

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
June 17, 2024 - 7:00 P.M.
Carl T. Secor Administration Building
and Via Zoom**

Minutes

- I. President, Michael Catrillo called the meeting to order at 7:02 p.m. and led those present in the Pledge of Allegiance.** Board Secretary, Patricia Rosado called the roll.

Board Members present at the Administration Center Board Room were: George Andrews, Rebecca Bear, Ann Catrillo, Michael Catrillo, Jason Gullstrand, Keith Karkut, Debbie Kulick, Wayne Rohner, and Richard Schlameuss.

- II. School personnel present in the Board Room:** Katrina Aiello, Peter Bard, Brian Borosh, Maria Casciotta, Dave Cooper, Shahida Jones, Jeremy Judd, Diane Kelly, Matt Krauss, Kristen Long, F.P. Mill, Mary Olszewski, Heather Piperato, Patricia Rosado, Maryann Rosario, Matt Sadowsky, and John Toleno. Christopher Brown, Solicitor.

School personnel attended via Zoom: Annamarie Bauer, and Angela Byrne.

- III. Community members present in the Board Room:** Darryle Cook, Larry Dymond, John Gerhardt, Deana Morabito and John Rosario.

Community members attended via Zoom: Terrence Bomar, Randi Fulmer, Keri Semeraro and Robert Smith.

IV. WELCOMING OF GUESTS

Mr. Catrillo said I would like to welcome all of our guests here today, both our staff and our members of the public. Please be sure to sign in outside on the desk so that we have a record of who is here tonight.

V. ANNOUNCEMENT OF EXECUTIVE SESSIONS

- a. An Executive Session was held on May 28, 2024 for the purpose of discussing personnel.
- b. An Executive Session was held on June 4, 2024 for the purpose of discussing personnel.
- c. An Executive Session was held this evening before this meeting at 5:30 p.m. 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 June 17, 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 and carried unanimously, 9-0.

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the minutes of the May 20, 2024, Board meeting. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

VIII. REPORTS

- a. Mr. Catrillo said I would like to welcome our new Interim Superintendent, Dr. John Toleno. I am very excited to have him sitting to my right here. We welcome him to take us through our transition into hiring a new Superintendent. As we go on in the months of the summer, hopefully in August we will be announcing the name of our new Superintendent. Until that point, it is very comforting to have such an experienced person like John with us. We thank you for being here. Dr. Toleno said I am excited to be here. Thank you so much.

- b. Monroe Career & Technical Institute Update
Mr. Jason Gullstrand said the JOC MCTI meeting met on June 3rd. Some of the things that we discussed were regarding additional project costs. When they were doing the addition, they ripped out the curbing and the sidewalks, which will incur an additional cost of about \$163,000. That includes the underpinning concerns that they had for the new addition as well. The engineers are out there working on that as we speak. They are just about finished with the new sewer line shutdown. One of the biggest concerns we had was with regard to the possibility of having to connect to the township sewer system. We got a feasibility study back on that. It cost roughly a half million dollars just to put the sewer to connect to the township sewer with an additional cost of about \$2,400 a month. We received an LSA Grant which is something we are looking forward to. They applied for a million dollars but received \$250,000. The grant can be used towards the sewer project, if necessary. Some of the students showed up, which was nice to see even though school was out. Five students from neighboring school districts had gone out to Chicago to the Eco Lab Science Certification Labs. I want to give them credit. They were led by their instructor, Chef Armstrong. The five students were Emily D., Maya S., Amber B., Amir N. and Alexander G. They were at the Eco Lab Science Certification Labs at the consortium. They were able to do a cooking program and competition. While they were doing it, they were secretly surprised by one of the celebrity chefs that was attending the event, Chef Sutherland. The kids were super excited about the fact that they got to be part of that whole program. The MCTI students were followed around for about three days by the group to make promotional videos with them and with Executive Chef John Sutherland, too. It was nice, even though we do not have the student representatives here, to see that our students are out there doing wonderful things within the community. We also approved two new positions. We were concerned about ever being able to replace the HVAC Plumbing Instructor. We were also able to replace our Auto Collision and Repair Instructor. The July meeting was canceled. Our next meeting is going to be on August 3rd.

- c. Colonial IU 20 Update
Mr. Michael Catrillo said the CIU 20 are completing major updates into their capital projects, their fire alarm system. For those of you staff members who visit the IU at any point, the lobby renovations and the new entrance is currently in the works, all for safety reasons. You will see a different IU if you visit as that is being worked on. We get a monthly report and we all know that staffing is an issue. We received good news this month that staffing is in good shape. They do credit the continued partnerships they have with ESU and NCC to keep a good flow of para educators and teachers. There is a lot of work being done at the IU for recruitment of special education teachers. They are really in good shape and they are doing a lot to be in good shape. Some nice news – On May 3rd, the Special Prom was held at the IU and 200 people attended. We saw photos. It was just beautiful to see everyone having a great time, families and students. What was even more beautiful was that it is really a community-sponsored event. People, especially in the Lehigh Valley area, support the Prom and it really made it a very special night for the students. The other really nice thing that was brought out is that the Colonial Academy's alternative school, Wood's Department, has been volunteering at the Garden of Giving, which is a food bank that actually grows food for the Monroe County Food Bank. The kids have been actively involved in that and we heard from a few. The passion that these kids have and they found a connection to the community. It is really, again, a credit to our IU and to the Colonial Academy for what they have been doing to get those students involved and to be productive members of society. Finally, the Excellence in Education and Merit Scholar Award dinner was held. It was a beautiful night and I am happy that East Stroudsburg was represented as an Excellence in Education Winner.

- d. Temporary Science Playground Feasibility Study Committee Update – Mr. Wayne Rohner
Mr. Wayne Rohner said the Committee did not have a meeting on June 5th due to lack of a quorum.

e. Property/Facilities Committee Update

Mr. Wayne Rohner said the Committee met on June 5th. The items that were moved forward for approval were:

- A bid opening for the South football field to replace the hot water boiler and the heating boiler.
- The cost from Scranton Electric Heating and Cooling was \$351,567.00.
- The North Campus Stage 2 Storm Pipe Replacement Project is being done by Rutledge Excavating Inc in the amount of \$286,351.00
- We made a motion to go out to bid for two projects – J. T. Lambert Auditorium upgrades for the stage lighting and seating.
- We made a motion to go out to bid for the ESE Fire Sprinkler Replacement
- High School South Pool Acid Wash by Main Line Commercial Pools in the amount of \$5,257.22
- Invoice for payment for Wayfare Sports Floors in the amount of \$89,000.00
- Cintas renewal contract with high variable dollar details
- Renewal Contract for Parking lot sweeping for district by ABE Paving in the amount of \$21,979.00
- Application for Payments:
 - i. ESE flooring - App#1 \$155,902.50 - Cope Flooring
 - ii. MSE Flooring - App#1 \$182,394 - Cope Flooring
 - iii. ESE Flooring - App#2 \$73,237.50 - Cope Flooring
 - iv. MSE Flooring - App#2 \$79,335.00 - Cope Flooring
 - v. HSN Natatorium Roof - App#7 \$4,641.00 - Munn Roofing
 - vi. North HVAC Replacement - App#2 \$162,320.00 – Trane
 - vii. RES HVAC Replacement - App#2 \$210,000.00 – Trane
- D'Huy Engineering Invoices:
 - i. North HVAC Replacement - App#3 \$146,865.00 – Trane
 - ii. RES HVAC Replacement - App#3 \$190,000.90 – Trane
 - iii. North Campus Generator #61042 \$1,437.50
 - iv. RES HVAC Replacement #60955 \$1,060.07
 - v. HSN/LIS Rooftop Replacement #60956 \$1,061.24
 - vi. MSE/ESE Flooring #60957 \$1,336.68
 - vii. HSS Field House Equipment Replacement #60958 \$4,301.00
 - viii. North Campus Storm Pipe #60959 \$1,266.30

We had discussions as follows:

- Garland Roofing at Middle Smithfield Elementary for the roof leaks that are still there
- Property & Facilities Department is researching East Stroudsburg Elementary easement on Route 447. A township Supervisor has reached out to us regarding the language in the easement.

Lyman and Ash Report

We had a long conference call at the end of May for Stage 2 of the stormwater pipe repair where we reviewed for the pre-bidding. We reviewed the existing photographs that we had taken in 2018. Lyman & Ash is going to be notifying legal construction about the pre-bid meeting that occurred in early June prior to the Property & Facilities meeting.

Old Business

We have a leak in the Lehman auditorium wall that is currently being investigated.

The North bus garage is in the design phase with D'Huy Engineering.

Finally, the South High School elevator continues to be an issue. It's a hydraulic oil leak. We have Otis Elevator working to resolve this issue. This will stay on the agenda until we resolve the issue.

Our next meeting will be on July 3rd at 5:30 p.m.

Dr. Toleno asked are we accepting bids for the stormwater management at the North Campus if so, when is it? Mr. Rohner said the bid opening already occurred. Dr. Toleno asked who was chosen? Mr. Rohner said Rutledge Excavating. Dr. Toleno asked when will the work start. Mr. Rohner said I don't have that information yet. We might have an answer at the July meeting.

f. Education Programs & Resources Committee Update - [esasd.net/epr](https://www.esasd.net/epr)

Mrs. Ann Catrillo said the Committee met on May 22nd. At our meeting the following items were discussed:

- Mrs. Trenee Lurry gave updates on holidays and celebrations. She discussed the May Coffee Chat, the Right to Read Documentary and the discussion that was held at Pocono Cinema.
- Mr. Eric Forsyth gave us a history of the records and how they've been kept through the years, especially student records. We took a look at what a student record looks like today such as what is on it, etc.

Looking ahead, Mr. Forsyth explained four programs that will be coming our way, Frontline, Board Docs, Parchment and Stopfinder.

- Marjorie Gullstrand and Kate Schroth, our Library Department Chairs, presented stacks of success, highlighting all the successes of our 10 libraries. They also shared some of their concerns moving forward. They thanked the Board for their support and for the support they have received from Administration, staff and our Community. This was an excellent and informative presentation. The librarians', enthusiasm and knowledge really reverberated very clearly and professionally, with all in attendance.
- Amy Polmounter and the two High School Principals presented both the Dual Credit and Enrollment Plan as well as the Future Educators Cohort Proposal. They shared the successes of this year and are looking forward to continuing for next year.
- Dr. Tabitha Bradley explained the four-year handwriting materials that we will see coming up on our budget.
- Dr. Heather Piperato presented NoRedInk, and explained the revised quotes that we had for the Precalculus books. She also distributed to us, at that time, the last of the math courses that were being rewritten and the curriculum that the committee is now reading through, so that if we have any questions, we can ask at our next meeting. It will then be brought to the Board for approval.
- The last thing, of course, was our advisory recommendations that you will see on tonight's Board agenda
 - i. The four-year subscription for the handwriting materials that was presented by Dr. Bradley.
 - ii. The revised quote for the precalculus books.
 - iii. The purchase of the digital tools and that is the NoRedInk for the grammar and writing instruction.
 - iv. The funding of the Future Educator Program Coordinator Schedule B positions
 - v. The dual credit enrollment courses for that Future Educator Cohort.
 - vi. The funding of the 2024-25 dual credit enrollment courses that are separate from the Future Educators.

Our next meeting is on June 24th at 5:30 p.m. here in the Board room and also via Zoom. Of course, everyone is invited and all are welcome to attend.

g. Finance Committee Update

Mrs. Rebecca Bear said I was on vacation and Mr. Schlameuss chaired the meeting in my absence. Mr. Schlameuss said the Finance Committee met on June 10th here in this room at 5:30 p.m. We reviewed the recommendations from the Properties and Facilities Committee, and from the Education Programs and Resource Committee, We also reviewed our items, which were:

- A recommendation for the Final 2024-25 General Fund Budget, which we will see tonight to be approved by the full Board.
- The Engle-Hambright & Davies, Inc. renewal package for all insurance lines, totaling \$1,052,497, which is a pretty substantial increase. All insurance right now have substantial increases.
- A recommendation to direct the Chief Financial Officer to contract for the strategic purchase of natural gas.
- A recommendation to approve a five-year Microsoft Licensing quote through Lancaster Lebanon, IU13 for \$95,923.40.

Our next meeting will be on July 8th at 5:30 p.m. in the Board room and via Zoom.

h. Policy Review Committee Update

Mr. Keith Karkut said we had another exciting evening at the Policy Review Committee meeting tonight. We are going through new policies which are being displayed for Public review. They are as follows:

- Policy 222 Tobacco and Vaping Products for students
- Policy 227 Controlled Substances which is renamed Controlled Substances and Paraphernalia, also for students.
- Policy 323 Tobacco and Vaping Products, for employees
- Policy 351 Drug and Substance Abuse which is renamed Controlled Substance Abuse, which is geared toward employees.
- Policy 620 Fund Balance.
- Policy 815.2 Artificial Intelligence.

These last two are newer. Just to give you an update, we've been talking about the Fund Balance Policy 620 for a couple of months. I think we finally have come to a good and final policy for you to review as well as the public.

With reference to Policy 815.2 Artificial Intelligence, we don't have an AI policy. We're putting that for review. If you have a chance, look it over, and if you have any comments, get back to me or one of the committee members for some input.

We also started tackling old policies. We're in the process of reviewing old policies, specifically policies that were last updated between 2002 and 2007. We looked at four tonight, which are up for review:

- Policy 143 Standards for Persistently Dangerous Schools
- Policy 144 Standards for Victims of Violent Crimes
- Policy 204.1 Student Excusal, renamed Student Excusal/Early Dismissal
- Policy 205 Postgraduate Students

These are policies like I said, that haven't been touched between 2002-2007. We are starting to look through them, and we'll continue to do those as time permits each month to try and catch up on our policies as well as look at what we've looked at Board wise. Our next meeting is on July 15th right before the Regular Board meeting at 4:30 pm. We will meet right here and also online.

i. 2024-2025 Final Budget Presentation

Mr. Peter Bard, CFO, said I want to thank everyone for coming especially the members of the Administration and members of the public as well as those who are watching online.

The work of the 2024-25 final budget in PDE form was sent to you in your packets. There is also an agenda item under the finance items to adopt the tax levy and the Homestead/Farmstead option. I want make a point before we start. The Homestead/Farmstead exemption for taxpayers in the district is increasing by roughly \$98. If you were approved for a homestead or farmstead exemption, and only 4 properties were approved for farmstead exemption, in Monroe or Pike County, your exemption will go up by \$98, due to increases in the revenue that was given to us by the State. That is not a slide on my presentation, but I wanted to make you aware.

Slide 2 – Market Values and Assessments

| 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% |

I want to start off with the Market Values and Assessment. The market assessment for Monroe County dropped by almost 17.5 million dollars. That has been a trend that's been troubling for us over the last 4 years. Over the last 4 years or so we have dropped close to 60 million dollars, and that's primarily driven by commercial properties in Monroe County since the assessment that took place in 2020 when the values were settled in. That leads us to what our rebalanced millage rate will be.

Slide 3 – Market Value Impact on Millage

| County | 2023-24 Rebalanced Millage | 2024-25 Rebalanced Millage (Proposed) | Change From Prior Year |
|---------------|---|--|-----------------------------------|
| Monroe | 30.79 | 31.05 | 0.01% |
| Pike | 128.52 | 126.05 | -1.92% |

The 2022-23 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.

