

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REORGANIZATION MEETING - DECEMBER 4, 2023**

**Carl T. Secor Administration Center – Board Room
5:30 p.m.**

Minutes

I. **The Board President**, Richard Schlameuss, called the meeting to order at 5:30 p.m. and led those present in the Pledge of Allegiance. Mr. Schlameuss said welcome to all of our guests tonight. It is going to be a great evening. I am sure.

II. **Presentation of Certificates of Election** – Mr. Christopher Brown stated I have in my hand, which were delivered to my office as the Solicitor for the District by the Monroe County Board of Elections, five (5) Certificates of Election dated November 7, 2023. They read collectively as follows: We, the undersigned members of the County Board of Elections of said county, hereby certify that after tabulating the votes cast at the Municipal Election held on the seventh day of November 2023, in said county it appears that Rebecca Bear, Ann Catrillo, Michael Catrillo, Keith Karkut and Debbie Kulick were duly elected to the Office of School Director at Large for the East Stroudsburg Area School District in the County aforesaid. The certificates are therein signed by the County Board of Elections and attested to by the County Director of Elections, Sarah May-Silfee. Congratulations to the five members elected but you are not appointed just yet. For that purpose, we have The Honorable Judge Jonathan Mark of the Court of Common Pleas of Monroe County to administer the Oath of Office.

The Honorable Judge Jonathan Mark asked the elected Board members to stand; Ann Catrillo, Michael Catrillo, Keith Karkut and Deborah Kulick. Mr. Brown said I will note for the record, Judge Mark, that Rebecca Bear who is with us via Zoom tonight, has already taken the oath. Judge Mark asked the elected Board members to raise their right hand and repeat after him as follows. He said, Ms. Bear, you do not have to take the oath but if you would like to, you can. Judge Mark asked the five elected Board members to state as follows:

I _____ do solemnly swear or affirm that I will support, obey and defend the Constitution of the United States and the Constitution of this Commonwealth and that I will discharge the duties of my office with fidelity. The oath was signed by each Board member and the Honorable Jonathan Mark. Judge Mark congratulated the Board members.

III. **The Board Secretary**, Patricia Rosado, called the roll. Members present were: George Andrews, Rebecca Bear (via Zoom), Ann Catrillo, Michael Catrillo, Jason Gullstrand, Keith Karkut, Debbie Kulick, Wayne Rohner and Richard Schlameuss. Also present was Christopher Brown, Solicitor.

IV. **School Personnel present in-person:** Susan Andrews, Mildred Duran, Joe Formica, Scott Hnasko, Jeremy Judd, Phillip Kerzner, Barry Krammes, Maria Lazowski, Olivia Lesoine, Frederick P. Mill, Debra Padavano, Jason Picciano, William Riker, Patricia Rosado, and Steve Zall.

School Personnel present via Zoom: Jeff Reichl and Amanda Signorello.

V. **Community members present in-person:** Dr. Damary Bonilla, Kylie Karkut, Madison Karkut, Vikki Karkut, Nessa Lesoine, Niko Lesoine, Laura Massaro, Jacob Morris and Lisa VanWhy.

Community member present via Zoom: Erin Picciano

VI. LIST OF ELECTED AND CERTIFIED SCHOOL BOARD MEMBERS

ACTION BY THE BOARD:

Motion was made by Jason Gullstrand to approve the list of elected and certified School Board members. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

<u>NAME</u>	<u>TERM ENDS</u>
George Andrews	2025
Rebecca Bear	2027
Ann Catrillo	2027
Michael Catrillo	2027
Jason Gullstrand	2025
Keith Karkut	2027
Deborah Kulick	2027
Wayne Rohner	2025
Richard Schlameuss	2025

VII. APPROVAL OF AGENDA

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to adopt this agenda for December 4, 2023, as submitted. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

VIII. PUBLIC PARTICIPATION – Limited to Agenda Items

None

IX. ELECTION OF TEMPORARY PRESIDENT

Mr. Brown said I would like to go over the procedure for nominations. We have always used the methods under the rules of order called open nominations from the floor. You would nominate someone and traditionally someone seconds it. If they do, you are in. The President then calls for a vote for each candidate in the order they were nominated. As soon as someone gets a majority of the votes, which is 5 votes, the voting stops and that person has been elected to the office. Mr. Andrews said so we go in order as they are nominated. Mr. Brown said that is correct. Mr. Andrews said when we get somebody that gets 5 votes, that person will be the person that is in that position. Mr. Brown said that is correct. All voting stops when one person gets the majority of the votes of 5 or more.

