

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
April 15, 2024 - 7:00 P.M.
Carl T. Secor Administration Building
and Via Zoom**

Minutes

- I. **Vice President, Jason Gullstrand** called the meeting to order at 7:03 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, Jason Gullstrand, Keith Karkut, Debbie Kulick, Wayne Rohner, and Richard Schlameuss. Ann Catrillo and Michael Catrillo were absent.

Student School Board Representatives at the Administration Center Board Room were: Yashvi Kopanati, and Helen Schlameuss. Neylla Joseph (was absent).

- II. **School personnel present in the Board Room:** Peter Bard, Ben Brenneman, Brad Fitzpatrick, Joe Formica, Shae Jones, Jeremy Judd, Kristen Long, Fred P. Mill, Amy Polmounter, Patricia Rosado, Kristina Smoke and Steve Zall. Christopher Brown, Solicitor.

School personnel attended via Zoom: Diane Kelly, Gloria Schulte, Eric Forsyth, Stacy Harrison and Maria Casciotta.

- III. **Community members present in the Board Room:** Larry Dymond, John Gerhardt, Deana Morabito, Jacob Morris and John Petrizzo.

Community members attended via Zoom: Karen Brinkmann, Josselin Cueva, Pilar Cueva, Miley Kizer, Ariana Matos, Cristina Matos, Dahlia Merritt, and Miriam Oliveira.

IV. WELCOMING OF GUESTS

Mr. Jason Gullstrand said on behalf of myself and all of the other Board members present, we would like to welcome all guests here and virtually.

V. ANNOUNCEMENT OF EXECUTIVE SESSION(S)

- a. An Executive Session was held on Tuesday, March 26, 2024 at 5:15 p.m. for the purpose of discussing personnel.
- b. An Executive Session was held this evening before this meeting for the purpose of discussing personnel, litigation and negotiations.

VI. ADOPTION OF AGENDA

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt this agenda for April 15, 2024, 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.

Motion was made by Wayne Rohner to add to the agenda a motion to add Tabitha Bradley and Elementary School Teachers as members of the Temporary Science Playground Feasibility Study Committee. Motion was seconded by Keith Karkut and carried unanimously, 7-0.

Motion was made by Wayne Rohner to add to the agenda a discussion about having the High School North graduation at Pocono Park Art Center. Motion was seconded by Keith Karkut and carried unanimously, 7-0.

The agenda with additional changes was carried unanimously, 7-0.

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the minutes of the March 18, 2024, Board meeting. Motion was seconded by Debbie Kulick and carried unanimously, 7-0.

VIII. REPORTS

- a. Mr. Gullstrand said that the East Stroudsburg Youth Association Presentation by Mr. Randy Litts, President, has been postponed to the May 20, 2024 Regular School Board meeting.
- b. Monroe Career & Technical Institute Update
Mr. Jason Gullstrand said the MCTI JOC met on April 8th. We discussed payment of invoices and budget related things such as confirming the HP Lease Agreement and discussed that it is for the next three years. We discussed and voted on software programs, and we agreed on the heating oil, pending Solicitor review. We agreed upon an Articulation Agreement with Northampton Community College and Lackawanna Community College in Sports Medicine, Criminal Justice and Computer Networking and Security. We also approved a field trip for students on April 18th to celebrate Earth Day down at PV Elementary. We also discussed and approved personal items, such as resignations and new hires. We then discussed the storage facility which was made by the students. They are just finishing it up. It's an absolutely wonderful building. Two other gentlemen and I on the committee were very impressed with these students. We joked that we should hire them to do work in our buildings. They are putting the last piece of sheetrock and they are good to go. We also discussed, which is really exciting, everything is done. The process is finished. The paperwork is done and out of the way. New development and agreements are finished, contractors are ready to go and we are on our final leg of breaking ground. Hopefully, within the next couple of weeks, we will begin a new addition to MCTI. Mr. Virga spent a little time explaining to us how the new bus patterns are going to work since it's going to be a huge upheaval of parking lots. Students are going to have to learn to come in and out of the buildings differently. Nothing better than trying to get them on board right at the last minute. Finally, one of the great things that we heard was how the MCTI Foundation, Mr. Karkut is part of that, secured a grant for about \$10,000 from ESSA for new furniture for the addition. I am proud to be a member of the JOC. It's excellent having members of our own Board part of the Foundation that helps to develop the MCTI even more. Our next meeting will be on May 6th at 7:00 p.m.
- c. Colonial IU 20 Update
Since Mr. Michael Catrillo was not present, there was no Colonial IU 20 report
- d. Temporary Science Playground Feasibility Study Committee Update
Mr. Wayne Rohner said the Science Playground Feasibility Study Committee met on April 3rd prior to the Property & Facilities Committee meeting. A representative Larry McCullough from General Structures was in attendance. He provided us with a catalog and explained to us his company's options. His company is a Co-Star vendor. They are licensed, insured and performance bonds people. They can supply and install. Mr. McCullough is looking to do a site evaluation next. At this time, the focus is not about a budget. Focus is to determine a feasibility study. What are our options regarding playground equipment and the costs that would be required for preparation work for whatever chosen site best fits our needs. From that, a budget can be

formulated down the road. David Scott, High School Physics teacher provided us websites of two equipment vendors and four equipment manufacturers. Pocono Township is current working with one of these websites for playground equipment and Tannersville on the Park. We received quotes from Robert Romagno for science playgrounds, On the Flying High, the Moonwalk, Cockpit, Treadmill, What Goes Around, Comes Around, Simon Says, Twister, Bench to see us on the Spinning Universal. Our next meeting is scheduled for May 1st, 2024 at 4:30 p.m. here and via Zoom.

e. Property & Facilities Committee Update

Mr. Wayne Rohner said the Property & Facilities Committee met on April 3rd. it was an easy agenda. Items requiring Board action:

- Motion was made that Pocono Painting paint the J. T. Lambert Intermediate Offices in the amount of \$6,100.00. This includes the main offices, including the secretary's suite, conference room, kitchenette, and three adjoining offices. The work includes removal of all vinyl wall covering, prime/seal walls, skim coat walls, sand then paint with two coats of district specified paints and colors, paint all metal frames and wood paneling with two coats of district specified paints and colors.

Items for Discussion:

- We had a discussion about J. T. Lambert Auditorium, upgrade stage lighting replacement with Center Stage, a Co-Star vendor at a rough cost of \$300,000
- Stage 2 North Campus Stormwater repair. A pre-bid meeting at the site is scheduled for May 15, 2024 at 11:00 a.m. and 1:00 p.m.
- The North Campus Batting Cage. We received information that parts were delivered on April 3, 2024. Hopefully that has been put together and that baseball and softball teams have access to it.
- Pool Clock – Received information that the district is waiting on artwork. I am not really sure what that is all about.

Law Offices of Lyman and Ash.

On the agenda tonight, you will find a Settlement Agreement with Bognet and Triangle Fire Protection Members and the Indemnity Insurance Company for \$1.2 million. My only contact during the month of March was when I sent an email on Friday, March 22nd informing Lyman & Ash that the district did not place the Settlement Agreement on our March Board agenda. The Board held an Executive Session on Friday, March 1st at 8:00 p.m. for review and discussion of the agreement.

Our next Property & Facilities Committee meeting will be on May 1st at 5:30 p.m. here and via Zoom.

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

Mr. Jason Gullstrand said the Education Programs & Resources Committee met on March 25, 2024. We had our BeAlliance update discussing all the events that take place during the month. Ms. Polmounter discussed the Science Day presentation. It was the fifth Science Day Presentation. Mr. Kernan could not be there but it was, as Ms. Polmounter said, his brainchild and something that you really want to do. It was a culmination of everybody that worked really hard there. Karl L. and Allyson M., High School South students, were the ones who did the presentation because they helped to organize the event. Every Science teacher at High School South was there working to put together stations for more hands-on science events. They did everything from rocket launching, chemistry dissections and the students also helped to run the event as well. From the video in the presentation and all of the images from what we heard back, was that it was an excellent event. They were excited that they did this and look forward to doing it again next year. Mr. Forsyth did a communications update. We were talking about adding different languages to the district web page and making sure that we have got parents to be able to do translations into their native language for when the need arrives. Mr. Forsyth informed us in a different way on what languages we would need to make available. He presented a type of Family Feud game. He asked for participation from administration, Board members, the audience and teachers. It was really informative to find out that the top 6 and the 5 they are going to focus on aside from English are Spanish, Polish, French, Russian and Chinese. We are going to offer these languages on Google translate to be able to help out anybody else outside of those parameters. This is specifically for our website. He also mentioned to us that the Child Accounting Department received Honorable Mention Awards at a Conference because of our district's continuous accurate reporting back to the State. Something really cool that just started is that they are called Shout Outs. It could be somebody on the Board or somebody in Administration gives a Shout Out to somebody in the Educational Community. One of them was definitely Bushkill Elementary with their musical, "Let's Eat". They started preparing back in October and they finally were able to have it. Also, Smithfield Elementary did a thing called Book Tasting. I had no idea what it was. I asked my wife, are they eating books? She said no, They sit around,

and they get to read these books at the tables in the cafeteria. Students from the High School South went over and helped out the kids over at Smithfield Elementary. Apparently, it was a very successful day. There was also a cool event at Middle Smithfield Elementary School. They had a wax museum. Students dressed up like a character and gave a speech when you press their button. You had to guess who the person was. That went off really well. The kids really enjoyed it. We were talking about National Social Worker Month. We definitely want to give props and a shout out to Shae Jones, who is our Coordinators of Social Services, for the last six years. She's really helped to move our Mental Health Program, our TSS Program and so on. My favorite was Dr. Bradley discussed and she has been working for several years to get Toby to our school. For those of you who do not know who Toby is. He graduated this past Friday. Toby is our therapy dog. He's awesome. He had a graduation party. The kids came out for it and had some graduation cake. That program is fantastic. Dr. Bradley went out to do a presentation with the early elementary curriculum and program resources. She made it clear for us to understand that not just one person is in charge of curriculum. All Elementary teachers work with different curriculum. They have a very strong standards and work ethic in place. They rewrote parts of the 339 plan to make sure that they have the new portions of the new standards that the State is progressing. They are talking about mapping out to show us where they were, where they are and where they are going. They are being proactive by ordering textbooks as opposed to waiting until we start working on it. It is really reassuring to hear that we are right on top of this so we can move forward by having everything on Board. Our next EPR Committee meeting is scheduled for May 22, 2024. I want to mention that in the past there was a QR Code within the agenda. It is really great to have it in there for all of our committees. You can go to the QR Code and watch the video instead of going to a different folder. I didn't see it on there every month. I would hope that we bring it back and for other committees as well. You don't realize all of the things that go on behind the scenes. Those are the committees that you really want to attend in order for you to have conversation with the Board at that time.

g. Finance Committee Update

Mrs. Rebecca Bear said the Finance Committee met on April 9th. We had a pretty full agenda. We have on the agenda tonight:

- The approval for the purchase of our Chromebooks, HP, and Apple computers. This year we are getting the majority of our computers, except for the Apple computers, paid through an emergency Connectivity Grant. They are for our kindergarten, fifth graders and nine graders because they keep the computers for four years.
- We are moving forward to either purchase or lease, and we will do a bid to see which is the best option, thirty 72 passenger buses and ten (10) Special Education School Buses (30+3) from Brightbill Body Works at a total cost not to exceed \$5,824,100.00. The bids are opening up next month
- J.T. Lambert Intermediate School office repaint
- Purchases that the Education Programs & Resources Committee meeting forwarded for approval, which are the Geometry textbooks, algebra 1 and 2 textbooks and some precalculus textbooks.

We went over our current project list.

