

MISSION STATEMENT

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

VISION STATEMENT

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

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
November 20, 2023 - 7:00 P.M.
Carl T. Secor Administration Building
and Via Zoom**

MINUTES

- I. **President, Richard Schlameuss** called the meeting to order at 7:01 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 at the Administration Center Board Room were: Yashvi Kopanati and Helen Schlameuss.

- II. **School personnel present in the Board Room:** Brian Baddick, Peter Bard, Ann Bauer, Brian Borosh, Tabitha Bradley, Rose Ann Conkle, Eric Forsyth, Shahida Jones, Jeremy Judd, Diane Kelly, Barry Krammes, Kristen Long, Frederick P. Mill, Manvel Page, Heather A. Piperato, Damaris Robins, Patricia Rosado, William Vitulli, and Steve Zall. Christopher Brown, Solicitor.

School personnel attended via Zoom: Amanda Palys, Shirley Rodriguez, Allezondra Taylor, Lisa Vitulli and Nadia Worobjj.

- III. **Community members present in the Board Room** Larry Dymond, Jane Gagliaro, John P. Gerkhardt, Laura Massaro and Ruben Torres.

Community members attended via Zoom: Michael Catrillo, Sheree Payne, Shanice Person-Correa, Keleisha Phillip-Stringer and Tatiana Rivera.

IV. WELCOMING OF GUESTS.

Mr. Schlameuss said I would like to welcome our guests this evening. Thank you for coming to our meeting. We appreciate that you took time out of your day to spend some time with us here. I would also like to acknowledge that we have three Board Members that this will be their last Board meeting. We wish them best of luck.

V. ANNOUNCEMENT OF EXECUTIVE SESSION(S)

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

VI. ADOPTION OF AGENDA

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt this agenda for November 20, 2023, as submitted, with the Board of Education reserving the right to add to the agenda and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the minutes of the October 23, 2023, Board meeting. Motion was seconded by Steven Lurry and carried unanimously, 9-0.

VIII. REPORTS

- a. Monroe Career & Technical Institute Update
Mrs. Lisa VanWhy said this is my last MCTI update. Someone else will need to make the report next month. The JOC met on November 6th at 7:00 p.m. An update on the storage building, which is a student project, the township required additional plans for insulation and electric so that is currently being worked on. The main office counter and desk at MCTI were updated by the students. It looks great. If anyone is ever up there in the main office, take a look. The students performed the work. In addition, we had the bid opening a week before our last meeting for the new proposed addition, which included the HVAC, general contractor, plumbing and electric. The project bid came in over 25% higher than the original estimate. Most people were surprised about that, but I was not. On the agenda tonight you will see the motion for the Monroe Career and Technical Institute to retain the 2023-2024 vocational subsidy in the total amount of \$1,410, 873.00, with East Stroudsburg Area School District's appropriation of \$398,303.00. The other districts have their contributions as well. We approved an Articulation Agreement with Delaware Valley College for the Criminal Justice Department and an Articulation Agreement with Northampton Community College for the Graphic Arts and Criminal Justice Departments. We also approved several Business and Financial items as well as Personnel items. The next meeting's date can be found on the MCTI website. Mr. Schlameuss said thank you for your service.
- b. Colonial IU 20 Update
Dr. Damary Bonilla said the CIU 20 Board of Directors met on Wednesday, October 25, 2023. The Board approved several items:
 - An agreement for a School Attendance Improvement Consultant for the East Stroudsburg Area School District
 - Solicitation of bids for paper, janitorial supplies and fuel oil
 - A grant for the development of future special educators
 - An MOU with the CIU 20 Education Association, PSEA, to modify terms for Mental Health Workers
 - A Collective Bargaining Agreement with Transport Workers Union of America

Communications that were shared with us that night included:

Mr. Jeff McDonald, Director of Behavioral Health Services, expressed gratitude to former employee, Darlene Klingel, who owns Klingel's Farm and Mazezilla. The business is closed to the public on Mondays during the fall season to provide opportunities for the CIU 20 classrooms to visit the farm and partake of autumn activities.

Dr. Wolfel shared a communication from Ms. Katrina Aiello, Elementary Special Education Supervisor from the ESASD. Ms. Aiello thanked the IU 20 for providing a training to the Transportation Department relating to the management of challenging behavior on the school bus. The training has been provided to other school districts in the region. Training is available upon request.

Dr. Wolfel shared a communication from Donna Hopper, Principal of Notre Dame Elementary School, who thanked the IU 20 for supporting their school in response to a tragedy among their community. The CIU 20 Flight Team (Crisis Response) responded by supporting the students and faculty. Dr. Wolfel thanked the several staff that were involved as well as reminded the districts that the Flight Team is available to all districts in the region in the aftermath of tragic events.

Dr. Wolfel recognized several teachers that completed their Induction Program. He also thanked several School Directors whose tenure had come to an end, Dr. Damary Bonilla from ESASD served from 2019-2023 and was Vice President, Merlyn Clarke, Stroudsburg Area School District served 9 years from 2013-2017, and 2018-2023 and Kenneth Butz, Nazareth Area School District, served 20 years from 2003-2023. He was Vice President from 2007 -2008. Each director received a Colonial IU 20 Resolution for their years of service as well as a recognition from the Pennsylvania House and Senate.

The IU 20 Newsletter, "The Twenty" is available to everyone and a link can be provided to all who request it. There is no CIU 20 meeting in November. The next meeting is scheduled for December 13th 2023 at 7:30 p.m. at the CIU 20 main office in Easton.

Mr. Schlameuss said thank you for your service on the IU 20 Board and for being their Vice President.

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, you will find a F350 4x4 Supercab - Koch 33 Auto for \$53,025.00. This is to replace a bucket truck that is back there collecting rust that we cannot use. This truck will also be used by the employees as an extra work truck as needed. On the agenda you will also see D'Huy Engineering invoices 1 to 3 on page 12 as well as Applications for payment. I hope that the new Property & Facilities Committee will continue with the project to renovate the South Stadium. It is in dire need, so I hope that continues. The next Property & Facilities committee meeting is to be determined at the next Reorganization meeting. Mr. Schlameuss said thank you for your service on the committee and for running it for many years. We appreciate all of your efforts with that. Mrs. VanWhy said thank you. We have done a lot of work. Mr. Schlameuss agreed. Mr. Lurry said great job, Lisa.

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

Dr. Damary Bonilla said the Education Programs & Resources Committee met on November 8th via Zoom at 7:00 p.m. We had several items for discussion. Thank you, to our Board President for coming to comment about the good work that has been done on this committee. For those who do not know, the committee was started in December of 2019 when several of us joined the Board. We have done a lot of great work together. There were several updates including our monthly update from the BeAlliance which always reminds us of dates to observe, important holidays and important information about diversity within our community. It turned out that our meeting took place on STEAM Day. We had an update on some of those programs. We had a wonderful presentation by the IU 20 team, Mickey and Katarina about the support that they are able to provide for families of our special needs students as well as how to further engage and empower families. Thank you to Mr. Baddick for following up with them. There will be several conversations on how to bring more support to our ESASD special students' families. We also had presentations from several academic clubs that are available to students in our district, including DECA, Girls Who Code, Robotics, and for the many amazing opportunities. They help our student to grow and bring external visibilities to our district. It was great to hear from our students. We also had a Communications Department Update. We had several advisory recommendations for consideration by the Finance Committee and the Board of Education, which are on the agenda tonight. Thank you Dr. Vitulli for your partnership on the Committee as well as for the lovely recognition. Thank you for my colleagues for the collaboration on the committee over the years and your kind words. Mr. Schlameuss said, thank you for your efforts on this committee. You made the committee work and provided a leadership to sustain it to go forward.

e. Finance Committee Update

Mrs. Rebecca Bear said the Finance Committee met on November 13th at 5:30 p.m. The committee forwarded the following items onto the agenda.