Now the taxes in either one of these counties are not dropping or being increased by the Board of Education. The Board is not taking any action whatsoever on these millage rates. The millage for Monroe County will be 31.05, and that is a point 0.01% increase or .26 increase. That is based on a rebalancing that is required because East Stroudsburg is one of 76 school districts that are draped over two counties. The Pike County millage rate will drop to 126.05 or a little under 2% decrease in your property taxes. This is not like I said, and I hate not to give the Board credit for lowering taxes, but the Board is not lowering taxes in Pike County, and they're not raising taxes in Monroe County. It is based on the STEB, the State Tax Equalization Board. They set these. We have to rebalance the millage rates based on the assessment values of the counties. That is basically the reason why we have to go ahead and do this. What does that do to our Local, State, Federal and our revenue processes? The answer is on the chart in the next slide #4.

Slide 4 – 2024-2025 Revenue Summary

| | 2023-24 Budget | 2024-25 Budget | Variance \$ | Variance % |
|----------------------|---------------------------|---------------------------|------------------------|-----------------------|
| Local | \$108,722,094 | \$107,411,545 | \$(1,310,549) | (1.22%) |
| State | \$60,526,274 | \$69,153,441 | \$8,627,167 | 12.5% |
| Federal | \$9,987,030 | \$9,811,853 | \$(175,177) | (1.8)% |
| Other | \$50,000 | \$50,000 | \$0 | 0.0% |
| Total Revenue | \$179,285,398 | \$186,426,839 | \$7,141,441 | 4.0% |

Here, on slide #4, the 2024-25 local real estate revenue is \$107,411,545, or a 1.3 million dollar decrease. That is a 1.22% decrease from the year before. The State revenue is \$69,153,441 or an 8.6 million dollar increase. The Federal revenue is 9.8 million dollars, \$175,000 decrease or 1.8% decrease and Other is \$50,000 and which is a \$0 change between both years, bringing the total revenue to \$186,426,839 and that is a 7.1 million dollar increase or a 4% increase year over year. I will go on to the next slide #5. I want to draw your attention to of what breaks down these increases, and why there was a change especially in the local revenue.

Slide 5 – 2024-25 Revenue Highlights

Local

- Property Tax rates reflect rebalancing and a \$2.20 million decrease in collections due to 50+ million dollar assessment loss over the last 3 fiscal cycles.
- Added \$1.50 million increase revenue offset due to investment income interest environment for at least ½ of the year.
- RE transfer tax leveled off, as did Local Income Tax.

State

- Includes July 2023 BEF and SEF increases
- Includes an additional \$4 million from proposed 24-25 State budget.
- Includes an inflation related increase to Transportation subsidy.

Federal

- Phase out complete in September 2024. Has \$5 million for Trane projects (Expenses has \$5 million offset for HVAC projects).
- Includes Statewide reduction in Title I allocation.

When you go to slide 5 in the revenue highlights, the property tax rates reflect the rebalancing, but also a 2.2 million dollar decrease in collections due to the 55 million dollar assessment loss over the last three fiscal cycles. I've added 1.5 million dollar increase in the revenue that was in the previous years. There's been \$250,000 budgeted. However, we've collected 2.8 million dollars in interest earnings. I've added that up to 2 million dollars. I do expect interest rates to be cut over the next 2 cycles. I believe the first interest rate cut will happen in November, and then I do believe there'll be another interest rate cut sometime in February that will impact our interest rate earnings. The interest rate transfer taxes have leveled off, as did our local income tax, and as did our delinquent tax collection rates. However, they are consistent with what we have been budgeting. If you've noticed in our local audit reports they noted in 2020-2021, and 2021-2022, the real estate transfer taxes really carried the lack of property tax. Over the last couple of years, the property taxes did not meet the budgeted amount. The budgeted amount was roughly 90 million dollars for the last 3 years. They fell drastically short by a couple of million dollars. In this budget, I properly and securely met that in the budget. That is why, there's a decrease in the previous slide to reflect that. In the State revenue it includes the July 2023, Basic Ed and Special Ed increases. It also includes an additional 4 million dollars from the proposed 2024-25 State budget. It also includes an inflated related increase to the transportation subsidy so that's where the increased numbers in that particular funding come from. The state budget has not even begun to be negotiated yet in the legislature. There are some caveats to that. Our increases are based primarily on what they call the level-up scenario, which is the districts that have been historically underfunded by the Commonwealth, now the Commonwealth is putting in, or Governor Shapiro has put in more money into a pot that will give us more money. Now I've only put a very small portion of that into this 4 million dollars. Primarily, the increase that I've put in is basically the full increases that we expect to get from Basic Ed and Special Ed that come from our ADMs and come from the formula of our ADMs that were put into there, because I've been given assurances that they're pretty much slam dunks to be included into the Governor's budget. I put a very small amount of that 4 million dollars that is included into that

level up pot, because that is not a slam dunk, and that leaves up to negotiations between both political parties and the legislature. I wanted to play very, conservative on that particular moment in revenue. That leaves a caveat that if we do, that will be a windfall for the school district. In the Federal bucket, we phased out the Federal ESSR III money which will be completely phased out in September of 2024. However, there's 5 million dollars in there for the Trane projects that Mr. Rohner had mentioned during his Property and Facilities Committee meeting discussions. The expenses also have a 5 million dollar offset for the projects that are ongoing from July through September, and that also includes, something new that was not included in your May presentations, a Statewide reduction in the Title I allocation. We lost approximately \$120,000 in our State, Title I allocation. That has been properly reduced in the revenue accordingly as well. Every district in the Commonwealth received a Title I allocation reduction.

Slide 6 – 2024-2025 Budget Comparison to Prior Year

| | 2023-24 Budget | 2024-25 Budget | Variance \$ | Variance % |
|---------------------------|---------------------------|---------------------------|------------------------|-----------------------|
| Revenue | \$179,285,398 | \$186,426,839 | \$7,141,441 | 4.0% |
| Expenditures | \$187,784,000 | \$203,840,636 | \$16,056,636 | 8.6% |
| Revenue over Expenditures | \$(8,498,602) | \$(17,413,797) | | |

So, when you look at slide 6, the 2024-25 budget comparison. The prior year you see the revenue at \$186,426,839. The expenditures are \$203,840,636 and that leaves us with a deficit of \$17,413,797. That particular deficit includes the expenditure increase of 8.6%. The variance is an increase of 16 million dollar from the previous year. That includes a revenue increase of 4% from the previous year as well, and an expenditure increase of 8.6%. Now, what drives some of these expenditure increases. We had to add 9 new special education teachers in K through 2 due to enrollment figures. There were 4 new other positions that were added, two guidance counselors, a librarian and a Para educator, and there were other positions that were also necessary that were under consideration as well. Actually, I think they're the only positions that we added new in those particular budgets.

Slide 7 – Budget Cost Drivers

| | 2024-2025 Budget | Increase/(Decrease) over 2023-2024 \$ | Increase/(Decrease) over 2023-24 % |
|-----------------|-----------------------------|--|---|
| Salaries | \$86,148,210 | \$9,865,850 | 11.5% |
| Benefits | \$59,879,427 | \$6,037,098 | 10.1% |
| Charter Schools | \$8,750,000 | \$(250,000) | (2.9)% |
| Utilities | \$3,239,236 | \$58,928 | 1.8% |
| Debt Service | \$18,305,977 | \$1,602,306 | 10.2% |
| ESSER | \$5,150,000 | \$(586,877) | (11.4)% |

In slide 7, when you look at the salaries and benefits portion of the budget, they were the main cost drivers of the budget, as they are in every school district. They make up over 72% of our budget, which is a very solid number for our school district. \$86,148,210 make up our salaries. That is an increase of \$9,865,850, or an 11.5% increase from the previous year. The benefits are \$59,879,427 or a 6 million dollar increase, or a 10% increase. That benefit number also includes a 3% increase for health insurance costs. The Charter School number that we pay is \$8,750,000, or a \$250,000 decrease or 3% decrease. I also want to say that there was an article in the newspaper today that suggests that we may see charter school relief as well; therefore, that number may be drastically reduced. As a matter of fact, if the Charter School Reform Bill is approved, East Stroudsburg can see that number cut by 40%, and that could be a drastic decrease. I think East Stroudsburg can get the 4th most relief out of all 500 school districts if that bill is passed in the Commonwealth. I've been advocating for that type of relief with our State Legislators very vigorously, since we need some kind of charter school reform in the worst way to help drive down our charter school costs further. The utilities are at \$3,239,236, or a \$58,000 increase or 1.8% increase. The debt service at \$18,305,977 or a 1.6 million dollar increase. That 1.6 million dollars is the school bus cost. It is the estimated cost for a loan or a lease to purchase the 40 school buses that the Board approved last month. Then the ESSER cost is in there. The balance of the budget is used for maintenance, and other supply costs as well. Before we go onto the General Fund Balance on slide 8, and where the district is moving forward, are there any questions or comments on the budget from any Board members at this time? Mr. Schlameuss said just so we understand, we had to cut in Title I which supports our Special Education but we had to increase the positions for Special Ed because of the demands and requirements that we have to fulfill. It's just one of those things we have to do and it's expensive. Am I correct? Mr. Bard said that is correct. I also want to state that every position that we've added as a Board, and as a district, has been completely necessary to add. There's been no unnecessary additions by anyone in the district, the Administration, or by the Board. Every position that's been added has been completely necessary and completely studied. Any position that's been added has been something that's been necessary for the students. Also, in the

budget there is an increase in services for special education students as well. Everything that comes out of the budget has been something that's been required of us to spend. It's one of those unfunded mandate type of things that comes out. I hope that answers any of those questions.

Slide 8 – 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

Slide 8 includes how we pay for the deficit and the budget without raising property taxes in the community because of the fiscal responsibility of the district over the last decade and a half. The General Fund balance that has been audited as of June 30, of 2023 stands at \$51,267,628, and that has a non-spendable amount of \$783,115. It has a committed amount of 24 million dollars, which is split between 2 categories of PSERS and Future Healthcare Expenses. The Board has committed money to PSERS when the expenses were going up from 10% up to now, which is a little under 34% of our salaries expenses or pay expenses. The assigned amount is at \$23,498,602. It's a split between three categories of future educational programs at 6 million dollars, future budget expenditures at 9 million dollars, and the balance of the 2023-24 budget at \$8,498,602. The unassigned amount is \$2,985,911 or 1.5% of the expenditures. I will go into the next slide where I'll show you what I think the 2023-24 budget will land.

Slide 9 – Projected General Fund balance as of June 30, 2024

- **Nonspendable:** \$783,115 **Total: \$51,267,628**
 - Prepaid expenses
- **Committed:** \$10,566,805
 - PSERS and Future Healthcare Expenses
- **Assigned:** \$33,967,102
 - Future Educational Programs - \$6,000,000
 - Future Budget Expenditures - \$9,000,000
 - Balance the 2023-24 Budget - \$2,500,000 (projected)
 - Balance the 2024-25 Budget - \$17,431,797
- **Unassigned:** \$4,985,911; 3% of expenditures

Slide 9 - I will run down where I think the projected fund balance will be as of June 30, 2024, which is the year that we're nearing completion. As you can see, the total number didn't change. If you look at the bolded categories, they did change substantially. The non spendable amount cannot change that's legally required to stay in the note, and the Board cannot change that. The committed amount went to \$10,566,805 between PSERS and Future Healthcare; however, the assigned amount went to \$33,967,102 split between now four categories; the Future Educational Programs at \$6 million dollars, the Future Budgetary Expenses at \$9 million dollars; to balance the 2023-24 Budget at \$2.5 million, (although I think I'm a little aggressive on that number as well, since I do believe the 2023-24 budget will land somewhere between a million dollar surplus and a million dollar deficit) and to Balance the 2024-25 Budget at \$17,431,797. The Unassigned Fund Balance is \$4,985,911, or 3% of expenditures to match Policy 620 which was just put forth by the Policy Review to match the \$51,267,628. I do believe the worst case scenario for the 2023-24 budget is a 2.5 million dollar deficit. I wanted to keep that number in there, and that is the projected amount where we're trending to right now given where we're standing.

Slide 10 – Projected General Fund balance as of June 30, 2025

- **Nonspendable:** \$783,115 **Total: \$31,335,831**
 - Prepaid expenses
- **Committed:** \$10,566,805
 - PSERS and Future Healthcare Expenses
- **Assigned:** \$15,000,000
 - Future Educational Programs - \$6,000,000
 - Future Budget Expenditures - \$9,000,000
- **Unassigned:** \$4,985,911

Slide 10 - The Projected General Fund balance, as of June 30, 2025, if we experience the full deficit of \$17.4 million, would take the fund balance down to \$31,335,831, which is a substantial chunk of the Fund Balance gone, but still a healthy Fund Balance for a district that has an Operating Budget of \$203 million. Now, remember, there is a 5 million dollar offset for the Trane Project. In reality the operating budget is somewhere, probably around 198 million dollars or somewhere in that range, because of the Trane Project. However, if you look at the Future Budgetary expenses at 9 million dollars and Future Educational Programs at 6 million dollars, your Assigned Fund Balance and your Committed Fund Balance at 25 million dollars, you still have to balance the budget with a deficit of 17 million dollars and with the deficit still rolling forward. Now I will give you a projection of what I think 2025-26 will bring in Slide 11.

Slide 11 – Projected General Fund balance as of June 30, 2026

- **Nonspendable:** \$783,115 **Total: \$31,335,831**
 - Prepaid expenses
- **Committed:** \$1,035,305
 - Future Healthcare Expenses
- **Assigned:** \$26,413,406
 - Future Educational Programs - \$3,000,000
 - Future Budget Expenses - \$2,000,000
 - 2025-2026 Projected Budget Deficit - \$21,413,406
- **Unassigned:** \$1,881,996
- **Total Fund Balance After Deficit \$9,800,328 (projected)**
 - (Caveats – State funding, cyber school reform, previous years deficits)

Slide 11 – I think the Projected General Fund Balance as of June 30, 2026 will still be at \$31,335,831, however, the bolded numbers have changed substantially again. The Committed number is \$1,035,305. The assigned are at \$26,413,406, with the Future Educational Programs being substantially reduced down to 3 million dollars, the Future Budgetary Expenses being significantly reduced to 2 million dollars, and the 2025-26 projected budget deficit being a \$21,413,406. The unassigned Fund Balance is projected to be \$1,881,996, and then a total Fund Balance, after all the deficits being cut out would be \$9,800,328. Now I did put in the last line there that there are significant caveats with this projected budget deficit. Well, for one, the State funding which I mentioned about 10 minutes ago that we don't even know what the State funding is for 2024-25, let alone 2025-26. That has a significant bearing as to what this Fund balance will look like. The Cyber School Reform, which I mentioned about 5 minutes ago could also have a substantial savings for the district and also, the previous year's deficits. I don't believe that our budget is very lean or is very tight, and I don't believe we're going to see the flip that we normally see in these budgets where you go from an 8 million dollar deficit to a surplus like you might see in 2023-24. I do think you're going to see one of those things where you're going to see in 2024-25 the deficit may not come in at 17.5 million dollars but it may come in somewhere between \$10 and \$12 million that would lessen the damage done to the General Fund Balance. I do believe it is something that we need to take a very strong and concerted fiscal look at to see where exactly the deficit and the Fund Balance is. We need to continue to sharpen our pencils and not spend every dollar that is budgeted. It's something similar to what we've been doing consistently, but also just continually be consistent with that in mind. Before I go on to the Capital Reserve and touch on that, I just want to ask if there are any questions from the Board members about this.