We heard a proposed budget presentation which you will all hear tonight as well from our CFO, Peter Bard. Our next meeting is scheduled for May 13th at 5:30 p.m. in this building and via Zoom.

h. Policy Review Committee Update

Mr. Keith Karkut said before I give my report, I would like to say that something was missed. The Science Fifth grade Science Day at East Stroudsburg won an Excellence in Education Award from the Colonial IU. That was pretty awesome. There were other awards too, but I'm sure they will be on the website tomorrow. I don't want to brag too much. Go ESASD! As far as Policy is concerned, we have a small committee but powerful committee. We did not have much to talk about. Tonight, we are recommending Policy 903 -- Public Comment in Board Meetings, which is on tonight's agenda for approval. I am recommending that the Board approve it. We looked at it in great length and we came to a happy median with that. I am asking for your full support on that. Our meeting tonight was held at 4:30 p.m. and we'd love to see more people attend from the public. We looked at Policy 006 -- Meetings and we had a great discussion on it. We also looked at Policy 620 -- Fund Balance. After some great discussion and interaction, the Committee decided to table both of the policies for further review and future modifications. We are going to get some more information from Administration and PSBA to show us the guidance. We spent a few minutes tonight talking about the direction of where the Policy Review Committee can best serve the district. At previous meetings we talked about some policies that we should look at. We have come up with a happy median that we are going to look at all of our policies as a Committee and really digest them according to the suggestions of PSBA, as well as look at some Ars and things like that. I think it will be exciting times ahead for the Policy Review Committee.

- i. Student School Board Representatives
Yashvi Kopanati, High School North reported as follows:

Good evening, School Board Members, parents, students and public.

Throughout this month we have seen an influx of music, athletic and academic talent and we are entering into this new spring season. We are starting to close out our year. I am very eager to share these updates with you.

Academics

The National Honor Society Induction Ceremony was held April 26th at 7:00 p.m. in the auditorium. We are also running the elections for the upcoming year so there are people campaigning, juniors. We had a meeting last week where we read all of their campaigning and their speeches. We have some really great candidates. We are looking forward to the future of our organization.

The Sixteen Introduction to Business students attended the annual Bloomsburg University Husky Dog Pound (Shark Tank) Competition on Thursday, March 21st. HS-North students were among 60+ Pennsylvania high schools that participated in the event which showcased students' business acumen in creating or enhancing new/existing products or services. Congratulations to Lawrence C., Joaquim B., Bryce E., and Ethan F. who were one of the Top 30 group winners.

The Lehigh Valley Health Network Weller Program will be presenting a Mental Health Awareness presentation to 9th grade Health and PE classes on April 22nd.

7 Future Educator Cohort students attended ESU for their Aspiring Educator Preparation Program (AEPP) on-campus event. This event was held to empower future educators with dynamic experiences and hands-on teacher practices.

The Arts

For the eleventh consecutive year, the East Stroudsburg Area School District has been recognized as one of the Top Communities for Music Education by the National Association of Music Merchants (NAMM) Foundation. This is a very big honor. As a music student myself, I can say that this is well earned. We have an amazing Music Department and so many people who are so committed to pushing Music Education. It is really great to see them get their flowers.

On April 25th, the North High School Band will be hosting its annual Pennsylvania Music Educators Association Music Performance Assessment. This adjudicated performance is the equivalent of Keystone exams but for instrumental music. Participating schools include HS South, Bangor Area, Wilson Area, Pocono West, and Easton Area. Adjudicators will come from Wilkes University, Moravian University, and Cairn University to assess these different schools and give them their applause for all their hard work.

The North Spring Musical "Alice by Heart" was held on April 12th-14th. The cast and crew wants to thank all the members of the East Stroudsburg Community and Alumni who came out to support the show! It was a great weekend of Music and Art. A lot of people came up to me and said, it's one of the best shows that North has put out so far. Thank you to all who supported us.

The North Art Department Art Show will be held in the main lobby and run in conjunction with the school play during April 12th through April 14th. It was great for all the people who were coming in to watch the play. They got to see all of the amazing art as they came in and then got to see our show. It was a smashing success.

The Timberwolf Times published two editions this month.

Zane P. won honorable mention at the 2024 Pennsylvania Press Club High School Journalism Contest

Athletics

The Unified Track team hosted Pocono Mountain East and East Stroudsburg South on April 15th as they celebrated their Senior Night.

The Boys Tennis team hosted Notre Dame ES on April 24th as they celebrated their Senior Night.

East Stroudsburg North will hold their Spring Athletics Pep Rally on April 22nd. We will be recognizing all of our Senior Athletes as well as the staff members that they have chosen as their mentors.

The Track team celebrates their Senior Night on April 30th as they host East Stroudsburg South.

On April 23rd, the North High School Jazz Band will perform as part of the High School South Jazz night. Admission is free and the concert starts at 7:00 p.m. in the Sough High School auditorium. We would love for all of you to attend and watch this amazing talent.

On April 18th, the North High School Reading Olympics will travel to Easton High School to compete in the IU 20 Spring Challenge.

Extracurriculars

From April 15th to the 26th, the North Faith Club will be sponsoring a homeroom collections competition for a Street to Feet, which services those who are homeless in East Stroudsburg and Stroudsburg. This is a really big problem in our community. We have seen it time and time again. It's really great that our school community is doing something about it.

Timberwolf Pride

On April 25th, North student volunteers will head out to Bushkill Falls Road for an Earth Day cleanup. The North students will work in conjunction with the National Park Service, Pocono Park and the School Police to conduct this cleanup effort on Bushkill Falls Road.

School Committee

The School Committee that we had a meeting a few weeks ago, I know Mr. Catrillo is not here, but I wanted to recap some of the things that we have talked about during that meeting. I know Mrs. Bear was there and a few other Board members. It was a really great discussion amongst the peers of our school. We had a lot of great things that came up where we talked about how we love our community and how it's so family-like. We are very close together and we do help each. Those are some things that we want to get highlighted but at the same time there are some concerns that we want to raise; mostly coming from the hygiene of our school, keeping it clean and making sure that we have a safe environment that we go to every single day. In conjunction with being safe, we want to work on the disciplinary actions that Administration may take on certain individuals who choose to make the wrong decisions. We talked about how we don't believe that OSS is an effective way of discipling kids who are going through disciplinary actions for their choices in school and to maybe take a different route. More of a rehabilitation angle and maybe having them do community service as part of their disciplinary course of action, instead to really highlight that they are doing a service to their community by making the right choices every day. By not making the right choices, you need to give back to your community to make up for that decision. Those are just some of the highlights that I thought were really great from our discussion. More to come next month. I am really happy that we had some Board members come in and really connect with students. I know a lot of our students who did show up to that meeting were also very honored that they got to say their opinion. I think that it brought us together as a district as well. Thank you. That is the end of my report.

Rese Schlameuss, High School South reported as follows:

Ms. Schlameuss said I would like to share a cute story that happened today. I am on the Unified Track team for South. Today we had a meet against North and East. I was placed into this awfully hard meet for 100 meters and everyone was 20 seconds before me and I was stressing. The kid next to me, while we were waiting to go, could tell I was nervous because all these kids are much faster than me. He turns to me and says it is okay if you do not win. The Special Olympics motto is "Let me win but if I cannot win, let me be brave in the attempt". I think that was a very cute moment that shows you how much the Special Olympics and Special Education means to the students.

SLIDE 1: South hosted a Unified Bocce Battle for J. T. Lambert and Lehman so they can compete with each other. North and South created a "Friendly" game by introducing the North High School to the world of Bocce. Go Bocce. It's a great environment. I love the sport. I heard everyone had a great time.

SLIDE 2: The Annual Spring Gala masquerade Prom was held this past Friday night. The students along with their families and the staff dined on delicious food and danced all night. I was unable to attend but from the pictures and stories I heard, everyone had a great time.

SLIDE 3: Over 30 girls participated in the United Nations of Women and Girls Science Event hosted by ESU Science Department in the end of February. Girls were offered the opportunity to participate in a variety of hands-on activities in various science disciplines, including but not limited to biology, chemistry, physics, psychology, and computer science. The day offered them the opportunity to enhance their knowledge and understanding of careers in the STEM field.

SLIDE 4: The 2024 Art 180 Art Show was a success. We had over 300 pieces on display. We would like to thank everyone who came out to support our students. We will display a collection of artwork in the Central Administration Hallway during the month of May.

SLIDE 5: Sweeney Todd at South was a huge success. We had great reviews and great audiences. The cast, crew and orchestra were amazing. I was able to attend and I can confirm that our spring musical was fantastic. Thank you all for supporting the performing arts.

SLIDE 6: A wonderful Women's History Event was held at South. This event was named, "Our Story, Our Voice". It was run by Mr. Healey's Multicultural Class. We were very fortunate to have amazing community speakers come to speak to approximately 200 students. Thank you to Reagan Medgie, Kristine Patricia, Courtney Tolino, Deborah Huffman, and Dr. Michelle Vella-Healey for coming and speaking to our students.

SLIDE 7: Our Future Teacher Cohort is striving. Approximately, 22 students have completed 3 teacher observations in the high school, intermediate and elementary levels. In addition, students participated in the first ever EDU Future Fest hosted by ESU on April 10th. Nearly 140 future teacher candidates from over six school districts were in attendance. Students attended a variety of workshops, including diversity, inclusion, student engagement and creative teaching.

SLIDE 8: Mrs. Communale and Mrs. Turner were chosen as April's PBIS Teachers of the Month. We are extremely grateful for both teachers. We thank them for all of the hard work they do for us.

SLIDE 9: High School South students and Spanish teachers, Ms. Cloward, Ms. Kiesling, and Ms. Lenkaitis attended Hispanic Flamenco Ballet Hispania American Show at the Scottish Rite Cathedral in Allentown on Wednesday April 10th. This captivating bilingual show journeyed its participants through the cultural richness of Hispanic America and Spain by seamlessly blending music and dance. Not only do the participants experience it but learned the San Cubano, Cucora and the Tango, etc. The fun continued onto the Border of Mexico Restaurant for lunch before returning to school.

SLIDE 10: Congratulations to Kseniia L. for finishing second in the State in the 100 year butterfly and third in the State in the 100 yard backstroke. She was named the District 11 Swimmer of the Meet, while also being awarded the EPC Swimmer of the Year. Kseniia currently holds all of the individual poor records at High School South, which is an amazing accomplishment.

SLIDE 11: Liam H. was voted as the Pocono Record player of the week. Congratulations to Liam for his continued success.

SLIDE 12: Tonight, is Mentor Senior night for Track and Field and Baseball. We were fortunate enough to celebrate Softball, Tennis and Unified track all last week. Senior nights are on the horizon for all of our Spring sports.

Mr. Jason Gullstrand said I have the advantage of working in a school district every day and I see what kids accomplish every day in my building. You can see the great things that they do and all the work that goes into the student performances and musicals, which Mr. LaBar and Ms. Turner will definitely get a shout out next month at the EPR Committee meeting. They are both fantastic plays. I'll tell you which one I like better later. I'm just teasing. I loved them both. In all seriousness, I like the gentle ribbing with each other when saying we did this and they did that. You are one school and a unified body, which is awesome. In doing this and bringing to light all that you do if you were to just write it on paper, it would not be the same as hearing you guys and it is a lot of work. For you to investigate everything that's going on, you have to get information from people. I am one of those people if you ask if anything happened last month, I will say no. Getting information is hard and then putting it together in a presentation and doing it just really exemplifies what our student body is in the district. I really appreciate you guys coming out every month. Mrs. Bear said both North and South supported each other in the musicals so kudos to them for supporting each other in the theater.

j. 2024-2025 Budget Presentation

Mr. Bard said this is the initial preliminary look at the 2024-2025 Budget. There will be some adjustments that will be done over the next four weeks. We will give you the Preliminary Final Budget on the PDE Form for your approval next week.

Slide 2 – "The Budget is not just a collection of numbers, but an expression of our values and aspirations" – Jack Lew – Former US Treasury Secretary. I believe the School Board and Administration really strive to do that with our budget. We don't really spend dollars without having a meeting. We don't throw dollars away for just anything.