Nominations:

Motion was made by Debbie Kulick to nominate Richard Schlameuss as Temporary President. Motion was seconded by Keith Karkut.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to appoint Richard Schlameuss as Temporary President of the East Stroudsburg Area School District Board of Education to preside over the election of Board President. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

X. ELECTION -- PRESIDENT OF THE BOARD OF EDUCATION

Nominations:

Motion was made by Debbie Kulick to nominate Richard Schlameuss as President. Motion was seconded by Rebecca Bear.

Motion was made by Wayne Rohner to nominate Michael Catrillo as President. Motion was seconded by Keith Karkut.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

Mr. Richard Schlameuss said I have been serving as President for the last four years. I would like to serve again, but I recognize that there is a different feeling and I totally appreciate that. If maybe as an option, I would resign after six months and then we can do this again. It would give time for Mr. Catrillo to come in so he can figure out what is going on as a School Board member. I am confident that he understands what is going on in a school. That I have no question about. It would just give us some time and space to get things organized and transferred over.

Mr. Michael Catrillo said I feel ready to serve. I'm excited to serve. I have been in the school district for a long time. I've sat through, I can't count how many School Board meetings. I know the procedures. I am comfortable and am ready to roll. I think because of my background knowledge here, I can be extremely ready to hit the ground running which is something I know that our district needs. I am very enthusiastic about doing that.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to reappoint Richard Schlameuss as President of the East Stroudsburg Area School District Board of Education for a one-year term ending with the next reorganization meeting of the School Board in December 2024. Motion was seconded by Rebecca Bear. A roll call vote was taken and failed 4-5. Rebecca Bear, Jason Gullstrand, Debbie Kulick and Richard Schlameuss voted yes. George Andrews, Ann Catrillo, Michael Catrillo, Keith Karkut, and Wayne Rohner voted no.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to appoint Michael Catrillo as President of the East Stroudsburg Area School District Board of Education for a one-year term ending with the next reorganization meeting of the School Board in December 2024. Motion was seconded by Keith Karkut. A roll call vote was taken and passed 8-1. George Andrews, Ann Catrillo, Michael Catrillo, Jason Gullstrand, Keith Karkut, Debbie Kulick, Wayne Rohner and Richard Schlameuss voted yes. Rebecca Bear voted no.

XI. ELECTION -- VICE PRESIDENT OF THE BOARD OF EDUCATION

Nominations:

Motion was made by Debbie Kulick to nominate Jason Gullstrand as Vice President. Motion was seconded by Richard Schlameuss.

Motion was made by Richard Schlameuss to nominate Rebecca Bear as Vice President. Motion was seconded by Debbie Kulick.

Motion was made by Wayne Rohner to nominate Keith Karkut as Vice President. Motion was seconded by George Andrews.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by Keith Karkut and carried unanimously. 9-0.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to appoint Jason Gullstrand as Vice President of the East Stroudsburg Area School District Board of Education for a one-year term ending with the next reorganization meeting of the School Board in December 2024. Motion was seconded by Richard Schlameuss. A roll call vote was taken and passed 6-3. George Andrews, Rebecca Bear, Ann Catrillo, Jason Gullstrand, Debbie Kulick and Richard Schlameuss voted yes. Michael Catrillo, Keith Karkut and Wayne Rohner voted no.