Slide 12 – Capital Projects and Planning

- **No Capital Reserve Transfer Planned in 2023-2024**
 - Capital Reserve Projects totaling between \$4 and \$5 million are expected out of the balance in 2024-2025.
 - In 2025-2026, another \$2 to \$3 million are expected out of the Capital Reserve Fund for expected projects and purchases.
 - Forecast that the Capital Reserve will be exhausted by the end of the 2026-2027 fiscal year.
 - There is no money allocated for the Science Playground Project in the Capital Reserve plan or the General Operating budget.
 - There will be a need for 7 buildings to have their roofs replaced or re-coated in the next 5 years which will cost anywhere from \$500,000 to \$2.5 million each depending on the structure. We will need to plan for this.

The Capital Projects and Planning is the last slide. There's no Capital Reserve transfer planned in 2023-24. This is part of the cash that we do have on hand to pay for a lot of the projects that are going on around the district and that the Board has managed very astutely over the last several years. A lot of districts do not have such a large balance. The Board should be patted on the back for that. The Capital Reserve Projects, totaling between 4 or 5 million dollars that are expected out of the balance in 2024-25, and then in 2025-26, another, 2 to 3 million dollars are expected out of the Capital Reserve Fund for the expected projects and purchase. Dr. Toleno asked what is the balance in the Capital Reserve. Mr. Bard said the balance for Capital Reserve is approximately 19 million dollars, as of this date. The forecast is that the Capital Reserve will be exhausted by the end of the 2026-27 fiscal year. There is no money allocated for the Science Playground Project in the Capital Reserve Plan, or the General Operating Budget, and there will be a need for 7 buildings to have their roofs replaced or re-coded in the next 5 years, which will cost anywhere from \$500,000 to \$2.5 million each, depending on the structure. We'll need to plan for this. I do want to mention that we have a Grant Coordinator and Writer. Her name is Angela Byrne. She has done a phenomenal job. She's brought in probably about 20 million dollars outside of the ESSER money over in the last 5 to 7 years. She's taken a substantial amount of burden away from the taxpayers with this grant writing opportunity. She has submitted grants totaling 7 million dollars and if we are able to get those 7 million dollars, the cost of replacing 2 roofs and will be substantially reduced from 7 million dollars all the way down to about 2 million dollars, which will extend the life of the Capital Reserve further. Now, I don't know if the State will award those grants but they are out there and in the queue to be awarded. Further, I want to thank my staff for their excellent work on this budget. It took a lot of hours and a lot of combing through a lot of data to build this and also the Administration throughout the district, from the building levels all the way up to Central Administration for their support in keeping the budget as tight as possible by not spending on things that they want, but yet things that they need. Finally, I did note on several of the Fund Balances Future Educational Expenditures that there's been a lot of talk when we buy curriculum and different things in curriculum. I try to keep a lot of things in the General Fund and not out of the Fund Balance. There is a difference. I try to buy everything out of the General Operating Budget and not out of the Fund Balance, so that we could preserve the Fund Balance for a longer period of time. I guess when you think about in the scope of things, it's more of an audit thing or an accounting thing. I try to keep things purchased out of the Operating Budget so that we can continue to buy as much curriculum and as much material for our students. We can also update our curriculum and update how we teach our students as readily and as quickly as possible, so that we don't have to get ourselves tied up in Uncommitting and Unassigning the Fund Balance to buy our stuff for our students. Based on that, that is the last slide I have. There isn't usually a timing slide. Tonight, is the general voting for the budget. Are there any questions from the members of the Board on any of these topics that I discussed.

Mr. Andrews said the only thing I would like to add is that the Capital Reserve is part of the General budget. It is added to the budget. Mr. Bard said correct. The balances is between 19 and 20 million dollars. We spend a lot on our projects. Mr. Rohner spoke about the some of the paving and some of the other projects that come out of the Capital Reserve. The Board does not have to go out to borrow that money to do these projects, which right now would be a disadvantage to do because of the high interest rates. They save themselves money doing it.

Mr. Catrillo said, thank you Peter and thank you to the members of your staff. I see many members of the staff back there. Thank you to the Business Office people. We appreciate all your hard work, and as you could see, there are so many moving parts to a budget in a school district this size. Thank you for your hard work on that.

We do not have our students here. It's kind of lonely not having our three students to report. I want to report on their behalf that we had two beautiful graduations both North and South. We had beautiful days. They deserve applause. I would like to thank Mr. Brenneman and Mr. Triolo for their hard work for putting this together with their staff to produce such a beautiful graduation for our students. It certainly made me proud to be a member of the East Stroudsburg Community to watch our students graduate both North and South. Thank you to everyone who was a part of that.

IX. PUBLIC PARTICIPATION

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

A. Mr. Jacob Morris said I attended the Education Committee this past month under its new leadership. I was incredibly impressed with the mutual respect that the members of the committee had for each other and the gentle but firm leadership exhibited by Ann. I was impressed by the intelligence of the different topics that were presented and discussed. The Librarians presented and there were some substantial issues because there aren't enough of them. I was surprised to know that they have a kind of help desk for students with their Chromebooks. Maybe we could do something about that. The other major area that was discussed was Advanced Placement and Dual Enrollment. At the very end of the meeting, I asked the question which was, "Would it be possible for us to offer Advanced Placement for African American History, which is a new offering by the College Board". Ann told me that customarily in the past the mechanism for choosing which Advanced Placement Courses would be offered by the School District, are ascertained by the number of colleges and universities that accept those Advanced Placement. The ones that are most accepted by the universities those are the ones that the district tends to pick. I thought about that after the meeting was over. Mr. Gullstrand, who is also an outstanding teacher, besides outstanding Board member with a lot of credibility with me personally said, Jacob you know we teach a curriculum, we teach each of the tests and some of the material we can't devote a lot of time to. What I'm proposing is that we do what I am going to call a hybrid solution. We can survey the juniors and the seniors in the high schools and ask them what Advanced Placement courses they would like to take and what they would like to see the district offer. Of course, there is the capabilities of the staff to do a good job in meeting the strict requirement of Advanced Placement offerings. As I ran this by Ben Brennehan this afternoon, we had a wonderful conversation. He said I have nothing against surveys, so I'm hoping that we could get a little student input in terms of what they would like to see. That doesn't necessarily mean that the capability is there of staff to offer something like Advanced Placement in African American History but at least we could ascertain and empower the students. We can ask them if they would be internally motivated to take the courses.

X. UNFINISHED BUSINESS

None

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 003 – Functions

ACTION BY THE BOARD:
Motion was made by Debbie Kulick to adopt the Board Policies listed. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

- 1. Policy 006 – Meetings
- 2. Policy 006.2 – Live Streaming of Meetings
- 3. Policy 202 – Attendance Eligibility
(See pages 28-48)

ii. 004 – Membership

ACTION BY THE BOARD:
Motion was made by Jason Gullstrand to approve the following voting delegates, Richard Schlameuss, Debbie Kulick and Rebecca Bear to attend the 2024 PSBA Hybrid Delegate Assembly business meeting to be held on Saturday, November 2, 2024 at 9:00 a.m. at the PSBA Headquarters in Mechanicsburg, PA. The first 120 delegates who register will have access to attend in-person. All remaining delegates will be able to join in a fully participatory manner via Zoom. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 49-50)

iii. 005 – Organization

ACTION BY THE BOARD:

Motion was made by Ann Catrillo to approve the agreement with Christopher S. Brown to serve as District Solicitor through the 2026-2027 school year at an annual retainer of \$58,800 and hourly rate of \$210.00 for non-retainer work. Motion was seconded by Debbie Kulick and passed 8-1. Wayne Rohner voted no.

(See pages 51-53)

b. PROGRAMS

i. 100 – Programs

1.

ACTION BY THE BOARD:

Motion was made by Ann Catrillo to approve the Future Educator Cohort Dual Credit/Enrollment Courses and to approve the funding of 2024-2025 dual credit/enrollment courses for high school students participating in the Future Educator Cohort. These select courses are offered by Northampton Community College for \$13,680.00. These courses are fully funded by the 2024-2025 General Fund Budget. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 54-55)

2.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the funding of 2024/2025 dual credit/enrollment courses other than FEC-ESU and NCC - \$34,770 - funds have been included in the 2024-25 General Fund budget upon the recommendation of both the Educational Programs & Resources and Finance Committees. Motion was seconded by Ann Catrillo and carried unanimously, 9-0.

ii. 121 – Field Trips

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to authorize the field trip listed. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

Overnight

| | Name | Activity | Location | Dates |
|----|-------------------|---|----------------|-------------------|
| 1. | Tiernan, Patricia | H.S. South Yearbook Club students to Yearbook Camp at Gettysburg College (will be paid by the Yearbook Activity Fund. | Gettysburg, PA | 7/28/24 – 7/30/24 |

(See pages 56-58)

iii. 123 – Interscholastic Athletics

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the Student Athletic Handbook for the 2024-2025 school year, as presented. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See pages 59-71)

iv. 146 – Student Services

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the Agreement to participate in the 2024-2025 Pennsylvania School Based ACCESS Program. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 72-75)

c. PUPILS

i. 218 – Student Discipline

1.

ACTION BY THE BOARD:

Motion was made by Jason Gullstrand to approve the Code of Student Conduct for the 2024-2025 school year, as presented. Motion was seconded by Ann Catrillo and carried unanimously, 9-0.

(See pages 75a.-75n.)

2.

RECOMMENDATION:

Motion was made by Wayne Rohner to approve the proposed Adjudication with regard to the Expulsion Hearing held on May 29, 2024, as submitted. Motion was seconded by George Andrews and carried unanimously, 9-0.

ii. 233 – Suspension and Expulsion

ACTION BY THE BOARD:

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

- 1. 241460
(See pages 76-80)

d. PERSONNEL

1. 301 – Creating a Position

i.

ACTION BY THE BOARD:

Motion was made by Ann Catrillo to approve two (2) Future Educator Program Coordinator Schedule B positions, which have been included in the 2024-25 General Fund Budget in the amount of \$5,646 (\$2,823 each) with the recommendation of both the Education Programs & Resources Committee and the Finance Committee. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 81-84)

ii.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the following revised Position Description of the previously approved Act 93 position of Supervisor of Technology Service. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 85-88)

2. 304 – Employment of Professional Staff

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve Adam Coffman, Professional employee, with an additional responsibility as the District's Tact II Facilitator to oversee and facilitate the District's Tact II Training Program for District employees effective for the 2024-2025 fiscal year with a stipend in the amount of \$3,500.00. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

3. 304 – Employment of Professional Staff

ACTION BY THE BOARD:

Motion was made by Ann Catrillo to approve Heather Piperato, Director of Secondary Education, with an additional responsibility as the District's Restorative Practices Master Trainer to oversee and facilitate the implementation of Restorative Practices for the District throughout the 2024-2025 fiscal year with a stipend in the amount of \$3,500.00. Motion was seconded Richard Schlameuss and carried unanimously, 9-0.

4. 307 – Student Teachers/Interns/Student Observers – Affiliation Agreement

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Affiliation Agreement with the East Stroudsburg Board of Education and Western Governors University for use of the District as a student teaching site. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See pages 89-93)

5. 308 – Employment Contract

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve adding a Roth 403b option to all of our District 403b vendors if applicable, in accordance with the recommendation of the Finance Committee. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the following Memorandum of Understandings. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

- a. **Memorandum of Understanding – Student Safety Compensation Plan.** Memorandum of Understanding between East Stroudsburg Area School District and Student Safety members regarding Compensation Adjustments. (See page 94)
- b. **Memorandum of Understanding – Additional Schedule “B” positions.** Memorandum of Understanding between East Stroudsburg Area School District and the East Stroudsburg Area Education Association with respect to adding Science Olympiad Advisor and Future Educator Advisor. (See page 95)
- c. **Memorandum of Understanding – Supplemental Days.** Memorandum of Understanding between East Stroudsburg Area School District and the East Stroudsburg Area Education Association with respect to Curriculum Specialists and MTSS supplemental days. (See page 95a.)

6. Employment

ACTION BY THE BOARD:

Motion was made by Jason Gullstrand to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Ann Catrillo and carried unanimously, 9-0. Rebecca Bear abstained from 6. Employment-iv. 303/304/304.1/304.2/304.3/305/306 -Employment c. Salary Changes #2. Russell Bear and aa. Schedule B Position Appointments for 2024-2025 #13. Russell Bear. Debbie Kulick abstained from 6. Employment-iv. 303/304/304.1/304.2/304.3/305/306 -Employment f. Act 93 2024-2025 Fiscal Year Salary Compensations. Effective 7/1/24-6/30/25 #22. Gail Kulick. Richard Schlameuss abstained from 6. Employment-iv. 303/304/304.1/304.2/304.3/305/306 -Employment f aa. Schedule B Position Appointments for 2024-2025 #28. & #45. Madison Krajewski.

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

Mr. Catrillo said I would like to make a comment regarding three retirees that are mentioned here. One is a long time Principal and Assistant Principal in the district, David Baker. We would like to thank Dave for all of his service to the district and for everything he has done over the years. I had the pleasure of working with him myself for many years. We also have two custodians, Morris Bell, who I have also had the pleasure of working with at South. We wish Morris Bell and James Kelly, from our Custodial Department, well in their retirement. We also have a number of other transfers. Please refer to the pages because there is a lot of them. Mr. Rohner said I see that we have all of the South Varsity Football Coaches but I don't see the North having any coaching. Is that just an oversight? Dr. Toleno said I can find out about that. It could be that they are not fully hired yet but I don't know, so don't quote me. I will gladly make a phone call tomorrow about it. Mr. Rohner said thank you. Mr. Catrillo said we hired a number of teachers, principals and assistant principals. Is anyone present today? Please stand and introduce yourself, since you are here. Ms. Kristen Long introduced herself as the new Middle Smithfield Elementary Principal.

i. 309 – Assignments and Transfers

| | Name | Change in Assignment/Transfer | Classification | Compensation | Effective Date(s) |
|----|--------------------|--|-----------------------|--|---|
| 1. | Long, Kristen | From: Supervisor of Special Education (K-5) To: Principal - Middle Smithfield Elementary Replaces Jennifer Moriarty who resigned. | Act 93 | \$96,606.00 | July 1, 2024 |
| 2. | Aponte, Chastity | From: Bus Monitor -Transportation To: School Vehicle Driver/6 hour (CDL) – Transportation Replaces an unfilled vacant position. | Support | \$23.87/hour | August 13, 2024 |
| 3. | Brockmann, Theresa | From: Personal Care Assistant – J. T. Lambert Intermediate To: Paraprofessional (12 Plus Program) – High School North This is a new position. | Support | \$19.29/hour | August 20, 2024 |
| 4. | DeNora, Kristina | From: Cafeteria Worker (part-time, 4 hour) – J. T. Lambert Intermediate To: Cafeteria (Cook) Worker (full-time, 7.5 hour) – J. T. Lambert Intermediate Temporarily replaces Barbara Searfoss who is on a leave. Kristina will return to her previous position at the end of this temporary assignment. | Support | \$15.16/hour (plus \$1.75/hour differential) | January 8, 2024 now through June 5, 2024 (end of the workday). |
| 5. | Cross, Donald | From: Custodian (1 st shift) – High School South To: Temporary Lead Custodian (1 st shift) – High School South Donald will return to his custodian position at the conclusion of this temporary reassignment. | Support | Fiscal year hourly rate (plus \$1.75/hour differential). | June 10, 2024 to August 23, 2024 only. |
| 6. | Liatto, Cheryl | From: Custodian (1 st shift) – High School North To: Temporary Lead Custodian (1 st shift) – High School North Cheryl will return to her custodian position at the conclusion of this temporary reassignment. | Support | Fiscal year hourly rate (plus \$1.75/hour differential). | June 10, 2024 to August 23, 2024 only. |

| | | | | | |
|----|------------------------|--|---------|--|--|
| 7. | Vezzosi, Salvatore Jr. | From: Custodian (1 st shift) – J. T. Lambert Intermediate To: Temporary Lead Custodian (1 st shift) – J. T. Lambert Intermediate Salvatore will return to his custodian position at the conclusion of this temporary reassignment. | Support | Fiscal year hourly rate (plus \$1.75/hour differential). | June 10, 2024 to August 23, 2024 only. |
|----|------------------------|--|---------|--|--|