- The Berk One one-year agreement for the Farmstead and Homestead application mailings for Monroe County and Pike County. Payments for a Commercial Appraisal.
- Purchase of Parchment for an electronic school records retrieval tool.
- Purchase of replacements of cheer mats which will be paid by St. Luke's' funds.
- One-time transfer to pay off student lunch debt from a couple of years ago before we got the grants for free breakfast and lunch.
- As Lisa mentioned, a motion to retain the MCTI 2023-2024 vocational subsidy.
- Google Workspace for educational licenses.
- Classroom furniture for Resica Elementary for Special Ed to be paid by ACCESS funds.
- As Lisa mentioned the Supercab - Koch 33 Truck
- High School North Varsity Baseball Field landscaping
- Houghton Mifflin Harcourt English Language Arts Curriculum

- Mathseeds from 3P Learning (Used in K and 1st grades)
- McGraw Hill Reveal Math Curriculum for K-5
- McGraw Hill Reveal Math Curriculum for 6-8th grades
- Learning A-Z Raz-Plus Renewal for use with Elementary ELA Curriculum

The next meeting will be determined at the Reorganization meeting on December 4th. Mr. Schlameuss said thank you, Mrs. Bear for your leadership on this committee. You always made our meetings interesting.

f. Policy Review Committee Update

Ms. Debbie Kulick said the meeting met earlier this evening. We recommended the advertisements of the following policies:

Policy 317 - Employee Conduct Disciplinary Procedures. We are repealing 417 and 517.

Policy 339 - Uncompensated Leave

Policy 616 - Payment of Bills

Policy 808 - Food Services

Policy 819 - Suicide Awareness Prevention and Response. This is a rewrite from the PSBA Guidelines.

We are happy to say that we completed the consolidation of all of our employee policies which were formerly segregated into three sections. They were 300 – Administrative, 400 – Professional and 500 – Support. After the final policies are approved, all employee policies can be found under the 300 Section. Thank you, committee members for that help.

Our next meeting will be announced at the next Reorganization meeting. Mr. Schlameuss said thank you, Ms. Kulick for your service and for leading the committee.

g. Student School Board Representatives –

Miss Yashvi Kopanati, High School North, reported as follows:

Good Evening School Board Members, Faculty, and Guests.

Before I start my report, I would like to formally introduce myself to everyone in attendance today. My name is Yashvi Kopanati and I am a senior at High School North who will be representing North's student body this year. In our school, I am the president of three service organizations as well as the acting captain for six clubs and sports along with my participation in other activities. I have held the 1st rank in my class all throughout high school and am striving to receive the title of Valedictorian later this year. I hope to attend the University of Pennsylvania to pursue a degree in Computer Science and further my education through law school. With that being said, let's delve into the amazing achievements and positive events that occurred this month.

To start off my report, I would like to highlight some students who were recognized through MCTI's Outstanding Students Program for the 1st quarter: Y. Urena-Aquino for 9th grade English, E. Mahadeo for 9th grade Science, C. Calka for Drafting Technology, and A. Goorahoo for Drafting Technology. These students continue to work hard in their respective trade classes and core classes, exhibiting the excellence our school district expects and exudes daily.

Moving on to school activities, the annual Student vs. Teacher volleyball tournament took place last Friday and helped excite our student body for the upcoming fall break. The proceeds that came out of this event were given to the TWOLF Food pantry and extracurricular programs at school. With many participants and attendees for the event, our school was successful in fundraising for our school community, which will only improve and advance our school and its morale in the coming months. Not to mention, it was very fun to watch and participate in.

Moving on to athletics - Many North Athletes were recognized for their talents recently. For our Cross Country Team, I. Sorge, O. Galicki, and G. Mora, represented North at the Cross Country State Championship on November 4th, and competed very well. Our Girl's Basketball Team got an article in the Pocono Record highlighting our School Police Officer and Basketball Coach Jerome Taylor and his efforts with training our talented team. In this article, two of the players, Junior A. Hashway and Senior C. Miranda got a shout out as the players to watch this season. With the season about to start, the team is already working hard at their intramurals and this article only highlights their potential for this year. Along with Girls Basketball, Boys' Basketball, Wrestling, Competition Cheer, started their seasons and are hard at work to make this year a successful one for their respective programs. Track and Field, and Baseball have already started hosting their intramurals as well, to prepare for their season in the spring. In all, the Athletic

Department is hoping for great prospects this year, and I cannot wait to report about them in the next coming months.

Our music program has had some exciting events as well. On Saturday, November 5th, the members of the North High School Band marched in the Annual Monroe County Veterans Day Parade honoring our nation's heroes, giving back to the community which have been fighting for our lives everyday either overseas or in our town. The band also hosted the 3D Jazz Trio for a performance in the band room on November 6th followed by a masterclass for the North High School Jazz Band's rhythm section members. This masterclass was taught by collegiate percussion professor and East Stroudsburg Area School District alumnus, Steven Mathiesen. On Tuesday, November 14th, the North Band and Choir students will enjoy a performance by the Kutztown University Jazz Ensemble and Commercial Ensemble as part of the university's annual performance tour. The choir students partook in some school spirit as we all formed a mosh pit and enjoyed the live music with our friends. Not only was the music enthralling, but the director of the program who showcased their jazz and rock ensembles gave our choir students some information on their school, inspiring some to even consider applying. It became a core memory for a lot of students, including me. The North Chorale, the Elite Choir Group at North, has been rehearsing their Christmas ensemble for this season and is getting ready to perform throughout the holidays at Tree Lightings, hospitals, and even a Veteran's Day breakfast hosted by Senator Brown on the 30th. To go along with the Christmas spirit, our Cure Cafe will be decorated with artwork done by our own North students. This past month, the school was informed that seven students from our music program are going to be representing us at the American Choir Directors Association Regional Festival. K. Ulanday, I. Vasquetelles, N. Eckford, C. Taylor, J. Amponsah, R. Thompson, and I will be attending the festival in late February in Rhode Island. To cap off the music section of the report, our school has just announced that the musical for this year will be "Alice By Heart" and auditions will be held in December.

With that being said, I would also like to highlight some of our other extra-curricular activities that have been achieving great things these past few weeks. Our Speech and Debate Team is on its way to qualifying for the EPC Competition later this winter and is working hard to keep improving and honing our skills as we face off our last school next week. Most of our debaters have been awarded perfect scores with our Affirmative A Team, comprised of Sophomore D. Cano and me, being undefeated up till now. We hope to keep it that way as we conclude our season and are excited for what's to come. As this season ends, the Mock Trial season starts after being discontinued for two years. To help coach our team, the Pike County DA, Attorney Marra, is volunteering his time and meeting with our team after school and sharing his knowledge on litigation and the competition. We are very grateful to have him as part of our team and look forward to learning from him. Along with Mock Trial, North's Technology Student Association Chapter will be beginning their preparation for their regional competition coming up early next year. Our first meeting is scheduled for the end of the month, and we hope to, once again, represent our school at the State and even at the National level with our robotics and technology projects.

Finally, our community service organizations are also starting their mission statements for the year. Our NHS Chapter has been collecting dues and is hosting our annual Christmas party in December as a coat drive and a club bonding event. Key Club and Leo Club are now reinstated and will be hosting their first meeting in December. Our club Advisor, Ms. Nute, and I have been planning a few service projects that we would like to partake in and hope to inform you of them later in the year. Our District's E-team just hosted their first service trip at the administration building where we helped senior citizens in our community and had a State Trooper guest host a masterclass on popular scams that senior citizens are susceptible to. We hope to start making our own presentations and offer more one-on-one help as the program goes on.

With that, I close my report. As you can see, North is progressing beautifully and is achieving more and more every day in many different ways. This being my first report for the year, I hope I shined some light on the amazing things coming from North and that you enjoyed my report. Thank you and have a great night everyone.

