

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

MINUTES

- I. **President, Michael Catrillo** called the meeting to order at 7:14 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, Ann Catrillo, Michael Catrillo, Jason Gullstrand, Keith Karkut, Debbie Kulick, Wayne Rohner, and Richard Schlameuss.

Student School Board Representatives at the Administration Center Board Room were: Yashvi Kopanati and Helen Schlameuss.

- II. **School personnel present in the Board Room:** Peter Bard, Maria De Jesus-Perez, Joe Formica, Barry Krammes, Trenee Lurry, Frederick Mill, William Riker, Patricia Rosado, Louis Santiago, William Vitulli and Steve Zall. Christopher Brown, Solicitor.

School personnel attended via Zoom: Eric Forsyth and Diane Kelly.

- III. **Community members present in the Board Room:** Larry Dymond, Steve Lurry, Laura Massaro, Larry Rivers, Marion Rivers, Ruben Torres and Gabi Vazquez.

Community members attended via Zoom: Armand Martinelli.

IV. WELCOMING OF GUESTS.

Mr. Catrillo said before we begin I believe we have a treat in store for us tonight. We welcome our North students. Mr. Mr. Keith Labar, North Choir Director said he is here tonight with the North Chorale students. We started this tradition about several years ago where the students sing for you some holiday cheer. Mr. Catrillo said thank you very much for coming. That was beautiful and you look great.

Mr. Catrillo said we welcome all of our guests. Please make sure that you have signed in.

V. ANNOUNCEMENT OF EXECUTIVE SESSION(S)

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 December 18, 2023, as submitted, with the Board of Education reserving the right to add to the agenda and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Keith Karkut 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 November 20, 2023, Board meeting. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

VIII. REPORTS

a. Monroe Career & Technical Institute Update

Mr. George Andrews said the December 11th JOC meeting started off with the reorganization and introduction of four new members to the MCTI Board. Ms. Kraemer from Stroudsburg was voted Board Chairman and Jason Gullstrand from East Stroudsburg, was voted as Board Vice-Chairman. Mr. Gullstrand was also voted on the Property & Facilities Committee meeting so he will be very busy. Pleasant Valley's Superintendent, Dr. Konrad, is this year's Superintendent of Record. The conference room addition projects continues to move forward and MCTI is looking to break ground this Spring.

The Board voted

- To renew the service agreement with US Omni & TSAGC Compliance Services, Inc.
- Vending contract with H&J Vending of Scranton
- To amend the bid for the HVAC from Shannon A. Smith for the MCTI expansion project to correct a \$600.00 error in the bid amount of \$843,600.00
- To approve the escrow agreement with Pocono Township for the MCTI addition project
- To approve the Articulation Agreement with Pocono Township for the MCTI addition project.
- To approve the Articulation Agreement with Lackawanna College
- To approve the internship Agreement with Lackawanna College.
- To approve the internship Agreement with ESU
- To approve field trips to scenic Skytop Resort and PA State Police Academy.

The District 11 Skills USA Championships will be held on January 24, 2024 at Agri-Plex, Allentown Fairgrounds. Lehigh, Monroe, Northampton, and Upper Bucks Counties demonstrate their abilities in thirty-five skilled trade competitions. Winners will head to the State competition in April.

FFA/Horticulture students made Holiday arrangements for the Board members to take home. If I say so myself, they were very professional, and I thank all of those students.

There will be no MCTI Board meeting in January. The budget will be introduced at the February 2024 JOC Meeting.

b. Colonial IU 20 Update

Mr. Michael Catrillo said I attended my first meeting. It was a brief meeting but it gave me an opportunity to meet some of the people that I will be serving with on the Board. One of the most moving things there was a student, Kylee Diaz, who was a Life Skills 20-year old student from Penn Argyl, was just appointed as a Youth Ambassador. I believe there are only two in Pennsylvania. In that role, she will be working with service providers to improve transition to post-secondary schools. She will be working to teach students to advocate for themselves at their IEP meetings and for their services. She gave a presentation, and she was phenomenal. It was remarkable to see this young lady and to see what she is capable of doing and what she will be doing as an Ambassador. It was good to know that our area has one of the two Ambassadors. In addition, IU 20 has just completed the four-year Capital Improvement Project and they are beginning work on planning for their new four-year plan. They were praised by other members of the Board, who have been with them for a while, as well as by Administration for their ongoing commitment to building upkeep and keeping their facilities up to date. Their new plan will be put into place, and I will probably have more to report on that in the near future. The other thing that I thought was an interesting concept. They said it was

the first month in a while where the number people they were hiring outweighed the number of people that resigned from their position. That may sound like an unusual thing, but as we all know that many districts continue to try to recruit new employees, especially in the support staff area and the IU 20 is certainly doing that. It seems that it is on an upswing, and hopefully that will continue so that we have people in these positions. On a side note, as a first-time person there, I was very impressed with air of professionalism in our IU Administration and their Directors. I look forward to continuing my work with the IU.

- c. Property/Facilities Committee Update –
Mr. Wayne Rohner said the Property & Facilities Committee did not meet in the month of December. The next meeting is scheduled for Wednesday, January 10, 2024 at 5:30 p.m. in the Administration Center and via Zoom.
- d. Education Programs & Resources Committee Update - esasd.net/epr
Mrs. Ann Catrillo said our Education Programs & Resources Committee did not meet in the month of December. The first meeting is scheduled for Wednesday, January 17, 2024 at 5:30 p.m.
- e. Finance Committee Update
Mrs. Rebecca Bear said the Finance Committee met on December 12, 2023. We had a full agenda. On the agenda tonight, you will find:
 - The Act 1 Resolution
 - Fund balance June 30, 2023.
 - Keystone fire and security for POTS Lines
 - Zelenkofske 3 year agreement
 - Serfinder upgrade for transportation
 - Front line education for additional
 - OIG compliance agreement.Mrs. Bear asked Mr. Bard if we were using an IU previously and they are no longer providing this service. Mr. Bard said we were using the Westmoreland IU and they stopped providing this service. Mrs. Bear said we had a financial presentation from Mr. Bard. I am looking forward to hearing it again tonight.
The next meeting is scheduled for January 16, 2024 at 5:30 p.m. in person at High School North and via Zoom.
- f. Policy Review Committee Update
Mr. Keith Karkut said the Policy Review Committee did not have a meeting in December. The next meeting is scheduled for January 22, 2024 at 4:30 p.m. in person and via Zoom.
- g. Student School Board Representatives –
Yashvi Kopanati, High School North, reported as follows:
Good Evening School Board Members, Faculty, and guests. I hope everyone is having a great holiday season so far. I am excited to inform every one of the amazing things that have occurred this month in our building.

To starting off this month on a high note, the students at North High School did a fabulous job maintaining excellent attendance and behavior, resulting in over 500 students qualified for the 1st Quarter Reward through the SWPBIS program. North students continue to show their commitment to their school and education and hope to do so in the future as well.

Now onto some winter activities. Our school is hosting WinterFest Week; a week of fun, festivities, and holiday cheer. Throughout the week, students may participate in the spirit week themes each day to express their excitement for the upcoming holiday break. On the last day before break, The Class of 2024 is throwing a back to the good old days by watching a Christmas movie and PJ Day in the auditorium while eating holiday snacks as a way to pay homage to our favorite elementary school memories. Later that same day, SWPBIS is partnering up with our school's Student Government to host the WinterFest Games for our underclassmen.