XII. SCHEDULE OF DATES, TIMES & PLACES - 2024 REGULAR MEETINGS OF THE BOARD OF EDUCATION

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the dates and times of the regular meetings of the East Stroudsburg Area School District Board of Education, all to be held in the Carl T. Secor Administration Center Board Room, except as noted. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

January	22,	2024	--	7:00 PM in the Carl T. Secor Administration Center Board Room
February	26,	2024	--	7:00 PM in the Carl T. Secor Administration Center Board Room
March	18,	2024	--	7:00 PM in the Carl T. Secor Administration Center Board Room

April	15, 2024	--	7:00 PM in the Carl T. Secor Administration Center Board Room
May	20, 2024	--	7:00 PM in the Carl T. Secor Administration Center Board Room
June	17, 2024	--	7:00 PM in the Carl T. Secor Administration Center Board Room
July	15, 2024	--	7:00 PM in the Carl T. Secor Administration Center Board Room
August	19, 2024	--	7:00 PM in the Carl T. Secor Administration Center Board Room
September	16, 2024	--	7:00 PM in the Carl T. Secor Administration Center Board Room
October	21, 2024	--	7:00 PM in the Carl T. Secor Administration Center Board Room
November	18, 2024	--	7:00 PM in the Carl T. Secor Administration Center Board Room
December	03, 2024	--	5:30 PM - Reorganization – in the Carl T. Secor Administration Center Board Room
December	16, 2024	--	7:00 PM in the Carl T. Secor Administration Center Board Room

XIII. ELECTION -- MONROE CAREER AND TECHNICAL INSTITUTE JOINT OPERATING COMMITTEE

Nominations:

Motion was made by Richard Schlameuss to nominate Keith Karkut as member of the Monroe Career and Technical Institute Joint Operating Committee. Motion was seconded by Rebecca Bear.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by Ann Catrillo and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to appoint Keith Karkut as member on the Monroe Career and Technical Institute Joint Operating Committee for the term of December 2023 thru December 2026. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

Present Members: George Andrews Current Term Expires December 2024
 Jason Gullstrand Current Term Expires December 2025
Lisa VanWhy **Current Term Expires December 2023**

XIV. ELECTION -- MONROE CAREER AND TECHNICAL INSTITUTE JOINT OPERATING COMMITTEE ALTERNATES

Motion was made by Debbie Kulick to nominate Rebecca Bear and Ann Catrillo as alternate members of the Monroe Career and Technical Institute Joint Operating Committee. Motion was seconded by George Andrews. Ann Catrillo declined to accept the nomination.

Motion was made by Ann Catrillo to nominate Rebecca Bear and Wayne Rohner as alternate members of the Monroe Career and Technical Institute Joint Operating Committee. Motion was seconded by George Andrews.

Motion was made by Keith Karkut to close the nominations. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to appoint Rebecca Bear and Wayne Rohner as alternate members to serve on the Monroe Career and Technical Institute Joint Operating Committee for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

Present Members: Rebecca Bear and Steven Lurry

XV. APPOINTMENT -- PSBA LIAISON

Motion was made by Rebecca Bear to nominate Michael Catrillo as the Pennsylvania School Boards Association Liaison. Motion was seconded by Wayne Rohner.

Motion was made by George Andrews to nominate Richard Schlameuss as the Pennsylvania School Boards Association Liaison. Motion was seconded by Jason Gullstrand.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to appoint Michael Catrillo as 2024 Pennsylvania School Boards Association Liaison for a one-year term ending with the next reorganization of the School Board in December 2024. Motion was seconded by Jason Gullstrand. A roll call vote was taken and failed 4-5. Rebecca Bear, Ann Catrillo, Michael Catrillo, and Wayne Rohner voted yes. George Andrews, Jason Gullstrand, Keith Karkut, Debbie Kulick and Richard Schlameuss voted no.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to reappoint Richard Schlameuss as 2024 Pennsylvania School Boards Association Liaison for a one-year term ending with the next reorganization of the School Board in December 2024. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 7)

Present Chairperson: Richard Schlameuss

XVI. APPOINTMENT – EBTEP TRUST

ACTION BY THE BOARD:

Motion was made by Keith Karkut to reappoint Rebecca Bear as the Board Representative to the EBTEP Trust for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by George Andrews and carried unanimously, 9-0.