Slide 3 - The Role of the School Board and the Budget

- A school district budget, no matter how large or small, is a delicate balance of policy choices.
- Adopting a budget is one of the most important functions of the School Board. I think you guys have been very good in doing this over the last 20 years.
- Budgets provide School Boards with the opportunity to directly influence the educational environment of the district.
- Adoption of the budget provides the Administrative Staff with direction and guidance to act.
- Almost every major decision made by the School Board is or needs to be incorporated into the budget. This is referenced by the Understanding School Finance – A Basic Guide for Pennsylvania School Directors – Published by the Pennsylvania School Boards Association.
- The budget is the controlling document that really controls every aspect of the district. As you can tell everything on the Board agenda from Personnel to Contracts has a budgetary number and has a financial dollar associated with it. The budget is very important.

Slide 4 - Multi-County School District Tax Rate Rebalancing

What is unique about East Stroudsburg is that we are draped across two counties. We have a North and South High School. The North School is in Pike County and the South School is in Monroe County. There are 500 Public Schools in Pennsylvania, 89 of those School Districts educate students in more than one county.

- 78 are in 2 counties
- 10 are in 3 counties
- 1 is in 4 counties

We are one of those 78 that are in 2 counties. That means we have to figure out our millage and tax rate for each county. We have to look at the market values and assessment values across two counties when it comes to balancing our assessments

Slide 5 – Market Values and Assessments

As you know, Monroe County went through a reassessment several years ago; therefore, that complicates the formula a little bit for our tax base and so forth. Monroe County is a little bit unique as it has been undergoing a change in assessment appeals. There have been a lot of assessment appeals that have been negatively impacting all the districts and municipalities in Monroe County. As you will see on this slide Monroe County has, in one year, seen a \$17 million decrease in assessments values while Pike County is relatively staying stable with only a \$7,000 increase in assessment values. That drives the formula STEB (State Tax Equalization Board) that the State uses to formulate what balances the millage rate.

County	2023 Assessment	2024 Assessment	Change From Prior Year
Monroe	\$2,608,545,206 93.06%	\$2,591,104,602 93.06%	(\$17,440, 604) (-0.6%)
Pike	\$194,696,490 6.94%	\$194,704,270 6.94%	\$7,780 0.00%

Slide 6 – Market Value Impact on Millage

County	2023-24 Rebalanced Millage	2024-25 Rebalanced Millage (Proposed)	Change From Prior Year
Monroe	30.79	30.96	0.05%
Pike	128.52	125.68	-2.2%

The 2023-24 STEB rebalanced millage is the new base millage for 2024-2025 budget discussions and decisions. These may change slightly as we continue to get assessment values in.

When you look at this slide and you see that Monroe County’s millage will increase by .05%. That is not the school district itself giving Monroe County a tax increase while Pike county gets a negative 2.2% decrease. That is not what this School Board or district is doing. That is the impact of what the decrease of revenues, the decrease of assessment values and the decrease of market values and assessments are doing for these numbers. The Board itself is not increasing or decreasing taxes this year for anyone in this budget. The budget does not reflect that. The proposed rebalanced millage for 2024-2025 shows

Monroe County at 30.96 which is 0.05% increase. The Pike rebalance increases by 125.68 or a negative of 2.2%. My office and myself will look at this continually as we get new and updated information from the counties and moving forward to ensure that these are accurate and fair for both us and the district.

Slide 7 – 2024-2025 Revenue Summary

	2023-24 Budget	2024-25 Budget	Variance \$	Variance %
Local	\$108,722,094	\$108,134,383	\$(587,711)	(0.5%)
State	\$60,526,274	\$68,052,827	\$7,526,553	11.0%
Federal	\$9,987,030	\$9,972,091	\$(14,939)	(0.01)%
Other	\$50,000	\$50,000	\$0	0.0%
Total Revenue	\$179,285,398	\$186,029,301	\$6,743,903	3.63%

This is to date from last year’s budget to this year’s projected budget. When you look at the local revenue it has a decrease for next year of \$587,711 or a half percent decrease. The local revenue is made up of local real estate tax, which is the primary driver of this revenue. There is actually a \$2 million decrease in revenue coming in from real estate taxes for East Stroudsburg Area School District because over the last four years, we’ve experienced a steep decrease in assessment values for approximately \$40 million dollars from the last time the reassessment values took place. The reason for that is a lot of commercial property owners, have gone to get their property reassessed and reevaluated. They have prevailed and we lost those assessment values. What is making up for that is an increase of interest earnings. Money that we have sitting in the bank in our fund balance is earning us a lot of revenue over \$2.5 million in interest earnings. That has helped to blunt that. When the interest market switches around, which it will eventually, we are going to start feeling that pinch in there so we have to be prepared for that.

The State revenue increased by \$7,726,553 or an 11% increase. This is a combination of the increases from the 2022-23 Governor’s State budget and also half of the increase that Governor Shapiro has projected in his proposed budget, which is with the State Legislators right now. That number is somewhat conservative. If the Governor’s budget passes, as is, I am comfortable with that number staying as is. If the Governor’s budget does not pass and comes in a little bit lower, we are covered.

The Federal dollars have a decrease of \$14,939. The Federal dollars include a \$5 million last ditch of ESSER money that is still in there for the Trane Project. There is no Federal dollars from ESSER for any staffing or anything like that. We have successfully stepped off the federal dollars for paying for any staffing or anything of that nature. There is no Federal cliff that we have to worry about in the 2025-26 budget. This is a substantially good thing for our district.

Other is the sale of fixed assets. We still have \$50,000 in there, which is not an increase nor decrease from previous year.

Slide 8 – 2024-25 Revenue Highlights

Local

- Property Tax rates reflect rebalancing and a \$2 million decrease in collection due to \$25 million dollar loss of assessment value
- Added \$1.5 million increase revenue offset due to investment income due to interest environment for at least the of the year. Our Auditors have shown and there’s budget reports that are in your monthly budget books and at your seats today that show we have budgeted \$750,000. We are already at almost \$2 million in investment earnings for this year. Our auditors suggested that we increase this number substantially to reflect a better proposition to the local tax share to show it’s better. Therefore, I added \$1.5 million to the revenue.
- RE transfer tax leveled off, as did Local Income Tax. It has leveled off at a high number. There are people still buying property in Monroe and Pike County. Local tax is still strong at \$3.4 million.

State

- Includes July 2023 BEF and SEF increases
- Included an additional \$4 million from proposed 24-25 state budget. I am confident that we will get that \$4 million or we may get more. This is 50% of what we may receive. My budgeting philosophy is to always budget very conservatively, which means budget low on revenue and come in higher than expected. You then budget very aggressively on expenses and then don’t spend much money so that we can continue to build our fund balance.

Federal

- Phase out complete in September 2024. Has \$5 million for Trane projects (Expenses has \$5 million offset for HVAC projects). Federal money will not be completely phased. Just the ESSER funds will be phased out in September 2024.

There is still that \$5.1 million for the Trane projects. This has a \$5 million offset on the expenses so there is nothing to worry about.

Other

- Any sale of fixed assets not used for trade ins (For example – Chromebooks)

There are also any sales of fixed asset not used for trade in such as Chromebooks and others.

This is a summary of what I have talked about previously. We don't have to spend too much time on that. I want to point out the last bullet point, which is the Federal bullet point. This is not all the Federal dollars because there is Title 1, 2, and 4 money in there that we still get. The \$5 million for the Trane project that the Board approved, I also have a \$5 million offset in the expense side of the ledger. The \$5 million dollar expense is also baked into that as well.

Slide 9 – 2024-2025 Budget Comparison to Prior Year

	2023-24 Budget	2024-25 Budget	Variance \$	Variance %
Revenue	\$179,285,398	\$186,029,301	\$6,743,903	3.6%
Expenditures	\$187,784,000	\$200,514,497	\$12,730,497	6.3%
Revenue over Expenditures	\$(8,498,602)	\$(14,485,196) deficit		

Some of these numbers will be adjusted, both up and down a little bit. I'm not sure for a couple of different reasons. For one, we have the bus purchase. There might be the lease cost that I'm going to put in there. Once I get an estimate from our financial consultant, which I hope to have in a couple of weeks. Before I move on to slide 10. Do any Board members have any questions that I can answer right now. Mr. Rohner said I have one question that I asked at the Finance committee meeting. What is the projected surplus for this current fiscal year. I am projecting right now on this presentation a deficit of \$2.5 million and the Board budgeted a deficit of \$8.5 million. I do think, realistically, I see us coming on the plus or minus side of \$1 million. It would be \$1 million over or under. For the sake of this presentation, I have us at a deficit of \$2.5 million, which I will touch on in a later slide. Mr. Rohner asked is the district currently within their budget limits. Mr. Bard said yes. Almost all departments are actually under their budget limit right now after we do the necessary transfers. Mr. Rohner asked are you expecting State revenue between now and the end of the fiscal year. Mr. Bard said, yes. The State normally pays out unit pay. For example, transportation unit pay does not come out until the end of June and the State consistently pays revenue in June and July. Mr. Rohner asked how much revenue would that be. Mr. Bard said it would be their approved amount. For example, I just got the State unit pay report for transportation and that is \$2.5 million. We budgeted \$2 million so it is above what we were projecting to get. Mr. Rohner said I am building that surplus. Mr. Bard said and that is a positive thing. This budget reflects all positive things towards building a surplus.

Slide 10 – Budget Cost Drivers

	2024-2025 Budget	Increase/(Decrease) over 2023-2024\$	Increase/(Decrease) over 2023-24%
Salaries	\$85,180,720	\$8,898,360 includes all the new contracts, existing contracts and any positions that have been budgeted or requested over the last 12 months since the last budget was enacted by the Board.	11.0%
Benefits	\$59,209,028	\$5,366,699 includes a 3% increase on health insurance premiums.	9.1%
Charter Schools	\$8,750,000	\$(250,000)	(2.9)%
Utilities	\$3,239,236	\$58,928	1.8%
Debt Service	\$16,400,977	\$512,967	3.1%
ESSER	\$5,150,000	\$(586,877)	(11.4)%
Everything Else	\$22,584,536	\$(1,158,167)	(7.0)%
Total Expenditures	\$200,514,497	\$12,730,497	6.3%

The salaries and benefits are always in every budget the main cost drivers. I had a meeting regarding our rates for the previous year. We had a pretty bad year with respect to claims and to avoid a large spike in our premium share. A 3% increase may be something that would be required so that we don't experience a larger increase in 2025-26 and in 2026-27. That increase may need to stay in there. Benefits include retirement, social security and workers' compensation and the like in there.

Charter School increase remains a substantial hit on our budget with a decrease of \$250,000. That is a decrease of little under 3%. High tide for that was roughly \$10 million. It is down \$1 million to \$2.5 million over the last three years. Bringing the students back not into our brick and mortar schools but also our own cyber program has been a substantial savings to the district.

Utilities – due to our energy contract that we signed and also the propane coming in at less than anticipated, it is only a \$58,000 increase or 1.8%.

Our debt service which also includes our computer leases and our server leases that went out includes an increase of about \$512,000 or 3.1%. This is a change in the way the accounting structure is and that is where they get booked now. That service payment is flat.

The ESSER cost went down \$586,000. This will be the last time you will see ESSER as a cost driver in the budget because it is phased out in September of 2024.

Everything Else is the discretionary spending that the district has. As you can tell discretionary spending in the budget is a little bit more than 10% of what the budget has. It is for things such as school supplies, and extra projects that don't go into the capital reserve projects. We were able to roll back some of the expenses that we haven't paid for out of multiple years. We see what we need and what we do not need. I look at it as adding all the pennies after you cut back. That is where you get the 7% cut from. We are continuously looking at this. The budget also includes the scaling back positions that were historically never filled. For example, we had about 10 bus driver positions that were historically never filled over the year. They have now been eliminated. There were also 3 other non CDL positions that were never filled. Long story short this budget is very lean. It comes at a time where we are looking at to perhaps make it as least as we could possibly make it to give you a historic and accurate portrayal of where the district stands financially. Where do we stand with our General Operating Fund Balance? The answer is on slide 11.