Moving on to athletics -The winter sports teams have been making huge strides in their seasons and have already won some of their contests against schools in their divisions. The Boys' Basketball team is exhibiting a promising future with their talent this season. The players to watch are definitely Seniors, B. Dobie and N. Wilder along with underclassmen C. Delgado and B. Bowen. This month, they have already played against PV, West, Dierruf, Emmaus, Bangor, and will be going against Stroudsburg, Freedom and playing in two

tournaments as the month ends. Pocono Record recently shouted our players out and announced how they are going to be tough competition for the rest of the EPC. Training and playing hard, our Girls team is also making similar progress and we cannot wait to see them win in their upcoming games. The Wrestling Team, led by their Captain, R. Bibeau, has been fighting hard against very competitive schools in the past few weeks and many of our wrestlers have been holding their own on the mat. We look forward to seeing how far they go the rest of the season.

Our music program has had some exciting events as well. Starting off with the Instrumental Music program, On December 2nd, eight North High School instrumental music students traveled to Parkland High School to audition for the PMEA District 10 Band and Orchestra Festival alongside 700 other students from schools in Berks, Carbon, Lehigh, Monroe, Northampton, Pike, and Schuylkill Counties. Of these eight students, N. Yanuzzi, T. Molessa, and J. Cannetti won seats in the 2024 District 10 Band as a result of their auditions. On December 7th, The North High School Symphonic Band, Jazz Ensemble, and Brass Quintet gave an amazing performance for their Winter Concert in the auditorium which included many amazing soloists and entertaining music pieces. Outside of school, members of the North High School Band Program spread holiday cheer by performing holiday carols at the Stroud Mall during last Saturday afternoon.

Now onto the Vocal Music Program - The North Chorale, who started off tonight's Board meeting with their amazing voices, has been performing around our community throughout the month. We were invited to perform and participate in Senator Rosemary Brown's Veterans Appreciation Breakfast at Trout Lake Resort on November 30th. The students recognized and honored many veterans in our community. We also performed at the Lehigh Valley/Pocono Hospital and Rotary Annual Tree Lighting Ceremony on December 7th at the Hughes Cancer Center as well as St. Matthews Catholic Church along with four other local high school choirs at their Annual Holiday Choral Showcase. This week, we will be singing throughout Lehigh Valley - Pocono Medical Center on Wednesday December 20th to provide some holiday cheer for patients and the staff. We hope that we were able to spread some love tonight and continue to do so throughout our community this holiday season. Today marked the first day of auditions for the spring Musical, "Alice By Heart", and we want to thank everyone who auditioned to make this show possible. Tomorrow is the last day of auditions, and the cast list will be coming out over the break. Wish me luck tomorrow! I will be auditioning. Lastly, On December 14th the North Choral Department performed their Annual Winter Concert beginning at 7:00 p.m. in the North Auditorium. As a special treat for the audience, one of the songs featured kazooos. It was a comedic piece. It was a crowd favorite and I got to learn how to play a kazoo.

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 finished our season as EPC quarterfinalists. This could not have happened without the help of our coach and our debaters, throughout the year. Mock Trial continues to prepare for our competitive season and have been meeting with our mentor, Attorney Marra, who has been very helpful in training us to become better advocators as we approach the season. The Technology Student Association has had their first meeting and is getting ready for the Regional Competition coming up in early January. We hope to qualify with our projects at the Regional Level to hopefully compete and win at the State and even National Level. We hope you support us through our journey. The North Dance Team is starting its season this winter as well and has now had its first rehearsal. We will be holding tryouts after winter break and are set to perform for the school during one of our upcoming pep rallies. We hope to participate in a spring showcase for the first time in school history and to perform for the community throughout the rest of the year.

Finally, our community service organizations are also starting their mission statements for the year. Our NHS Chapter hosted our Annual Christmas party today and it was a smashing success. Students partook in many holiday activities which not only started off our year as a club but also brought us closer together as a chapter. We were able to collect many coats for our drive and we are looking forward to partaking in more service activities like this. Our Key Club and Leo Club has had its first meeting and have established a few of our holiday events that we are doing. Last Saturday, members of the club helped put wreaths on graves to honor our Veterans at the Reeders United Methodist Church Cemetery. Along with this, the club will also be helping out at the Salvation Army this Wednesday for their annual holiday event where our members will help make food baskets, deliver trees, and organize the food pantries.

With that, I close my report. As you can see, North is really showing off their holiday spirit with their hard work, dedication, and compassion to their community. I hope you enjoyed hearing about our student body's achievements. Thank you everyone and have a safe and happy holiday. Mr. Catrillo said it was an amazing report and I really respect your energy and enthusiasm.

Rese Schlameuss, High School South, reported as follows:

Good evening School Board members, and welcome new Board members. I would just like to reintroduce myself; my name is Rese Schlameuss, and I am the School Board Representative for South.

Slide 1:

This past weekend the band hosted Cookies, Carols, and Cocoa where family and alumni celebrated the holidays. Current band members played music while others enjoyed their time together.

Slide 2:

East Stroudsburg South's Mini-THON hosted a Cocoa and Canvases event to raise money for the club. On Saturday, community members came to South to get step-by-step painting instructions from Mrs. Radlowski. Those who attended painted a canvas for themselves and also painted one for a child with pediatric cancer. South's Mini-THON has a lot more fundraisers coming up, so be on the lookout for numerous upcoming events.

Slide 3:

Winter Sports have finally started. Girls' and Boys' Basketball Teams are projected to both have amazing seasons. Swimming, Wrestling, and Rifle Teams have also started their seasons and so far are doing a tremendous job. Our Chess and Boys' Basketball Teams both defeated Stroudsburg in these past two weeks.

Slide 4:

Last weekend, our Cheer team got their ticket to Nationals! They are having an amazing season and will be heading to Texas in February. We are so unbelievably excited for them and cannot wait to see what else they accomplish this month.

Slide 5:

This week, we started hosting a spirit week to raise money for the Olsen Christmas Wish Foundation. Students had to pay \$2 to participate with all the money going towards the Olsen Wish. To end the week, we will be having a Pep Rally that includes a Student v. Teacher basketball game where we will be raising money for the Olsen Christmas Wish. Our goal is to raise \$500 for this amazing foundation. Hopefully, we will see some of our Administrators and School Board members there.

Slide 6:

We are excited to announce after many years of hard work and sweat that Mrs. Ellison has put into Special Olympics has finally led to a great award being presented to South. We have been recognized as a National Banner School which is one of the highest honors given to schools that show inclusivity. Tomorrow, we will be celebrating this honor at half-time during our home basketball game. Special Olympics hopes to see as many people as possible attend this amazing event and thanks you for your continuous support.

Slide 7:

The 12+ Program successfully finished their first rotation and moved on to their next job experience. We would like to thank our Food and Environmental Services and Kalahari for their continuous support in this project.

Slide 8:

This year, we had over 50 students participate in dual enrollment either through Northampton Community College or East Stroudsburg University. Many students are taking advantage of the dual credit opportunity offered to them. I plan on using my dual enrollment credit as a dual credit and am grateful for this opportunity.

Slide 9:

The Freshman Study Strategies is a group of freshmen that is striving to focus on their grades, discipline, and attendance. Today they reviewed their profiles with support staff and as a reward, had a gingerbread house-building competition. I believe the competition is still going on so we will see who wins.

Slide 10:

This semester, over 130 juniors received their Heartsaver First Aid CPR AED certification. We are now offering this training in all junior health classes to better prepare our students for circumstances that may include CPR.

Closing:

That is all I have for this month. I hope you all have a great rest of your day and also have a great break. I know I most definitely will. Happy Holidays!