Present Liaison: Rebecca Bear

XVII. APPOINTMENT TO THE COLONIAL I.U. #20 BOARD

Motion was made by George Andrews to nominate Michael Catrillo to complete Dr. Damary Bonilla’s term from December 2023 thru June 30, 2025 on the Colonial I.U. #20 Board. Motion was seconded by Debbie Kulick.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to appoint Michael Catrillo to complete Dr. Damary Bonilla’s term from December 2023 thru June 30, 2025 on the Colonial I.U. #20 Board. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

Present Contact: Dr. Damary Bonilla

XVIII. COMMITTEES

1.

ACTION BY THE BOARD:

Motion was made by Jason Gullstrand to reappoint Rebecca Bear, Richard Schlameuss, George Andrews and Wayne Rohner as members of the Finance Committee for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

Present Members: George Andrews, Rebecca Bear, Wayne Rohner and Richard Schlameuss

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to reappoint Rebecca Bear as Chairperson for the Finance Committee for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Ann Catrillo and carried unanimously, 9-0.

Present Chairperson: Rebecca Bear

3.

ACTION BY THE BOARD:

Motion was made by Jason Gullstrand to reappoint George Andrews and Jason Gullstrand and to appoint Keith Karkut and Wayne Rohner as members of the Property & Facilities Committee for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

Present Members: George Andrews, Jason Gullstrand, Steven Lurry and Lisa VanWhy

4.

Motion was made by Rebecca Bear to nominate Jason Gullstrand as Chairperson for the Property & Facilities Committee. Motion was seconded by Richard Schlameuss.

Motion was made by George Andrews to nominate Wayne Rohner as Chairperson for the Property & Facilities Committee. Motion was seconded by Jason Gullstrand.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by Ann Catrillo and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to appoint Jason Gullstrand as Chairperson for the Property & Facilities Committee for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Debbie Kulick. A roll call vote was taken and failed 3-6. Rebecca Bear, Debbie Kulick and Richard Schlameuss voted yes. George Andrews, Ann Catrillo, Michael Catrillo, Jason Gullstrand, Keith Karkut and Wayne Rohner voted no.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to appoint Wayne Rohner as Chairperson for the Property & Facilities Committee for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

Present Chairperson: Lisa VanWhy

5.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to reappoint Rebecca Bear, Debbie Kulick and Jason Gullstrand and to appoint Ann Catrillo as members of the Education Programs & Resources Committee for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

Present Members: Rebecca Bear, Dr. Damary Bonilla, Jason Gullstrand, and Debbie Kulick

6.

Motion was made by Wayne Rohner to nominate Ann Catrillo as Chairperson for the Education Programs & Resources Committee. Motion was seconded by George Andrews.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to appoint Ann Catrillo as Chairperson for the Education Programs & Resources Committee for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

Present Chairperson: Dr. Damary Bonilla

7.

Keith Karkut, Jason Gullstrand, Debbie Kulick and George Andrews volunteered to be members of the Policy Review Committee.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to reappoint George Andrews, Jason Gullstrand and Debbie Kulick and to appoint Keith Karkut as members of the Policy Review Committee for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

Present Members: George Andrews, Jason Gullstrand, Debbie Kulick and Lisa VanWhy

8.

Motion was made by Wayne Rohner to nominate Keith Karkut as Chairperson for the Policy Review Committee. Motion was seconded by George Andrews.

Motion was made by Jason Gullstrand to nominate Debbie Kulick as Chairperson for the Policy Review Committee. Motion was seconded by Richard Schlameuss.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by George Andrews and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to appoint Keith Karkut as Chairperson for the Policy Review Committee for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by George Andrews. A roll call vote was taken and passed 5-4. George Andrews, Ann Catrillo, Michael Catrillo, Keith Karkut, Wayne Rohner said yes. Rebecca Bear, Jason Gullstrand, Debbie Kulick Richard Schlameuss said no.

Present Chairperson: Debbie Kulick

9.