(See page 96)

ii. 335 - Family and Medical Leaves

| | Name | Position | Classification | Location | Effective Date(s) |
|----|---------------------|--------------------------------|----------------|----------------------------|---|
| 1. | Conkle, Rose Ann | Assistant Principal | Act 93 | J. T. Lambert Intermediate | June 12, 2024 through July 19, 2024. This is an intermittent leave. |
| 2. | Allison, Diana | Instructional Technology Coach | Professional | District | April 23, 2024 through April 29, 2024. |
| 3. | McCue, Catherine | Paraprofessional | Support | J. T. Lambert Intermediate | May 21, 2024 through June 5, 2024. This is an intermittent leave. |
| 4. | Picchianti, Darlene | Paraprofessional | Support | J. T. Lambert Intermediate | April 22, 2024 through June 5, 2024. |
| 5. | Schubert, Edwin | Custodian | Support | High School South | May 6, 2024 through May 31, 2024. |
| 6. | Simmons, Doraida | Secretary | Support | Transportation | June 7, 2024 through June 21, 2024. |
| 7. | Wells, Barbara | School Vehicle Driver (CDL) | Support | Transportation | May 23, 2024 through August 23, 2024. |

iii. Worker's Compensation Leave

| | Name | Position | Classification | Location | Effective Date(s) |
|----|------------------|-----------|----------------|-------------------|--------------------------------------|
| 1. | Wickberg, Arthur | Custodian | Support | High School North | June 19, 2024 through July 19, 2024. |

iv. 303/304/304.1/304.2/304.3/305/306 - Employment

a. Resignations

| | Name | Position | Classification | Location | Effective Date(s) |
|-----|-------------------|---|--------------------------|----------------------------|-------------------------------------|
| 1. | Conkle, Rose Ann | Assistant Intermediate Principal | Act 93 | J. T. Lambert Intermediate | July 19, 2024 (end of the workday). |
| 2. | Bednash, Leanne | Special Education teacher | Professional | High School North | August 17, 2024 |
| 3. | Butler, Danielle | Grade 1 teacher | Professional | Resica Elementary | June 5, 2024 (end of the workday). |
| 4. | Granquist, Mark | Grade 6 teacher | Professional | Lehman Intermediate | August 19, 2024 |
| 5. | Meyers, Marissa | Math teacher | Professional | Lehman Intermediate | July 1, 2024 |
| 6. | Andrews, Timothy | Short Term Classroom Substitute teacher | Professional/ Substitute | High School North | May 31, 2024 (end of the workday). |
| 7. | Bonefont, Bianca | Paraprofessional | Support | Resica Elementary | May 15, 2024 (end of the workday). |
| 8. | Castelli, Maria | Cafeteria Aide | Support | Lehman Intermediate | June 3, 2024 (end of the workday). |
| 9. | Kirchhofer, Alexa | School Vehicle Driver (CDL) | Support | Transportation | May 31, 2024 (end of the workday). |
| 10. | Rosario, Maryann | School Vehicle Driver (CDL) | Support | Transportation | June 5, 2024 (end of the workday). |
| 11. | Saunders, Tyrone | School Vehicle Driver (CDL) | Support | Transportation | May 16, 2024 (end of the workday). |

(See pages 97-107)

b. Retirements

| | Name | Position | Classification | Location | Effective Date(s) |
|----|--------------|----------------------|----------------|-----------------------------|--------------------------------------|
| 1. | Baker, David | Elementary Principal | Act 93 | East Stroudsburg Elementary | August 2, 2024 (end of the workday). |

| | | | | | |
|----|--------------|-----------|---------|-----------------------|--------------------------------------|
| 2. | Bell, Morris | Custodian | Support | High School South | June 3, 2024 (end of the workday). |
| 3. | Kelly, James | Custodian | Support | Smithfield Elementary | August 6, 2024 (end of the workday). |

(See pages 108-110)

c. Salary Changes

| | Name | Position | Classification | Location | Compensation | Effective Date(s) |
|----|------------------|-------------------------|----------------|--------------------------|--|-------------------|
| 1. | Albornoz, Doris | Personal Care Assistant | Support | Lehman Intermediate | \$19.33 (plus \$.50/hour IEP/504 differential) | November 10, 2023 |
| 2. | Bear, Russell | Security Officer | Support | Lehman Intermediate | \$19.69/hour | August 15, 2023 |
| 3. | Davis, Frederick | Security Officer | Support | J.T Lambert Intermediate | \$19.69/hour | August 15, 2023 |
| 4. | Hamilton, Chauna | Security Officer | Support | High School North | \$19.69/hour | August 15, 2023 |
| 5. | Morales, Ivan | Security Officer | Support | High School North | \$19.69/hour | August 15, 2023 |
| 6. | Quiroz, Anthony | Security Officer | Support | High School North | \$19.69/hour | August 15, 2023 |
| 7. | Ramos, Jailene | Security Officer | Support | High School South | \$19.69/hour | August 15, 2023 |

d. Tenure

| | Last Name | First Name | Position | Location |
|----|-----------|------------|----------|-------------------|
| 1. | Cruz | Carolyn | Biology | High School North |

e. Appointments

| | Name | Position | Classification | Location | Compensation | Effective Date(s) |
|-----|-------------------------|---|----------------------------|------------------------------|---|--|
| 1. | Semeraro, Kerilyn | Assistant Principal (PE) Replaces Amanda Parrish who was reassigned. | Act 93 | High School North | \$89,709.00 | July 1, 2024 |
| 2. | Andrews, Timothy | Special Education/Learning Support teacher (TPE) Replaces Leeanne Bednash who is on a leave. | Professional | High School North | \$52,985.00 (prorated) Step 1 Column 1 | <i>Date Change:</i> June 3, 2024 |
| 3. | Fruehan-Nah, Doslah Jr. | Special Education/Emotional Support teacher (TPE) This is a new position. | Professional | East Stroudsburg Elementary | \$79,273.00 Step 1 Column 15 | August 20, 2024 |
| 4. | Fulmer, Randi | Special Education/Learning Support teacher (PE) This is a new position. | Professional | East Stroudsburg Elementary | \$88,204.00 Step 11 Column 3 | August 20, 2024 |
| 5. | Hofbauer, Cassidy | Special Education/Autistic Support teacher (TPE) This is a new position. | Professional | Middle Smithfield Elementary | \$63,485.00 Step 2 Column 1 | August 20, 2024 |
| 6. | Moody, Leslie | Special Education/Learning Support teacher (TPE) Replaces Leanne Bednash who resigned. | Professional | High School North | \$98,255.00 Step 12 Column 7 | August 20, 2024 |
| 7. | Saylor, Kelsey | Speech & Language Pathologist (PE) This is a new position. | Professional | Middle Smithfield Elementary | \$75,575.00 Step 4 Column 7 | August 20, 2024 |
| 8. | Tramontana, Bridget | Art teacher (TPE) Replaces Jane Oplinger who retired. | Professional | Resica Elementary | \$63,385.00 Step 1 Column 1 | August 20, 2024 |
| 9. | Perlmutter, Ryan | Temporary Health & Physical Education teacher Replaces Angela Janaro who was reassigned. | Professional/ Temporary | Lehman Intermediate | \$63,827.00 (prorated) Step 1 Column 2 | August 20, 2024 through the end of the 2024-2025 first semester. |
| 10. | Rosario, Maryann | Transportation Dispatcher (12 month, 8 hour, PM shift) Replaces MaryAnn Moore who retired. | First Level Supervisor | Transportation (North) | \$28.00/hour | June 6, 2024 |

| | | | | | | |
|-----|-----------------------|---|--------------|----------------------------|--|-----------------|
| 11. | Cooper-Sewell, Sheryl | Secretary Replaces Angela Nevin who retired. | Support | Transportation | \$16.40/hour | June 4, 2024 |
| 12. | Fritz, Andrea | Health Room Nurse Replaces her previous position. | Support | Lehman Intermediate | \$22.08/hour | August 20, 2024 |
| 13. | Gorski, Kathleen | Personal Care Assistant Replaces Joanne Viola who was reassigned. | Support | Resica Elementary | \$18.98/hour (plus \$.50/hour IEP/504 differential) | May 28, 2024 |
| 14. | Paul, Joel | Custodian (2 nd shift) – Smithfield Elementary Replaces James Kelly who will retire. | Support | Smithfield Elementary | \$17.39/hour (plus \$.40/hour shift differential) | June 12, 2024 |
| 15. | Santiago, Samanta | Cafeteria Cook (7.5 hour) Replaces Barbara Searfoss who retired. | Support | J. T. Lambert Intermediate | \$15.16/hour (plus \$1.75 differential) | May 20, 2024 |
| 16. | Palm, Kevin | Instrumental Music teacher (TPE) Replaces Paul Bakner who was reassigned. | Professional | High School North | \$63,385.00 Step 1 Column 1 | August 20, 2024 |

(See pages 111-118a.)

f. Act 93 2024-2025 Fiscal Year Salary Compensations. Effective July 1, 2024 through June 30, 2025.

| | Last Name | First Name | Position | 2023-2024 | 2024-2025 |
|-----|---------------|------------|--|--------------|----------------------------|
| 1. | Aiello | Katrina | Supervisor of Special Education (K-5) | \$81,406.00 | \$81,406.00 |
| 2. | Angelopoulos | Eleni | Elementary Assistant Principal | \$81,306.75 | \$88,806.75 |
| 3. | Baker | David | Elementary Principal (through 8/1/24) | \$121,531.37 | \$129,031.37 |
| 4. | Bauer | Annamarie | Director of Child Accounting | \$83,620.14 | \$91,120.14 |
| 5. | Borosh | Brian | Director of Technology | \$137,075.69 | \$144,575.69 |
| 6. | Bradley | Tabitha | Director of Elementary Education | \$122,978.67 | \$130,478.67 |
| 7. | Brenneman | Benjamin | High School Principal | \$129,837.73 | \$137,337.73 |
| 8. | Byrne | Angela | Coordinator of Federal Programs & Grants | \$87,534.22 | \$95,034.22 |
| 9. | Casciotta | Mariarena | Director of Pupil Services (K-5) | \$131,871.94 | \$139,371.94 |
| 10. | Collevechio | Melissa | Director of Food Services | \$86,981.94 | \$92,981.94 |
| 11. | Conkle | Rose Ann | Intermediate Assistant Principal (through 7/19/24) | \$81,184.60 | \$87,184.60 |
| 12. | Deane-Gardner | Carol | Supervisor of Special Education (6-12) | \$95,863.08 | \$103,363.08 |
| 13. | Forsyth | Eric | Director of Communications and Operations | \$110,002.49 | \$117,502.49 |
| 14. | Fuller | Joshua | High School Assistant Principal | \$104,376.93 | \$111,876.93 |
| 15. | Jones | Shaida | Coordinator of Social Services (Secondary) | \$71,064.48 | \$78,564.48 |
| 16. | Judd | Jeremy | Intermediate Assistant Principal (through 8/2/24) | \$81,306.75 | \$87,306.75 |
| 17. | Judd | Jeremy | Intermediate Principal (effective 8/3/24) | | \$102,970.00 (prorated) |
| 18. | Kelly | Diane | Controller | \$89,289.59 | \$96,789.59 |
| 19. | Kerstetter | Eric | Elementary Principal | \$97,369.61 | \$103,369.61 |
| 20. | Koehler | Stacy | Access Coordinator | \$62,549.00 | \$68,549.00 |
| 21. | Krauss | Matthew | Director of Fiscal Affairs | \$83,620.14 | \$91,120.14 |
| 22. | Kulick | Gail | Elementary Principal | \$139,210.68 | \$146,710.68 |
| 23. | Lenhart | Ray | Intermediate Principal | \$112,021.49 | \$119,521.49 |
| 24. | Lurry | Trene | Intermediate Assistant Principal-DEI Coordinator | \$81,184.60 | \$87,184.60 |
| 25. | Metzgar | Shannon | Elementary Assistant Principal | \$87,281.00 | \$87,281.00 |
| 26. | Mill | Frederick | Director of School Police/School Safety & Security Coordinator | \$103,365.99 | \$110,865.99 |
| 27. | Miller | Daryle | Supervisor of Buildings & Grounds | \$95,861.40 | \$101,861.40 |
| 28. | Olszewski | Mary | Director of Pupil Services 6-12 | \$105,433.20 | \$112,933.20 |
| 29. | Padavano | Debra | Intermediate Principal (through 8/2/24) | \$120,967.95 | \$128,467.95 |
| 30. | Parrish | Amanda | High School Assistant Principal (through 8/19/24) | \$92,881.80 | \$92,881.80 |

| | | | | | |
|-----|------------|----------|--------------------------------------|--------------|--------------|
| 31. | Piperato | Heather | Director of Secondary Education | \$138,652.41 | \$146,152.41 |
| 32. | Polmounter | Amy | High School Assistant Principal | \$103,365.99 | \$110,865.99 |
| 33. | Reese | Jessica | Elementary Principal | \$101,273.52 | \$107,273.52 |
| 34. | Robins | Damaris | Director of Transportation | \$92,700.00 | \$98,700.00 |
| 35. | Romagno | Robert | Supervisor of Environmental Services | \$84,737.24 | \$90,737.24 |
| 36. | Sadowsky | Matthew | Elementary Principal | \$103,780.29 | \$111,280.29 |
| 37. | Smoke | Kristina | Elementary Assistant Principal | \$74,788.30 | \$80,788.30 |
| 38. | Stokes | Evan | High School Assistant Principal | \$88,425.50 | \$94,425.50 |
| 39. | Tancin | Thomas | Intermediate Assistant Principal | \$79,609.00 | \$85,609.00 |
| 40. | Triolo | Matthew | High School Principal | \$114,758.61 | \$120,758.61 |
| 41. | Vitulli | Lisa | Director of Cyber Academy | \$98,324.21 | \$104,324.21 |

g. School Vehicle Drivers/CDL for 2024 Summer Programs. Effective July 8, 2024 through August 2, 2024, up to eight hours per day, as needed, paid at their 2024-2025 hourly rate.