Mr. Catrillo said both of your energy and enthusiasm for your school shines through. I would like a second to address our Student School Board Representatives. One thing that you may not know is that this position was started many, many years ago by a person who got elected to the Board. His name escapes me, but he was 21 years old and a graduate of High School South. When he got on the Board, he said he wanted to hear from more students and asked for this position to actually begin. I know his intent was to go a little bit beyond reporting the good things which we love hearing. Unfortunately, he got a job and resigned from the board before it got started. What I would like to ask, after the winter break, is for you to keep doing what you are doing but also to poll your students to see if there are any issues that we should be aware of or any suggestions. Please also feel free to bring those comments to us here at the Board meeting. The other thing, and I will be in contact with you, as a Board, we would like to meet with you and a group of students at both North and South High School with probably three or four members of the Board somewhere in March. I will give you the details and maybe ask you to organize that with your building Principals. Starting with your January report, I will send you some more information. Thank you for being here and for being leaders.

Rese Schlameuss said we have one more item to present. We started a Future Educators Cohort Kickoff Event. This was for students to gather some knowledge in the field of education. There were many students that attended the event. Yashvi Kopanati said a lot of North students came. I knew about 20 of them. It is amazing to know that the love and passion for education is still out there and that it is not a dying field. It is great. We had a kickoff event with a discussion between the students and teachers. They discussed many aspects of education and talked about what they want to see and pursue later in life. They also worked with a teacher and participated in a mentor assignment. They had a mini workshop and round table discussion. They heard about experiences that teachers had and what students hope to have. It also showed them what teachers have to go through on a daily basis. We had elementary, intermediate and high school level information. They went through the full range of what education could be. They were also able to plan a teacher lesson. It was a hands-on experience and they delved into what education really is. They even heard about Intermediate Unit teaching and what can be expected there. Their eyes were opened by learning what education can really be about.

Miss Schlameuss said there were many panelists. Mr. Michael Catrillo was one of them. He spoke to the students about the opportunities and what they can do in the field of education because there is so much that goes into it. I had a few friends that were there. They enjoyed the event so much. It gave them an opportunity to see if that was the field they would want to pursue. The other presenters were Dr. William Vitulli, H. S. South Counselor, Mr. Jay Kuhl, Mrs. Ann Catrillo, Dr. Brooke Langan, Dr. Gina Scala, Mr. Paul Kernan, Mr. Scott Hnasko, Mrs. Kate Krammes, Mrs. Fabiola Souffrant, Mr. Philip Lazowski, and Mrs. Amberly Warner. They all gave their perspective on education to the students. This was such a great opportunity. You never know what field you want to go into unless you gain some experience about it. We thank you for giving the students this opportunity.

Mr. Catrillo said Mrs. Catrillo and I were honored to be on the panel. I want to thank Ms. Polmounter from High School South and Mrs. Parrish from High School South, for the work they did on this event. I also want to thank the Administrators who are really working to support building future educators.

h. 2022-2023 Financial Report Presentation

Mr. Bard said I am going to present to you the 2022-2023 General Fund Financial Results.

Slide 2 – 2022-2023 Highlights Excluding ESSERS

Revenues 0.002% under Budget

Actual - \$179,219,707

Budget - \$179,500,592

Expenditures 4.6% less than Budget

Actual - \$177,113,659

Budget - \$185,776,981

It was a very good year for East Stroudsburg Area School District. I will walk you through why. The 2022-2023 school year ended on June 30, 2023.

Slide 3 – Revenue Summary

	2022-2023	2022-2023	Variance	Variance
	Budget	Actual	\$	%
Local	\$108,656,038	\$114,151,816	\$5,495,808	4.8%
State	55,542,690	55,670,607	\$127,917	0.02%
Federal	13,302,548	7,425,262	-5,877,286	-44.2%
Other	1,999,316	1,972,022	-27,294	-0.01%
Total Revenue	\$179,500,592	\$179,219,707	\$-280,585	-0.002%

The Federal number is ESSER driven. Any federal funds have to be spent immediately. This is not an item of concern. Other is the new category for our computer leases, leases or any sale of assets. The variance is the sale of assets that came in less than estimated.

Slide 4 – Revenue Summary (continued)

- Revenue - 0.002% less than Budget
 - o Local RE taxes were collected as expected – around a 90% collection rate in Monroe and 93% collection rate in Pike County.
 - o Real Estate transfer taxes outpaced the budget by 14% in both counties combined – Budgeted \$1.2 million and collected \$1.72 million.
 - o Interest income was budgeted at \$250,000 and we collected \$2.7 million on interest. Our interest rate that we earn are 5.5%.
 - o Federal Income was less than budgeted due to ESSER projects that we pushed into 2023-2024.

Slide 5 – Expenditure Summary

- Expenditures 4.6% less than Budget
 - o Salaries & Benefits \$3.2 million less than Budget primarily due to open positions related to the competitive job market (over 40 Bus Drivers open). Mr. Karkut stated, during a budget conversation, his concerns about budgeting positions that are never going to be filled. In 2024-25 we are going to eliminate a lot of positions that have not been filled; therefore, it will eliminate the need for these budget deficits.
 - o Contracted Services \$1.5 million less than Budget (CIU20 & Non Charter Tuition) as service partners were unable to fulfill commitments due to staffing shortages.
 - o Unspent Budget Reserve of \$1.0 million
 - o Charter School Costs – budgeted \$9.0 million dollars, arrived at 7.8 million dollars - \$1.2 million dollars below budget. Over the last two years, we have seen a savings over three million dollars from outside charter school costs due to the efforts of Administration in bringing students back into the district. These are some of the bigger reasons why expenditures were less than budgeted. Also, discretionary spending of a budget was also down. Just because something was budgeted it does not mean it was spent.

Slide 6 – Revenue over Expenditures

	2022-2023 Budget	2022-2023 Actual	Variance \$	Variance %
Revenue	\$179,500,592	\$179,219,707	\$-280,885	-0.002%
Expenditures	\$185,776,981	\$177,113,659	8,663,322	4.6%
Revenue over Expenditures	-\$6,276,389	\$2,106,048	\$8,382,437	*

Due to actual revenues exceeding budget and actual expenditures being less than budgeted, the District realized a surplus rather than the budgeted deficit. We had a \$2 million surplus. This is a phenomenally well performing budget. The auditing performance would like the variance to be somewhere between 3% and 5% . It was near the roof of what the auditors would like to see. Because of that, the Administrative team would need to look at the historically opened positions and trim some of them down. If we have some kind of influx of applications, we will come to the Board and fill them. As you know we have to give you a fair and accurate portrayal of where the district’s position is. We cannot keep approving a negative budget and keep coming in positive. We have that \$8 million variance in the budget. How are we going to manage this unexpected windfall in the budget?

Slide 7 – Fund Balances Explained

- Total Fund Balances: \$81,516,813 (money that we have after paying our bills)
- o These are broken out into several categories for the District to use in accordance with the PA PDE Chart of Accounts
 - o Fund balances are a measure of a District’s financial strength and stability.
 - o We’ll discuss the different types of Fund Balances in the upcoming slides and why they are broken out and why I am asking the Board to assign the fund balance into different categories and what we can do with them.

Slide 8 – Financial & Bank Statement Impact of the \$5 million transfer

	General Fund Balance	Capital Reserve
Balance as of June 30, 2023		
Prior to Transfer	\$56,267,628	\$25,249,185
Fund transfer	-\$5,000,000	\$5,000,000
Balance as of June 30, 2023 After Transfer	\$51,267,628	\$30,249,185

The Capital Reserve budget is the capital we use for all of our capital improvements, i.e., roof, boiler projects, and vehicles. Our bus transportation fleet will need to be repurchased. We will speak about that at the January meeting. My plan will hopefully be a cost savings to the district. I will be asking the Board to transfer \$5 million into the Capital Reserve. The Administrative team have come up with a capital plan that will most likely exhaust the \$30 million that is currently in the Capital Reserve based on the needs of several buildings without going to the banks to borrow money. It will also leave us with a substantial amount in the fund balance. That is the plan from the Administrative perspective.