Slide 11 – General Fund balance as of June 30, 2023

- **Nonspendable:** \$783,115 **Total: \$51,267,628**
 - Prepaid expenses
- **Committed:** \$24,000,000
 - PSERS and Future Healthcare Expenses
- **Assigned:** \$23,498,602
 - Future Educational Programs - \$6,000,000
 - Future Budget Expenditures - \$9,000,000
 - Balance the 2023-24 Budget - \$8,498,602
- **Unassigned:** \$2,985,911; 1.5% of expenditures

The fund balance is what the Board approved after the audit was completed. This also has in there the assigned number to balance the 2023-24 budget at \$8,498,602. We are trending in a very positive direction not to have a \$8,498,602 deficit. That is through very fiscally responsible and conservative spending across the district. It is not just by me. We have a tremendously great group of Departments Heads, Principals, Assistant Principals, teachers, and everyone. It is the team effort. I am nothing without the tremendous team effort that we have. We are not going to realize that deficit. I will explain that in the next slide as to where I suspect where we will end up when the audit is completed this year. The non-spendable money legally cannot be touched. The committed can be touched through Board action. The assigned money can be touched through a Chief Financial Officer or Superintendent with the Board taking action at the next available meeting. The unassigned can be used if there is an emergency.

Slide 12 – Projected General Fund Balance as of June 30, 2024

- **Nonspendable:** \$783,115 **Total: \$51,267,628**
 - Prepaid expenses
- **Committed:** \$15,513,406 (reduction of \$8,486,594)
 - PSERS and Future Healthcare Expenses
- **Assigned:** \$31,985,196
 - Future Educational Programs - \$6,000,000
 - Future Budget Expenditures - \$9,000,000

- Balance the 2023-2024 Budget - \$2,500,000 (projected)
- Balance the 2024-2025 Budget - \$14,485,196
- **Unassigned:** \$2,985,911; 1.5% of expenditures

This is where I project the General Fund Balance to be. Now you might say this number hasn't changed and that I made a mistake. I didn't. What I did was I moved money from the committed down to the assigned to make up for the balance of the 2024-25 budget. To answer Mr. Rohner's question as to where I suspect that the assigned number to be around \$2.5 million. I could see it coming in here with a surplus of \$1 million or we could be somewhere in that range. The unassigned amount is still the same. I took money from the committed number, which is basically the PSERS cost. You put PSERS amount away many years ago when the PSERS number was going from 11% to 14% to 17% to 22% every year. This was a very smart idea to do. The number is stabilized now to stabilize your retirement contributions. This is where I think it is going to be.

Slide 13 – Projected General Fund Balance as of June 30, 2025

- **Nonspendable:** \$783,115 **Total: \$34,282,432**
 - Prepaid expenses
- **Committed:** \$15,513,406
 - PSERS and Future Healthcare Expenses
- **Assigned:** \$15,000,000
 - Future Educational Programs - \$6,000,000
 - Future Budget Expenditures - \$9,000,000
- **Unassigned:** \$2,985,911

This is where I think it is going to be if we realize those two expenditures out of here. This is why I suspect your fund balance will be if we realize the \$14 million deficit. I suspect it will be \$34,282,432. That is a substantial decrease to what the Board is expecting, but it is not unreasonable. It is not a bad position to have. This is where the district will be in the committed number, the assigned number for future educational programs and \$9 million for future budgetary expenses. Next month, I hope to provide you with a projection of where you will be in 2025-26 in order to give you an understanding as to where the district may be headed. I will have some assessment projections. I can't give you an understanding of what the State will do but I can give you an understanding as to where the district locally may, given that I know the labor contracts are basically complete and done, and where the district may head from an expenditure piece. This would be a rough estimate to give the district and the Board some ideas as to where you are going. I think you're not in a horrible spot but at some point you are going to need to think as a team how you are going to rectify missing some of the assessment values and making up some of the millions of dollars that we have lost from the last four years of the assessment values going down.

Slide 14 – 2024-25 Budget Timeline

- May 13, 2024 – Finance Committee – Preliminary Final Budget Presentation
- May 20, 2024 – Full School Board Preliminary Final Budget Presentation and Vote (Preliminary Final Budget is then posted and advertised for public inspection for 20 calendar days)
- June 10, 2024 – Finance Committee – Final Budget Presentation
- June 17, 2024 – Full Board – Final Budget Presentation and vote for passage.
- June 30, 2024 – Deadline by the Commonwealth for All School Districts to pass a Budget.

At the Finance Committee, there will be a Preliminary Final Budget Presentation. You will receive the PDE Form that will have to be put forth to the Board for a vote at their May 2024 meeting. That will be posted and advertised for public inspection for 20 calendar days. Then there will be another budget presentation for the Final Budget on June 10th. On June 17th, there will be the full Board vote of the Final Budget presentation. The districts must approve a Final Budget before June 30th, as per the School Code, for the Commonwealth. If for some reason the budget does not pass on June 17th, the Board will have to call a special meeting to pass the final Budget between June 17th and June 30th.

Mr. Karkut said you mentioned that there are some claims that may affect our premium contribution. Mr. Bard said we are self-insured, so they figure out on an actuarial form for the last three years. This particular year we had a substantial increase of costs and claim costs. They projected that we need to increase the funding of our insurance by 3%. I have increased that into our budget. Mr. Karkut said so you built that into this budget. Mr. Bard said, yes. Mr. Bard said Conrad Siegel who manages the trust for us, suggested that we do, otherwise we would have a more substantial increase next year. Mr. Karkut said I know we talked about the trust over the past 15 years, that there is excessive contributions and stuff like that. We even looked at other options for our self-insurance. Some school districts are representing themselves on their own now in our area. Pocono Mountain is one of them. The healthcare concerned me even though we are self-insured, we have stock gap insurance and stuff like that that will cover us. Mr. Bard said the stock gap will cover us up to a certain infliction point. Then they take over the coverage. They are looking at other ways to help protect us. The main driver of the cost is prescription drugs; therefore, they are looking at ways to stem the tide of the increase. We are the biggest covered in the trust. We are in that kind of No Man's Land, where we are not big enough to be on our own. We are also the biggest fish in the pond in the trust. Mr. Karkut said you

are saying that our school district is the biggest. Mr. Bard said we are the biggest member in the trust but we are also not big enough to be on our own in terms of how many people we cover.

Mr. Gullstrand said thank you for the very detailed explanation of everything and how things move with assessment values and so on. I just want the general public to understand this as well. The General Fund Balance that you project for 2025 and the \$34 million does not include the Capital Reserve once it is in there. Mr. Bard said the Capital Reserve is completely separate. You cannot transfer money out of that account once it is in there. I just want to confirm that any capital improvement that we have planned that we've discussed in the Property & Facilities Committee, are still moving forward. Mr. Bard said, correct. That is why we put money in the Capital Reserve to save the district from going out to the bond market. For example, the Science Playground can come out of the Capital Reserve because that is what it is there for, things of the nature.

Mrs. Bear said this also includes the possible deficit that we probably won't see, correct? Mr. Bard said, correct. For example, that showed \$14 million deficit. Historically, we budget aggressively on the expense side and conservatively on the revenue side. Mr. Rohner's question before us was how much revenue do you expect to come in. I expect more revenue than budgeted to come in and less expenditures. That is how you build your surplus. I don't expect the \$14 million to be the worst case scenario. It may be \$10 million or \$9 million.

IX. PUBLIC PARTICIPATION

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

- A. Ms. Ariana Matos said I am not sure on the dates that you are going to vote on for graduation. The student that I am connected with that goes to High School South said she heard that it is being voted on tonight. If you vote for it to be in May, I have a concern. It is typically held in June. That is what many families want because they won't really be able to attend in May. The fact that many parents do not know that this may be voted on tonight. How would that affect your voting on it? Mr. Gullstrand said duly noted. We will discuss that when we come to that motion on the agenda.
- B. Mr. John Petrizzo said Acting President Gullstrand I would like to ask three minor questions to your Chief Financial Officer. Am I allowed? Mr. Bard said, sure. When you prepared the budget, did you consider any income from large delinquent taxpayers? Yes or No. Mr. Bard said, yes, sir. This \$1.2 million settlement with Bognet over the sprinkler system. Did you anticipate if it is going to cost us more than \$1.2 million or less than \$1.2 million to address the situation? Yes or No. Mr. Bard said it will not cost us more than \$1.2 million to address the situation. There is a big property sale taking place in our community. Pocono Palace is supposed to be sold. I was wondering if you anticipate any revenue from that sale or have you taken anything like that into consideration even if they buy it and they are religious group or something and they do not pay? Mr. Bard said it is impossible to project something of that nature. We hope that we get something positive for the community. A couple of years ago, there was a large delinquent taxpayer that coughed up the money. It was either \$2.1 million or \$1.9 million and just in passing I asked a couple of the Board members if they were aware that they paid up and they had no clue. When you get these large delinquent taxpayers or these big amounts of money that happen for property tax sales, do you inform the Board as you go along or not? Mr. Bard said the Board gets a monthly report of the revenue that we receive but we budget \$10 million dollars every year for delinquent collections, \$8 million for Monroe County and \$2 million for Pike County. If we meet those goals they just go into that account. I don't specifically notify the Board of anything in particular that comes in. If the Board would like me to inform them, I can but that is a Board decision. They can advise me of that moving forward if they would like me to do that. Normally if something big comes in, it has been my practice to tell them. Mr. Petrizzo said thank you. You did a very good job.
- C. Mr. Jacob Morris said, once again, I would like to thank the Board for establishing the Playground Feasibility Study Committee. I would like to say that there has been an expression from the Administration that has been making it a little bit difficult for us to facilitate our decision making. The expression from the Administration's representative that comes to the Board meetings has been that he demanded that we have a budget and that he we cannot do anything. He has made it very difficult for us to coordinate with potential manufacturers and designers of playground apparatus unless the Board votes for a financial budget. What this does is it negatively impacts our decision making and any Board member can let me know if I am saying anything that is not accurate. When we buy something individually we would like to kick the tires first. We would like to know if we are getting the platinum edition or the standard edition. We would like the playground that we install going forward to be A grade compliant. Whatever we need. We would like to evaluate it first before we decide on the number of hundreds and hundreds of thousands of dollars that the Administration's Representative is demanding. I just wanted to inform the Board of this current situation. I am hoping that we can, as I said at the Playground Committee meeting, do this in a collaborative spirit.

X. UNFINISHED BUSINESS

None

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 003 – Functions

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to add Tabitha Bradley and a minimum of one representative from each elementary building to the Temporary Playground Feasibility Study Committee. Motion was seconded by Debbie Kulick and carried unanimously, 7-0.

Ms. Kulick asked if they are adding Tabitha Bradley to the Committee along with the other current members. Mr. Gullstrand said, yes and other members as needed. Mr. Brown said rather than speculating, we will add just Ms. Bradley. She can then bring names to the Committee. Mr. Schlameuss said I would recommend that we be more specific and say something like and a representative from every elementary building. Ms. Kulick said we can say a minimum of one representative from each elementary building. Mr. Schlameuss said that way they can start tying it back to the curriculum and programs. Mr. Karkut said I think this is a great collaboration that we are doing. Looking at these things is a good thing. I happened to listen in on the meeting and I hear the frustration that you are hearing. I heard it because you can't explore something if you can't afford it. We are in a predicament. How can we budget something that we do not know what we are budgeting. Ms. Kulick said I listened in, too. I think if you start looking at specific elements and with a price range, then you can build your playground from those elements. You'll be able to say we can choose 17 of these and we have this much or we can do 5 of these. Mr. Schlameuss said I also think it is critical that we have the coordination with our elementary teachers so that there is that progression in that building. Kindergarten might use it for this but the fifth graders might use it for that. Ms. Kulick said that is why I think that we need to have the element of professional staff there. Mr. Karkut said he agrees. Mr. Gullstrand said I am proud to be on this Board that actually takes the opinions of the other individuals as opposed to us just saying to somebody, do this. I've noticed this action in several other things that we have done.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to adopt the Board Policy listed. Motion was seconded by George Andrews and carried unanimously, 7-0.