| | Last Name | First Name | Position |
|-----|--------------|-------------|---------------------------|
| 1. | Abrams | Donna | School Vehicle Driver/CDL |
| 2. | Alvarez | Elena | School Vehicle Driver/CDL |
| 3. | Alvarez | Miguel | School Vehicle Driver/CDL |
| 4. | Anello | Joseph | School Vehicle Driver/CDL |
| 5. | Brenner | Vivianna | School Vehicle Driver/CDL |
| 6. | Bullen | Stephen | School Vehicle Driver/CDL |
| 7. | Cavanaugh | Lorraine | School Vehicle Driver/CDL |
| 8. | Class | Flor | School Vehicle Driver/CDL |
| 9. | Conklin | Cheryl | School Vehicle Driver/CDL |
| 10. | Conrad | Kathleen | School Vehicle Driver/CDL |
| 11. | Draksin | Peter | School Vehicle Driver/CDL |
| 12. | Ehrhardt | Michael | School Vehicle Driver/CDL |
| 13. | Espinal | Luis | School Vehicle Driver/CDL |
| 14. | Fennell-Raby | Beverly | School Vehicle Driver/CDL |
| 15. | Garcia | Rachel | School Vehicle Driver/CDL |
| 16. | Gorton | Jonathan | School Vehicle Driver/CDL |
| 17. | Hamilton | Crystal | School Vehicle Driver/CDL |
| 18. | Hedgelon | Denise | School Vehicle Driver/CDL |
| 19. | Huber | Colleen | School Vehicle Driver/CDL |
| 20. | Johnston | James | School Vehicle Driver/CDL |
| 21. | LaFerrera | Christopher | School Vehicle Driver/CDL |
| 22. | Lane | Michael | School Vehicle Driver/CDL |
| 23. | Luke | Priscilla | School Vehicle Driver/CDL |
| 24. | Martinez | Waliza | School Vehicle Driver/CDL |
| 25. | McFarlane | Holly | School Vehicle Driver/CDL |
| 26. | Miller | Theresa | School Vehicle Driver/CDL |
| 27. | Olsen | Danielle | School Vehicle Driver/CDL |
| 28. | Polanco | Yronelis | School Vehicle Driver/CDL |
| 29. | Reynolds | Clifford | School Vehicle Driver/CDL |
| 30. | Roberts | Michele | School Vehicle Driver/CDL |
| 31. | Rojos | Sergio | School Vehicle Driver/CDL |
| 32. | Ruscansky | John | School Vehicle Driver/CDL |
| 33. | Sasso | Robert | School Vehicle Driver/CDL |
| 34. | Smith | Kesha | School Vehicle Driver/CDL |

| | | | |
|-----|-----------------|----------|---------------------------|
| 35. | Stang | Jennene | School Vehicle Driver/CDL |
| 36. | Stofik | Jennifer | School Vehicle Driver/CDL |
| 37. | Valderrama | Peysen | School Vehicle Driver/CDL |
| 38. | VanWhy | Carrie | School Vehicle Driver/CDL |
| 39. | Venslosky | Dana | School Vehicle Driver/CDL |
| 40. | Vetesy | Kenneth | School Vehicle Driver/CDL |
| 41. | Warlix-Williams | Kathy | School Vehicle Driver/CDL |
| 42. | Young | Larry | School Vehicle Driver/CDL |
| 43. | Zehnder | Sean | School Vehicle Driver/CDL |

h. Temporary Summer Custodians

| | Name | Position(s) | Effective Date(s) | Compensation |
|----|---------------------|------------------|---------------------------------------|--------------|
| 1. | Bongiorno, Nora | Summer Custodian | June 10, 2024 through August 23, 2024 | \$15.00/hour |
| 2. | Mayrhauser, Kaylynn | Summer Custodian | June 10, 2024 through August 23, 2024 | \$15.00/hour |

i. Temporary Summer Grounds Workers

| | Name | Position(s) | Effective Date(s) | Compensation |
|----|------------------|-----------------------|---------------------------------------|--------------|
| 1. | Mauro, Frank Jr. | Summer Grounds Worker | June 12, 2024 through August 23, 2024 | \$20.00/hour |
| 2. | Mauro, Frank Sr. | Summer Grounds Worker | June 10, 2024 through August 23, 2024 | \$20.00/hour |
| 3. | Reali, Susan | Summer Grounds Worker | June 10, 2024 through August 23, 2024 | \$20.00/hour |
| 4. | Walsh, Nicholas | Summer Grounds Worker | June 10, 2024 through August 23, 2024 | \$20.00/hour |

j. 2024-2025 School Year Professional Substitute Rates

| Substitute Professional Positions | Compensation |
|--|------------------|
| Professional | \$150.00/per day |
| Clinical Professionals: School Nurse, School Psychologist, Speech/Language Pathologist | \$250.00/per day |
| Professional Classroom Teacher (11-44 consecutive days includes planning/grading responsibilities) | \$205.00/per day |

k. 2024-2025 Fiscal Year Support Substitute Rates

| Position | Per Hour |
|-------------------------|----------|
| Administrative Services | \$15.00 |
| Bus Aide | \$15.00 |
| Bus Mechanic | \$20.00 |
| Bus Monitor | \$15.00 |
| Business Office | \$15.00 |
| Cafeteria Aide | \$15.00 |
| Cafeteria Worker | \$15.00 |
| Custodian | \$15.00 |
| Grounds | \$20.00 |

| Position | Per Hour |
|---------------------------|----------|
| Health Room Nurse | \$20.00 |
| Information Technologist | \$20.00 |
| Maintenance | \$20.00 |
| Paraprofessional | \$15.00 |
| Personal Care Assistant | \$15.60 |
| School Hall Monitor | \$15.00 |
| School Police Officer | \$18.75 |
| School Vehicle Driver CDL | \$25.00 |
| Secretary | \$15.00 |
| Security Officer | \$15.00 |

l. Substitute Appointments

| | Name | Position(s) | Effective Date(s) |
|----|------------------|--|-----------------------|
| 1. | Barno, Melinda | Secretary, Custodian | 2023-2024 Fiscal Year |
| 2. | Green, Ingrid | Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Secretary | 2023-2024 Fiscal Year |
| 3. | Hashway, Kelly | Paraprofessional | 2023-2024 Fiscal Year |
| 4. | Holden, Hunter | Custodian | 2023-2024 Fiscal Year |
| 5. | McFarlane, Holly | Secretary | 2023-2024 Fiscal Year |

m. Athletic Event Worker Pay Scale for the 2024-2025 School Year

| Position | Hourly Rate |
|-------------------------|-------------|
| Game Manager | \$20.00 |
| Ticket Manager | \$18.50 |
| Concession Manager | \$18.50 |
| Scoreboard Operator | \$18.50 |
| Statistician | \$18.50 |
| Ticket Seller | \$18.50 |
| Announcer | \$18.50 |
| Chain Crew | \$18.50 |
| Timers (swim/track) | \$18.50 |
| Physicals | \$18.50 |
| Ticket Taker | \$17.00 |
| Security | \$17.00 |
| Speech and Debate Judge | \$17.00 |
| Other Event Workers | \$17.00 |

n. Special Education Documentation, IEP meetings, Develop Training, Handbook update – Summer 2024.

Approve the following professional staff to develop Aimsweb training videos, develop curriculum, complete special education documentation (Reevaluation Reports, Early Intervention and transfer students IEPs and related special education documents) and attend required IEP meetings during the summer of the 2023-2024 school year.

| | Name | Position | Classification | Compensation |
|----|-------------------|--------------------|----------------|------------------------------------|
| 1. | Labadie, Michelle | Summer IEP writers | Professional | \$31.37/hour (20 hour maximum) |
| 2. | Ostroski, Deana | Summer IEP writers | Professional | \$31.37/hour (10 additional hours) |

o. Elementary Emotional Support Best Practices – Summer 2024. Approve the following professional staff to train on Best Practices and develop planning/programming for teaching multigrade levels in one classroom while ensuring supports in the general education environment. Staff will be paid at the curriculum rate for up to 8 hours. These positions are funded by Pupil Services.

| | Name | Position | Classification | Compensation |
|----|---------------------|----------|----------------|-------------------------------|
| 1. | DeLuca, Nicole | Teacher | Professional | \$31.37/hour (8 hour maximum) |
| 2. | Hernandez, Jose | Teacher | Professional | \$31.37/hour (8 hour maximum) |
| 3. | Skolnik, Rosemarie | Teacher | Professional | \$31.37/hour (8 hour maximum) |
| 4. | Starinieri, Hillary | Teacher | Professional | \$31.37/hour (8 hour maximum) |
| 5. | Shaffer, Melanie | Teacher | Professional | \$31.37/hour (8 hour maximum) |
| 6. | Zabrisky, Emily | Teacher | Professional | \$31.37/hour (8 hour maximum) |

p. Elementary School Counselor Handbook Revisions – Summer 2024. Approve the following professional staff for updating the Elementary School Counselor Handbook. This position is funded by Pupil Services.

| | Name | Position | Classification | Compensation |
|----|-----------------|---|----------------|--------------------------------|
| 1. | Osmun, Jonathan | School Counselor Department Chairperson | Professional | \$31.37/hour (10 hour maximum) |

- q. Co-Teaching Initiative – Summer 2024 and 2024-25 School Year.** Approve the following special education and general education professional staff to plan and initiate a concentrated co-teaching model at the elementary level. District staff will work with IU Coaches in the summer and throughout the 2024-2025 school year to provide instruction to all students in the least restrictive environment through co-planning and differentiation. Staff will be paid at the applicable 2023-2024 and 2024-2025 school year curriculum rate for up to 10 hours. These positions are funded by Pupil Services.

| | Name | Position | Classification | Compensation |
|----|------------------|-----------------|-----------------------|--|
| 1. | Hawk, Erika | Teacher | Professional | Applicable school year curriculum rate (10 hour maximum) |
| 2. | Jusinski, April | Teacher | Professional | Applicable school year curriculum rate (10 hour maximum) |
| 3. | Mitchell, Brandi | Teacher | Professional | Applicable school year curriculum rate (10 hour maximum) |
| 4. | Scheller, Jenna | Teacher | Professional | Applicable school year curriculum rate (10 hour maximum) |
| 5. | Wood, Kimberly | Teacher | Professional | Applicable school year curriculum rate (10 hour maximum) |
| 6. | Zabriskie, Emily | Teacher | Professional | Applicable school year curriculum rate (10 hour maximum) |

- r. Parent Training Committee – Summer 2024.** Approve the following professional staff to develop parent trainings regarding special education topics. These trainings will be offered to parents throughout the year. Staff will be paid at the curriculum rate for up to 20 hours. This position is funded by Pupil Services.

| | Name | Position | Classification | Compensation |
|----|------------------|-----------------|-----------------------|--------------------------------|
| 1. | Barone, Samantha | Teacher | Professional | \$31.37/hour (20 hour maximum) |
| 2. | Bermuda, Valerie | Teacher | Professional | \$31.37/hour (20 hour maximum) |
| 3. | Govus, Diana | Teacher | Professional | \$31.37/hour (20 hour maximum) |
| 4. | Morse, Susan | Teacher | Professional | \$31.37/hour (20 hour maximum) |
| 5. | Walsh, Sarah | Teacher | Professional | \$31.37/hour (20 hour maximum) |

- s. Progress Monitoring Committee – Summer 2024.** Approve the following professional staff to review current progress monitoring tools that are being used with special education students. Committee members will then identify additional and/or alternative means to monitor students and create a document to correlate specific skills with tools that can be utilized going forward. Staff will be paid at the curriculum rate for up to 20 hours. These positions are funded by Pupil Services.

| | Name | Position | Classification | Compensation: |
|----|---------------------|-----------------|-----------------------|--------------------------------|
| 1. | Barone, Samantha | Teacher | Professional | \$31.37/hour (20 hour maximum) |
| 2. | Bermuda, Valerie | Teacher | Professional | \$31.37/hour (20 hour maximum) |
| 3. | Govus, Diana | Teacher | Professional | \$31.37/hour (20 hour maximum) |
| 4. | Hubert, Erin | Teacher | Professional | \$31.37/hour (20 hour maximum) |
| 5. | Spielman, Kelly | Teacher | Professional | \$31.37/hour (20 hour maximum) |
| 6. | Starinieri, Hillary | Teacher | Professional | \$31.37/hour (20 hour maximum) |
| 7. | Walsh, Sarah | Teacher | Professional | \$31.37/hour (20 hour maximum) |

- t. **Restorative Practices Training – Summer 2024.** Approve the following professional staff to attend a two-day Restorative Practices training on June 18 and 19, 2024. Compensation will be based on the employee’s 2023-2024 per diem rate. These positions will be funded by the ARP ESSER III Grant.

| | Employee | Position | Classification | Compensation |
|-----|--------------------------|-------------------|-----------------------|-------------------------|
| 1. | Beckworth, Douglas | School Counselor | Professional | 2023-2024 per diem rate |
| 2. | Bohrman, Joanne | MTSS Coach | Professional | 2023-2024 per diem rate |
| 3. | Calabrese-Arnold, Monica | School Counselor | Professional | 2023-2024 per diem rate |
| 4. | Christian, Cynthia | School Counselor | Professional | 2023-2024 per diem rate |
| 5. | Conahan, Chloe | School Counselor | Professional | 2023-2024 per diem rate |
| 6. | DeJesus-Perez, Maria | Reflections Coach | Professional | 2023-2024 per diem rate |
| 7. | DeSandre, Morgan | School Counselor | Professional | 2023-2024 per diem rate |
| 8. | Falbo, David | School Counselor | Professional | 2023-2024 per diem rate |
| 9. | Formica, Joseph | School Counselor | Professional | 2023-2024 per diem rate |
| 10. | Furino, Georgia | School Counselor | Professional | 2023-2024 per diem rate |
| 11. | Huffman, Carol | School Counselor | Professional | 2023-2024 per diem rate |
| 12. | Kerzner, Phillip | School Counselor | Professional | 2023-2024 per diem rate |
| 13. | Krammes, Kate | School Counselor | Professional | 2023-2024 per diem rate |
| 14. | Kule, Jay | School Counselor | Professional | 2023-2024 per diem rate |
| 15. | Laughlin, David | Dean of Students | Professional | 2023-2024 per diem rate |
| 16. | Lee, MaryKatherine | MTSS Coach | Professional | 2023-2024 per diem rate |
| 17. | North, Alison | School Counselor | Professional | 2023-2024 per diem rate |
| 18. | Panepinto, Carrie | MTSS Coach | Professional | 2023-2024 per diem rate |
| 19. | Peeke, Dr. Lachlan | School Counselor | Professional | 2023-2024 per diem rate |
| 20. | Reese, Stephanie | Dean of Students | Professional | 2023-2024 per diem rate |
| 21. | Reichert, Eric | School Counselor | Professional | 2023-2024 per diem rate |
| 22. | Reichl, Jeffrey | School Counselor | Professional | 2023-2024 per diem rate |

- u. **A-TSI Summer 2024 Work.** Approve the following professional positions for leadership team planning for MTSS, SEL, SWPBIS, data collection, and resource alignment initiatives for the 2024-2025 school year. Effective May 21, 2024 through August 16, 2024. No appointment is hereby made in the event the respective program is canceled. These positions are fully funded by the ARP ESSER A-TSI 2.5% Set Aside and ESSER III grants.

| | Name | Position | Building | Compensation |
|----|--------------------|----------|-------------------|--------------------------------|
| 1. | Ellison, Aimee | Teacher | High School South | \$31.37/hour (10 hour maximum) |
| 2. | Lenkaitis, Chelsea | Teacher | High School South | \$31.37/hour (10 hour maximum) |

- v. **Title I STEAM*R Summer 2024 Enrichment Program.** Approve the following staff effective May 21, 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 Title I and Title IV grants.

