Wrestling Varsity Assistant Coach	High School South	\$5,306.00
51.	Garrison	Javier	Basketball-Boys Assistant Coach	J. T. Lambert Intermediate	\$3,150.00
52.	Whitney	Meghan	Basketball-Girls Assistant Coach	J. T. Lambert Intermediate	\$3,150.00
53.	Tirjan	Lisa	Basketball-Girls Head Coach	J. T. Lambert Intermediate	\$3,923.00
54.	Goldston	MingLi	Choral Co-Director (Grade 6)	J. T. Lambert Intermediate	\$1,864.00 (prorated)
55.	Handzo	Andrea	Choral Co-Director (Grade 6)	J. T. Lambert Intermediate	\$1,864.00 (prorated)
56.	Mengel	Justin	Choral Director (Grades 7 & 8)	J. T. Lambert Intermediate	\$2,610.00 (plus \$250.00 longevity stipend)
57.	Kern	Sara	Detention Supervisor	J. T. Lambert Intermediate	\$31.37/hour
58.	Morro	Sherry	Detention Supervisor	J. T. Lambert Intermediate	\$31.37/hour
59.	Rojas	Deborah	Detention Supervisor	J. T. Lambert Intermediate	\$31.37/hour
60.	Sandy	Jasmine	Detention Supervisor	J. T. Lambert Intermediate	\$31.37/hour
61.	Ace	Rebecca	Intramural Bocce Ball Co-Advisor	J. T. Lambert Intermediate	\$25.96/hour (60 hour maximum split between advisors)
62.	Gilmore	Khadijah	Intramural Bocce Ball Co-Advisor	J. T. Lambert Intermediate	\$25.96/hour (60 hour maximum split between advisors)
63.	Tirjan	Lisa	Intramural Girls Basketball Advisor	J. T. Lambert Intermediate	\$25.96/hour (24 hour maximum)
64.	Picchianti	Darlene	Intramural Study Buddy Quad-Advisor	J. T. Lambert Intermediate	\$25.96/hour (60 hour maximum)
65.	Ndiaye	Mouhamadou	Soccer-Boys Assistant Coach	J. T. Lambert Intermediate	\$2,500.00
66.	Murphy	Kenneth	Track and Field-Boys Head Coach	J. T. Lambert Intermediate	\$3,011.00 (plus \$250.00 longevity stipend)
67.	Souffrant	Danny	Track and Field-Girls Head Coach	J. T. Lambert Intermediate	\$3,011.00
68.	Milford, Jr.	Greg	Wrestling Junior High Assistant Coach (7-9)	J. T. Lambert Intermediate	\$3,873.00
69.	Murphy	Kenneth	Wrestling Junior High Head Coach (7-9)	J. T. Lambert Intermediate	\$5,306.00 (plus \$250.00 longevity stipend)
70.	Condelli	Stephanie	Choral Co-Director (Grades 7 & 8)	Lehman Intermediate	\$2,610.00 (prorated) (plus \$250.00 longevity stipend)
71.	Condelli	Stephanie	Choral Co-Director (Grade 6)	Lehman Intermediate	\$1,864.00 (prorated) (plus \$250.00 longevity stipend)
72.	Miller	Jorge	Intramural Basketball Boys Advisor	Lehman Intermediate	\$25.96/hour (24 hour maximum)
73.	Francis	Gail	Intramural Homework Advisor Substitute	Lehman Intermediate	\$25.96/hour
74.	Meyers	Marissa	Intramural Math Tutoring Advisor	Lehman Intermediate	\$25.96/hour (24 hour maximum)

e. 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 e., in accordance with the recommendations of the Finance Committee and the Property and Facilities Committee. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

- a. TranslateLive at a cost of \$29,837.00 (the lowest of 3 quotes received)
(See pages 112-130)
- b. Change Order #1 - HSS Flooring Replacement - COPE Commercial Flooring - decrease total amount by \$52,930.40
(See page 131)
- c. Change Order/Invoice #56702 - JTL Auditorium - COPE Commercial Flooring - increase total amount by \$6,644.00
(See page 132)
- d. Change Order #1 - Smithfield Roof Replacement - Weatherproofing Technologies - decrease total amount by \$3,856.95
(See pages 133-134)
- e. HiTech Instruments - 30 microscopes - \$16,465 paid by ESSERs
(See pages 135-145)

ii. 613 – Cooperative Purchasing

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the following section ii. 613 – Cooperative Purchasing, item a., in accordance with the recommendations of the Finance Committee and the Property and Facilities Committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

- a. Discovery Education (CIU20) - Renewal - \$5,130.13 paid by Curriculum & Instruction
(See pages 146-150)

iii. 616 – Payment of Bills

1.

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the Payment of Bills and unaudited Treasurer’s Report listed in this agenda for the 2023-2024 fiscal year, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the Auditor General. Motion was seconded by Debbie Kulick and passed 8-1. Wayne Rohner voted no.