Mr. Schlameuss said we actually did not convene last year because we did not have a grievance that made it up to this level. The design behind this is that there would be Board members who will hear the grievance. Prior to creating the committee, we really only got the side of the Administration to understand what the issue was. What we asked for was a way where we created a process to hear both sides to help guide our decision making. The idea behind this committee is when there is a grievance that reaches the final step, we would listen to both sides. If either association would grieve and it reaches final step, Administration would explain why it got to that level. The Board would then give direction to Administration. Mr. Andrews said thank you for the explanation because I think there is a lot of confusion as to what this committee is supposed to do. Mr. Schlameuss said this committee kind of helped because we did not have any grievances that reached Step 4 this past year. Recently, they had grievances that came up to Step 4. What happened before was that the Administration and Association were kind of working it out before it got to us. I think that was the benefit of having it. Mr. Rohner said I would like to add that I would like to eliminate this particular committee. We are all elected officials tasked with the responsibility of participating in a grievance. That is why we have a policy that we have adopted that does not mention a Personnel Committee. There are no bylaws, rules, or regulations on how it is supposed to operate. Mrs. Bear said I would like to add some color to that as well. This is something that we discussed during the Support Staff Negotiations. This was part of their contract. The implementation is in the Support Staff Contract. Mr. Catrillo said is there any reason why the entire Board is not part of this process. Mr. Rohner said in the past, we were. Mrs. Bear said I was on the Personnel Committee, but when it had to do with the security staff, I had to abstain. Jason would have to abstain from a teacher one. We did it that way to be the voice if we needed to be the voice. The thought was that the support staff would have a voice and for us to hear their side. We would then communicate that to the entire Board. It was to simplify things and get the message from both sides. A lot of times what happens is that when there is a grievance and before it goes to arbitration, we do not hear from both sides. We have the Personnel Committee in order to communicate with everyone instead of just the Administration communicating with the Board. Mr. Rohner said so that everyone is aware, at the recent PSBA Conference at Kalahari Resort, I took the Policy Regulations Class with the Senior Director of PSBA. There is no generic template for a Personnel Committee. I continue to recommend that we eliminate this committee and that we collectively, as a Board, accept the responsibilities that we are tasked with. Mr. Catrillo said I like the idea that Mrs. Bear brought up. I think it is important for the full Board to hear both sides firsthand rather than having a few Board members hear things firsthand. Mr. Schlameuss said anyone can attend the meeting. It is about having a group work things out. Mr. Rohner said all nine Board members can advise. Mr. Schlameuss agreed. Mr. Rohner said communications was not there last year. Mr. Catrillo said we can argue that but let's move forward. We can have a motion to disband the committee. Mr. Brown said let me first answer your questions. There is no obstacle with having the whole Board present at a meeting. The intention was to have a committee with three or four Board members so that you have a quorum to have a meeting. Mr. Catrillo said I assume we are not having a lot of grievances that reach Step 4. Mrs. Bear said we are not voting on anything either. We are just hearing each side and then communicating it back to the whole Board. Mr. Karkut said it was said that the current committee had no meetings, but Mrs. Bear said you got information about some things. Was there any? Mrs. Bear said we did not have anything that got to Step 4. Before we would go to arbitration. Mr. Schlameuss said just within the past two weeks we have received two things that will need to be heard. Mr. Andrews said that is why we would need this committee; otherwise, it would have to be the whole Board that would need to meet. Mr. Catrillo said if you are saying that it is such a low occurrence, that when it does happen, there is a need for the whole Board to be present. Mr. Rohner said it should be part of an Executive Session. Mr. Catrillo said Mrs. Bear, I like what you emphasized. Thank you for informing me of that. We should have both sides heard.