| | Name | Position | Classification | Location | Compensation |
|----|--------------------------|-----------------------------------|----------------|------------------------------|---|
| 1. | Dickerson, Naquasia | <u>Change to:</u> Program Teacher | Professional | Bushkill Elementary | <u>Hour Change:</u> \$31.37/hour (107.5 hour maximum) |
| 2. | Caruso, Heather | Specialist Teacher | Professional | Bushkill Elementary | <u>Hour Change:</u> \$31.37/hour (57 hour maximum) |
| 3. | Santos, David | Specialist Teacher | Professional | Bushkill Elementary | \$31.37/hour (57 hour maximum) |
| 4. | Zabriskie, Emily | Floating Teacher | Professional | Bushkill Elementary | \$31.37/hour (87.5 hour maximum) |
| 5. | Little, Joann | Nurse | Professional | Smithfield Elementary | \$31.37/hour (27.5 hour maximum) |
| 6. | Rodriguez, Nicole | Nurse | Professional | Smithfield Elementary | \$31.37/hour (55 hour maximum) |
| 7. | Cicone-Felmly, Stephanie | Paraprofessional | Support | Bushkill Elementary | \$19.29/hourly base rate (82.5 hour maximum) |
| 8. | Luna, Bryan | Paraprofessional | Support | Bushkill Elementary | \$19.29/hourly base rate (82.5 hour maximum) |
| 9. | Conforti, Susan | Paraprofessional | Support | Middle Smithfield Elementary | \$20.51/hourly base rate (82.5 hour maximum) |

- w. **Quick Start to Kindergarten Program – Summer 2024.** Approve the following staff effective June 18, 2024 for planning/training. Support staff will assist during the program, which is effective July 29, 2024 – August 8, 2024. These positions are fully funded by Title I. No appointment is hereby made in the event the respective program is canceled.

| | Name | Position | Classification | Location | Compensation |
|----|--------------------------|---------------------------------|----------------|---------------------|--|
| 1. | Govus, Diana | Program Teacher | Professional | Bushkill Elementary | \$31.37/hour (57 hour maximum) |
| 2. | Tassinari, Lori | Parent Presentation Facilitator | Professional | Bushkill Elementary | \$31.37/hour (27 hour maximum) |
| 3. | Cicone-Felmly, Stephanie | Paraprofessional | Support | Bushkill Elementary | \$19.29/hourly base rate (41 hour maximum) |

| | | | | | |
|-----|---------------------|---------------------------------|--------------|--|--|
| 4. | Winkler, Mary | Program Teacher | Professional | East Stroudsburg Elementary | \$31.37/hour (57 hour maximum) |
| 5. | Steakin, Susan | Parent Presentation Facilitator | Professional | East Stroudsburg Elementary | \$31.37/hour (27 hour maximum) |
| 6. | Hall, Jacqueline | Paraprofessional | Support | East Stroudsburg Elementary | \$21.00/hourly base rate (41 hour maximum) |
| 7. | Leonard, Jacilyn | Program Teacher | Professional | J. M. Hill Elementary | \$31.37/hour (62 hour maximum) |
| 8. | Rogers, Maria | Parent Presentation Facilitator | Professional | J. M. Hill Elementary | \$31.37/hour (32 hour maximum) |
| 9. | Hennings, Gina | Paraprofessional | Support | J. M. Hill Elementary | \$23.60/hourly base rate (41 hour maximum) |
| 10. | Shaffer, Nancy | Program Teacher | Professional | Middle Smithfield Elementary | \$31.37/hour (57 hour maximum) |
| 11. | Bergoffen, Demetria | Parent Presentation Facilitator | Professional | Middle Smithfield Elementary | \$31.37/hour (27 hour maximum) |
| 12. | Giove, Miriam | Paraprofessional | Support | Middle Smithfield Elementary | \$21.42/hourly base rate (41 hour maximum) |
| 13. | Iannazzo, Julia | Program Teacher | Professional | Resica Elementary at Middle Smithfield | \$31.37/hour (57 hour maximum) |
| 14. | Reyes, Claudia | Parent Presentation Facilitator | Professional | Resica Elementary at Middle Smithfield | \$31.37/hour (27 hour maximum) |
| 15. | Mignosi, Lisa | Paraprofessional | Support | Resica Elementary at Middle Smithfield | \$23.60/hourly base rate (41 hour maximum) |
| 16. | Munch, Laura | Program Teacher | Professional | Smithfield Elementary | \$31.37/hour (57 hour maximum) |
| 17. | Brescancine, Stacey | Parent Presentation Facilitator | Professional | Smithfield Elementary | \$31.37/hour (27 hour maximum) |
| 18. | Mazur, Maria | Paraprofessional | Support | Smithfield Elementary | \$15.00/hour (41 hour maximum) |

- x. **Keystone Bootcamps.** Approve the following professional staff to facilitate this afterschool program during the 2023-24 school year to provide test preparation instruction and assistance to students in gaining/strengthening skills needed for the spring Keystone exams. This position is fully funded by the ARP ESSER A-TSI 2.5% Set Aside grant.

| | Name | Position | Location | Compensation |
|----|---------------------|--------------|-------------------|--------------------------------|
| 1. | Dobrowolski, Darrin | Math Teacher | High School South | \$31.37/hour (12 hour maximum) |

y. ESACA External Virtual Teacher (Schedule B) Appointments for the 2024-2025 School Year – High School.

Approve the following professional staff for East Stroudsburg Area Cyber Academy (ESACA) related Schedule B positions for the 2024-2025 school year, in accordance with the Memorandum of Understanding.

| | Last Name | First Name | Cyber Position | Compensation |
|-----|------------------|-------------------|--|---------------------|
| 1. | Beckworth | Douglas | Career Explorations | \$38.00/hour |
| 2. | Breiner | Robert | Geometry South | \$38.00/hour |
| 3. | Breiner | Robert | Trigonometry CP | \$38.00/hour |
| 4. | Brotherton | Regina | Early Childhood Education (0.5 credit) | \$38.00/hour |
| 5. | Brotherton | Regina | Restaurant Management (0.5 credit) | \$38.00/hour |
| 6. | Carson | Wayne | Cybersecurity I | \$38.00/hour |
| 7. | Carson | Wayne | Foundations of Game Design | \$38.00/hour |
| 8. | Carson | Wayne | Introduction to IT | \$38.00/hour |
| 9. | DeLeon | Karla | Math Essentials | \$38.00/hour |
| 10. | Dobrowolski | Darrin | Geometry North | \$38.00/hour |
| 11. | Dobrowolski | Darrin | Pre-Calculus- Honors | \$38.00/hour |
| 12. | Dobrowolski | Darrin | Calculus – Honors | \$38.00/hour |
| 13. | Dobrowolski | Darrin | Statistics CP & Honors | \$38.00/hour |
| 14. | Dunlap | Courtney | Mythology & Folklore (0.5 credit) | \$38.00/hour |
| 15. | Dunlap | Courtney | SAT Reading Prep (0.5 credit) | \$38.00/hour |
| 16. | Dunlap | Courtney | SAT Writing Prep (0.5 credit) | \$38.00/hour |
| 17. | Ellison | Aimee | PE & Health 9 | \$38.00/hour |
| 18. | Ellison | Aimee | PE 10 | \$38.00/hour |
| 19. | Espinoza | Marilyn | Accounting I | \$38.00/hour |
| 20. | Espinoza | Marilyn | Accounting II | \$38.00/hour |
| 21. | Fisher | Marijo | Anatomy and Physiology South | \$38.00/hour |
| 22. | Fisher | Marijo | Veterinary Science (0.5 credit) | \$38.00/hour |
| 23. | Frable | Ryan | Algebra I (all sections) | \$38.00/hour |
| 24. | Gambill | Geofrey | ELA 10 | \$38.00/hour |
| 25. | Gilbert | Alexander | Chemistry | \$38.00/hour |
| 26. | Groff-Yarnall | Lois | Current World Issues | \$38.00/hour |
| 27. | Groff-Yarnall | Lois | Anthropology | \$38.00/hour |
| 28. | Groff-Yarnall | Lois | Economics | \$38.00/hour |
| 29. | Hashway | Kelly | ELA 9 South | \$38.00/hour |
| 30. | Hoelper | Stephanie | General Science | \$38.00/hour |
| 31. | Huffman | Carol | Career Planning and Development | \$38.00/hour |

| | | | | |
|-----|--------------|----------|--|--------------|
| 32. | Hughes | Melissa | Biology | \$38.00/hour |
| 33. | Jacobus | Marisa | Critical Reading and Writing | \$38.00/hour |
| 34. | Jacobus | Marisa | Intro to Comm and Speech | \$38.00/hour |
| 35. | Jacobus | Marisa | Intro to Comm and Speech MP Version | \$38.00/hour |
| 36. | Kelly | Cody | Online Learning and Digital Citizenship (0.5 credit) | \$38.00/hour |
| 37. | Kirkpatrick | Karen | Art History (0.5 credit) | \$38.00/hour |
| 38. | Kirkpatrick | Karen | Digital Photography (0.5 credit) | \$38.00/hour |
| 39. | Kirkpatrick | Karen | Intro to Art (0.5 credit) | \$38.00/hour |
| 40. | Kirkpatrick | Karen | Studio Art (0.5 credit) | \$38.00/hour |
| 41. | Krammes | Kate | Career Planning and Development | \$38.00/hour |
| 42. | Krupski | David | Global Citizenship yearlong | \$38.00/hour |
| 43. | Krupski | David | Sociology | \$38.00/hour |
| 44. | Lenkaitis | Chesla | Spanish 1, 2 | \$38.00/hour |
| 45. | Lenkaitis | Chesla | Spanish 3, 4 | \$38.00/hour |
| 46. | Lenkaitis | Chesla | Strategies for Academic Success (0.5 credit) | \$38.00/hour |
| 47. | Martone-Bunn | Larysa | Civics and Gov't North | \$38.00/hour |
| 48. | Martone-Bunn | Larysa | Global Citizenship honors, CP | \$38.00/hour |
| 49. | Mathiesen | Carla | German 1, 2 | \$38.00/hour |
| 50. | Miller | Lynda | Anatomy and Physiology North | \$38.00/hour |
| 51. | Moskovitz | Scott | PE & Health 12 | \$38.00/hour |
| 52. | Munford | Samantha | Health 10 (Driver's Ed) | \$38.00/hour |
| 53. | Parker | Joseph | Civics and Gov't South | \$38.00/hour |
| 54. | Parker | Joseph | World History | \$38.00/hour |
| 55. | Plytage | Michael | Algebra II North | \$38.00/hour |
| 56. | Plytage | Michael | Computer Programming | \$38.00/hour |
| 57. | Reith | Daryl | ELA 11 North | \$38.00/hour |
| 58. | Santos | David | PE & Health 11 | \$38.00/hour |
| 59. | Scarano | Rachel | ELA 9 | \$38.00/hour |
| 60. | Scarano | Rachel | Google Apps | \$38.00/hour |
| 61. | Scarano | Rachel | Google Apps mini (0.5 credit) | \$38.00/hour |
| 62. | Scarano | Rachel | Personal Finance II. (0.5 credit) | \$38.00/hour |
| 63. | Schulte | Gloria | ELA 12 North | \$38.00/hour |
| 64. | Scott | David | Criminology (0.5 Credit) | \$38.00/hour |
| 65. | Scott | David | Environmental Science | \$38.00/hour |

| | | | | |
|-----|----------|----------|--|--------------|
| 66. | Scott | David | Forensic Science 1 | \$38.00/hour |
| 67. | Scott | David | Introduction to Health Science | \$38.00/hour |
| 68. | Scott | David | Physics | \$38.00/hour |
| 69. | Smith | Kelly-Jo | ELA 11 South | \$38.00/hour |
| 70. | Smith | Kelly-Jo | ELA 12 South | \$38.00/hour |
| 71. | Taylor | Kathryn | Algebra II South | \$38.00/hour |
| 72. | Taylor | Kathryn | Consumer Math | \$38.00/hour |
| 73. | Taylor | Kathryn | SAT Math Prep (0.5 credit) | \$38.00/hour |
| 74. | Uy | Raymond | Music Enrichment | \$38.00/hour |
| 75. | Watson | Mark | French 1, 2, 3 | \$38.00/hour |
| 76. | Zannella | Ann | Intro to Business | \$38.00/hour |
| 77. | Zannella | Ann | Personal Finance I (0.5 credit) | \$38.00/hour |
| 78. | Zannella | Ann | Small Business Entrepreneurship (0.5 credit) | \$38.00/hour |
| 79. | Zannella | Ann | Business Law (0.5) | \$38.00/hour |
| 80. | Zerfoss | Jon | American History | \$38.00/hour |
| 81. | Zerfoss | Jon | Psychology | \$38.00/hour |

z. ESACA External Virtual Teacher (Schedule B) Appointments for the 2024-2025 School Year – Intermediate School. Approve the following professional staff for East Stroudsburg Area Cyber Academy (ESACA) related Schedule B positions for the 2024-2025 school year, in accordance with the Memorandum of Understanding.

| | Last Name | First Name | Position | Compensation |
|-----|-------------|------------|--------------------------------------|--------------|
| 1. | Bock | Elizabeth | 6 th Science | \$38.00/hour |
| 2. | Caruso | Heather | 6 th ELA | \$38.00/hour |
| 3. | Catalano | Jessica | 8 th Math | \$38.00/hour |
| 4. | Donatone | Kimberly | 7 th Science | \$38.00/hour |
| 5. | Duran | Mildred | 8 th Social Studies | \$38.00/hour |
| 6. | Frable | Ryan | Algebra I – Intermediate | \$38.00/hour |
| 7. | Franks | Suzanne | 6 th Social Studies | \$38.00/hour |
| 8. | Frey | Cheyenne | 7 th ELA | \$38.00/hour |
| 9. | Kirkpatrick | Karen | Intermediate Art 6, 7, 8 | \$38.00/hour |
| 10. | Lenkitis | Chesla | Spanish – 8 th grade | \$38.00/hour |
| 11. | Munford | Samantha | Phys Ed/Health 6 th grade | \$38.00/hour |
| 12. | Munford | Samantha | Phys Ed/Health 7 th grade | \$38.00/hour |
| 13. | Munford | Samantha | Phys Ed/Health 8 th grade | \$38.00/hour |
| 14. | Sorge | Jaddy | 8 th Science | \$38.00/hour |
| 15. | Stevens | Hillary | Music 6 th grade | \$38.00/hour |

| | | | | |
|-----|----------|----------|---|--------------|
| 16. | Stricker | Stefanie | 6 th Math | \$38.00/hour |
| 17. | Trapp | Matthew | 7 th Math | \$38.00/hour |
| 18. | Uy | Raymond | Music 7 th and 8 th | \$38.00/hour |
| 19. | Watson | Mark | French – 8 th grade | \$38.00/hour |
| 20. | Zerfoss | Jon | 7 th Social Studies | \$38.00/hour |

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

2023-2024 School Year

| | Last Name | First Name | Position | Building | Compensation |
|----|-----------|------------|---|------------------------------|--------------------------------|
| 1. | Newman | Julianne | Clinical Fellowship Mentor for Jacob McNelis (2 nd semester) | J. T. Lambert Intermediate | \$702.00 |
| 2. | Niznik | Tosha | Mentor for Vadalina Belfiore (effective 1/29/24-6/3/24) | Middle Smithfield Elementary | \$702.00 (prorated) |
| 3. | Lowris | Joel | Intramural Boys Tennis Co-Advisor | High School North | \$25.96/hour (12 hour maximum) |
| 4. | Meyers | John | Intramural Boys Tennis Co-Advisor | High School North | \$25.96/hour (12 hour maximum) |
| 5. | Burns | Daniel | Summer Weight Training Co-Coach | High School South | \$2,973.00 (prorated) |
| 6. | Cole | Zachary | Summer Weight Training Co-Coach | High School South | \$2,973.00 (prorated) |