Miss Rese Schlameuss, High School South, presented the following slides:

Good Evening School Board members, I hope you are all having a wonderful day, I know I am with this first day of break.

School News:

Slide 1:

The HS South PBIS program received recognition for its Tier 1 fidelity and achieved additional recognition for earning our Tier 2 status for the 2022/2023 school year at this year's 2023 Integrated PAPBS Network and MTSS Implementers' Forum. This is a rarity among high schools. We are currently working towards attaining Tier 3 status.

Slide 2:

We would like to congratulate the very first, PBIS CAV CORE Teachers of the Month, Erin Picciano and Barry Krammes, for all their hard work in helping to create an epic pep rally. This peer recognition award is for teachers that go above and beyond their daily duties, (in big or small ways) exemplifying the CAV CORE values of Community, Ownership, Respect, & Excellence.

Slide 3:

Each teacher recommended a student for Student of the Quarter. The students selected demonstrated Community within our school.

Slide 4:

We had 10 students from South who earned student of the quarter at MCTI.

More School News:

Slide 5:

Our sports management class hosted our Annual Powderpuff Tournament. They made over \$1,000 in profit and had a very successful event. The seniors took the win after winning all of the games they played. (makes sense, we're the best at everything).

Slide 6:

Glow in the Dark Volleyball occurred this month in order to raise money and spread the word of inclusion within our community. This event is always successful and fun for everyone involved. The Teachers' team won the tournament.

Slide 7:

Over 200 students participated in a Share Your Career Day. Fifteen different careers were covered, and students rotated through three different sessions.

Slide 8:

AP Government & Politics students participated in Senator for a Day: a Seminar for Future Leaders at NCC, hosted by State Senator Rosemary Brown and her staff. Students took part in a mock Senate session and had an engaging, hands-on experience in the legislative process. Student Senators were assigned to Senate Committees like Judiciary, Education, and Health and Human Services where actual lobbyists moderated the committee process. They were guided in the discussion of bills, took positions on legislation, and even drafted legislation for the full Senate to consider. They did an excellent job passing mock bills and engaging in the legislative process.

Slide 9:

The fall play, "Twelve Angry Jurors", ran this past weekend. The students did a phenomenal job and the play received outstanding reviews.

Slide 10:

Red Ribbon Week, a National week to raise awareness to the dangers of drug use in America. Students Against Destructive Decisions(SADD) sponsored a four-day spirit week which occurred the last week of October.

Slide 11:

Mr. Kernan and Ms. Polmounter presented the East Stroudsburg South Gifted Program with 13 students at the PAGE Conference in Harrisburg this October.

Slide 12:

Varsity football and Field Hockey made district playoffs. Our freshman football team was undefeated this season 9-0. Multiple athletes from all sports made the EPC team.

OTHER INFO:

Slide 13:

PSATS were administered this year 100% online. The administration of the test went great. Thank you, to our guidance department for all their hard work coordinating this event.

Slide 14:

We are now holding Keystone boot camps after school to prepare for the winter test dates in January.

Slide 15:

On behalf of the student body, we want to thank the Board members for their service to the school community. We would also like to thank you for graciously allowing us to have this week off. See you next month. Dad, I'll see you at home. That concludes my report. Thank you.

IX. PUBLIC PARTICIPATION

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

- A. Ms. Jane Gagliaro said I would like to thank all of the School Board members for all that you have done for our community. I would like to thank Dr. Bonilla, Mrs. VanWhy and Mr. Lurry for your service. I am so grateful for everything you have done for the community. I wanted to bring to your attention something that I learned at the Stroudsburg School Board. You have Student Representatives here from North and South. I was wondering if the Board would consider MCTI students to participate in a monthly report as well to give a different perspective from those students' point of view. I think it is important since they are a big part of the community. I think one from South and one from North would give us a better perspective.
- B. Mr. Ruben Torres said Mr. Chairman, I rise to urge to vote no in naming the stadium after Mr. Christian. There is not doubt that he was passionate about the sport that he coached. He was also adamant about not letting the girls' field hockey team or girls' soccer team use the stadium for practice or games. He even protested against the young ladies' use of the facilities. One in good conscious cannot name a stadium after one who wanted to exclude and deny our young women fair and equitable access to the stadium. Please vote no.
- C. Ms. Laura Massaro said on the agenda tonight you have a significant raise for all of your Administrators, and I think that is pretty absurd right next to the Superintendent's raise you voted for a few months ago. I still have not seen anyone show up. No one is around. There is still no leadership or accountability anywhere. Nothing has changed in two months. We are still bringing all these issues to you, and I don't see anybody anywhere taking accountability for anything. There is no bathroom opened in one area of the high school. I don't understand why we cannot have teachers monitor these bathrooms in between classes. Why would you send a kid a quarter of a mile down the hallway to go to the bathroom to miss 20 minutes of class? That is not productive. Why are you not doing better? I really do not understand why you are not holding anyone accountable. Even in the cafeteria, there are people online complaining about the food in the cafeteria. Your answer to that is that your suppliers are sending you whatever they want to. You should get a better supplier. You are literally poisoning my child every time she buys school food. Because no one knows what is in it anymore, and she, as a first grader, will ask what is in this food. She then comes home with a rash if it contains sesame that she is allergic to. Since people don't know, she eats the food. Supposedly there is a flag that comes up when she checks out. I am not letting her buy food anymore. I send lunch with her. Also, I noticed on my way to work this morning, the lights that flash 15 mph for when school is in session are still going off on days that children are not in session. You are liable if someone gets into an accident on 209 or any other road. You may want to have someone turn them off. Please do better.

X. UNFINISHED BUSINESS

- A. Mr. Lurry said I would like to go on the record in response with something that was said some weeks ago pertaining to the early bird negotiations. I want to say that I was the Chair of the Early Bird Negotiations Committee, and we were trying to work out a contract with the teachers' union. I want to go on the record with saying that we wanted to continue negotiations with the teachers' union, but they refused to meet with us. I just want to put that out there for the public to be aware. Mrs. VanWhy said thank you for sharing that. It was somebody that I know that reached out to me and I told them that we were in fair negotiations. We met twice and they shut it down and said that they would wait for the elections. When I said that we were fully ready to

negotiate and finish this up, they said that they were told that we refused to meet with them. I have no reason to lie. I could give the person's name, but I will not do that.

- B. Mr. Schlameuss said I would again like to thank Dr. Bonilla, Mr. Lurry and Mrs. VanWhy for their years of service. You have been a help to the community. Your leadership in various fields have helped us move forward. I appreciate all of your efforts, attendance participation and thoughts.

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 008 – Administrative Organization – Attachment

1.

ACTION BY THE BOARD:
 Motion was made by Dr. Damary Bonilla to approve the revised organizational chart, Attachment 008, prepared by the Superintendent, as presented, to clearly designate the relationships of all employees within the district organization. Motion was seconded by Lisa VanWhy and passed 8-1. George Andrews voted no.