- Accounting entry will be back dated to be effective as of June 30, 2023 (Financial Statement impact)
- Bank posting will be effective based on date it occurs after Board vote (Cash/Bank Statement impact).

Slide 9 – 2022-2023 Fund Balance Assignments & Capital Reserve Transfer

- Recommended December 18th, 2023 Board Motions: Recommend the Board transfer \$5,000,000 from the General Fund to the Capital Reserve fund for capital improvements across the District.
- Recommend the Board set the following General Fund Balances as of June 30th, 2023.

Fund Balances General Fund	
Nonspendable, Prepaid Expenditures	\$783,115
Restricted	-
Committed	\$24,000,000
Assigned	
Balance the 2023-2024 Budget	\$8,498,602
Future Budget Expenditures	\$9,000,000
Future Educational Programs	\$6,000,000
Unassigned	\$2,985,911
Total Fund Balances	\$51,267,628

The only piece of this that cannot be spent by the Board is the Nonspendable, Prepaid Expenditures of \$783,115. That money is held by the Health Insurance Trust. The Committed of \$24,000,000 is broken down for PSERS, and for the Health Insurance Plan since we are self-insured. That money can be uncommitted and spent by Board motion. The

Assigned Fund Balance is to balance the 2023-24 budget which the Board passed with an \$8,498,602 deficit, for future budget expenditures of \$9,000,000 and future educational programs of \$6,000,000. The Unassigned balance of \$2,985,911 can be used for anything. That total is \$51,257,628. This is after the \$5,000,000 is transferred to the Capital Reserve.

I put this star for * Future budgetary expenses in an increase of \$3,000,000 from the previous Fiscal Year.* We have two future union agreements that are coming due at the end of the 2023/2024 school year. I wanted to make sure finances were there to cover them. We can also use some funds from the Committed Fund. I would like to make a word of caution on the financial picture of the district since I have seen some instances in the past. This district is a very strong district. We are in a very financially strong position that has been built way before I got here. This is one of those districts that have been very well run for the past 12 years financially wise. It has continued to be a beacon of strength where the State does not meet its requirements. If the Charter School Reform Bill that right now is stuck in the House would be passed, East Stroudsburg would save another \$4.9 million on their Charter School tuition which would cut our deficit in half. However, that is neither here nor there. The moral of the story is that we can spend the \$51million incredibly fast. My goal is to never propose to the Board a tax increase. My goal is also never to propose to the Board the two P's, people or programs. I don't ever want to see this room packed with people calling for my head. We have to start planning financially. We have to use this money very wisely moving forward. That is all that I would ask for. I plan on proposing using those funds as fiduciary responsible as we can.

Slide 10 – 2024-2025 Budget Timeline

- December 18th, 2023- School Board meeting; 2022-2023 Fund balance motions and Capital Reserve transfer to close out the fiscal year.
- The Board will vote to approve the Act 1 index Resolution to not exceed the Adjusted index Resolution to not exceed the Adjusted index for ESASD (7.6%).
- January Finance Committee Meeting/Board Meeting, which will be held at the High School North – Auditors will present the audit report. The auditors will also be in this room at the January Board meeting to present their report and answer any questions from the Board members.
- March Finance Committee and Board Meetings – Will present First Look at the 2024-2025 Budget, which will not include a tax increase. However, it would be prudent for the Board to start considering the flat revenue that has been coming in from the local real estate taxes. We need to look at that for the next three to four years and consider those real estate assessments that keep coming in to knock down the revenue.

Mrs. Bear said I believe interest rates are going to drop at least in my industry so I don't think we can count on that excess interest. Mr. Bard said we are going to continue to be aggressive until that day. We will lock in those rates and go from there. Mr. Catrillo said regarding the \$5 million that is being transferred to the Capital Reserve, is there any advantage to waiting to do the transfer since we are beginning the Professional Staff Negotiations in January and you will be presenting next year's budget in March. What is the reason for doing that now instead of waiting to see where those two things are? My understanding is that it can be done later on. Mr. Bard said it can be done anytime that the Board chooses to do it; however, the reason why we do it is to provide a clean closing to the 2022-2023 fiscal year. It also provides a clean number for the Capital Reserve account so that you know exactly what that number is. That number was comprised when looking at the number of projects that are coming up and my ability to not want to go out to borrow money from banks or through bonds. Dr. Riker will be presenting the list of projects to the Property Facilities Committee in January. Mr. Andrews said we have used half of the funds that were in the Capital Reserve since last year. Mr. Bard said that is correct. Your committee has been fortunate in having a large amount to complete those projects. I believe there are about three of four roofs that would need to be replaced and the Capital Reserve Fund should be enough to cover them. Mrs. Bear asked is the bus purchase also included in this amount. Mr. Bard said the buses are included for now, but I think I have a plan to place them in the General Fund, so we do not have to rely on the Capital Reserve since it is a \$9 to \$10 million expenditure. I would like to move it to leasing. I will give a bus presentation in January. Mr. Catrillo said thank you for all of your work in bringing this information to us.

IX. PUBLIC PARTICIPATION

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

- A. Ms. Gabrielle Vazquez said I am here to talk about the name of the stadium. I am an alumni of the High School South Class of 2019. I am the last female football player to have played for Coach Christian which is an honor I cherish very much. I was his backup kicker in my junior year and his starting kicker in my senior year. I was a three-time captain of the girls Varsity Soccer Team. I am here tonight to show my support for Coach Christian and the renaming of the stadium to the Ed Christian Memorial Stadium. I often spoke to Coach Christian regarding my other sports, clubs and classes. Coach was always eager to listen and was proud of all of my accomplishments. I know he felt that way about all of his players. Education and how we represented ourselves in our community as well as how

we treated people were just as important to him as coaching football. I remember attending my first Turkey Day game as a kid and I told my mom that I would be playing out there playing football one day. Coach Christian gave me that chance and he gave me a chance knowing that I would have to miss football practice to attend soccer. He would help me with practice when soccer was over. He was fair but tough and had a soft spot for a lot of his players. He liked when he saw us work hard and never give up. He always told me keep your head down and kicking. Something that I still think about today. Out of all of the sports and accolades I received, making him proud and having him pat my helmet and shoulder pads after every kick were some of my favorite moments. He deserves to have the stadium named after him, which is a small token which would show gratitude from the school district, the community and his players for all he has given to us. I know I do not stand alone in this feeling of gratitude. The football family is one like no other. We are proud, bold and we protect each other. That is what he taught us. Also, the one thing we never do is talk poorly about anyone especially if they are not in the room or worse no longer here to defend themselves and protect their reputation. Now it is our job to do that. I am here to help protect his name, his reputation and his legacy. Ed Christian Memorial Stadium is a wonderful way to pay homage to one of the best coaches who ever cheered, yelled or ran with Cavalier pride at a practice or during a game. Thank you, to you, the Board for allowing me this opportunity to speak. I hope when it is time to make your decision, you will see Coach Ed Christian through our eyes.