- 1. Policy 903 – Public Comment in Board Meetings
(See pages 17-21)

b. PROGRAMS

i. 121 – Field Trips

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to authorize the field trip listed. Motion was seconded by Debbie Kulick and carried unanimously, 7-0.

Mr. Karkut said he has concerns about some groups being charged a fee for the buses while others are not. He said he will bring this up with the Business Office.

Overnight

	Name	Activity	Location	Dates
1.	Carson, Wayne (#24673)	H.S. South students to compete in the PA Media and Design State Competition	Carlisle, PA	05/20/24-05/21/24

(See pages 22-23)

c. **PERSONNEL**

1. 304 – Employment of Professional Staff

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve Adam Coffman, Curriculum Specialist, with an additional responsibility as the District's Tact II Facilitator to oversee and facilitate the ESASD Tact II Training Program for ESASD employees effective January 24, 2024 for the 2023-2024 fiscal year with a stipend in the amount of \$3,500.00 (prorated). Motion was seconded by Richard Schlameuss and carried unanimously, 7-0.

Mr. Rohner said he would like a list of the team members because he has a couple of employees that are certified, and it is an outstanding issue. I just want to create minutes regarding this particular issue. Mr. Gullstrand asked are you requesting a list of those who applied for this stipend. Mr. Rohner said the principals have a team roster that makes you eligible to participate. Mr. Gullstrand said that is different. This is the person that is going to train them. Mr. Rohner asked do I have another area where I can speak on Tact II. Mrs. Bear said no. Mr. Rohner said I didn't think so.

2. 304.3 – Employment of School Security Personnel

ACTION BY THE BOARD:

Motion was made by George Andrews to approve the Compensation Plan between East Stroudsburg Board of Education and School Safety Staff (Security Officers, Student Hall Monitors, Crossing Guards) for 2023-2024 through 2026-2027. Motion was seconded by Keith Karkut and carried unanimously, 6-0-1. Rebecca Bear abstained.

(See pages 24-47)

Mr. Karkut said the agreement is different than what they approved in the past. They brought them all together and called them a safety staff. We brought all groups under one umbrella. The previous Board had a committee that discussed this. We have taken a great length of time to look at this and I think it is a fair agreement. I value our security people and all they do for our schools. I wish we could do more for them, but it is a good agreement. I would appreciate everyone's support on this motion. Mr. Gullstrand said Board members who serve on negotiating committees and in some cases they are serving long hours and long days, but you finally come to an agreement. I give kudos to that and this contract.

3. 307 – Student Teachers/Interns/Student Observers – Affiliation Agreement

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the following Affiliation Agreement between the East Stroudsburg Board of Education and Drexel University for use of the District as a student internship site. Motion was seconded by Debbie Kulick and carried unanimously, 7-0.

(See pages 48-54)

4. 308 – Employment Contract

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the following Memorandum of Understandings. Motion was seconded by Wayne Rohner and carried unanimously, 7-0.

Ms. Kulick said she would like to give kudos to Angela Byrne for the work she has done by writing grants for the district. She has saved the district millions and millions of dollars. Thank you to her.

- a. **Memorandum of Understanding – Angela Byrne Remote Work 2024-25 through 2028-29 Fiscal Years.**
Memorandum of Understanding between the East Stroudsburg Area School District and Angela Byrne, Coordinator of Federal Programs/Grants (Act 93) with respect to Remote Work for the 2024-2025 through 2028-2029 fiscal years.
(See page 55)

- b. Memorandum of Understanding – Itinerant Cook Position.** Memorandum of Understanding between East Stroudsburg Area School District and East Stroudsburg Area Education Support Professional Association with respect to adding an Itinerant Cook position.
(See page 56)

5. 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 Keith Karkut and carried unanimously, 7-0. Richard Schlameuss abstained from ii. – 335 Family and Medical Leaves - #5 Krajewski, Madison.
[Subject to proper completion and receipt of all necessary documents and clearances, where applicable.]

Mr. Karkut said I want to thank all the folks retiring. I want to give a shout out to Melody Shamp, Music teacher for many years. She did a fine job over the years. I know the other four individuals are very good in what they do. Sorry to see her go. It’s amazing what we do with the arts in the district.

Mr. Rohner said three police officers are getting their raises. Is there a reason why they have not been getting it? Mr. Bard said it was a misinterpretation of some language in their contract that we were able to straighten out? This is an adjustment in their contracted language.

i. 309 – Assignment and Transfer

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Ehrhardt, Michael	From: Bus Aide – High School South To: School Vehicle Driver (CDL) – Transportation Replaces an unfilled vacant position.	Support	\$23.18/hour	March 18, 2024
2.	Howey, Jade	From: Cafeteria Aide (4 hour) – High School South To: Paraprofessional (Library)- J. M. Hill, Middle Smithfield and Resica Elementary Replaces Robin Peltz who resigned.	Support	\$18.73/hour	April 15, 2024
3.	Saunders, Tyrone	From: Bus Aide – High School South To: School Vehicle Driver (CDL) – Transportation Replaces an unfilled vacant position.	Support	\$23.18/hour	March 19, 2024
4.	Yulfo, Benny	From: Custodian (3 rd shift) – High School North To: Custodian (1 st shift) – High School North Replaces Alexis Garcia who was reassigned.	Support	\$17.39/hour	April 4, 2024

ii. 335 – Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Piperato, Heather	Director of Secondary Education	Act 93	J. T. Lambert Intermediate	March 11, 2024 now through March 19, 2024.
2.	Reese, Jessica	Elementary Principal	Act 93	J. M. Hill Elementary	March 22, 2024 through March 21, 2025. This is an intermittent leave.
3.	Doyle, Dina	Special Education teacher	Professional	Lehman Intermediate	January 25, 2024 through January 24, 2025. This is an intermittent leave.
4.	Huffman, Carol	School Counselor	Professional	ESACA	March 25, 2024 through June 5, 2024.
5.	Krajewski, Madison	Grade 2 teacher	Professional	Resica Elementary	Now effective March 31, 2024 through the end of the 2023-2024 school year.

6.	McKelvin, Wanda	Reading Specialist	Professional	East Stroudsburg Elementary	December 6, 2023 through December 5, 2024. This is an intermittent leave.
7.	Oiler, Kathy	Speech/Language teacher	Professional	Lehman Intermediate	March 9, 2024 through March 8, 2025. This is an intermittent leave.
8.	Weeks, Laura	ESL teacher	Professional	Smithfield Elementary	April 17, 2024 through July 15, 2024.
9.	Hughes, Jeremiah	School Police Officer	School Police Officer	Resica Elementary	February 26, 2024 now through April 1, 2024.
10.	Quiroz, Anthony	Security Officer	Security	High School North	March 15, 2024 through April 26, 2024.
11.	Bianchi, Mary	Paraprofessional	Support	Bushkill Elementary	April 3, 2024 through December 31, 2024. This is an intermittent leave.
12.	De Larosa, Ashley	Front Desk Receptionist	Support	Middle Smithfield Elementary	January 31, 2024 through March 8, 2024. This is an intermittent leave.
13.	Douglas, Patricia	Paraprofessional	Support	Middle Smithfield Elementary	February 16, 2024 now through April 2, 2024.
14.	Draksin, Peter	School Vehicle Driver	Support	Transportation	March 11, 2024 through March 3, 2025. This is an intermittent leave.
15.	Flores, Jeanette	Secretary	Support	Pupil Services	March 12, 2024 through May 1, 2024.
16.	Garris, Randy	Custodian	Support	High School South	March 28, 2024 through April 26, 2024.
17.	Hedgelon, Denise	School Vehicle Driver	Support	Transportation	March 26, 2024 through April 19, 2024.
18.	Sourwine, Judy	Secretary	Support	Transportation	February 15, 2024 now through April 11, 2024.
19.	Warlix-Williams, Kathy	School Vehicle Driver	Support	Transportation	April 1, 2024 through March 31, 2025. This is an intermittent leave.
20.	Wells, Barbara	School Vehicle Driver	Support	Transportation	March 13, 2024 through March 19, 2024 and April 9, 2024 through April 10, 2024.

iii. 339 - Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Conti, Michele	Cafeteria Worker	Support	J. T. Lambert Intermediate	February 12, 2024 now through April 7, 2024.
2.	Rose, Tracy	Secretary	Support	Middle Smithfield Elementary	January 4, 2024 now through June 26, 2024.

iv. 303/304/304.1/304.2/304.3/305 Employment

a. Rescission

	Name	Position	Classification	Location
1.	Justiniano, Edward	Baseball Assistant Coach	Schedule B	Lehman Intermediate

(See page 57)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Parrish, Amanda	High School Assistant Principal	Act 93	High School North	August 19, 2024 (end of the workday)
2.	Greenya, Kaley	Health & Physical Education teacher	Professional	High School North	August 2, 2024
3.	Bybee, Charis	Personal Care Assistant	Support	J. T. Lambert Intermediate	March 25, 2024 (end of the workday).
4.	Curran, James	School Vehicle Driver	Support	Transportation	April 12, 2024 (end of the workday).

5.	Geiss, Barbara	Cafeteria Aide	Support	Resica Elementary	April 12, 2024 (end of the workday).
6.	Geiss, Steven	Custodian	Support	High School North	March 16, 2024
7.	Rehfeld, Jessica	Personal Care Assistant	Support	Middle Smithfield Elementary	March 29, 2024 (end of the workday).
8.	Rosado, Jovanny	Custodian	Support	Smithfield Elementary	March 29, 2024 (end of the workday).

(See pages 58-65)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Padavano, Debra	Intermediate Principal	Act 93	Lehman Intermediate	August 2, 2024 (end of the workday).
2.	Oplinger, Jane	Art teacher	Professional	Resica Elementary	June 5, 2024 (end of the workday).
3.	Parton, James	Grade 4	Professional	East Stroudsburg Elementary	June 15, 2024
4.	Shamp, Melodie	Instrumental Music teacher	Professional	East Stroudsburg, Middle Smithfield & Smithfield Elementary	June 12, 2024
5.	Hamilton, Crystal	School Vehicle Driver	Support	Transportation	December 30, 2024

(See pages 66-70)

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Conahan, Chloe	School Counselor (TPE) This is a new position.	Professional	High School North	\$62,266.00 (prorated) Step 1 Column 7	May 20, 2024
2.	Parrish, Amanda	Special Education (Transition) teacher (TPE) Replaces Patricia Battles who resigned.	Professional	High School North	\$92,881.80 Step 7 Column 13	First 2024-2025 Professional workday.
3.	Cox, James Jr.	Custodian (2 nd shift) Itinerant Replaces Jason Boxer who resigned.	Support	District	\$17.39/hour (plus \$.40/shift differential)	April 15, 2024
4.	Ermatinger, Toni	Secretary Replaces Tabitha Bush who was reassigned.	Support	Human Resources	\$16.40/hour	April 16, 2024
5.	Fagan, Heather	Administration Services I (Child Register) Replaces an unfilled vacant position.	Support	Administrative Services	\$20.19/hour	April 17, 2024
6.	Francois, Johndee	Custodian (3 rd shift) Replaces Benny Yulfo who was reassigned.	Support	High School North	\$17.39/hour (plus \$.50/hour shift differential)	April 4, 2024
7.	LaBar, Maya	Personal Care Assistant This is a new position.	Support	East Stroudsburg Elementary	\$18.98/hour	April 4, 2024
8.	Luna, Bryan	Paraprofessional (Learning Support) Replaces Kelly Rambone who retired.	Support	High School North	\$18.73/hour	April 15, 2024
9.	Sivick, Justin	Maintenance (2 nd shift) Replaces Robert Bednarski who resigned.	Support	Maintenance	\$23.43/hour (plus \$.40/hour shift differential)	April 1, 2024

(See pages 71-72)

e. One on Ones for Unified Sports

	Name	Building	Compensation
1.	Ace, Rebecca	High School South	\$19.23/hour
2.	Johnson, Sean	High School South	\$15.30/hour
3.	Hofmeister, Ginny	High School North	\$19.23/hour
4.	Ortiz, Gladys	High School North	\$19.26/hour
5.	Syfor, Nicole	High School North	\$19.23/hour

f. Support Workday Hour Change

	Last Name	First Name	Position	Building	From/To	Effective Date
1.	Feliciano Cruz	Abner	School Vehicle Driver	Transportation	From: 6 hour To: 8 hour	January 19, 2024

g. School Police Staff 2023-2024 Fiscal Year Hourly Salary Changes

	Last Name	First Name	Classification	2023-2024
1.	Gonzalez	Carmelo	School Police Officer (10 month, 1 st shift)	\$23.69
2.	Gonzalez	Malika	School Police Officer (10 month, 1 st shift)	\$22.66
3.	Taylor	Jerome	School Police Officer (10 month, 1 st shift)	\$23.69

h. Professional Staff 2023-2024 Salary Compensations effective the 17th pay. Effective April 11, 2024, all salaries are prorated.