(See page 16)

b. PROGRAMS

i. 115 – Career & Technical Education

ACTION BY THE BOARD:
 Motion was made by Steven Lurry to authorize Monroe Career and Technical Institute to retain the 2023-2024 vocational subsidy in the total amount of \$1,410, 873.00, with East Stroudsburg Area School District's appropriation of \$398,303.00, for purposes of funding the addition to MCTI, in accordance with the recommendation of the Finance Committee. Subject to any requirements by law as may be applicable. Motion was seconded by George Andrews and carried unanimously, 9-0.

ii. 121 – Field Trips

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

75 Miles or More

	Name	Activity	Location	Dates
1.	Souffrant, Fabiola (#23718)	Elementary and Intermediate Gifted Classes will attend Liberty Science Center.	Jersey City, NJ	12/07/23

(See pages 17-20)

Overnight

	Name	Activity	Location	Dates
1.	LaBar, Keith (#23766)	Seven students who were selected from the H.S. North Choirs audition will be attending the American Choral Directors Association Eastern Division Honors Choir in Providence Rhode Island.	Providence, RI	02/28/24 – 03/02/24

(See pages 21-23)

ACTION BY THE BOARD:

Motion was made by George Andrews to rename the East Stroudsburg South Memorial Stadium as The Edward H. Christian, Jr. Memorial Stadium. Motion was seconded by Jason Gullstrand. Motion was made by Debbie Kulick to postpone this motion to the December 18th Regular School Board meeting agenda in order to gather more information. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

Mr. Lurry said based on the comments that were presented tonight, I cannot support this motion until we have further information. Mr. Schlameuss said as far as I understand that comment is true. As I know there are seven activities that occur on that field. There are field hockey, two girls' soccer teams, football, cheer, band, and track. There are a lot of groups that use the field and the stadium. There is also Special Olympics. There are a lot of groups that use it. Mr. Lurry said that is now. There is more than Mr. Christian. Don't get me wrong. We had a phenomenal run. He was a great coach and a lot of people looked up to him. I think that is fantastic. Mrs. VanWhy said this was just brought up last month and I asked Mr. Brown if we had to have discussion and it has to be done here. When I first heard of it, I did not know, I did not know if we had discussion before it was brought up. So here we are discussing it. Dr. Bonilla said tonight is the discussion. Mr. Schlameuss said we have a couple of options here. We can always table it until the next meeting. We can call the question and vote on it. We can have more discussion on it. It is all open. This is our time. Mrs. VanWhy said I am as upset as Mr. Lurry is, hearing what we heard tonight. Mrs. Bear said we need to do our due diligence. Mr. Rohner said the teams have been playing field hockey on the field for how long. Mr. Schlameuss said they have been playing on the field since it became a turf field. From what we heard that happened in the past is that Mr. Christian was adamant about them not using the field. He said it was only for football. We can consider that secondhand knowledge. I guess so, but his kids were on the team at the time. Mrs. VanWhy said it is the district's field and district money for all of the kids. Mrs. Bear said it is for all students, regardless of what sports they play. Mr. Schlameuss said Mr. Christian did a great job. He coached a very active and successful program. I don't want to minimize that. Personally, I don't know if the stadium needs to be named after him. Maybe the fieldhouse can be named after him. That would recognize his achievements and recognizes that it is the Memorial Stadium for the community. I'm just throwing that out there. Dr. Bonilla said I would like to call for a vote, Mr. Lurry said I would rather table it. Mrs. Bear said we need to get more information. Mr. Rohner said I do not have a problem tabling it. Mrs. VanWhy said I hope that if it gets tabled that the new incoming Board is aware of all of the details. Mr. Andrews said we cannot get more information tonight. Mrs. Bear said I do not know much about what happens South, since my kids go North. I would like to personally learn more in order for me to make a decision. Ms. Kulick made a motion to table it and Dr. Bonilla seconded it. Mr. Brown said just for clarification, do you just want to postpone it until December's meeting. Ms. Kulick said she agrees. Mrs. Bear said maybe we can look at other options like the naming the field after him. Mr. Brown said you are tabling this motion to gather more information. Who would you like to gather this information? Mr. Schlameuss said there are a couple of resources we can contact for example, the former Superintendent or Athletic Director. Mrs. Bear said I am not against anything being named after him, but I want to make sure that I know the facts before I agree to something. Mr. Schlameuss said keep the motion as it is because we can always amend the motion if we need to next month.

c. PUPILS

i. 233 – Suspension and Expulsion

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Recommendation to Modify Expulsion Requirement/Agreed Upon Expulsion, Waiver of School Board Hearing and Release Agreements for the cases listed in substantially the same form as presented at this meeting [contingent upon the receipt of any Manifestation Determinations indicating the infractions were not manifestations of a disability, where applicable], subject to final review by the school district's administration and legal counsel. Motion was seconded by Jason Gullstrand and passed 8-1. Steven Lurry voted no.

- 1. #224226
 - 2. #224415
 - 3. #224459
 - 4. #224510
 - 5. #225530
 - 6. #225598
 - 7. #226618
 - 8. #226670
- (See pages 24-49)

d. **PERSONNEL**

1. **301 – Creating a Position**

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the following Act 93 and Support Job Descriptions. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

- a. Director of Fiscal Affairs (Act 93)
(See pages 50-52)
- b. Supervisor of Technology Service (Act 93)
(See pages 53-56)
- c. Payroll/Accountant (East Stroudsburg Area Education Support Professional Association)
(See pages 57-59)

2. **303 – Employment of Administrators**

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the Act 93 Compensation Plan for 2024-2025 through 2028-2029. Motion was seconded by Dr. Damary Bonilla and passed 6-2-1. George Andrews and Wayne Rohner voted no. Steven Lurry abstained.

(See pages 60-74)

3. **Employment**

ACTION BY THE BOARD:

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

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

i. **309 – Assignments and Transfers**

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Perini, Brenda	From: Grade 4 teacher – Resica Elementary To: Reading teacher – J. T. Lambert Intermediate This is a new position.	Professional	No change	<u>Date change:</u> November 28, 2023
2.	Reese, Amber	From: Building Substitute teacher – Middle Smithfield Elementary To: Grade 1 teacher (LTS) – Middle Smithfield Elementary Replaces Lauren Munch who is on a leave. Amber will return to her building substitute teacher position at the conclusion of this temporary assignment.	Professional/LTS	\$52,985.00 (prorated) Step 1 Column 1	August 22, 2023 now through March 4, 2024.
3.	Albornoz, Doris	From: Front Desk Receptionist – Lehman To: Personal Care Assistant – Lehman Replaces Yesica Reynoso who resigned.	Support	\$18.98/hour	November 10, 2023
4.	Antonesei, Lillana	From: Personal Care Assistant – Resica Elementary To: Paraprofessional (Autistic Support) – Resica Elementary This is a new position.	Support	\$18.73	November 20, 2023
5.	Craig, Theresa	From: Cafeteria Worker (4 hour) - East Stroudsburg Elementary To: Paraprofessional (Autistic Support) – Resica Elementary This is a new position.	Support	\$18.73	November 28, 2023

6.	Jimenez, Joanna	From: Personal Care Assistant – Bushkill Elementary To: Personal Care Assistant – East Stroudsburg Elementary This is a new position.	Support	\$18.98/hour (plus \$.50/hour IEP/504 differential)	November 15, 2023
7.	Koehler, Scott	From: School Vehicle Driver (Non-CDL) (8 hour) To: School Vehicle Driver (CDL) (6 hour) Replaces a previous unfilled position.	Support	\$23.18/hour	November 8, 2023
8.	Miller, Theresa	From: School Vehicle Driver (Non-CDL) (6 hour) To: School Vehicle Driver (CDL) (7 hour) Replaces a previous unfilled position.	Support	\$23.18/hour	October 25, 2023
9.	Richards, Lesia	From: Bus Aide (7 hour) To: School Vehicle Driver (Non-CDL) (6 hour) Replaces a previous unfilled position.	Support	\$16.48/hour	November 14, 2023
10.	Wickberg, Valerie	From: Cafeteria Worker (4 hour) – J. T. Lambert Intermediate To: Personal Care Assistant – J. T. Lambert Intermediate Replaces Deborah Rojas who was reassigned.	Support	\$18.98/hour	November 21, 2023

ii. Child Rearing Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Munch, Lauren	Grade 1 teacher	Support	Middle Smithfield Elementary	November 20, 2023 through March 3, 2024.