- B. Ms. Laura Massaro said I know that you are going over a bunch of policies today. I want to talk about the virtual snow day policy. Why can't we align with other districts? I know the kids have off and get another day that is fine but at the end of the year, you cannot plan for graduation days because everything might change. It also messes up the MCTI classes. You end up with a bunch of kids with East Stroudsburg a week longer than anyone else. They are missing out on learning days because they are not in school. This is just something to think about. I am also wondering what can be done with the elementary school students who have behavior issues. They are put in regular classrooms. It creates a poor learning environment for all of the children and not just themselves. It is very hard on the teachers as well. Talking about the budget, does anyone verify with the companies on the work that they do. I was told that they pad their bills because no one is checking. This is something else to consider. I also want to know why we are paying for Dr. Riker to go on conferences when he doesn't even visit the North campus.

X. UNFINISHED BUSINESS

None

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 003 – Functions

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt/repeal the Board Policies listed. Motion was seconded by Keith Karkut.

Motion was made by Keith Karkut to table the policies. Motion was seconded by George Andrews. A roll call vote was taken and failed 1-8. Keith Karkut voted yes. George Andrews, Rebecca Bear, Ann Catrillo, Michael Catrillo, Jason Gullstrand, Debbie Kulick, Wayne Rohner and Richard Schlameuss voted no.

Original motion was voted on and passed 8-1. Keith Karkut voted no.

ADOPT

1. Policy 317 Conduct/Disciplinary Procedures
2. Policy 339 Uncompensated Leave
3. Policy 616 Payment of Bills
4. Policy 808 Food Services
5. Policy 819 Suicide Awareness, Prevention and Response
(See pages 14-39)

REPEAL

1. Policy 417 – Conduct/Disciplinary Procedures – Professional Employees
2. Policy 517 – Conduct/Disciplinary Procedures – Support Employees

ii. **004 – Membership**

1. **Conference Attendance**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the attendance of William Riker at the 2024 PDE Conference in Hershey, PA from February 27, 2024 to March 1, 2024 in the approximate amount of \$1,192.00. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

b. **PROGRAMS**

i. **123 – Interscholastic Athletics**

Ms. Kulick asked when the stadium was named as the Memorial Stadium was it in memory of those who were at war. Who was it named after? I certainly agree that the Field is named after Mr. Christian. I want to make sure that we don't dishonor the people that originally that was named for. I am asking that as a question. Mr. Brown said I don't think anyone has the answer to that question. It is an excellent question. Mr. Karkut said from what I gather from talking with people in the community who would like to keep the current name is that the stadium was built by the community. It was not built by school dollars. It was built by community dollars and effort. It was built during the war. It was pride by our community in America and our country; therefore, named Memorial Stadium to honor all who served our country. That is what I gathered from the elderly I talked to in the community. Ms. Kulick said we certainly do not want to dishonor Coach Christian by not giving him something of a memorial and folks have suggested to me naming the field after him. Mr. Karkut said my point that I was going to bring up was I was going to suggest naming the East Stroudsburg Field the Ed Christian Field at Memorial Stadium. This is very similar to what ESU did with the Gregory Douds Field at Eiler Martin Stadium. If the stadium had not been named, I could agree to change the name, but the stadium was named. It was given to us by the community. We are now second guessing the folks that built that stadium before us. If a school does not have a name, I can see naming it after a person. If it was already named after a person, are we going to change that name? Mr. Schlameuss asked are you making a motion to amend the name. With my luck with motions, I do not want to make the motion. Mrs. Bear said for clarification, you want it to read East Stroudsburg South Edward H. Christian, Jr. Field at Memorial Stadium. Mr. Karkut said I am speaking about the football field that he was a part of for years. Ms. Kulick said I have been told that there is a plaque at the stadium that was placed there by the community. Mr. Catrillo said before another motion is made, first of all, I want to clarify a couple of things that were brought to us last month in reference to Mr. Christian. One of the things was about Mr. Christian's refusal to let people use the field or giving them a hard time about using it. In my prior position, I was the Principal of High School South. I was Mr. Christian's Supervisor from 2010 to 2018 when he retired. The coaches do not make the decision on who uses the field. The coaches can request a field. Do the coaches push for their team, yes, much like the Chorus Director pushes for the stage along with the Band Director. However, the Athletic Directors are the people who will assign the fields. If there are any problems, it comes to the Principals. I can say, in all of the years I was there, about 11 years, I did not have any issues that were ever brought to me by Mr. Christian or from any Athletic Director and I went through three Athletic Directors, Mark Brown, Ben Brenneman and Denise Rogers. Also, I hear what you are saying. If the stadium was named after someone, I can probably say yes, we should not change the name or maybe hyphenate it and add a name. Ed Christian was a coach for 51 years in the district starting in 1967. His football record was 257 wins, 157 loses and 3 ties. He had a very powerful record here with us. Also, he took on many centennial titles in the league in 1982, 1987, 1989, and 1990. He also coached so many people that went on to so many prestigious schools. There was James Mungro who went onto play for the Indianapolis Colts and Kyshoen Jarrett who went onto play the then Washington Red Skins. In addition, as Ms. Vazquez said, he was devoted and had the first female players on the football team in this region. I also taught with him and shared a classroom with him. He had a love of students and love of football. I used to watch him from teaching MacBeth to coaching football, which was a pretty awesome thing to watch. His students loved male and female. He was an approachable human being. Buildings and stadiums are supposed to be named after people who we would want to hold up as an inspiration and role models for people to follow. I can't think of a better role model than Ed Christian for that. We have the J. T. Lambert School, who I actually knew, too. He was a powerful and wonderful person. He brought the district through so many changes. We still talk about him. I think we want to hold that stadium up as a fitting memorial to Coaches' students who will stay with him.

Mr. Rohner said my family has been here for many generations. I haven't had one community member express to me that we were downing the honor of the Memorial Stadium. Coach Christian is a mentor to me, and I am obviously in favor of changing the name.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to rename the East Stroudsburg South Memorial Stadium as The Edward H. Christian, Jr. Memorial Stadium. Motion was seconded by George Andrews. A roll call vote was taken and passed 7-2. George Andrews, Rebecca Bear, Ann Catrillo, Michael Catrillo, Jason Gullstrand, Wayne Rohner and Richard Schlameuss voted yes. Keith Karkut and Debbie Kulick voted no.

004 – Membership

1. Conference Attendance

2.

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the attendance of George Andrews, and possibly other Board members at the next meeting, at the 2024 Consortium of State School Boards Association (COSSBA) Annual Conference in Dallas, Texas from February 21, 2024 to February 25, 2024 in the approximate amount of \$3,000, each. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

c. PUPILS

ii. 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 carried unanimously, 9-0.

- 1. #227931
(See pages 40-44)

d. PERSONNEL

1. 307 – Student Teachers/Interns/Student Observers – Affiliation Agreements

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the following the Affiliation Agreements between the East Stroudsburg Board of Education and the named universities for use of the District as student teacher and school nurse intern sites. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

- a. **St. Joseph’s University.** For use of the District as a student teacher site.
(See pages 45-49)
- b. **University of Phoenix.** For use of the District as a student teacher site.
(See pages 50-55)
- c. **Western Governors’ University.** For use of the District as a school nurse intern site.
(See pages 56-62)