	Last Name	First Name	FROM:			TO:		
			Step	Column	Salary	Step	Column	Salary
1.	Arico	Lauren	3	2	\$53,627	3	3	\$54,069
2.	Barone	Samantha	5	5	\$58,454	5	6	\$58,897
3.	Bert	Brian	13	13	\$82,658	13	14	\$83,340
4.	Bibler	Elizabeth	15	9	\$85,617	15	10	\$86,195
5.	Brescancine	Stacey	12	12	\$79,291	12	13	\$79,945
6.	Brooks	Elena	2	8	\$62,886	2	9	\$63,433
7.	Degraffenreid	Jacqueline	12	10	\$78,061	12	12	\$79,291
8.	DeLuca	Nicole	5	9	\$63,733	5	10	\$64,305
9.	Duran	Mildred	3	6	\$58,697	3	7	\$62,466
10.	Francios	Maria	12	13	\$79,945	12	14	\$80,625
11.	Itkor	Emily	5	3	\$54,269	5	4	\$54,712
12.	Jusinski	April	2	2	\$53,527	2	3	\$53,969
13.	Juszynski	Taylor	3	1	\$53,185	3	2	\$53,627
14.	Kalinteris-Casagrande	Chrisoula	9	9	\$69,354	9	10	\$69,928
15.	Kerdzaliev	Amanda	16	6	\$86,557	16	7	\$88,255
16.	Kutteroff	Catherine	16	9	\$89,333	16	10	\$89,911
17.	Mlodzienski	Lian	5	13	\$66,179	5	14	\$66,855
18.	Mooney	Edward	16	12	\$91,146	16	13	\$91,804
19.	Munch	Laura	10	13	\$74,519	10	14	\$75,197
20.	Neiswander	Hanna	3	2	\$53,627	3	3	\$54,069
21.	Orlando	Luke	6	6	\$58,997	6	7	\$62,766
22.	Pecha	Kaitlin	9	6	\$66,595	9	7	\$68,285
23.	Robert (LaBar)	Anna	3	4	\$54,512	3	6	\$58,697
24.	Santos	Rosie	3	1	\$53,185	3	2	\$53,627

25.	Scheller	Jenna	3	2	\$53,627	3	3	\$54,069
26.	Seidel	Maureen	16	14	\$92,487	16	15	\$93,198
27.	Shaffer	Alicia	3	6	\$58,697	3	7	\$62,466
28.	Skolnik	Rosemarie	9	8	\$68,806	9	9	\$69,354
29.	Szepietowski	Waldemar	14	6	\$80,136	14	7	\$81,831
30.	Tassinari	Lori	4	7	\$62,566	4	8	\$63,086
31.	Trapp	Matthew	3	1	\$53,185	3	2	\$53,627
32.	Tulaney	Mia	6	4	\$54,812	6	7	\$62,766
33.	Turner	Gillian	13	11	\$81,375	13	12	\$82,003
34.	Walsh	Sarah	6	9	\$63,833	6	11	\$65,003

i. Homebound Appointment

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

j. Building Substitute teacher

	Name	Building	Effective Date(s)
1.	Patterson, Jordan	Middle Smithfield Elementary	March 26, 2024 through June 5, 2024 (end of the workday).

k. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Alisaleh, Raghad	Substitute teacher	Professional	2023-2024 School Year
2.	Castro, Sharon	Substitute teacher	Professional	2023-2024 School Year
3.	Detweiler, Rose	Substitute teacher	Professional	2023-2024 School Year
4.	Strunk, Garyl	Substitute teacher	Professional	2023-2024 School Year
5.	Butts, Alfonso	Custodian	Support	2023-2024 Fiscal Year
6.	Geiss, Barbara	Cafeteria Aide,	Support	2023-2024 Fiscal Year
7.	Hamilton, Crystal	School Vehicle Driver	Support	2023-2024 Fiscal Year
8.	Walsh, Nicholas	Grounds, Maintenance	Support	2023-2024 Fiscal Year

l. Support Staff - Summer Staff for Food Services. Temporary summer cafeteria workers under the direction of Melissa Collevecchio, Director of Food Services. These appointments will be at different locations for the 2024 Summer Meal Program effective June 12, 2024 through August 9, 2024. All rates are \$15.00 per hour.

Appointments for the Summer of the 2023-2024 School Year

	Last Name	First Name
1.	Casiano	Daisy
2.	Craig	Theresa
3.	Dalia	Danielle
4.	Diaz	Denise
5.	Etienne-Poulis	Marcella
6.	Gallagher	Cathy
7.	Johnson	Betty
8.	Jordan	Deanna
9.	Marsach	Miriam
10.	Medina	Angela
11.	Mora	Nelly
12.	Ng	Miriam

13.	Peebles-Cooke	Latisha
14.	Pollack	Tamara
15.	Potocnik	Darlene
16.	Rios-Ortega	Diane
17.	Rogalinski	Kathleen
18.	Silfee	Tracy
19.	Tumminello	Tracy
20.	Van Why	Rose
21.	Van Why	Susan
22.	Vroom	Hope

m. Special Education Documentation, IEP meetings. Approve the following professional staff to complete special education documentation that is out of compliance due to staff vacancy.

	Name	Position	Classification	Compensation
1.	Schulte, Gloria	IEP Writer	Professional	\$31.37/hour (50 hour maximum)

n. Compensatory Speech, Special Education Documentation, IEP meetings. Approve the following professional staff to complete compensatory speech/special education documentation and IEP meetings.

	Name	Position	Classification	Compensation
1.	McNelis, Jacob	Speech Pathologist	Professional	\$31.37/hour (60 hour maximum)

o. Update Intermediate Mathematics curriculum. Approve the following professional staff for updating the curriculum for 6th grade Mathematics, 7th grade Mathematics, 7th grade accelerated Mathematics and 8th grade Mathematics. These positions are fully funded by the ESSER III grant.

	Last Name	First Name	Building/Position	Compensation
1.	Cykosky	Tamara	Lehman Intermediate/Mathematics teacher	\$31.37/hour (20 hour maximum)
2.	Dickerson	Stacy	J. T. Lambert Intermediate/Mathematics teacher	\$31.37/hour (10 hour maximum)
3.	Granquist	Mark	Lehman Intermediate/Mathematics teacher	\$31.37/hour (10 hour maximum)
4.	Lazowski	Maria	J. T. Lambert Intermediate/Mathematics teacher	\$31.37/hour (20 hour maximum)
5.	Meyers	Marissa	Lehman Intermediate/Mathematics teacher	\$31.37/hour (10 hour maximum)
6.	Schembeck	Angela	J. T. Lambert Intermediate/Mathematics teacher	\$31.37/hour (10 hour maximum)

p. Update Intermediate English and Reading curriculum. Approve the following professional staff for updating the curriculum for 6th grade English and Reading, 7th grade English and Reading, and 8th grade English and Reading. These positions are fully funded by the ESSER III grant.

	Last Name	First Name	Building/Position	Compensation
1.	Britton	Angela	Lehman Intermediate/English teacher	\$31.37/hour (10 hour maximum)
2.	Burlein-Pitz	Carrie	Lehman Intermediate/English teacher	\$31.37/hour (10 hour maximum)

3.	Franks	Suzanne	Lehman Intermediate/English teacher	\$31.37/hour (20 hour maximum)
4.	Greenwood	Jill	J. T. Lambert Intermediate/Reading teacher	\$31.37/hour (20 hour maximum)
5.	Gutierrez	Angela	J. T. Lambert Intermediate/Reading teacher	\$31.37/hour (10 hour maximum)
6.	Lord	Kristin	J. T. Lambert Intermediate/Reading teacher	\$31.37/hour (10 hour maximum)
7.	Myers	John	Lehman Intermediate/English teacher	\$31.37/hour (10 hour maximum)
8.	Pecha	Kaitlin	J. T. Lambert Intermediate/English teacher	\$31.37/hour (10 hour maximum)
9.	Pellington	Cynthia	Lehman Intermediate/English teacher	\$31.37/hour (10 hour maximum)
10.	Witcraft	Laura	J. T. Lambert Intermediate/reading teacher	\$31.37/hour (10 hour maximum)

- q. **Johns Hopkins University** - Approve the following professional staff additional hours as the district's liaison with the Johns Hopkins University for Research Team. Effective dates: February 27, 2024 - June 30, 2024 funded by Curriculum & Instruction.

	Name	Position	Classification	Compensation
1.	Niznik, Tosha	Liaison	Professional	\$31.37/hour (15 hour maximum)

- r. **ESASD Title I Literacy Fair.** Approve the following professional staff to facilitate the planning, preparation, and implementation of the Title I District Literacy Fair to be held at Resica Elementary on April 18, 2024. These positions are 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.	Barone, Samantha	Facilitator	Professional	\$31.37/hour (6 hour maximum)
2.	Kimmel, Michael	Facilitator	Professional	\$31.37/hour (6 hour maximum)
3.	Kutteroff, Catherine	Event Facilitator	Professional	<i>Hour change:</i> \$31.37/hour (36 hour maximum)
4.	Walsh, Sarah	Facilitator	Professional	\$31.37/hour (6 hour maximum)
5.	Nordmark, Bobbi	Facilitator	Professional	\$31.37/hour (6 hour maximum)

- s. **ESL Family Game/Tech Night.** Approve the following professional staff to facilitate the ESL Family Game/Tech Night for parents and families held on March 14, 2024 at Middle Smithfield Elementary. No appointment is hereby made in the event the respective program is canceled. All positions are fully funded by the Title III grant.

	Name	Position	Classification	Compensation
1.	Dunlap, Courtney	Facilitator	Professional	<i>Hour Change:</i> \$31.37/hour (6 hour maximum)
2.	Keiper, Alisa	Facilitator	Professional	<i>Hour Change:</i> \$31.37/hour (6 hour maximum)
3.	Lowe, Angelica	Facilitator	Professional	<i>Hour Change:</i> \$31.37/hour (6 hour maximum)
4.	Matheis, Martina	Facilitator	Professional	<i>Hour Change:</i> \$31.37/hour (6 hour maximum)
5.	Reveron, Evelyn	Facilitator	Professional	<i>Hour Change:</i> \$31.37/hour (6 hour maximum)

6.	Rodriguez, Janice	Facilitator	Professional	<i>Hour Change: \$31.37/hour (6 hour maximum)</i>
7.	Sorge, Jaddy	Facilitator	Professional	<i>Hour Change: \$31.37/hour (6 hour maximum)</i>
8.	Weeks, Laura	Facilitator	Professional	<i>Hour Change: \$31.37/hour (6 hour maximum)</i>
9.	Wolff, Susan	Facilitator	Professional	<i>Hour Change: \$31.37/hour (6 hour maximum)</i>
10.	Zimmerman, Lindsey	Facilitator	Professional	<i>Hour Change: \$31.37/hour (6 hour maximum)</i>

- t. **Elementary Summer Robotics Program.** Approve the following professional staff to facilitate the Elementary Summer Robotics Program for the purpose of providing students an opportunity to further their engineering and computer programming skills that are introduced in the Robotics Clubs. Effective date: April 16, 2024 to begin planning and preparation. Program Dates: July 29, 2024 - August 2, 2024. These positions are fully funded through the Title I grant. No appointment is hereby made in the event the respective program is canceled.