iii. 335 – Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Romagno, Robert	Supervisor of Environmental Services	Act 93	Central Administration	December 8, 2023 through December 22, 2023.
2.	Branigan, Jeanne	School Nurse	Professional	High School South	October 16, 2023 through June 27, 2024. This is an intermittent leave.
3.	Caplette, Tara	Special Education teacher	Professional	Smithfield Elementary	November 22, 2023 through December 13, 2023.
4.	Peeke, Dr. Lachlan	School Counselor	Professional	J. T. Lambert Intermediate	December 1, 2023 through January 12, 2024.
5.	Scott, Jessica	Grade 1 teacher	Professional	J. M. Hill Elementary	January 14, 2024 through February 27, 2024.
6.	Furlong, Patricia	Custodian	Support	J. M. Hill Elementary	September 29, 2023 through July 1, 2024. This is an intermittent leave.
7.	Miller, Mary	Custodian	Support	High School North	August 22, 2023 now through November 14, 2023.
8.	Sutton, Deanna	Paraprofessional	Support	Smithfield Elementary	November 22, 2023 through December 6, 2023.

iv. 339 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Lapping, Sarah	Paraprofessional	Support	High School South	October 17, 2023 through April 20, 2024.
2.	Miller, Mary	Custodian	Support	High School North	November 15, 2023 through November 19, 2023.

v. **Workers Compensation Leave**

	Name	Position	Classification	Location	Effective Date(s)
1.	Bonser, Janie	Cafeteria Worker	Support	High School South	September 22, 2023 through November 7, 2023.
2.	Rue, Viola	Personal Care Assistant	Support	High School South	now through November 12, 2023.

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

a. **Rescissions**

	Name	Position	Classification	Location
1.	Hanks-Cherry, Brandon	Director of School Productions Spring	Schedule B	Lehman Intermediate
2.	Munch, Lauren	Intramural Ski Co-Advisor	Schedule B	Middle Smithfield Elementary
3.	Woods, Allen	Intramural Girls Basketball Study Hall Advisor	Schedule B	High School South
4.	Woods, Allen	Girls Basketball Varsity Assistant Coach	Schedule B	High School South

(See pages 75-77)

b. **Resignations**

	Name	Position	Classification	Location	Effective Date(s)
1.	St. Jean, Stevia	Kindergarten teacher (LTS)	Professional/LTS	Middle Smithfield Elementary	October 27, 2023 (end of the workday).
2.	Delia, Anthony	Custodian	Support	High School North	November 3, 2023 (end of the workday).
3.	Raneri, James	School Vehicle Driver (CDL)	Support	Transportation	September 26, 2023 (end of the workday).
4.	Woods, Allen	Personal Care Assistant	Support	High School South	November 13, 2023
5.	Booth, Amber	Temporary Curriculum Paraprofessional	Support/Temporary	Smithfield Elementary	October 30, 2023 (end of the workday).
6.	Perini, Brenda	Department Chairperson Grade 4	Schedule B	District	November 17, 2023

(See pages 78-83)

c. **Retirements**

	Name	Position	Classification	Location	Effective Date(s)
1.	Worobij, Dr. Nadia	Music teacher	Professional	Middle Smithfield Elementary	End of the last teacher 2023-2024 workday.
2.	Moore, MaryAnn	Transportation Dispatcher	First Level Supervisor	Transportation	April 1, 2024

(See page 84-85)

d. **Appointments**

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Caccese, Jill	School Nurse (TPE) Replacing Eileen Early who will retire.	Professional	Resica Elementary	\$55,667.00 (prorated) Step 7 Column 1	November 28, 2023
2.	Gutierrez, Angela	Reading teacher (PE) Replaces Christine Reed who resigned.	Professional	J. T. Lambert Intermediate	\$76,578.00 (prorated) Step 11 Column 12	January 22, 2024
3.	Lares, Raelyn	Special Education teacher (TPE) This is a new position.	Professional	Resica Elementary	\$52,985.00 (prorated) Step 1 Column 1	November 7, 2023

4.	Frey, Cheyanne	English teacher (PE) Replaces Caitlin Sullivan who resigned.	Professional	J. T. Lambert Intermediate	\$62,666.00 (prorated) Step 5 Column 7	<u>Date change:</u> October 2, 2023
5.	Boccia, Danielle	Cafeteria Worker (4 hour) Previously unfilled position.	Support	High School North	\$15.16/hour	November 20, 2023
6.	Butts, Joy	Custodian (2 nd shift) – J. T. Lambert Intermediate Replaces Elizabeth Cardenas who resigned.	Support	J. T. Lambert Intermediate	\$17.39/hour (plus \$,40/hour shift differential)	November 6, 2023
7.	Carper, Jesse	Secretary Replacing Patricia Wright who retired.	Support	High School North	\$16.40/hour	October 30, 2023
8.	Ciccione-Felmly, Stephanie	Paraprofessional (Learning Support) Replaces Dawn Donald who retired.	Support	High School North	\$18.73/hour	October 30, 2023
9.	Coquet, Danielle	Paraprofessional (Autistic Support) This is a new position.	Support	Resica Elementary	\$18.73/hour	November 21, 2023
10.	Espinosa, Antonio III	Custodian (3 rd shift) Replaces Robert Prothro who was reassigned.	Support	High School North	\$17.39/hour (plus \$.50/hour shift differential)	October 30, 2023
11.	Geiss, Steven	Custodian (3 rd shift) Replaces Anthony Delia who resigned.	Support	High School North	\$17.39/hour (plus \$.50/hour shift differential)	October 31, 2023
12.	Jimenez, Joanna	Personal Care Assistant This is a new position.	Support	Bushkill Elementary	\$18.98/hour	October 23, 2023
13.	Kirchhofer, Alexa	School Vehicle Driver (Non-CDL) (6 hour) Replaces Scott Koehler who was reassigned.	Support	Transportation	\$16.48/hour	November 13, 2023
14.	Miller, Theresa	School Vehicle Driver (CDL) (6 hour) Replaces Constance Kishbaugh who was reassigned.	Support	Transportation	\$23.18/hour	October 19, 2023
15.	Schena, Emily	Personal Care Assistant This is a new position.	Support	Smithfield Elementary	\$18.98/hour (plus \$.50/hour IEP/504 differential)	October 2, 2023
16.	Slowik, Aleksandra	Cafeteria Worker (4 hour) Replaces Regina Strube who was reassigned.	Support	High School South	\$15.16/hour	October 30, 2023
17.	Valderrama, Pyser	School Vehicle Driver (CDL) (6 hour) Replaces an unfilled position.	Support	Transportation	\$23.18/hour	November 9, 2023
18.	Stengel, Alisa	Temporary Curriculum Paraprofessional This is a temporary position funded by the ESSER grant.	Support/ Temporary	East Stroudsburg Elementary	\$18.83/hour	November 13, 2023 through the last teacher workday of the 2023-2024 SY.

(See pages 86-88)

e. One to One for Unified Sports (Bocce Ball)

	Name	Position	Classification	Compensation
1.	Lanese, Rachael	One to One	Support	\$15.30/hour

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

	Name	Location	Compensation	Effective Date(s)
1.	Embley, Saige Replaces Brenda Perini who was reassigned.	Resica Elementary	\$205.00/day	November 28, 2023 through the end of the first semester of the 2023-24 school year.

g. Prospective Substitute Teacher

	Name	Position(s)	Effective Date(s)
1.	Hardison, Nailah	Prospective Substitute Teacher	2023-2024 School Year

h. Homebound Appointment

	Name	Position(s)	Classification	Effective Date(s)
1.	Fisher, Marijo	Homebound teacher	Professional	2023-2024 School Year

i. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Randall, Susan	Teacher	Professional	2023-2024 School Year
2.	Santos, David	Teacher	Professional	2023-2024 School Year
3.	Bigelow, Shawnta	Cafeteria Aide, Cafeteria Worker	Support	2023-2024 Fiscal Year
4.	Coquet, Danielle	Paraprofessional, Person Care Assistant	Support	2023-2024 Fiscal Year
5.	Cramer, Kathaleen	Cafeteria Aide, Cafeteria Worker	Support	2023-2024 Fiscal Year
6.	Culleney, Joanne	Cafeteria Worker	Support	2023-2024 Fiscal Year
7.	Hendricks, Beverly	Cafeteria Worker	Support	2023-2024 Fiscal Year
8.	Maranilli, Daniel	Custodian, Grounds	Support	2023-2024 Fiscal Year
9.	Raneri, James	School Vehicle Driver	Support	2023-2024 Fiscal Year
10.	Shallo, Sandy	Front Desk Receptionist	Support	2023-2024 Fiscal Year
11.	Valderrama, Peysher	School Vehicle Driver	Support	2023-2024 Fiscal Year
12.	Walmach, Denise	Cafeteria Worker	Support	2023-2024 Fiscal Year

j. ESACA External Virtual Teacher (Schedule B) Appointments for the 2023–2024 School Year – High School North. Approve the following professional staff for East Stroudsburg Area Cyber Academy (ESACA) related Schedule B positions for approximately six weeks of the 2023-2024 school year, commencing November 2, 2023. In accordance with the Memorandum of Understanding.