Mr. Brown brought up if we do not have a committee, we would need to have all Board members present but that should not be a problem since it does not meet frequently. That is my opinion. Mr. Brown said I would also add that the logic to having a committee is just like the other committees that make presentations such as to the Property & Facilities Committee, then it moves onto the Finance Committee and then to all Board members. You can also choose to disband all committees, too. Mr. Catrillo said we are not going to do that. I think the Personnel Committee is a different type of committee. You are depending on someone's career, future or being fired. Mrs. Bear said but we are not making any decisions in the Committee. We are just communicating it back. This is unlike Finance and Property and Facilities Committee we are making recommendations and forward it to the whole Board. This is something we would discuss in Executive Session. It would not move forward until it got on the agenda. It is very, very different than what you are thinking it is. Mr. Schlameuss said we put this committee together to create an opportunity for discussion. It does not matter to me whether we have a committee as long as we are all going to be in the same room together. We just have to have a process. How is this going to proceed? It is kind of like a tribunal. You are going to hear one side and then the other. We will all be listening but there would need to be at least a couple of people to ask some questions. We need to decide what this would look like. We have a template for that, and I can share it with the whole Board. Mrs. Bear said I just don't think that nine people should be interrogating one person that has the issue. There should be three or four people that would ask the questions. Everyone else can just listen so that it is not like an interrogation. Mr. Gullstrand said according to this committee, do the support staff and professional staff have a voice during the whole process to be able to discuss their side? Mr. Schlameuss said, yes. Mrs. Bear said that is the whole point of this committee. Mr. Gullstrand said if we meet as an entire Board like we have prior to this committee, did we ever have support staff or the professional staff there to give their side? Mrs. Bear said, no. I don't know how removing this committee would benefit the employees of the district since they would not have their voice heard during Executive Session. That information from the committee can then be presented to the whole Board to help them make a more informed and educated decision than what we just receive during Executive Session. Mr. Schlameuss said here is an idea. We have not done it yet, but we know that we have two grievances that need to be addressed. Why don't we just keep it for now. We can go to March, April or May and say it worked well or it did not. Mrs. Bear said anyone who wants to attend the Committee meeting can, just like you can other committee meetings. You can attend and listen to everything. I thought the intent of the committee was that we could have the dialogue with the individuals so that we could bring it back to the Board. Mr. Catrillo said Mrs. Bear you make a good point. To me this would be comfortable if the meeting would be announced, and anyone is welcome to attend. Only the committee members may ask the questions. Mrs. Bear said obviously, it is closed to the public since it is a personnel matter, but any member of the Board is welcome to go. We are now going to vote on the Committee members with the understanding that every Board member is welcome to attend. The committee would be following the process that we spoke about. They would ask the questions, so the person is not overwhelmed. If we are done with discussion, we can move on with nominating individuals for this committee. Wayne Rohner, Keith Karkut, Richard Schlameuss and Rebecca Bear said they would like to serve on this committee. Mr. Karkut said the President is the Ex Officio and can attend the Personnel Committee.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by Ann Catrillo and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to reappoint Richard Schlameuss and Rebecca Bear and to appoint Wayne Rohner and Keith Karkut as members of the Personnel Committee for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

Present Members: Rebecca Bear, Dr. Damary Bonilla, Richard Schlameuss, Lisa VanWhy

10.

Motion was made by Rebecca Bear to nominate Richard Schlameuss as Chairperson for the Personnel Committee. Motion was seconded by Debbie Kulick.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by George Andrews to reappoint Richard Schlameuss as Chairperson for the Personnel Committee for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

Present Chairpersons: Richard Schlameuss/Lisa VanWhy

11.

Keith Karkut , Debbie Kulick and George Andrews volunteered to be on the Meet & Discuss Committee for Security Officers & Crossing Guard.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to reappoint Debbie Kulick and to appoint Keith Karkut and George Andrews as members of the Meet & Discuss Committee for Security Officers & Crossing Guard for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

Present Members: Debbie Kulick, Steven Lurry and Lisa VanWhy

12.

Motion was made by Wayne Rohner to nominate Keith Karkut as the Chairperson of the Meet & Discuss Committee for Security Officers & Crossing Guard. Motion was seconded by Debbie Kulick.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to appoint Keith Karkut as Chairperson for the Meet & Discuss Committee for Security Officers & Crossing Guard for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

Present Chairperson: Steven Lurry

13.

Michael Catrillo, Keith Karkut, George Andrews and Wayne Rohner volunteered to be on the Negotiations Committee for the Professional Staff.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to appoint Michael Catrillo, Keith Karkut, George Andrews and Wayne Rohner as members of the Negotiation Committee for the Professional Staff for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

14.

Rebecca Bear made a motion to nominate Michael Catrillo as Chairperson for the Negotiation Committee for the Professional Staff. Motion was seconded by George Andrews.