	Last Name	First Name	Position	Classification	Compensation
1.	Seidel	Maureen	Instructional Technology Coach	Professional	\$31.37/hour (35 hour maximum)
2.	Wescott	Shawn	Instructional Technology Coach	Professional	\$31.37/hour (35 hour maximum)

- u. **2024 Title I STEAM*R Summer Enrichment Program.** Approve the following professional staff to facilitate the summer STEAM*R program. Effective April 16, 2024 to allow for pre-planning and preparation. Program dates: July 1 - July 25, 2024. No appointment is hereby made in the event the respective program is canceled. These positions are fully funded by the Title I and Title IV grants.

	Name	Position	Location	Compensation
1.	Wisneiski, Linda	Program Coordinator	Bushkill Elementary	\$31.37/hour (125 hour maximum)
2.	Capulish, Mary	Program Coordinator	East Stroudsburg Elementary at HS South	\$31.37/hour (125 hour maximum)
3.	Krajewski, Michelle	Program Coordinator	J. M. Hill Elementary at HS South	\$31.37/hour (125 hour maximum)
4.	Wickham, Billie	Program Coordinator	Middle Smithfield Elementary at J. T. Lambert	\$31.37/hour (125 hour maximum)
5.	Ammerman, Stacie	Program Coordinator	Resica Elementary at J. T. Lambert	\$31.37/hour (125 hour maximum)
6.	DeLuca, Nicole	Program Coordinator	Smithfield Elementary	\$31.37/hour (125 hour maximum)

- v. **ESACA 6-8 Summer School Facilitators.** Approve the following professional staff for the summer of the 2023-2024 school year beginning July 1, 2024 and ending on August 2, 2024. These positions are dependent on student enrollment. All positions will be paid \$31.37/hour, up to 40 hours (42 hours including training).

	Last Name	First Name	Position	Compensation
1.	Caruso	Heather	6th English/Reading	\$31.37/hour (42 hour maximum, including training)
2.	Stricker	Stefanie	6th Math	\$31.37/hour (42 hour maximum, including training)
3.	Donatone	Kimberly	6th Science	\$31.37/hour (42 hour maximum, including training)
4.	Franks	Suzanne	6th Social Studies	\$31.37/hour (42 hour maximum, including training)
5.	Frey	Cheyenne	7th English/Reading	\$31.37/hour (42 hour maximum, including training)

6.	Catalano	Jessica	7th Math	\$31.37/hour (42 hour maximum, including training)
7.	Fisher	Marijo	7th Science	\$31.37/hour (42 hour maximum, including training)
8.	Duran	Mildred	7th Social Studies	\$31.37/hour (42 hour maximum, including training)
9.	Bock	Elizabeth	8th English/Reading	\$31.37/hour (42 hour maximum, including training)
10.	Frable	Ryan	8th Math	\$31.37/hour (42 hour maximum, including training)
11.	Fisher	Marijo	8th Science	\$31.37/hour (42 hour maximum, including training)
12.	Zerfoss	Jon	8th Social Studies	\$31.37/hour (42 hour maximum, including training)

w. **ESACA High School Summer School Facilitators.** Approve the following professional staff for the summer of the 2023-2024 school year beginning July 1, 2024 and ending August 2, 2024. These positions are dependent on student enrollment. All positions will be paid \$31.37/hour, up to 40 hours (42 hours including training).

	Last Name	First Name	Position	Compensation
1.	Frable	Ryan	Algebra I	\$31.37/hour (42 hour maximum, including training)
2.	Dobrowolski	Darrin	Algebra II	\$31.37/hour (42 hour maximum, including training)
3.	Krupski	David	American History	\$31.37/hour (42 hour maximum, including training)
4.	Hughes	Melissa	Biology	\$31.37/hour (42 hour maximum, including training)
5.	Parker	Joseph	Citizenship & Government	\$31.37/hour (42 hour maximum, including training)
6.	Scarano	Rachel	Consumer Math	\$31.37/hour (42 hour maximum, including training)
7.	Reith	Daryl	English 10	\$31.37/hour (42 hour maximum, including training)
8.	Pecha	Kaitlin	English 11	\$31.37/hour (42 hour maximum, including training)
9.	Martini	Grace	English 12	\$31.37/hour (42 hour maximum, including training)
10.	Schroth	Catherine	English 9	\$31.37/hour (42 hour maximum, including training)
11.	Scott	David	Environmental Science	\$31.37/hour (42 hour maximum, including training)
12.	Scott	David	General Science	\$31.37/hour (42 hour maximum, including training)
13.	Breiner	Robert	Geometry	\$31.37/hour (42 hour maximum, including training)
14.	Zerfoss	Jon	Global Citizenship	\$31.37/hour (42 hour maximum, including training)
15.	Santos	David	Health 12	\$31.37/hour (42 hour maximum, including training)
16.	DeLeon	Karla	Math Essentials	\$31.37/hour (42 hour maximum, including training)
17.	Santos	David	PE 12	\$31.37/hour (42 hour maximum, including training)
18.	Dobrowolski	Darrin	Statistics	\$31.37/hour (42 hour maximum, including training)
19.	Przybylski-Beir	Anna	Trigonometry	\$31.37/hour (42 hour maximum, including training)
20.	Martone-Bunn	Larysa	World Civ./World History	\$31.37/hour (42 hour maximum, including training)

- x. **Elementary/Intermediate Chess Day** - Approve the following professional staff to facilitate the planning, preparation, and implementation of the Elementary/Intermediate Chess Day to be held at JTL on May 14, 2024. No appointment is hereby made in the event the respective program is canceled. Funded by ARP ESSER After School Set Aside Grant.

	Name	Position	Classification	Compensation
1.	Hnasko, Scott	Facilitator	Professional	\$31.37/hour (3 hour max)

d. **FINANCES**

i. **610 – Purchases Subject to Bid**

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the following items a. through i., in accordance with the recommendations of the Finance Committee and the Education Programs and Resources Committee. Motion was seconded by Keith Karkut and carried unanimously, 7-0.

Mrs. Bear said she thought the computers were being paid through a grant, but it says they are being paid through the General Fund. Mr. Bard said because the money is deposited into the General Fund and paid out of it. That is why I put the General Fund. Mrs. Bear said the Emergency Connectivity Grant is paid out first and then the rest out of General Fund. Mr. Bard said that is correct. The GF is General Fund so they do not pay it out of the Capital Funds. It will either be GF or CF. Mr. Rohner asked what do we do with the old Chromebooks. Mr. Bard said I am not sure but I can get an answer for you from Mr. Borosh. Mr. Schlameuss said in previous conversations, we've talked about allowing the seniors to have one but the other ones we sell them. Mr. Bard said I believe fixed assets is in the budget in revenue. The \$50,000 is a sale of fixed assets. Mr. Schlameuss asked will the school buses wind up there next year, too. Mr. Bard said the buses will be added in there, too.

- a. Approve moving forward with the purchase/lease of Thirty (30) Seventy-Two (72) School Buses and Ten (10) Special Education School Buses (30+3) from **Brightbill Body Works** at a total cost not to exceed \$5,824,100.00 (results of the bid opening on April 5th, 2024 at 2:00PM)
(See pages 73-74)
- b. Lenovo Chromebooks - **SHI** - \$681,315.00 (Co-Stars) (GF)
(See pages 75-77)
- c. Maxcases for Chromebooks - **SHI** - \$46,278.00 (Co-Stars) (GF)
(See pages 78-79)
- d. HP Computers - **IntegraOne** - \$137,595.88 (Co-Stars) (GF)
(See pages 80-83)
- e. Apple Computers - \$457,805.65 (CCIU Apple Contract #4925) (GF)
(See pages 84-88)
- f. Approve the purchase of Geometry Textbooks from **Savvas** at a cost of \$114,727.30 (GF)
(See pages 89-96)
- g. Approve the purchase of Algebra 1 textbooks from **McGraw-Hill** at a cost of \$90,968.00 (GF)
- h. Approve the purchase of Algebra 2 textbooks from **McGraw-Hill** at a cost of \$90,968.00 (GF)
(See pages 97-109)
- i. Approve the purchase of Precalculus Textbooks from **Cengage** at a cost of \$30,404.00. (GF)
(See pages 110-115)

ii. **613 – Cooperative Purchasing**

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve **Pocono Painting Inc.** in the amount of \$6,120.00 (GF) for repainting of the J. T. Lambert Intermediate School main office, in accordance with the recommendations of the Finance Committee and the Property and Facilities Committee. Motion was seconded by Wayne Rohner and carried unanimously, 7-0.

(See page 116)

iii. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear 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 Keith Karkut and passed 6-1. Wayne Rohner voted no.

1. Payment of Bills - (See pages 117-135)
2. Treasurer’s Report - (See pages 136-186)

2.

ACTION BY THE BOARD:

Motion was Keith Karkut to approve the payment of the following invoices for services rendered. Motion was seconded by Debbie Kulick and carried unanimously, 7-0.

- a. D’Huy Engineering invoices
 - i. North Campus - Storm Pipe Replacement - #60629 - \$761.49
 - ii. Resica Elementary School – HVAC Replacement - #60592 - \$201.04
 - iii. High School North & Lehman Intermediate School - Equipment Replacement - #60593 - \$204.09
 - iv. Middle Smithfield Elementary School & East Stroudsburg Elementary School - Flooring Replacement - #60594 - \$2,191.62
 - v. J. M. Hill Elementary School – Flooring Refinishing - #60595 - \$573.38
(See pages 187-191)

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

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the requests to renew the already established special activity funds listed. Motion was seconded by Rebecca Bear and carried unanimously, 7-0.

1. High School North E-Sports League
2. High School North Principal Account

e. **PROPERTY**

i. **701 – Facilities Planning**

1.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the Settlement Agreement and Release with Bognet, Inc., Triangle Fire Protection Inc., and Everest Indemnity Insurance Company, as presented. Motion was seconded by Richard Schlameuss and carried unanimously, 7-0.

(See pages 192-197)

Mr. Rohner said I look forward to repairing the Sprinklers system.

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to direct the administration to display school district events on the High School South digital sign facing North Courtland Street, with up to two (2) changes in display per day in accordance with the Borough’s Zoning Ordinance at the recommendation of the Property and Facilities Committee. Motion was seconded by Keith Karkut and carried unanimously, 7-0.

Mr. Rohner said I reached out to the Councilwoman/teacher, Ms. Panepinto because I think the sign is underutilized. I heard this evening that a couple of students had successes. I think that we should be celebrating those students. We should be using the signs to advertise events such as Javfest, school plays, and the whole A through Z. Mr. Karkut said and the purpose being that for a long time the borough had a borough ordinance that even prohibited those signs in the borough. Somehow we were one of the recipients to get one of the signs a few years back. We don’t want to change it because it is going along with the code now. We can actually do some changes to it. Mr. Rohner brought it up in the Property & Facilities Committee meeting. Mr. Rohner said it is good to know the events so that if they have a fundraiser such as at Jersey Mikes I can buy a hoagie. I am looking to celebrate our school district. Ms. Kulick said I want to make sure that it states that we’ve checked with the Borough Council on how often we can change the sign. Mr. Rohner said I did that. Mr. Gullstrand said we also talked at the Property & Facilities Committee meeting that this is not a directive to Administration that they had to change but that they can change or now have the opportunity to change it. Mr. Karkut said it is not a directive but a suggestion. Mr. Gullstrand said we are telling them that they now have the opportunity to do so. Mr. Rohner said it would certainly be disappointing if we are not utilizing it. When we go to other school districts, they are using their digital sign on a very consistent basis. Mr. Gullstrand said one new thing they can post is when we decide and vote on graduation. Mrs. Bear said North and South. Mr. Brown said I want to make sure that the person who gets assigned to this task understands that they are not just advertising for H.S. South but districtwide. The Board members agreed that it is districtwide.

f. OPERATIONS

i. 803 – School Calendar

1. ~~OPTION 1~~

~~RECOMMENDATION: Motion to approve the revised 2023-2024 East Stroudsburg Area School District School Calendar as presented to reflect two (2) snow days and establishing June 4, 2024 as High School South’s graduation and June 5, 2024 as High School North’s graduation.~~

(See page 198)

OR

1. OPTION 2

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the revised 2023-2024 East Stroudsburg Area School District School Calendar as presented to reflect two (2) snow days and establishing May 31, 2024 as High School South’s graduation and June 1, 2024 as High School North’s graduation. Motion was seconded by Keith Karkut and carried unanimously, 7-0.