2024-2025 School Year

| | Last Name | First Name | Position | Building | Compensation | Longevity Stipend |
|-----|-------------|------------|--|-------------------|--------------------------------|-----------------------------------|
| 1. | Buksa | Erik | Associate Athletic Director | High School North | \$9,865.00 | (plus \$250.00 longevity stipend) |
| 2. | Dailey | Charles | Athletic Director | High School North | \$13,328.00 | (plus \$250.00 longevity stipend) |
| 3. | Messana | Amy | Cheerleading Head Coach (fall) | High School North | \$4,846.00 | |
| 4. | Hashway | Kelly | Cross Country Head Coach | High School North | \$4,943.00 | |
| 5. | Mlodzienski | Lian | Cross Country Varsity Assistant Coach | High School North | \$3,386.00 | |
| 6. | Lowris | Joel | Golf Head Coach | High School North | \$4,243.00 | |
| 7. | Flicker | Matthew | Golf Junior Varsity Coach | High School North | \$2,489.00 | |
| 8. | Reith | Daryl | Intramural Girls Volleyball Advisor | High School North | \$28.00/hour (24 hour maximum) | |
| 9. | Martocci | Kathryna | Soccer Girls Varsity Assistant Coach | High School North | \$4,386.00 | |
| 10. | Perez | Tomas | Soccer-Boys Head Coach | High School North | \$6,258.00 | |
| 11. | Herman | Richard | Soccer-Boys Junior Varsity Coach | High School North | \$4,386.00 | |
| 12. | Lester | David | Soccer-Girls Head Coach | High School North | \$6,258.00 | (plus \$250.00 longevity stipend) |
| 13. | Bear | Russell | Soccer-Girls Varsity Assistant Coach | High School North | \$4,473.00 | |
| 14. | Cruz | Carolyn | Tennis-Girls Head Coach | High School North | \$4,243.00 | |
| 15. | Careri | Selena | Tennis-Girls Junior Varsity Coach | High School North | \$2,489.00 | |
| 16. | Reith | Daryl | Volleyball-Girls Head Coach | High School North | \$6,258.00 | |
| 17. | Taylor | Jerome | Volleyball-Girls Varsity Assistant Coach | High School North | \$4,386.00 | |

| | Last Name | First Name | Position | Building | Compensation | Longevity Stipend |
|-----|------------------|-------------------|---|-------------------|--------------------------------|-----------------------------------|
| 18. | Andrews | Jennifer | Associate Athletic Director | High School South | \$9,865.00 | (plus \$250.00 longevity stipend) |
| 19. | Rogers | Denise | Athletic Director | High School South | \$13,328.00 | (plus \$250.00 longevity stipend) |
| 20. | Rossi | Christopher | Athletic Trainer | High School South | \$13,442.00 | |
| 21. | Marrone | Ashley | Cheerleading Head Coach (fall) | High School South | \$4,846.00 | (plus \$250.00 longevity stipend) |
| 22. | Tassinari | Kaylin | Cheerleading Junior Varsity Coach (fall) | High School South | \$2,750.00 | |
| 23. | Longo | Jennifer | Cheerleading Varsity Assistant Coach (fall) | High School South | \$3,386.00 | (plus \$250.00 longevity stipend) |
| 24. | Bogart | Jenny | Chess Team Coach | High School South | \$2,401.00 | (plus \$250.00 longevity stipend) |
| 25. | Mason-Caiazzo | Laura | Cross Country Head Coach | High School South | \$4,943.00 | (plus \$250.00 longevity stipend) |
| 26. | Davis | Drew | Cross Country Varsity Assistant Coach | High School South | \$3,386.00 | (plus \$250.00 longevity stipend) |
| 27. | DeLuca | Nicole | Field Hockey Head Coach | High School South | \$6,384.00 | |
| 28. | Krajewski | Madison | Field Hockey Varsity Assistant Coach | High School South | \$4,386.00 | |
| 29. | Young III | William | Football Freshman Assistant Coach | High School South | \$4,785.00 | |
| 30. | Krammes | Barry | Football Freshman Head Coach | High School South | \$6,099.00 | |
| 31. | Walters | Matthew | Football Head Coach | High School South | \$10,322.00 | (plus \$250.00 longevity stipend) |
| 32. | Bealer | Brett | Football Varsity Assistant Coach | High School South | \$6,781.00 | (plus \$250.00 longevity stipend) |
| 33. | Bowman | Daniel | Football Varsity Assistant Coach | High School South | \$6,781.00 | (plus \$250.00 longevity stipend) |
| 34. | Burns | Daniel | Football Varsity Assistant Coach | High School South | \$6,781.00 | |
| 35. | Cole | Zachary | Football Varsity Assistant Coach | High School South | \$6,781.00 | (plus \$250.00 longevity stipend) |
| 36. | Shanley | Edward | Football Varsity Assistant Coach | High School South | \$6,781.00 | (plus \$250.00 longevity stipend) |
| 37. | Dolph | Tyler | Golf Head Coach | High School South | \$4,243.00 | (plus \$250.00 longevity stipend) |
| 38. | Eckley | Kyle | Golf Junior Varsity Assistant Coach | High School South | \$2,489.00 | |
| 39. | Almonte | Juan | Intramural Boys' Soccer Advisor | High School South | \$28.00/hour (24 hour maximum) | |
| 40. | Longo | Jennifer | Intramural Cheerleading Co-Advisor | High School South | \$28.00/hour (12 hour maximum) | |
| 41. | Marrone | Ashley | Intramural Cheerleading Co-Advisor | High School South | \$28.00/hour (12 hour maximum) | |
| 42. | Davis | Drew | Intramural Cross Country Co-Advisor | High School South | \$28.00/hour (12 hour maximum) | |
| 43. | Mason-Caiazzo | Laura | Intramural Cross Country Co-Advisor | High School South | \$28.00/hour (12 hour maximum) | |
| 44. | DeLuca | Nicole | Intramural Field Hockey Co-Advisor | High School South | \$28.00/hour (12 hour maximum) | |

| | Last Name | First Name | Position | Building | Compensation | Longevity Stipend |
|-----|-----------|------------|---|-------------------|--------------------------------|-----------------------------------|
| 45. | Krajewski | Madison | Intramural Field Hockey Co-Advisor | High School South | \$28.00/hour (12 hour maximum) | |
| 46. | Bealer | Brett | Intramural Football Advisor | High School South | \$28.00/hour (4 hours) | |
| 47. | Bowman | Daniel | Intramural Football Advisor | High School South | \$28.00/hour (4 hours) | |
| 48. | Burns | Daniel | Intramural Football Advisor | High School South | \$28.00/hour (4 hours) | |
| 49. | Cole | Zachary | Intramural Football Advisor | High School South | \$28.00/hour (4 hours) | |
| 50. | Shanley | Edward | Intramural Football Advisor | High School South | \$28.00/hour (4 hours) | |
| 51. | Walters | Matthew | Intramural Football Advisor | High School South | \$28.00/hour (4 hours) | |
| 52. | Francis | John | Intramural Girls' Soccer Tri-Advisor | High School South | \$28.00/hour (8 hour maximum) | |
| 53. | Juszynski | Taylor | Intramural Girls' Soccer Tri-Advisor | High School South | \$28.00/hour (8 hour maximum) | |
| 54. | Madden | Jessica | Intramural Girls' Soccer Tri-Advisor | High School South | \$28.00/hour (8 hour maximum) | |
| 55. | Bogart | Jenny | Intramural Girls Tennis Co-Advisor | High School South | \$28.00/hour (12 hour maximum) | |
| 56. | Weber | Sarah | Intramural Girls' Tennis Co-Advisor | High School South | \$28.00/hour (12 hour maximum) | |
| 57. | Dolph | Tyler | Intramural Golf Co-Advisor | High School South | \$28.00/hour (12 hour maximum) | |
| 58. | Eckley | Kyle | Intramural Golf Co-Advisor | High School South | \$28.00/hour (12 hour maximum) | |
| 59. | Taylor | Raquel | Intramural Volleyball Co-Advisor | High School South | \$28.00/hour (12 hour maximum) | |
| 60. | Zall | Abigail | Intramural Volleyball Co-Advisor | High School South | \$28.00/hour (12 hour maximum) | |
| 61. | Furst | Kane | Intramural Weight Room Tri-Advisor (fall) | High School South | \$28.00/hour (45 hour maximum) | |
| 62. | Transue | Scott | Intramural Weight Room Tri-Advisor (fall) | High School South | \$28.00/hour (45 hour maximum) | |
| 63. | Yeomans | Brett | Intramural Weight Room Tri-Advisor (fall) | High School South | \$28.00/hour (45 hour maximum) | |
| 64. | Sapienza | Dominique | Mock Trial Head Coach | High School South | \$2,823.00 | |
| 65. | Cramer | Bryan | Scholastic Scrimmage Head Coach | High School South | \$2,569.00 | (plus \$250.00 longevity stipend) |
| 66. | Almonte | Juan | Soccer-Boys Head Coach | High School South | \$6,258.00 | |
| 67. | Hicks | Steven | Soccer-Boys Varsity Assistant Coach | High School South | \$4,386.00 | (plus \$500.00 longevity stipend) |
| 68. | Francis | John | Soccer-Girls Head Coach | High School South | \$6,258.00 | (plus \$250.00 longevity stipend) |
| 69. | Juszynski | Taylor | Soccer-Girls Junior Varsity Coach | High School South | \$4,473.00 | |
| 70. | Madden | Jessica | Soccer-Girls Varsity Assistant Coach | High School South | \$4,386.00 | |
| 71. | LaBadie | Michelle | Speech & Debate Team Co-Advisor | High School South | \$2,208.00 (prorated) | |
| 72. | Lanese | Rachael | Speech & Debate Team Co-Advisor | High School South | \$2,208.00 (prorated) | |
| 73. | Weber | Sarah | Tennis-Girls Head Coach | High School South | \$4,243.00 | (plus \$250.00 longevity stipend) |

| | Last Name | First Name | Position | Building | Compensation | Longevity Stipend |
|-----|-----------|------------|--|----------------------------|--------------------------------|-----------------------------------|
| 74. | Bogart | Jenny | Tennis-Girls Junior Varsity Coach | High School South | \$2,489.00 | |
| 75. | Taylor | Raquel | Volleyball Girls Varsity Assistant Coach | High School South | \$4,386.00 | |
| 76. | Zall | Abigail | Volleyball-Girls Head Coach | High School South | \$6,258.00 | |
| 77. | Pinson | Delaney | Volunteer Boys and Girls Tennis Advisor | High School South | not applicable | |
| 78. | Martinez | Nadia | Volunteer Cheerleading Advisor | High School South | not applicable | |
| 79. | Shanley | Brandon | Volunteer Football Advisor | High School South | not applicable | |
| 80. | Shanley | Stephen | Volunteer Football Advisor | High School South | not applicable | |
| 81. | Tirjan | Lisa | Associate Athletic Director | J. T. Lambert Intermediate | \$9,672.00 | |
| 82. | Posten | Liam | Cross Country Head Coach | J. T. Lambert Intermediate | \$3,162.00 | |
| 83. | Adams | Michael | Football Assistant Coach | J. T. Lambert Intermediate | \$3,987.00 | |
| 84. | Davidge | Samuel | Football Assistant Coach | J. T. Lambert Intermediate | \$3,987.00 | |
| 85. | Kowalczyk | Anthony | Football Assistant Coach | J. T. Lambert Intermediate | \$3,987.00 | |
| 86. | Leap | Jason | Football Head Coach | J. T. Lambert Intermediate | \$5,462.00 | |
| 87. | Posten | Liam | Intramural Cross Country Advisor | J. T. Lambert Intermediate | \$28.00/hour (24 hour maximum) | |
| 88. | Leap | Jason | Intramural Football Advisor | J. T. Lambert Intermediate | \$28.00/hour (24 hour maximum) | |
| 89. | Cueva | Cristian | Soccer-Boys Assistant Coach | J. T. Lambert Intermediate | \$2,625.00 | |
| 90. | Souffrant | Danny | Soccer-Boys Head Coach | J. T. Lambert Intermediate | \$3,162.00 | |
| 91. | Whitney | Meghan | Volleyball-Girls Assistant Coach | J. T. Lambert Intermediate | \$2,574.00 | |
| 92. | Watson | Mark | Volleyball-Girls Head Coach | J. T. Lambert Intermediate | \$3,162.00 | (plus \$500.00 longevity stipend) |
| 93. | Reichl | Jeffrey | Associate Athletic Director | Lehman Intermediate | \$9,672.00 | (plus \$250.00 longevity stipend) |
| 94. | Francis | Gail | Cross Country Head Coach | Lehman Intermediate | \$3,162.00 | (plus \$250.00 longevity stipend) |
| 95. | Hanson | Tanyonn | Soccer-Boys' Assistant Coach | Lehman Intermediate | \$2,625.00 | |
| 96. | Hanson | Brett | Soccer-Boys Head Coach | Lehman Intermediate | \$3,162.00 | |

e. FINANCES

i. 601 – Fiscal Objectives

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Resolution as presented naming Brian Baddick the District's authorized signatory in connection with the District's PDE Federal Program Consolidated application. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

(See pages 119-120)

ii. **604 – Budget Adoption (ROLL CALL VOTE)**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the General Fund Budget for the 2024-2025 fiscal year in the amount of \$203,840,637 as posted and advertised in accordance with the law and in accordance with the recommendation of the Finance Committee. The General Fund Budget includes funds from State and Federal Governments in addition to the taxes hereafter levied, after proper additions and amendments. Motion was seconded by Keith Karkut. A roll call vote was taken and passed 8-1. George Andrews, Rebecca Bear, Ann Catrillo, Mike Catrillo, Jason Gullstrand, Keith Karkut, Debbie Kulick and Richard Schlameuss voted yes. Wayne Rohner voted no.

(See page 121-146)

Mr. Karkut said I would like to make a statement. I want to publicly state, that I have said this before many, many, years ago and I continue to say it that it's just amazing how the State expects us to clear a budget before the Governor and our State has given us their budget. They are backing us up against the wall to make a decision without knowing what we are up against. I think it's unfair. I said it for years and I'll state publicly that our Legislature and our government that we report to has to be fair to us that we are backed up against a crucial budget like this. We don't even know what we are getting from them yet. I said it before and I'll say it again for the record.

iii. **605 – Tax Levy (ROLL CALL VOTE)**

1.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve items a. and b. Motion was seconded by Debbie Kulick. A roll call vote was taken and passed 8-1. George Andrews, Rebecca Bear, Ann Catrillo, Mike Catrillo, Jason Gullstrand, Keith Karkut, Debbie Kulick and Richard Schlameuss voted yes. Wayne Rohner voted no

- a. Tax rates listed below for the 2024-25 fiscal year, which reflect a 0.26 millage rate increase in Monroe County and a 2.47 millage decrease in Pike County due to required rebalancing, in accordance with the recommendation of the Finance Committee.
 - i. Be it resolved that a tax of 31.05 mills be proposed on real estate in the Monroe County portion of the East Stroudsburg Area School District for the 2024-2025 fiscal year; and
 - ii. Be it resolved that a tax of 126.05 mills be proposed on real estate in the Pike County portion of the East Stroudsburg Area School District for the 2024-2025 fiscal year, and
 - iii. Be it resolved that the 1% Earned Income Tax be proposed to remain in effect and be placed on all residents of the District for the 2024-2025 fiscal year, of which 0.5% is shared with local municipalities; and
 - iv. Be it resolved that the \$10.00 Occupational Privilege Tax be proposed to remain in effect and to be placed on all workers in the District for the 2024-2025 fiscal year; and
 - v. Be it resolved that the 1% Real Estate Transfer Tax be proposed to remain in effect for the 2024-2025 fiscal year, of which 0.5% is shared with the municipalities.
- b. The formal resolution for the 2024 Homestead and Farmstead Exclusion, as presented. This will result in a maximum tax reduction of \$679.81 for each approved Homestead and Farmstead within the School District for the 2024 tax year.