	Last Name	First Name	Course	Program	Compensation
1.	Breiner	Robert	Geometry (semester)	High School North	\$31.37/hour
2.	Dobrowolski	Darrin	Statistics	High School North	\$31.37/hour
3.	Frale	Ryan	Geometry	High School North	\$31.37/hour

k. 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.	Coke	Luciana	ELA 12	High School	\$31.37/hour

- l. Keystone Bootcamps** – Approve the following professional staff for an afterschool program to provide test preparation instruction and assistance to students in gaining/strengthening skills needed for the winter Keystone exams. Effective dates: November 1, 2023 to December 21, 2023. These positions are fully funded by the ARP ESSER A-TSI 2.5% Set Aside grant. No appointment is hereby made in the event that the respective program is canceled.

	Name	Position	Classification	Location	Compensation
1.	Angell, Trisha	Math Teacher	Professional	High School South	\$31.37/hour (10 hour maximum)
2.	Newman, Katrina	Science Teacher	Professional	High School South	\$31.37/hour (10 hour maximum)
3.	Youngken, Kelly	English Teacher	Professional	High School South	\$31.37/hour (10 hour maximum)
4.	DeFazio, Mary	English Teacher	Professional	High School North	\$31.37/hour (10 hour maximum)

- m. After School Tutoring Support** - Approve the following professional staff to facilitate an afterschool program to provide academic support/success skills for students in grades 9-12. Effective dates: November 28, 2023 to June 3, 2024. These positions are fully funded by the ARP ESSER A-TSI 2.5% Set Aside grant. No appointment is hereby made in the event that the respective program is canceled.

	Name	Position	Classification	Location	Compensation
1.	Broshart, Brandon	Academic Tutor	Professional	High School North	\$31.37/hour (30 hour maximum)
2.	Donatone, Kim	Academic Tutor	Professional	High School North	\$31.37/hour (30 hour maximum)
3.	Green, William	Academic Tutor	Professional	High School North	\$31.37/hour (30 hour maximum)
4.	Meyers, Marissa	Academic Tutor	Professional	High School North	\$31.37/hour (30 hour maximum)
5.	Soto, Jessica	Academic Tutor	Professional	High School North	\$31.37/hour (30 hour maximum)
6.	Stevens, Miriam	Academic Tutor	Professional	High School North	\$31.37/hour (30 hour maximum)
7.	Taylor, Kathryn	Academic Tutor	Professional	High School North	\$31.37/hour (30 hour maximum)
8.	Zasada, Edward	Academic Tutor	Professional	High School North	\$31.37/hour (75 hour maximum)

- n. Update select High School Mathematics Elective Curriculum.** Approve the following professional staff for updating the curriculum for SAT Prep for Math, Computer Programming, Algebra II, Geometry, and Pre-Calculus with Trigonometry.

	Last Name	First Name	Building/Position	Compensation
1.	Mochan	Karen	High School North/Mathematics teacher	\$31.37/hour (20 hour maximum)
2.	Plytage	Michael	High School North/Mathematics teacher	\$31.37/hour (10 hour maximum)
3.	Rosario	Jessica	High School North/Mathematics teacher	\$31.37/hour (10 hour maximum)
4.	Zasada	Edward	High School North/Mathematics teacher	\$31.37/hour (10 hour maximum)
5.	Bird	Shelli	High School South/Mathematics teacher	\$31.37/hour (10 hour maximum)
6.	Carson	Wayne	High School South/Mathematics teacher	\$31.37/hour (10 hour maximum)

7.	Przybylski	Anna	High School South/Mathematics teacher	\$31.37/hour (10 hour maximum)
8.	Rogers	Thomas	High School South/Mathematics teacher	\$31.37/hour (10 hour maximum)
9.	Hendricks-McGee	Amanda	High School South/Mathematics teacher	\$31.37/hour (10 hour maximum)

- o. 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 the respective programs are canceled.

2023-2024 School Year

	Last Name	First Name	Position	Building	Compensation
1.	Greenwood	Jill	Mentor for Christine Reed (effective 8/22/23 through 11/10/23)	J. T. Lambert Intermediate	\$702.00 (prorated)
2.	Schulte	Gloria	Mentor for Patricia Battles (effective 11/8/23)	High School North	\$702.00 (prorated)
3.	Arico	Lauren	Assistant Tri-Director of School Productions (spring)	High School South	\$1,727.00 (prorated)
4.	Aue	Jasmine	Intramural Homework Advisor (substitute)	Middle Smithfield Elementary	\$25.96/hour
5.	Bealer	Brett	Intramural Football Advisor	High School South	\$25.96/hour (5 hours)
6.	Bowman	Daniel	Intramural Football Advisor	High School South	\$25.96/hour (5 hours)
7.	Bradley	Isaiah	Basketball-Boys Head Coach	J. T. Lambert Intermediate	\$3,923.00
8.	Bradley	Isaiah	Intramural Boys Basketball Co-Advisor	J. T. Lambert Intermediate	\$25.96/hour (24 hour maximum split between advisors)
9.	Carson	Wayne	Intramural Technology Crew Advisor	High School South	\$25.96/hour (48 hour maximum)
10.	Coke	Lucianna	Newspaper Advisor	High School South	\$2,744.00
11.	Cole	Zachary	Intramural Football Advisor	High School South	\$25.96/hour (5 hours)
12.	Constantine	Kevin	Volunteer Wrestling Advisor	High School South	Not applicable
13.	DeLeon	Daniel	Baseball Head Coach	High School North	\$6,433.00
14.	Finnerty	Brian	Intramural Wrestling Advisor	Lehman Intermediate	\$25.96/hour (12 hour maximum)
15.	Finnerty	Brian	Wrestling Junior High Head Coach (7-9)	Lehman Intermediate	\$5,306.00
16.	Franks	Suzanne	Intramural Tabletop Game Co-Advisor	Lehman Intermediate	\$25.96/hour (48 hour maximum split between advisors)
17.	Hanks-Cherry	Brandon	Director of School Productions	Lehman Intermediate	\$2,803.00 (plus \$250.00 longevity stipend)
18.	Hartman	Sandra	Intramural Media Competition Advisor	Lehman Intermediate	\$25.96/hour (48 hour maximum)
19.	Jaggar	Darlene	Intramural Kan-Dou Advisor	J. T. Lambert Intermediate	\$25.96/hour (60 hour maximum)
20.	John	Kyle	Basketball-Boys Varsity Assistant Coach	High School North	\$5,449.00
21.	Kerzner	Phillip	Intramural Softball Advisor	High School South	\$25.96/hour (12 hour maximum)
22.	Lazowski	Philip	Volunteer Wrestling Coach	J. T. Lambert Intermediate	not applicable
23.	Longo	Jennifer	Cheerleading Varsity Assistant Coach (Winter)	High School South	\$3,225.00 (plus \$250.00 longevity stipend)
24.	Luna	Bryan	Basketball-Boys Freshman Coach	High School North	\$4,395.00
25.	Mapes	Sara	Intramural Ski Group Co-Advisor	Middle Smithfield Elementary	\$25.96/hour (48 hour maximum split between advisors)
26.	Marrone	Ashley	Cheerleading Varsity Head Coach (Winter)	High School South	\$4,615.00 (plus \$250.00 longevity stipend)