(See page 199)

Mr. Rohner asked when will we be talking about the graduation place. Mr. Brown said the Board can speak about it after the calendars are approved. Mr. Schlameuss said that the individuals he spoke with prefer the graduations as stated in this motion. Mrs. Bear said the individuals I spoke with prefer graduation to be on Saturday because a lot on them work in the city and they have people traveling in from the city. It is difficult to get to the North site in the evening. Mr. Gullstrand said as was mentioned in public participation, I think it is really important that our Communications Department makes it known heavy and wide because last month we spoke about other tentative dates. There are people that went by those tentative dates and now we are switching them. These are the concrete dates so our Communications Department needs to get them out every which way that they can, Tweet, Facebook, billboard, etc. I just want the parents to know the dates.

Mr. Gullstrand said we are now moving onto the motion that was brought forth by Mr. Rohner to discuss the North graduation at Poconos Park. Mr. Rohner said this is the Art Center. We traditionally have had our graduations there. It ended when they went out of business the first time. Since we never seem to have an opportunity to be outside on the football field. The Poconos Park gives us an opportunity to allow more of our family members and community to attend graduation. Poconos Park has

been working with the school district. Ms. Kulick asked do you have a cost. Mr. Rohner said the cost is the same as before, \$10,000. Ms. Kulick asked \$10,000 for each graduation. Mr. Rohner said yes and it is the same that we have paid in the past. Ms. Kulick said I don't know but I know we have talked about the South parents having to drive all the way up. Mr. Rohner said this is not for South but just for the North. Mrs. Bear asked why is North not having their graduation in the football field like they said they were going to. When we spoke last month, both principals said, weather permitting, they would definitely be outside. Mr. Rohner said this is an option that is available. Mr. Karkut asked is it possible to hear from Mr. Brenneman, H.S. North, Principal. Mr. Rohner said I have no problem with that, I have always advocated for outside graduations. Mr. Gullstrand said I do not know if it is a concern with having it there. I just don't know the logistic of getting everything together and switching things because we already agreed with others. Mr. Rohner said I will be disappointed if I am inside the gymnasium. Mrs. Bear asked Mr. Brenneman, do you plan on having the graduation outside weather permitting. Mr. Brenneman said I don't know your experience with planning graduation. We started the planning process in December/January to determine what we are going to do. This is my fourth graduation. We entertained Poconos Park last year and they presented some variables to us that were not presented from the beginning of the process. It did not make us comfortable with putting on a first-class graduation that we have always had and commit to. Mr. Triolo, High School South Principal, and I talk all the time to be equitable as much as possible. We take into consideration our students and their families. The first choice is to be out in our stadium. We both have beautiful stadiums. Years ago, you made a decision to invest into the North stadium. The only thing that can push us to have it inside is the weather. Our planning process is already rolling. We are just waiting on your decision tonight for the date. Should you consider Poconos Park, it would be hurtful and would present more obstacles than not at this time. Whatever decision you approve, we will do to the best of our abilities. If it is something that you would like to consider, I would ask that maybe you decide for it to take place next year in 2025 so that we know it sooner than later to get the ball rolling. Six weeks turnover with that number of magnitude of people would present more obstacles than solutions at this point. I'm not saying it cannot be done but it would not be easy. Mr. Rohner asked what obstacles would you endure. Since myself and my graduation team are in charge of it, there is planning, preparation and transportation to and from the venue. Mr. Brenneman said, What is the setup? What does the venue look like? What are their logistics? They would provide the sound system but we are putting the ceremony process all together. It's new and different but it can be done. Mr. Rohner said it is not new. My son graduated there and many other students. Mr. Brenneman said you are not wrong in that statement; however, the team that were involved in that are not currently in place to lead that. He is currently in place as the Human Resources Director. You guys can make that decision but currently we have the plan in place to have graduation outside so we will have everything set up outside and inside in case of inclement weather. Mrs. Bear asked when will you make the decision to let parents know if it will be outside. Mr. Brenneman said we will work with Dr. Riker and Mr. Forsyth to monitor the weather in order to make an adequate decision. We would graduate most likely Saturday morning, so we would look to have a decision on Friday whether it would be inside or outside. Mrs. Bear said you have the number of tickets for inside that go into the gymnasium and then the overflow in the auditorium. Mr. Brenneman said we did away with that last year because the previous years, we did not have many overflow so everyone had enough tickets for everyone to go into the gymnasium. Mr. Brown said last month the Board approved an \$8,100 contract with Law, Sound and Lighting. Was that for your graduation. Mr. Brenneman said correct. Mr. Brown said I assume that you are locked into that. Mr. Brenneman said yes, from my perspective. I wasn't asked to look into a proposal with Pocono Parks. I did last year and we had a multi-tier proposal but I'm not sure if MJ Law transfers over to Poconos Park. Mr. Rohner said they are not. Mrs. Bear said I remember last year that we had to use their own sound system at Poconos Park. Mr. Rohner said we are going to set up inside if it rains so there won't be any lighting if we are outside in the football stadium. Yes or no? Mr. Karkut said the graduation will be in the daytime. I understand that but it implies that I am inside. Mr. Karkut said, no it doesn't. I have been involved in the planning process as a parent before being on the Board. I worked with South for many years. I agree with Mr. Brenneman. There is a procedure and being involved in that process, I experienced it. You had to set up but you had to have both places on standby. We literally had an hour and a half to pick up things and move inside. We made it happen but no one wants to move it. If it is good weather, you want it outside. Mr. Brenneman said we are fortunate to have graduation on June 1st. We had significantly less snow days. That in itself is presenting new obstacles for him, his Admin team and planning team. Mr. Brown said to give you some peace of mind, Mr. Rohner, the contract that was approved for North includes, lighting, sound, stage, deck, stairs rails, lips,, etc. most of which you do not need inside. That contract in particular was designed to address outside. Mr. Brenneman said that is correct and we bring some additional lighting to highlight some of our musical groups and what not. We also do the skirts, the dressing and the piping to make it a more eloquent ceremony on the inside if need be. Mr. Karkut said I think in light of this situation, I think it's fair to go with what was plan. Mr. Rohner said it is an option. Mr. Karkut said I think we should consider it as an option for next year and for even the district. It is a great venue. It is a shame to see that venue not used. Mr. Rohner said it is great for graduation ceremonies. Mr. Gullstrand said if they would like to have the graduation there next year it is something to start looking for in December. Mr. Brenneman said if that were an option you would like me and Mr. Triolo to plan for or if just for North, I don't mind looking into the information and provide it to you to make your decision making easier. Mr. Gullstrand said we had a motion from the floor. Mr. Brown said you did not. You called the topic for discussion. Mr. Karkut said do we need to take a motion to cancel it or table it. Mr. Brown said, no. The original addition to the agenda was for discussion. Mr. Rohner said if we keep graduation outside then I am okay.

2.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the 2024-2025 East Stroudsburg Area School District School Calendar as presented. Motion was seconded by Debbie Kulick and carried unanimously, 7-0.

(See page 200)

ii. **818 – Contracted Services**

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the contracts listed for their specific services, rates and effective dates, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Debbie Kulick and carried unanimously, 7-0. Richard Schlameuss and Debbie Kulick abstained from #6. Pocono Mountains United Way.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Benevolent Healthcare Staffing, LLC	New contracted services for the remainder of the 2023-24 and the 2024-25 school years providing temporary staffing for; LPN, RN, Certified School Nurse, and Para as needed for substitute coverage in all district buildings and programming.	Hourly Bill rate: Para-\$34.00, LPN-\$64.00, RN-\$72.00, Certified School Nurse-\$77.00	Pupil Services and Special Education funds	04/16/24
2.	Buxmont Academy	Renewal of Placement Agreement for guarantee reserved placement slots; 15 special education and 10 general education for the 2024-2025 school year.	10% discount rate will be applied with guaranteed placement reserved. Special Education-\$222.12 rather than \$246.80 and General Education-\$190.50 rather than \$211.67.	Pupil Services and Special Education funds	2024-2025 School Year
3.	Jazz Juice (Vinnie Bianchi)	Jazz Musical Performance for the Celebration of the Arts at Resica Elementary School.	\$500.00	Resica Elementary	05/17/24
4.	Mad Science of Lehigh Valley (Donna Petterson)	Mad Science Marvels of Motion Assembly at Bushkill Elementary School.	\$450.00	Bushkill Elementary PTO	05/16/24
5.	Mad Science of Lehigh Valley (Donna Petterson)	Two performances of Up, Up & Away at Smithfield Elementary School.	\$900.00	Smithfield SWPBS Student Account	05/21/24

6.	Pocono Mountains United Way	Scholarships to ESASD families with children enrolled in the YMCA Summer Camp Care Program in ESASD school buildings and YMCA's main location in Stroudsburg.	Not to Exceed \$50,000.00	Title I Grant	04/16/24 – 08/16/24
7.	Pocono Services for Families & Children Head Start Program	Head Start Supplemental Assistance Program Memorandum of Understanding.	N/A	N/A	07/01/24-06/30/25
8.	Pocono Wildlife Rehab and Education Center (Katherine Uhler)	Presentation on Owls for all ESACA students.	\$325	ARP ESSER Learning Set Aside Grant	04/16/24
9.	Reed, Nancy & Spencer	Jazz Musical Performance for the Celebration of the Arts at Resica Elementary School.	\$350.00	Resica Elementary	05/17/24
10.	Sherman Theater (Rich Berkowitz)	Premium Plastic Seating for High School North's graduation.	\$1,900.00	High School North Account	06/01/24
11.	Sherman Theater (Rich Berkowitz)	Stage decks, frames, railings, stairs, etc. and Premium Plastic Seating for High School South's graduation.	\$5,500.00 and \$1,805.00 Total: \$7,305	High School South Account	05/31/24
12.	That's Groovy Photo Booth LLC (Ivan Del Toro)	Modern Open Air iPad Style Photo Booth Rental for the H.S. South Special Spring Gala.	\$450.00	Special Spring Gala Account	04/12/24
13.	What's Out There (Matthew Meyer)	Planetarium Experience at Smithfield Elementary School.	\$500.00	Smithfield PTO	05/06/24

(See pages 201-245)

2. Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Behavioral Health Associates	Renewal of Contract for Services	\$37,601.30 Cost Savings Program for 2024-2025 School Year with 20% down payment for special education and general education services	Pupil Services and Special Education funds	2024-2025 School Year
2.	Colonial Intermediate Unit 20	Title IIA Services for non-public schools' programs and services within ESASD boundaries.	Not to Exceed 15,791.00 \$15,728.60 (revised amount)	Title IIA Grant	07/01/23 – 09/30/24 (Previously approved on 07/17/23)
3.	Colonial Intermediate Unit 20	Title I Services for non-public schools within the ESASD boundaries.	Not to Exceed 15,489.64 \$15,306.36 (revised amount)	Title I Grant	2023-2024 SY (Previously approved on 07/17/23)

4.	New Story Learning Academy	Revised placement contract to add an additional and secured slot for a current placement for the remainder of the 2023-24 school year.	Special Education \$282.00 per day	Pupil Services and Special Education Funds	04/02/24 – 05/29/24
5.	Sweet, Stevens, Katz & Williams LLP	Renewal of Legal Services Consultation Agreement	Special Education \$21,000.00	Pupil Services and Special Education Funds	2024-2025 School Year

(See pages 246-262)

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to adjourn. Motion was seconded by Keith Karkut and carried unanimously, 7-0.

XII. **ADJOURNMENT: 8:57 P.M.**

Respectfully submitted,

Patricia L. Rosado
Board Secretary