2. Employment

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Ann Catrillo 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	Position	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 29, 2023
2.	Kellner, Diana	From: Personal Care Assistant – Smithfield Elementary To: Personal Care Assistant – East Stroudsburg Elementary Position moved due to student needs.	Support	\$18.98/hour (plus \$.35/hour Tact 2 differential)	November 28, 2023
3.	Mulchansingh, Crystal	From: Personal Care Assistant – Middle Smithfield Elementary To: Paraprofessional (Life Skills) – Middle Smithfield Elementary Replaces Jose Hernandez who was reassigned	Support	\$18.73/hour	December 18, 2023

ii. 335 – Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Reese, Jessica	Principal	Act 93	J. M. Hill Elementary	July 10, 2023 now through January 15, 2024. This will be an intermittent leave effective August 10, 2023.
2.	Covart, Maureen	Special Education teacher	Professional	East Stroudsburg Elementary	November 26, 2023 through the end of the 2023-2024 school year. This is an intermittent leave.
3.	Handzo, Andrea	Vocal Music teacher	Professional	J. T. Lambert Intermediate	March 26, 2024 through the end of the 2023-2024 school year.
4.	Osmun, Laura	School Counselor	Professional	Smithfield Elementary	February 5, 2024 through April 12, 2024.
5.	Taylor, Kathryn	Math teacher	Professional	High School North	Now effective October 28, 2023 through December 10, 2023.
6.	Wickham, Billie	Grade 5 teacher	Professional	Middle Smithfield Elementary	December 20, 2023 through January 18, 2024.
7.	Bentzoni, Kyle	Custodian	Support	Middle Smithfield Elementary	November 30, 2023 through January 2, 2024.
8.	Cramer, Kathaleen	School Vehicle Driver (CDL)	Support	Transportation	December 13, 2023 through January 24, 2024.
9.	Rosado, John	Accounts Payable	Support	Central Administration	November 1, 2023 through November 29, 2023.
10.	Wesselius, Kathleen	Personal Care Assistant	Support	High School South	November 28, 2023 through January 10, 2024.

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

	Name	Position	Classification	Location	Effective Date(s)
1.	Greenya, Kaley	Health & Physical Education teacher	Professional	High School North	September 14, 2023 now through the end of the 2 nd marking period of the 2023-2024 school year.
2.	Scott, Jessica	Grade 1 teacher	Professional	J.M. Hill Elementary	January 14, 2024 now through April 26, 2024.
3.	Taylor, Allezondra	Art teacher	Professional	J.M. Hill and Smithfield Elementary	December 13, 2023 through the end of the 2023-2024 school year.

iv. 339 – Uncompensated Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Miller, Mary	Custodian	Support	High School North	November 15, 2023 now through January 1, 2024.

v. Workers Compensation Leave

	Name	Position	Classification	Location	Effective Date(s)
1.	Wickberg, Arthur	Custodian	Support	High School North	September 25, 2023 through December 23, 2023.

vi. 304/304.1/305 – Employment

a. Rescission – Family and Medical Leave

	Name	Position	Classification	Location
1.	Peeke, Dr. Lachlan	School Counselor	Professional	J. T. Lambert Intermediate

b. Rescissions

	Name	Position	Classification	Location
1.	Garrison, Javier	Basketball Boys Assistant Coach	Schedule B	J. T. Lambert Intermediate
2.	Picciano, Jason	Baseball Varsity Assistant Coach	Schedule B	High School North
3.	Quiroz, Anthony	Intramural Weightroom/Conditioning Advisor (fall and winter)	Schedule B	High School North

(See pages 63-65)

c. Retirement

	Name	Position	Classification	Location	Effective Date(s)
1.	Stine, Richard	Physics teacher	Professional	High School North	End of the last 2023-2024 teacher workday.

(See page 66)

d. Professional Staff 2023-2024 Salary Compensations effective the 9th pay. Effective December 21, 2023, all salaries are prorated.

	Last Name	First Name	Step	FROM:		Step	TO:	
				Column	Salary		Column	Salary
1.	Alkema	Alexis	2	2	\$53,527	2	3	\$53,969
2.	Arico	Lauren	3	1	\$53,185	3	2	\$53,627
3.	Barone	Samantha	5	3	\$54,269	5	4	\$54,712
4.	Bert	Brian	13	12	\$82,003	13	13	\$82,658
5.	Bibler	Elizabeth	15	8	\$85,065	15	9	\$85,617
6.	Brooks	Elena	2	7	\$62,366	2	8	\$62,886
7.	Castle	Shaquila	3	3	\$54,069	3	4	\$54,512
8.	Decker	Ashley	1	6	\$58,497	1	7	\$62,266
9.	Degraffenreid	Jacqueline	12	9	\$77,485	12	10	\$78,061
10.	Francois	Maria	12	12	\$79,291	12	13	\$79,945
11.	Hartman	Sandra	16	14	\$92,487	16	15	\$93,198
12.	Holtmaster	Dawn	12	2	\$69,639	12	3	\$70,084
13.	Householder	Laura	16	13	\$91,804	16	14	\$92,487
14.	Ilch	Erin	7	8	\$63,386	7	10	\$64,505
15.	Jusinski	April	2	1	\$53,085	2	2	\$53,527
16.	Kelly	Cody	8	9	\$66,643	8	10	\$67,217

17.	Kutteroff	Catherine	16	8	\$88,781	16	9	\$89,333
18.	Mlodzienski	Lian	5	12	\$65,528	5	13	\$66,179
19.	Mochan	Karen	16	13	\$91,804	16	14	\$92,487
20.	Mooney	Edward	16	11	\$90,516	16	12	\$91,146
21.	Neiswander	Hanna	3	1	\$53,185	3	2	\$53,627
22.	Niznik	Tosha	16	7	\$88,255	16	8	\$88,781
23.	Paradis	Lindsay	10	5	\$68,859	10	6	\$69,303
24.	Perkins	Rose	14	7	\$81,831	14	8	\$82,355
25.	Rodriguez	Lizzette	9	3	\$61,965	9	5	\$66,152
26.	Scheller	Jenna	3	1	\$53,185	3	2	\$53,627
27.	Schembeck	Angela	9	7	\$68,285	9	8	\$68,806
28.	Scott	Jessica	4	3	\$54,169	4	5	\$58,354
29.	Seidel	Maureen	16	13	\$91,804	16	14	\$92,487
30.	Smith	Jennifer L.	15	5	\$82,397	15	6	\$82,844
31.	Starinieri	Hillary	2	1	\$53,085	2	3	\$53,969
32.	Taylor	Kathryn	3	1	\$53,185	3	3	\$54,069
33.	Walsh	Sarah	6	8	\$63,286	6	9	\$63,833
34.	Wescott	Shawn	16	14	\$92,487	16	15	\$93,198
35.	Whitney	Meghan	4	5	\$58,354	4	6	\$58,797
36.	Witte	Sarah	4	4	\$54,612	4	5	\$58,354

e. Workday Hour Change

	Name	Position	Classification	Location	From/To	Effective Date(s)
1.	Resto, Enid	School Vehicle Driver (CDL)	Support	Transportation	From: 6 hour To: 8 hour	September 28, 2023

f. Tenure

	Last Name	First Name	Certification	Location
1.	Randall	Michele	Reading Specialist	Middle Smithfield Elementary

g. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Reitz, Michael	Grade 5 teacher (TPE) Replaces Thomas Trauschke who retired.	Professional	East Stroudsburg Elementary	\$53,527.00 (prorated) Step 2 Column 2	<u>Date Change:</u> November 20, 2023
2.	Polinski, Lauren	Biology teacher (LTS) Replaces Carolyn Cruz who will be reassigned.	Professional/ LTS	High School North	\$54,312.00 (prorated) Step 1 Column 4	January 4, 2024 through the end of the last teacher 2023-2024 workday.
3.	Santos, David	Health & Physical Education teacher (LTS) Replaces Kaley Greenya who is on a leave.	Professional/ LTS	High School North	\$52,985.00 (prorated) Step 1 Column 1	<u>Date Change:</u> September 11, 2023 now through the end of the 2023-2024 2 nd marking period.
4.	Bonefont, Bianca	Personal Care Assistant Replaces Crystal Mulchansingh who was reassigned.	Support	Middle Smithfield Elementary	\$18.98/hour	December 18, 2023
5.	Longo, Ruth	Bus Aide (7 hour) This is a new position.	Support	Transportation	\$14.48/hour	December 4, 2023