	Last Name	First Name	Position	Building	Compensation
27.	Maye	Riley	Basketball-Boys Varsity Assistant Coach	High School South	\$5,449.00 (plus \$250.00 longevity stipend)
28.	Mayes	Silvia	Basketball-Girls Varsity Assistant Coach	High School North	\$5,449.00
29.	McKenzie	Denzal	Intramural Boys Basketball Advisor	High School North	\$25.96/hour (24 hour maximum)
30.	Musa	Nicholas	Volunteer Wrestling Advisor	High School South	not applicable
31.	Noble	Joshua	Basketball-Boys' Varsity Assistant Coach	High School North	\$5,449.00
32.	Nute	Katherine	Intramural Key and Leo Advisor	High School North	\$25.96/hour (48 hour maximum)
33.	Orsargos	Joseph	Football Freshman Assistant Coach	High School North	\$4,557.00
34.	Paugh	Sherrie	Volunteer Swim Coach	High School North	not applicable
35.	Perlmutter	Ryan	Intramural Volleyball Advisor	Lehman Intermediate	\$25.96/hour (48 hour maximum)
36.	Peters	Karen	Intramural Basketball Study Hall Advisor	High School South	\$25.96/hour (36 additional hours)
37.	Quiroz	Anthony	Intramural Weightroom/Conditioning Advisor (fall)	Lehman Intermediate	\$25.96/hour (24 hour maximum)
38.	Quiroz	Anthony	Intramural Weightroom/Conditioning Advisor (winter)	Lehman Intermediate	\$25.96/hour (24 hour maximum)
39.	Radlowski	Hadley	Assistant Tri-Director of School Productions (spring)	High School South	\$1,727.00 (prorated)
40.	Roberts	Tamika	Basketball-Girls Assistant Coach	Lehman Intermediate	\$3,150.00
41.	Rolando	Tina	Intramural Tabletop Game Co-Advisor	Lehman Intermediate	\$25.96/hour (48 hour maximum split between advisors)
42.	Schratt	Alexis	Basketball-Girls Freshman Coach	High School South	\$4,395.00
43.	Shamp	Melodie	Band Director (Elementary)	East Stroudsburg Elementary	\$1,854.00 (plus \$250.00 longevity stipend)
44.	Shamp	Melodie	Band Director (Elementary)	Smithfield Elementary	\$1,854.00 (plus \$250.00 longevity stipend)
45.	Shanley	Edward	Intramural Football Advisor	High School South	\$25.96/hour (5 hours)
46.	Sorrentino	Gavin	Volunteer Wrestling Advisor	High School South	not applicable
47.	Transue	Scott	Intramural Weight Room Substitute (winter)	High School South	\$25.96/hour (20 hour maximum)
48.	Walters	Matthew	Intramural Football Advisor	High School South	\$25.96/hour (5 hours)
49.	Yandolino	Nicholas	Wrestling Assistant Coach	Lehman Intermediate	\$3,873.00
50.	Yandolino	Nicholas	Intramural Wrestling Advisor	Lehman Intermediate	\$25.96/hour (12 hour maximum)
51.	Yeomans	Brett	Intramural Weight Room Tri-Advisor (winter)	High School South	\$25.96/hour (35 hour maximum)

e. FINANCES

i. 605 – Tax Levy

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the BerkOne one-year agreement for the 2024 Homestead/Farmstead application mailing for Monroe and Pike Counties - Option A - \$0.4379 per property owner at a cost of approximately \$6,000.00 in accordance with the recommendation of the Finance Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 89-91)

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

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the following section ii. 610 - Purchases Subject to Bid, items a through g., in accordance with the recommendations of the Finance Committee, Property and Facilities Committee, and the Education Programs & Resources Committees. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

- a. Houghton Mifflin Harcourt English Language Arts Curriculum for the Intermediate School in the amount of \$573,844.39
(See page 92-108)
- b. The renewal of Mathseeds from 3P Learning (Used in K and 1st grades) at a cost of \$13,751.25.
(See pages 109-115)
- c. McGraw Hill Reveal Math Curriculum for K-5 throughout the District at a cost of \$755,550.56.
(See pages 116-129)
- d. McGraw Hill Reveal Math Curriculum for 6-8th grades throughout the District at a purchase price of \$189,493.20.
(See pages 130-138)
- e. High School North Varsity Baseball Field - AAF Landscaping \$17,071.35
(See pages 139-144)
- f. Google Workspaces for Education Plus Licenses - \$29,050 (3 Year Agreement)
(See pages 145-147)
- g. Lakeshore Learning furniture purchase for Autism Classroom at Resica Elementary in the amount of \$23,977.00.
(See pages 148-153)

iii. **613 – Cooperative Purchasing**

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the following section iii. 613 – Cooperative Purchasing, items a. through d., in accordance with the recommendation of the Finance Committee, Property and Facilities Committee, and the Education Programs & Resources Committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

- a. F350 4x4 Supercab - Koch 33 Auto \$53,025.00 (from capital reserve).
(See pages 154-166)
- b. Approve Learning A-Z Raz-Plus Renewal for use with Elementary ELA Curriculum at a cost of \$8,424.00.
(See pages 167-173)
- c. The purchase of Parchment - Electronic School Records Retrieval tool - at a cost of \$11,482.00.
(See pages 174-193)
- d. The purchase of replacement cheer mats at HS South for a cost of \$11,005.00 from Ross Athletic Supply.
(See pages 194-200)

iv. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Payment of Bills and unaudited Treasurer's Report listed in this agenda for the 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 Steven Lurry and passed 8-1. Wayne Rohner voted no.

1. Payment of Bills - (See pages 201-228)
2. Treasurer's Report - (See page 229-258)

2.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the following invoices for services rendered. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

- a. D'Huy Engineering Invoices:
 - i. Bushkill ES HVAC Replacement (Trane) – Invoice #59278- \$380.55
 - ii. North Campus Storm Pipe Replacement – Invoice # 59279 - \$380.74
 - iii. North Campus Generator Replacement – Invoice # 59280- \$2,239.05
(See pages 259-261)
- b. Applications for Payment:
 - i. ASL Refrigeration, Inc. – Application #9 - \$27,450.00
 - ii. Trane – Application #11 - \$29,503.64
(See pages 262-265)
- v. **618/618.1 –Student Activity Funds**

1.

ACTION BY THE BOARD:

Motion was made by Jason Gullstrand to approve the request to renew the already established student activity fund for H.S. South Key Club. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to close the student activity fund for H.S. North Newspaper Club. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See page 266)

3.