Motion was made by Debbie Kulick to close the nominations. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to appoint Michael Catrillo as Chairperson for the Negotiation Committee for the Professional Staff for a one-year term ending with the next Reorganization meeting of the School Board in December 2024. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

XIX. COMMITTEE MEETING DATES DISCUSSION

Mrs. Bear said I would like the January Finance Committee meeting to be held at High School North since my daughter has a basketball game there on that night. The rest of the Committee members agreed.

Suggested Dates: Property & Facilities Committee Meeting – January 10, 2024 at 5:30 p.m.

Finance Committee Meeting – December 12, 2023 at 5:30 p.m. &

January 16, 2024 at 5:30 p.m. at

High School North

Education P& R Committee Meeting – January 17, 2024 at 6:00 p.m. in person and via Zoom.

Policy Review Committee Meeting – January 22, 2024 at 4:30 p.m.

XX. EMAIL DISCUSSION

Mr. Catrillo said I don't know what this discussion would entail. Mrs. Bear said I would like to speak on this. I would like for the Board members to just use the ESASD email because I don't like getting school emails in my personal email. I don't mix the two. If I am responding, I want it on my school email. I don't mix the two. I look at that differently than my personal email. Mr. Andrews said it is not for someone like you. It is for those that do not have good service. Mr. Rohner said she is speaking for herself and what she prefers. Mr. Brown said it is possible for everyone to have an ESASD email. Mr. Karkut asked what is the conflict. Dr. Riker said several months ago the Board gave the directive that all district business would be conducted on school district email. We are going to continue to follow that unless the School Board directs us differently. Mr. Catrillo said this means that we would be receiving information to our ESASD email. Mr. Andrews asked Ms. Kulick, are you using the school email. Ms. Kulick said her issue has not been solved yet. Mr. Andrews said Ms. Kulick nor Mr. Rohner are able to get their district email. Mr. Catrillo said what we can say is that unless you can't get your district email, due to problems, let Dr. Riker know so that your personal email can be used for communication. Mrs. Bear indicated that she only wants information on her ESASD account. Mr. Catrillo said be sure to let Dr. Riker know if your ESASD email is not working. Also let me know so that we can ensure that everyone receives everything the correct way. Mr. Brown said I was not privy to why that decision was made but I think it is a good decision. Mr. Rohner said there are no minutes reflecting this decision. Mr. Brown said I think this is a good decision because one, the district is obligated to put an email for each School Board member on the website so that the members of the public, students, staff or anyone can get in touch with each School Board member. If you put your private email up there, you are subjecting it to spam. Your email will eventually get loaded up with junk. It is not good for you personally. Second, this is a remote possibility, but it has absolutely happened. If you get into a Right-to-Know situation or litigation questions concerning things that Board members have discussed among themselves outside of the public meeting, such as in emails, courts have subpoenaed School Board members phones, personal computers, and laptops to get full access to the emails. I don't want that to happen. Everything that is stored, all your business goes through ESASD.net email than it is stored on district servers, no one is going to come to your house and that is why I would recommend it. Mr. Karkut said I was on the Board several years ago and I brought this up. I asked that all Board members get an ESASD email. I did not mind it. One thing that I do want to say as a previous Board member

is I don't know if we have to create a policy about what happens to the emails once your term is up. Less than two hours or overnight after I was off the Board, everything was cancelled out. I should have some time to go through my emails to pull out some for my own personal storage. They got pulled immediately when I left the Board the last time. I think there should be some type of procedure or policy to address that issue. Just like you said Mr. Brown if someone can get to it, I should be able to access it, too. Mr. Catrillo said I think as a good procedure and I believe the district should agree, they should let the Board members know how long they have before it is totally cut off. When we get to that point, if a previous Board members is not good, they should contact Dr. Riker or the Superintendent's office to discuss on how it will be best done. This is what we kind of did when we retired.

ACTION BY THE BOARD:

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

XXI. ADJOURNMENT – 6:35 P.M.

Respectfully submitted,

Patricia L. Rosado
Board Secretary