6.	Reid, Tajmere	School Vehicle Driver (CDL) Replaces Eustace Benjamin who resigned.	Support	Transportation	\$23.18/hour	December 11, 2023
7.	Richards, Rhoan	Bus Aide (7 hour) This is a new position.	Support	Transportation	\$14.48/hour	November 29, 2023
8.	Saunders, Tyrone	Bus Aide (7 hour) This is a new position.	Support	Transportation	\$14.48/hour	November 28, 2023
9.	Yetter, Eileen	Personal Care Assistant This is a new position.	Support	Lehman Intermediate	\$18.98/hour	November 28, 2023
10.	Popa, Miriam	Custodian (2 nd shift) (LTS) Replaces Arthur Wickberg who is on a leave.	Support/LTS	High School North	\$17.39/hour (plus \$.40/shift differential)	November 29, 2023 through December 31, 2023.
11.	Mazur, Maria	Temporary Curriculum Paraprofessional Replaces Amber Booth who resigned.	Support/Temporary	Smithfield Elementary	\$18.73/hour	November 20, 2023 through the end of the last 2023-2024 teacher workday.

(See page 67)

h. Short Term Classroom Substitute Teacher (11-44 consecutive days)

	Name	Location	Compensation	Effective Date(s)
1.	Belfiore, Vidalia Replaces Katie Polcino who is on a leave.	Middle Smithfield Elementary	\$205.00/day	To be determined.

i. Homebound Teacher

	Name	Position(s)	Effective Date(s)
1.	Binikos, Erinni	Homebound teacher	2023-2024 School Year

j. Prospective Substitute Teachers

	Name	Position(s)	Effective Date(s)
1.	Belfiore, Vidalia	Prospective Substitute Teacher	2023-2024 School Year
2.	Embley, Saige	Prospective Substitute Teacher	2023-2024 School Year
3.	Zall, Abigail	Prospective Substitute Teacher	2023-2024 School Year

k. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Battles, Patricia	Teacher	Professional	2023-2024 School Year
2.	Hernandez, Daisy	Teacher	Professional	2023-2024 School Year
3.	Reza, Joanna	Teacher	Professional	2023-2024 School Year
4.	Lauture, Csilla	Cafeteria Worker	Support	2023-2024 Fiscal Year
5.	Lubischer, Maria	Cafeteria Aide, Cafeteria Worker	Support	2023-2024 Fiscal Year
6.	Naimi, Bushra	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Personal Care Assistant, Secretary	Support	2023-2024 Fiscal Year
7.	Morgan, Amari	Custodian, Grounds Worker	Support	2023-2024 Fiscal Year
8.	Morgan-Flemmings, Sophia	Cafeteria Aide	Support	2023-2024 Fiscal Year
9.	Novoa, Sandra	Cafeteria Worker	Support	2023-2024 Fiscal Year

l. Early Intervention Parent Transition. Preparation for and participation in a virtual meeting scheduled for January 17, 2024 from 6:00 pm to 7:30 pm to inform and assist parents regarding District processes with respect to the transition from Early Intervention to Kindergarten.

	Last Name	First Name	Compensation
1.	Morse	Susan	\$31.37/hour (2 hour maximum. 30 minutes planning, 1 hour-30 minutes presentation)

2.	Osmun	Jonathan	\$31.37/hour (2 hour maximum. 30 minutes planning, 1 hour-30 minutes presentation)
3.	Rodriguez	Valerie	\$31.37/hour (2 hour maximum. 30 minutes planning, 1 hour-30 minutes presentation)
4.	Yohe	Zahra	\$31.37/hour (2 hour maximum. 30 minutes planning, 1 hour-30 minutes presentation)

- m. District Literacy Fair** - Approve the following professional staff to facilitate the planning, preparation, and implementation of the District Literacy Fair to be held at Resica Elementary in late April 2024 (date to be determined). Effective dates: December 19, 2023 - May 1, 2024. This position is fully funded by the Title I grant. No appointment is hereby made in the event the respective program is canceled.

	Name	Position	Classification	Compensation
1.	Kutteroff, Catherine	Event Facilitator	Professional	\$31.37/hour (30 hour maximum)

- n. ESACA External Virtual Teacher (Schedule B) Appointments for the 2023-2024 School Year – Elementary.** Approve the following professional staff for East Stroudsburg Area Cyber Academy (ESACA) related Schedule B positions for December and January of the 2023-2024 school year.

	Last Name	First Name	Cyber Position	Compensation
1.	Castle	Shaquila	Elementary 2nd grade	\$31.37/hour (30 hour maximum)

- o. Digital Clean Up** – Approve the following professional staff the 95% Digital Clean Up. These positions are fully funded by the ESSER III grant. *These are NOT new hours. These are from the original hours that are being redistributed to other staff.

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

- p. Robotic Intramurals 2023-2024.** Approve Robotics Intramural Schedule B appointments for the purpose of students developing 21st-century skills of collaboration, communication, creativity, critical thinking, and problem-solving in accordance with approved applicable policies and procedures. These positions are fully funded through the ARP ESSER After School Set Aside Grant.

	Last Name	First Name	Building/Position	Compensation
1.	Fekula	Nathan	J. T. Lambert Intermediate/Tri-Advisor	\$25.96/hour (45 hour maximum)
2.	Lazowski	Philip	J. T. Lambert Intermediate/Tri-Advisor	\$25.96/hour (45 hour maximum)
3.	Lazowski	Maria	J. T. Lambert Intermediate/Tri-Advisor	\$25.96/hour (45 hour maximum)

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

2023-2024

	Last Name	First Name	Position	Building	Compensation
1.	Cole	Susan	Mentor for Jill Caccese (effective 1/2/24)	East Stroudsburg Elementary	\$702.00 (prorated)
2.	Marrone	Ashley	Mentor for Raelyn Lares (effective 11/7/23)	Resica Elementary	\$702.00 (prorated)
3.	Hashway	Kelly	Intramural Boys' Track & Field Advisor	High School North	\$25.96/hour (8 hour maximum)