(See pages 147-148)

iv. **608 – Bank Accounts**

1.

ACTION BY THE BOARD:

Motion was made by Keith Karkut to approve the depositories for school funds for the 2024-25 fiscal year as listed with funds invested in accordance with the School Laws of Pennsylvania and the East Stroudsburg Area School District's Board Policy. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

Mr. Rohner asked did we not have an account with TD Bank last year. Did we get rid of that? Mr. Bard said I had the Board approve that account but we never opened an account with TD Bank, so I just eliminated it from the list. Mr. Andrews asked are all the funds that we show under letter a. under the General Fund. Mr. Bard said numbers 6, 7, 8, 9 and 10 are not. Five may not be but 6 through 10 are not. Dr. Toleno said by code they cannot be. Mr. Andrews said I thought so and that is why I asked.

- a. ESSA Bank and Trust, East Stroudsburg, PA
 - 1. General Fund,
 - 2. Payroll,
 - 3. Tax Collections,
 - 4. Tax Escrow,
 - 5. Worker's Compensation Escrow,
 - 6. Scholarship Accounts,
 - 7. Special Activity Accounts (North and South),
 - 8. Student Activity Accounts (North and South),
 - 9. Cafeteria Fund, and
 - 10. Concession Fund
- b. Pennsylvania School District Liquid Asset Fund, Lancaster, PA
 - 1. General Fund
- c. Pennsylvania Local Government Investment Trust, Harrisburg, PA -
 - 1. General Fund
 - 2. Capital Reserve
- d. First Keystone Community Bank, Stroudsburg, PA
 - 1. General Fund.

v. **610 – Purchases Subject to Bid**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the following items a. through g., in accordance with the recommendations of the Finance Committee, Property and Facilities Committee, and Educational Resources and Programs Committee. Motion was seconded by Ann Catrillo and carried unanimously, 9-0.

- a. HSS Field House Equipment Replacement - Scranton Electric Heating and Cooling \$351,567.00
(See page 149)
- b. North Campus Storm Pipe Replacement - Rutledge Excavating Inc \$286,351.00
(See page 150)
- c. Parking Lot Sweeping Renewal Contract - ABE Paving - \$21,979.00
(See pages 151-157)
- d. 4 Year Subscription Handwriting Materials for all elementary school buildings - \$91,388.65 - Zener Bloser - Paid for by C&I 2023-2024 budget
(See pages 158-167)
- e. Pre-Calculus books - Cengage - \$37,132.70 - Paid for by C&I 2023-2024 budget
(See pages 168-174)
- f. Approve the Resolution directing the Chief Financial Officer, Peter T. Bard, to contract for the strategic purchase of natural gas for the East Stroudsburg Area School District accounts based on the market conditions and the advice of Provident Energy Consulting, LLC for as many as 36-months beyond June 2025.
(See pages 175-176)
- g. Approve 5-year Microsoft Licensing Quote through the Lancaster-Lebanon IU#13 for \$95,923.40 (annually)
(See pages 177-180)

vi. **613 – Cooperative Purchasing**

ACTION BY THE BOARD:

Motion was made by Richard Schlameuss to approve the following items a. through c. in accordance with the recommendations of the Finance Committee, Property and Facilities Committees and the Educational Programs and Resources Committee. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

- a. HSS Pool Acid Wash - Main Line Commercial Pools - \$5,257.22
(See page 181)
- b. Cintas Renewal Contract
(See page 182-186)
- c. Purchase of digital tool for intermediate school grammar and writing instruction & remediation - No Red Ink - \$19,750.00 - Paid for by ESSER III
(See pages 187-195)

vii. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Budget Transfers, 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 Jason Gullstrand and passed 8-1. Wayne Rohner voted no.

1. Budget Transfers - (See pages 196-202)
2. Payment of Bills - (See pages 203-223)
3. Treasurer's Report - (See page 224-252)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the payment of the following invoices for services rendered, in accordance with the recommendations of the Property & Facilities Committee and Finance Committee. Motion was seconded by Keith Karkut and carried unanimously, 9-0.

- a. ESE flooring - App#1 \$155,902.50 - Cope Flooring
(See pages 253-255)
- b. MSE Flooring - App#1 \$182,394 - Cope Flooring
(See page 256-258)
- c. ESE Flooring - App#2 \$73,237.50 - Cope Flooring
(See page 259-260)
- d. MSE Flooring - App#2 \$79,335.00 - Cope Flooring
(See pages 261-262)
- e. HSN Natatorium Roof - App#7 \$4,641.00 - Munn Roofing
(See pages 263-264)
- f. North HVAC Replacement - App#2 \$162,320.00 – Trane
(See pages 265-267)
- g. RES HVAC Replacement - App#2 \$210,000.00 – Trane
(See pages 268-270)
- h. North HVAC Replacement - App#3 \$146,865.00 – Trane
(See pages 271-273)
- i. RES HVAC Replacement - App#3 \$190,000.90 – Trane
(See pages 274-276)
- j. North Campus Generator #61042 \$1,437.50
(See page 277)
- k. RES HVAC Replacement #60955 \$1,060.07
(See page 278)
- l. HSN/LIS Rooftop Replacement #60956 \$1,061.24
(See page 279)

- m. MSE/ESE Flooring #60957 \$1,336.68
(See page 280)
- n. HSS Field House Equipment Replacement #60958 \$4,301.00
(See page 281)
- o. North Campus Storm Pipe #60959 \$1,266.30
(See page 282)
- p. JMH Flooring - 1 of 3 invoices - Wayfare Sports Floors - \$89,000.00
(See page 283)

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

ACTION BY THE BOARD:

Motion was made by Ann Catrillo to approve the request to establish the student activity fund for H.S. North - Class of 2026. Motion was seconded by Richard Schlameuss and carried unanimously, 9-0.

(See page 284)

f. **OPERATIONS**

i. **812 – Insurance/813 Other Insurance**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the ENGLE-HAMBRIGHT & DAVIES, INC Renewal Package for all insurance lines totaling \$1,052,497.00 (an increase of \$84,777 from 2023-24 for all 14 lines) in accordance with the recommendations of the Finance Committee. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 285-312)

ii. **818 – Contracted Services**

1.

ACTION BY THE BOARD:

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

Mr. Rohner asked why does the North not have ambulance coverage for the fall football program. Ms. Kulick said I just got a request for it a day ago Bushkill Emergency Corps Ambulance service will be on the July agenda. Mr. Catrillo asked will the North then have coverage. Ms. Kulick said, yes, we will have coverage.

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

| | NAME | SERVICE | RATE | PAYMENT FROM | EFFECTIVE DATE |
|----|--------------------------------|--|--|--------------------------------------|------------------------|
| 1. | Communication Associates, LLC. | New-Speech, Language and Occupational Therapy, Independent Educational Evaluation (IEE) at public school expense under Chapter 14 Special Education Regulations. | Rates apply to; \$2700.00 for OT evaluation and report, \$80.00 for travel. Speech and Language IEE Rate of \$3,500.00 (new and revised from the May 20, 2024 approval). | Pupil Services and Special Education | 2024-2025 School Year. |

| | | | | | |
|-----|---|---|---|---|--|
| 2. | Gotta Go | Provide portable toilet(s) for field rental at J. T. Lambert Intermediate School. | \$1,190.00 | Athletic Department South | 07/01/24-11/11/24 and 03/01/25 – 06/30/25 |
| 3. | Gotta Go | Provide portable toilet for field rental at the baseball and softball fields and Tennis Courts. | \$3,230.00 | Athletic Department South | 07/01/24-11/11/24 and 03/01/25-06/30/25 |
| 4. | Graham Academy | Renew-Special Education Services Agreement | See Graham Academy Fee Schedule 2024-2025 | Pupil Services and Special Education ACCESS Program | 2024-2025 School Year. |
| 5. | Lexicon Timing, LLC (Alexis Mercado) | Timing Services for South Track & Field 4 dual meets, Cavalier Invitational and Cross Country meet. | \$5,000.00 | Athletics Department South | 10/08/24, 03/19/25, 03/25/25,04/16/25, 04/26/25 & 04/30/25 |
| 6. | Mad Science of Lehigh Valley (Bill & Donna Petterson) | Marvels of Motion - a high energy event during the Summer STEAM*R Program at J. T. Lambert Intermediate School. | \$450.00 | EITC Grant | 07/10/24 |
| 7. | Mad Science of Lehigh Valley (Donna Petterson) | Scientist will come to show different summer experiments during the Summer STEAM*R Program at Smithfield Elementary School. | \$450.00 | EITC Grant | 07/24 – 08/2024 |
| 8. | Schaf's Video Productions (Todd Schafer) | Provide game videography for all South Football games and scrimmages at specified locations and times. | \$2,000.00 | Athletics Department South | 2024-2025 Scrimmage Season |
| 9. | Suburban EMS | Standby Ambulance Coverage for designated South Varsity, Freshman, and Junior Varsity football Games at the South Football Stadium. | \$110 per hour (approximately 33 hours) Approximately \$3,630.00 | Athletics Dept. South | 08/17/24, 08/30/24, 09/05/24, 09/16/24, 09/23/24, 09/27/24, 10/04/24, 10/14/24, 10/18/24, 10/28/24 and possibly post-season game on 11/01/24 |
| 10. | Suburban EMS | Standby Ambulance Coverage for J. T. Lambert Intermediate Football Games at the J. T. Lambert Football Field. | \$110 per hour (approximately 14 hours) Approximately \$1,540.00 | Athletics Dept. South | 09/4/24, 09/12/24, 09/18/24, 09/26/24, 10/3/24, 10/09/24, and 10/16/24 |
| 11. | The Brain Show (Beverly O'Lear) | Interactive Educational Game Show during the STEAM*R Summer Program at J. T. Lambert Intermediate School. | \$1,850.00 | EITC Grant | 07/18//24 |
| 12. | The Brain Show (Beverly O'Lear) | Educational Assembly during the STEAM*R Summer Program at Smithfield Elementary School. | \$1,850.00 | EITC Grant | 07/16//24 |
| 13. | The Brain Show (Beverly O'Lear) | Interactive Educational Game Show during the STEAM*R Summer Program at High School South. | \$1,850.00 | EITC Grant | 07/18//24 |

(See pages 313-354)

Contracts Totaling \$10,000 or More

| | NAME | SERVICE | RATE | PAYMENT FROM | EFFECTIVE DATE |
|----|---|--|---------------------------|-------------------------------------|------------------------|
| 1. | Colonial IU20 | Renew Truancy Consultant Services for the 2024-25 school year. | \$77,438.00 | Pupil Services-ESSER III | 2024-2025 School Year. |
| 2. | Family Promise of Monroe County (Yacine Tom Wing, Program Director) | Provide emergency shelter, meals, and support services to homeless students (and their families) enrolled in the ESASD. Provide case management support services, including connecting families to needed social services, medical, dental providers; providing meal, snacks, water and juice, clothing, essential items, etc. as needed; provide transportation to services and medical appointments. | Not to Exceed \$31,850.00 | ARP Homeless Children & Youth Grant | 07/01/24 – 09/30/24 |

(See pages 355-360)

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the contract listed for its 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 Rebecca Bear and carried unanimously, 9-0.

| | NAME | SERVICE | RATE | PAYMENT FROM | EFFECTIVE DATE |
|----|-----------------------|---|------------|-------------------------|-----------------------|
| 1. | Scranton Printing Co. | Printing of 7,500 copies of the 2024-2025 School Year Calendar. | \$3,975.00 | Superintendent's Office | 2024-2025 School Year |

(See pages 361-363)

3.

ACTION BY THE BOARD:

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

Mrs. Bear asked is there at some point a time where we can go digital and have parents use something like Panda Doc that we use to sign the IEPs and all items like that. Is there a way that this can go digital? Ms. Kulick said you would still need to have some printed copies. Mr. Catrillo said we can investigate that. That probably would not be a bad idea.

| | NAME | SERVICE | RATE | PAYMENT FROM | EFFECTIVE DATE |
|----|-----------------------|--|---------------------------|-------------------------|-----------------------|
| 2. | Scranton Printing Co. | Printing of 7,000 copies of the 2024-2025 School Year Code of Student Conduct. | Not to Exceed \$11,760.00 | Superintendent's Office | 2024-2025 School Year |

(See pages 364-366)

g. **COMMUNITY**

(The following item(s) are to be deleted from the consensus motion at Board Member(s) request.)

i. **904 – Public Participation at School Events**

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the event admission pricing for the 2024-2025 School Year at North and South High Schools for the listed events as presented. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 367)

Mr. Karkut asked with these events and the prices that we charge for games and stuff, what revenue do we actually raise. Do we actually draw any revenue from that? Dr. Toleno said I can typically answer that, but maybe not specific to East Stroudsburg. I can tell you that the reason why you ask for people to pay is so that it's not a drop off and there is a buy in to go to the event. You are not making money on these things at all. In order for you to make money on it, you'd have to charge too much. You wouldn't get anybody to go there. So basically, Keith, it's all about making sure that someone doesn't get dropped off on a Friday night and left alone to cause problems. That's my past experience. It is the same thing as the basketball game. You are not making money. Mr. Karkut said the kids get in free anyway. Dr. Toleno said I understand that but typically in all school districts, we try to cover something, whether it's one security person or something. We try to get something out of anybody coming to the games. Mr. Karkut said I'm thinking in this economy, and my child participates in sports that don't have an admission fee. I look at the football games and people are not coming. I don't know if we would not charge if they would come. Mrs. Bear said we charge a lot less than other districts. Dr. Toleno said unfortunately, the attendance at these events has dropped across the nation. It is an issue that Superintendents are dealing with. We have these conversations constantly and not just from this State but across the nation. It is just the nature of the beast right now. Some of these programs such as football you are going to see a continued decline. We are seeing a decline in participation. There is no great answer for it. Mr. Karkut said I am just trying to find a solution. I asked before and I will continue to ask.

Mr. Catrillo announced that the Ed Christian Memorial Stadium event planning committee is meeting via Google Meet on Wednesday at 7:00 p.m. If anyone here, including the public online, is interested in being part of that, everyone is welcome. You can either send the Superintendent an email and he will forward it to me or you can email me. We have a nice committee but if anyone else would like to be part of it, the more the merrier. Again, it will be at 7:00 p.m. online on Wednesday night. Dr. Toleno said for that event, it is alright if those emails go straight to Mr. Catrillo as opposed to coming directly to me. I would not want to forget to send one. Mr. Catrillo said my email is michael-catrillo@esasd.net. For those who already signed up, the link for the meeting will be going out tomorrow.

ACTION BY THE BOARD:

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

XII. ADJOURNMENT: 8:19 P.M.

Respectfully submitted,

Patricia L. Rosado
Board Secretary