ACTION BY THE BOARD:

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

Administration	
Transportation – Transporting Dreams	
Bushkill Elementary	
BES – Principal Special Activity	
J. T. Lambert Intermediate	
JTL – 7/8 Grade Band/Jazz Band	
JTL – Digital Media Design	
JTL – Principal Account	
H.S. North	
HSN – North Side Café/School Store	
East Stroudsburg Elementary	
ESE – Principal Account	
ESACA	
ESACA – Cyber Program	
H.S. South	
HSS – Tech Ed Club	

vi. **627 – Tax Assessment Appeals**

1.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the payment of \$29,750.00 to Richard Drzewiecki for an appraisal for a Commercial Property appeal, in accordance with the recommendation of the Finance Committee. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 267-282)

f. **OPERATIONS**

i. **808 – Food Services**

ACTION BY THE BOARD:

Motion was made by Steven Lurry to approve the one time transfer of \$29,883.00 from the General Fund to the Cafeteria Fund to write off bad student lunch debts (uncollectable) in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 283-284)

ii. **818 – Contracted Services**

ACTION BY THE BOARD:

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

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Bayada Home Health Care, Inc.	Renewal of Contract for Services for the 2023-2024 School Year; School Based substitute RN or LPN Nursing coverage in all district buildings and programs	\$55.00 per hour for RN or LPN Services	Pupil Services, Special Education Funds or ACCESS when applicable	2023-2024 School Year
2.	Clark, Ana Katrina	Will perform a bilingual gifted evaluation in Portuguese.	\$2,000.00	Pupil Services	11/20/23
3.	Kit’s Interactive Theater (Kitty Jones)	One evening performance for family engagement at Bushkill Elementary.	\$850.00	Title I Family Engagement Grant	12/05/23
4.	Martocci, Kathryn	Student Tutoring Services will be provided.	\$40.00 Per hour	Pupil Services	11/01/23 – 11/01/24
5.	Meola, Rachel	Piano Accompanist for J. M. Hill Elementary Winter Concert.	\$150.00	J. M. Hill Vocal General Budget	12/07/23
6.	Miller, Kathy	The Author will provide three programs of Chippy Chipmunk at Smithfield Elementary	\$800.00	Title I Grant	12/12/23 (Snow date 12/14/23)
7.	Robert Prothro DJ Service (Robert Prothro)	DJ Booth and Services for H.S. North’s Girls Soccer Banquet.	\$450.00	H.S. North Girls Soccer	11/04/23
8.	Mr. Perfecto (Sirlordshadee Stepheng)	360 Photobooth Services for H.S. North Girls’ Soccer Banquet.	\$400.00	H.S. North Girls Soccer	11/04/23

9.	Santiago, Moniqua	Will perform school psychoeducational evaluations.	\$850.00 (per report)	Pupil Services	11/20/23 -11/20/24
10.	Straka, Roberta	Mike and Roberta will present the "Rocks, Minerals and Fossil Show at Smithfield Elementary School.	\$375.00	Smithfield PTO	01/31/24

(See pages 285-307)

2. Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial IU 20	Will provide an Associate Teacher for direct, one-on-one services at Middle Smithfield Elementary – Autistic Skills Support.	\$38,941.39	Pupil Services, Special Education Funds or ACCESS when applicable	10/11/23 through the end of the 2023-2024 School Year

(See page 308)

iii. **830 – Information Protection Policy**

ACTION BY THE BOARD:

Motion was made by Jason Gullstrand to approve Statement of Work Number PS-0055689 with CDI, Inc. for \$35,200.00. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 309-327)

Outgoing Board Members Comments

- A. Mrs. VanWhy said I was asked to list my accomplishments, but I am not doing that. It has been a pleasure to serve the community and this district for the past eight years. I was elected to serve the community with no particular agenda, if nothing else, but to be fiscally responsible. Incidentally, I never check Facebook, but I saw a Facebook post that somebody said that I voted to raise taxes. I challenge that person to show me when I voted to raise taxes. You can have that discussion with me. I would like to thank all of the grassroots constituents who supported me in this last election. As a State Senator said when I was wallowing, you know the good work that you have done. Unfortunately, in this last election, I was not financially or actively supported by the union. They worked extra hard to get their people in. Nice job. I wish everyone the best moving forward. In the words of Tom Petty, "even the losers get lucky sometimes". I may see you all in another platform soon. I wish everyone a great holiday. Thank you.
- B. Mr. Steven Lurry said I would like to say it was a pleasure to serve the district and community. My hope is that the new Board members coming in that their focal point is on the students and the community. Also, that diversity would continue to grow and expand and not be something that will be faded out. I thank my colleagues, Administration, teachers, the community and the voters who allowed me to serve.
- C. Dr. Damary Bonilla said I am last but never least. I want to start off by expressing my gratitude to those who elected me four years ago to serve the community in this capacity. I also thank those who have supported me throughout my term. It has been an honor. I live with a sense of purpose and urgency to create a better community and society for all. As a School Board Director, I have showed up as an authentic advocate for every East Stroudsburg Area School District student to have access to a quality and equitable education experience, particularly during an unprecedented global pandemic. Amidst the challenges, our district was able to ensure student success and shine as leaders in the region across the Commonwealth because we were focused, creative and flexible. I credit our district wins to our courageous leadership by our Superintendent, who is at a conference this evening, and his dynamic team unwavering dedication to our educators who are on the front lines and a steady commitment from our staff keeping things moving and the adaptability by the School Board. Thank you to my colleagues for the camaraderie and the fighting to make good decisions for students. I am even thankful for the haters because every experience has allowed me to learn, grow and become stronger. Thank you to the Administration for a great thought partnership. Dr. Vitulli, we have done a great work in the Education Programs and Resources Committee (EPR). Thank you for the collaboration to improve how we serve students, especially through EPR. I have cheered since its inception in 2019. We've created a platform

for district leaders and educators to share the great work that they are doing, to highlight external resources and facilitate an ongoing communication channel with the community. I have also served on several negotiations committees, on which I did my best to support the needs of those bargaining units, but never rubber stamping. Public service is not easy because you can't please everyone. People don't always agree, and we are living in extreme political times, where many put politics over people. I do not politicize education. I came here to shift the dynamics of this governing body and to disrupt the status quo. I'm optimistic that my leadership will leave a lasting impact in this district. If you take anything away from my journey as a School Board Director, please buy into the notion that every person can make a positive difference by showing up genuinely and passionately. I want to paint a visual of what I am referring to. On this School Board, I was the first Hispanic elected in 2019. I am the only one of 9 with a doctorate and I am the second youngest. On the CIU 20 Board, where I represented the East Stroudsburg Area School District since December 2019 and served as Vice President since 2020, I was the first Hispanic and the first person of color to join that Board. I am one of four women, one of four with a doctorate and the second youngest. In Pike County, I am the only Hispanic elected official and in Monroe County, I am one of four Hispanic elected officials. At the State level, I am one of 135 Hispanic School Board Directors, which is 3% lowest of all racial and ethnic groups across the Commonwealth. When I am not at these tables, a diverse voice will be missing. Last December, I had the honor of being interviewed for the position of State Secretary of Education among a small group and while I didn't secure the job, I was able to share my vision for improving education for every Pennsylvania student. I hope my example motivates each of you to envision yourself as a change agent for our community, especially our students and particularly the 67% students of color, not including mixed race students in our district who see themselves represented by me. While my accomplishments were not enough to secure the approval by the powers that be to endorse me for a second term, I am not deterred by politics by losing the seat or the title, because at the end of the day no one can take away my work ethic, my integrity, my strong leadership and my highest credentials. My focus in this role has been bringing visibility to our district by bringing supplemental funding, visiting students and encouraging them to strive to be their greatest and be a voice to their families. My focus was also bringing a bridge to diverse students so that we can include more inclusive policies and equitable spaces throughout the East Stroudsburg Area School District. Joining this School Board did not make me, and it certainly won't break me. As a mother of middle school students in the district, my work here will continue just from a different angle. Rest assured that our paths will continue to cross. Everyone stay safe and enjoy the holiday season before us. Thank you.

Mr. Schlameuss said thank you all for your attendance and participation. This is not an easy job and you do not get paid for doing it. We spend a lot of time and do a lot of work. There is a lot that goes into this, and you have done a great job in keeping the district moving forward. There are a lot of things that the community does not see, i.e., how we help Administration to move in a good direction. There will be things that the community will find fault because there is a lot that goes on. No one is perfect. We have a lot of great things happening. The reality is that we have great stuff happening and it is our job to ensure that the momentum moves forward. Our job is to make sure that we are doing everything for the children. You three have epitomized that process. Thank you.

ACTION BY THE BOARD:

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

The Board members wished everyone a Happy Thanksgiving.

XII. ADJOURNMENT: 8:10 P.M.

Respectfully submitted,

Patricia L. Rosado
Board Secretary