	Last Name	First Name	Position	Building	Compensation
4.	Reith	Daryl	Intramural Boys' Track & Field Advisor	High School North	\$25.96/hour (8 hour maximum)
5.	Krupski	David	Intramural Girls' Track & Field Advisor	High School North	\$25.96/hour (12 hour maximum)
6.	Schroth	Catherine	Intramural Girls' Track & Field Advisor	High School North	\$25.96/hour (12 hour maximum)
7.	Furst	Kane	Baseball Head Coach	High School South	\$6,433.00 (plus \$250.00 longevity stipend)
8.	Kirkpatrick	Jason	Baseball Junior Varsity Coach	High School South	\$4,322.00
9.	Markowski	Sigmund	Baseball Varsity Assistant Coach	High School South	\$4,408.00 (plus \$250.00 longevity stipend)
10.	Wigoda	Magdelynn	Basketball-Girls Varsity Assistant Coach	High School South	\$5,449.00
11.	Mason-Caiazzo	Laura	Intramural Track & Field Tri-Advisor	High School South	\$25.96/hour (16 hour maximum)
12.	Yeomans	Brett	Intramural Track & Field Tri-Advisor	High School South	\$25.96/hour (16 hour maximum)
13.	Krammes	Barry	Intramural Track & Field Tri-Advisor	High School South	\$25.96/hour (16 hour maximum)
14.	Smith	Jaime	Softball Junior Varsity Coach	High School South	\$4,322.00
15.	Kerzner	Phillip	Softball Varsity Assistant Coach	High School South	\$4,408.00 (plus \$250.00 longevity stipend)
16.	Bogart	Jenny	Tennis-Boys Head Coach	High School South	\$4,041.00
17.	Posten	Liam	Track and Field-Boys Varsity Assistant Coach	High School South	\$4,273.00
18.	Yeomans	Brett	Track and Field-Girls Head Coach	High School South	\$6,566.00
19.	Leap	Jason	Track and Field-Girls Varsity Assistant Coach	High School South	\$4,273.00 (plus \$250.00 longevity stipend)
20.	Mason-Caiazzo	Laura	Track and Field-Girls Varsity Assistant Coach	High School South	\$4,273.00 (plus \$250.00 longevity stipend)
21.	Martinez	Nadia	Volunteer Cheerleading Advisor	High School South	not applicable
22.	Martone-Bunn	Larysa	Volunteer Cheerleading Advisor	High School South	not applicable
23.	Sanchez-Rivera	Erica	Volunteer Cheerleading Advisor	High School South	not applicable
24.	Martini	Grace	Volunteer Girls Basketball Advisor	High School South	not applicable
25.	Oliver	Donovan	Volunteer Swim Team Advisor	High School South	not applicable
26.	Cacko	Jacob	Volunteer Wrestling Advisor	High School South	not applicable
27.	Kowalczyk	Anthony	Baseball Assistant Coach	J. T. Lambert Intermediate	\$2,451.00
28.	Sabol	Zachary	Basketball-Boys Assistant Coach	J. T. Lambert Intermediate	\$3,150.00
29.	Kowalczyk	Anthony	Intramural Baseball Advisor	J. T. Lambert Intermediate	\$25.96/hour (12 hour maximum)
30.	Adams	Michael	Intramural Boys Basketball Co-Advisor	J. T. Lambert Intermediate	\$25.96/hour (24 hour maximum split between advisors)
31.	Lee	Victoria	Softball Head Coach	J. T. Lambert Intermediate	\$3,011.00
32.	Stevens	Hillary	Assistant Director of School Productions	Lehman Intermediate	\$1,727.00
33.	Espinosa	Iris	Volunteer Boys' Basketball and Volleyball Coach	Lehman Intermediate	not applicable
34.	Shamp	Melodie	Band Director (Elementary)	Middle Smithfield Elementary	\$1,854.00 (plus \$250.00 longevity stipend)

e. **FINANCES**

i. **602 – Budget Planning**

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to set the Fund Balances as of June 30, 2023, in accordance with the recommendations of the Finance Committee. Motion was seconded by Rebecca Bear and passed 8-1. Keith Karkut voted no.

(See page 68)

ii. **604 – Budget Adoption**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to certify that the District will not seek exception to the Act 1 Index and will not raise taxes in an amount that exceeds the Act 1 Index (7.6%) for the 2024-25 fiscal year, in accordance with the recommendation of the Finance committee. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 69-70)

iii. **606 – Tax Collection**

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to accept payment of \$5,210.24 in full satisfaction of the municipal liens indexed to 4614 CV 2006 and 4708 CV 2007 in the Monroe County Court of Common Pleas and against the Property Tax ID No. 05-2.1.2.25. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

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

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the proposal from Keystone Fire and Security for replacement of the POTS lines throughout ESASD in an amount of \$41,592.40, in accordance with the recommendations of the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 71-133)

v. **613 – Cooperative Purchasing**

ACTION BY THE BOARD:

Motion was made by Rebecca Bear approve the following items, a through c, in accordance with the recommendations of the Finance Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

- a. The agreement with OIG Compliance Now, LLC for federal programs compliance at a cost of \$10,000 (Split between ACCESS and GF)
(See pages 134-164)
- b. The ServiceFinder upgrade Proposal for Transportation at a cost of \$9,500, a one-time cost for upgrade
(See pages 165-170)
- c. The agreement with Frontline Education for additional support hours at a cost of \$4,500.
(See pages 171-179)

vi. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

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

1. Payment of Bills - (See pages 180-198)
2. Treasurer’s Report - (See page 199-229)

2.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the following invoices for services rendered. Motion was seconded by Ann Catrillo and carried unanimously, 9-0.

- a. D’Huy Engineering Invoices:
 - i. Bushkill ES HVAC Replacement (Trane) – Invoice #59653- \$427.75
 - ii. North Campus Generator Replacement – Invoice # 59654- \$1,558.25
(See pages 230-231)
- b. Application for Payment:
 - i. Munn Roofing, Corp. – Application #6 – H.S. North Natatorium Roof Replacement - \$63,142.50
(See pages 232-233)

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

1.

ACTION BY THE BOARD:

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

Bushkill Elementary	Resica Elementary
Bushkill - Sunshine Club	Resica - Principals
	Resica - Student Council
Lehman Intermediate	High School North
Lehman - Girls’ Basketball	HSN - Art Club
	HSN - Dance Club
	HSN – Faculty
	HSN – Girls’ Basketball
	HSN – TSA
	HSN - Women in STEM

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to close the special activity fund for High School North Field Hockey. Motion was seconded by Ann Catrillo and carried unanimously, 9-0..

(See page 234)

viii. 619 – District Audit

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the three-year agreement with Zelenkofske Axelrod LLC for Auditing Services at the costs of \$24,000 for the 2024-2025 Fiscal Year, \$24,750, for the 2025-2026 Fiscal Year and \$25,500 for the 2026-2027 Fiscal Year, in accordance with the recommendations of the Finance Committee. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 235-245)

ix. 627 – Tax Assessment Appeals

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the tax assessment appeal stipulations as presented, and to authorize the Solicitor to execute the stipulations on behalf of the school district. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See page 246)

f. PROPERTY

i. 702 – Gifts, Scholarships and Donations

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to accept the grant from the Pocono Mountains United Way for East Stroudsburg Area School District’s summer STEAM-R Program in the total amount of \$8,000 via donations from PPL Utilities and UGI. Motion was seconded by Ann Catrillo and passed, 7-0-2 abstentions. Debbie Kulick and Richard Schlameuss abstained.

(See page 247)

g. OPERATIONS

i. 803 – School Calendar

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the revised 2023-2024 School Calendar as presented. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See page 248)

ii. 818 – Contracted Services

ACTION BY THE BOARD:

Motion was made by Jason Gullstrand 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 Keith Karkut and carried unanimously, 9-0.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	American School Counselor Association	School Counseling/MTSS Alignment Workshop	\$3,750.00	PCCD Mental Health & Safety Grant	04/19/24
2.	Condelli, Stephanie	Accompanist for the H.S. North Choir Concert.	\$150.00	North Music Department	12/14/23

3.	Public Consulting Group	Renew current contracted services for Special Education, ACCESS Program coordination for State reporting compliance.	5 hours at \$200.00 per hour, up to \$1,000.00	ACCESS Funds	2023-2024 School Year
4.	The Richard J. Caron Foundation (dba Caron Treatment Centers)	SAP Team Maintenance Training	\$800.00	PCCD Mental Health & Safety Grant	4/19/24

(See pages 249-253)

h. COMMUNITY

i. 909 – Municipal Government Relations

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to appoint Gary Morris as a member of the Stroud Regional Open Space and Recreation Committee, effective January 1, 2024 through December 31, 2024 to replace Eileen Early who has resigned. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See page 254)

ACTION BY THE BOARD:

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

XII. ADJOURNMENT: 8:53 P.M.

Respectfully submitted,

Patricia L. Rosado
Board Secretary