- 1. Payment of Bills - (See pages 151-177)
- 2. Treasurer’s Report - (See page 178-197)

2.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the following invoices for services rendered. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

- a. D’Huy Engineering Invoices:
 - i. BES HVAC Replacement #59025 - \$666.70
 - ii. North Campus Storm Pipe #59026 - \$476.48
 - iii. HSS and JMH Flooring #59027 - \$5,587.74
 - iv. North Campus Generator # 59028 - \$2,589.80
(See pages 198-201)

- b. Weatherproofing Technologies (WTI)-SME Roof – Invoice #97171652 – \$313,514.78
(See page 202)
- c. Cope Commercial – JTL Auditorium – Invoice #56701 – \$16,200.00
(See page 203)
- d. Cope Commercial – HSS Flooring – Application #6 – \$117,146.46
(See pages 204-205)
- e. Trane – BES HVAC – Application #10 – \$117,986.00
(See pages 206-207)
- f. ASL Refrigeration – HSN Natatorium HVAC – Application #8 – \$41,040.00
(See pages 208-209)
- g. Cope Commercial – JTL Auditorium – Application #3 – \$2,284.40
(See pages 210-212)

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

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the requests to renew the already established student activity funds listed. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

J.T. Lambert Intermediate
JTL – National Junior Honor Society
High School South
HSS – DECA
HSS – Student Government

2.

ACTION BY THE BOARD:

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

Administration	J. M. Hill Elementary
Community Program Support	JMH – K-Kids Club
East Stroudsburg Education Foundation	JMH – Principal Special Activity
	JMH – Sunshine Committee
Middle Smithfield Elementary	
MSE – Schoolwide Positive Behavior Team	J. T. Lambert Intermediate
MSE – Student Activity	JTL – Technology Education STEM Robotics Club
MSE – Teacher Fund	
High School North	High School North
HSN – SWPBIS	HSS – Career Skills
HSN – T-Wolves Together	HSS – Girls Tennis
HSN – Volleyball	HSS – Special Spring Gala
	HSS – Spirit Club

3.

ACTION BY THE BOARD:

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

Student Activity Fund	Special Activity Funds
High School South	High School South
HSS – Speech and Debate	HSS – Boys Tennis
	HSS – Unified Sports – Bocce Ball

f. **OPERATIONS**

i. **805 – Emergency Preparedness**

ACTION BY THE BOARD:

Motion was made Debbie Kulick to approve the American Red Cross Shelter Agreement in substantially the same format, as presented, in accordance with the provision of Policy 805 and subject to final review and modification by our Solicitor. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 216-219)

ii. **818 – Contracted Services**

ACTION BY THE BOARD:

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

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Easton Coach Company	Providing transportation to the H.S. South Class of 2024 fundraising event to Bryant Park and Rockefeller Center.	\$3,200.00	H.S. South Class of 2024	12/1/23
2.	Koilparampil, Regina (Regina Sayles)	Resica Elementary School-wide Positive Behavior Kick Off	\$700.00	Resica Elementary	10/20/23
3.	Maricle, Sherrie	Performing an assembly program for the North band students.	\$2,000.00	North Instrumental Music	11/6/23
4.	Pocono Valley Resort	H.S. South Class of 2024 Senior trip at Pocono Valley Resort.	\$8,280.00	H.S. South Class of 2024	5/23/24
5.	Soliant Health LLC	New-Current contracted services for Special Education, supplemental speech services and instruction.	\$75.00 per hour, \$112.50 per hour for overtime	Pupil Services and Special Education funds	2023-2024 School Year

(See pages 220-234)

2. **Contracts Totaling \$10,000 or More**

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
6.	Colonial Intermediate Unit 20	Renew current contracted services for Special Education, Alternative, and General Education for homebound instruction	Not to exceed \$57.72 per hour, for up to 10 hours per week, plus mileage as per IU20 travel policy.	Pupil Services and Special Education funds	2023-2024 School Year

7.	Family Promise of Monroe County (Enid Logan)	Provide emergency shelter, meals, and support services to homeless students (and their families) enrolled in the ESASD. Provide case management support services, including connecting families to needed social services, medical, dental providers; providing meal, snacks, water and juice, clothing, essential items, etc. as needed; provide transportation to services and medical appointments.	Not to Exceed \$35,000.00	ARP Homeless Children & Youth Grant	08/01/23 – 06/30/24
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(See page 235-238)

3. Transportation Contracts

	NAME	SERVICE	Not to Exceed Yearly Amount	PAYMENT FROM	EFFECTIVE DATE
1.	Santos, Charles	Contracted Driver	\$35,004.00	Transportation Dept.	2023/2024 School Year

ACTION BY THE BOARD:
 Motion was made by Dr. Damary Bonilla to adjourn. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

XII. ADJOURNMENT: 8:23 P.M.

Respectfully submitted,

Patricia L. Rosado
 Board Secretary