

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – June 28, 2004**

**East Stroudsburg Area Senior High School – South
7:30 p.m.**

Minutes

- I. President Cole called the meeting to order at 7:36 p.m. and led those present in the Pledge of Allegiance. Secretary Robert Huffman called the roll.
- II. Members present were: Christopher Baj, Horace Cole, Patrick Forney, Bet Hays, Robert Huffman, Don Motts, Michal Peterson, William Searfoss and William Zacharias.
- III. School personnel present: Kenneth G. Koberlein, Gregory L. Naudascher, Michael M. Michaels, Douglas C. Arnold, Marie S. Guidry, James Shearouse, Deborah Brooks, Linda Schaller, Sharon Laverdure, Pat Baughman, Sue Czahor, Pat Mulroy, Laura Warner, Linda Nubile, Sheila Gabril, John T. Burrus, Susan Eden, Rita Stephan, Kathy Kroll, Anne Chamberlin, Jim Chamberlin, Mike Silvoy, David A. Baker, Mark A. Brown, Gail Hayden, Brian Snapp, Jannice Giannolla, Arlene Kirkwood, Brenda Roeber, Pat Bruzugulis, Linda P. Bonawitz, and Lynn Pappalardo. Also present was Thomas Dirvonas - Solicitor.

Media Guest present: Aaron Applegate and Bob Charlanza

Community members present: Kelly Finn, Dan Finn, Mary Dumas, Dennis Dumas, John Fiero, John T. Lambert, Fred Courtright, Robert C. Eden, Roland Featherman, Denise Steary, Gerard F. McGrath, Bain Robinson, Bethany Eden, Jeremy Eden, Llydia Eden, Alan Abeshaus, Bill Smereczynsky, Karen Malachousky, Frank J. Lupin, Diane Krupski, Rich Staneski, W. Patrick Scott, Bernadette Lynch, Mary Beth Gray, Pete Pappalardo, Aaron Pappalardo, Sandy Kitchen, Laurie Farini, Peter Pappalardo, Donald Francis, Linda Potenzieri, Gerta Harriton, Robin Pesotini, Marla Posotini, Millie Baj, Sue Hegarty, Mary Ann O'Brien, Lynn Hauth, Faith Waters, Valeri Serio, Amy Martinelli, Ginger Garbarino, Harold Pilgran and Shirley Eden.

IV. APPROVAL OF MINUTES AND AGENDA

ACTION BY THE BOARD:

Motion was made by Donald Motts to approve the minutes for the regular meetings of May 17, 2004, (pages 1-14); special meetings of May 24, 2004, (pages 1-5), May 27, 2004, (pages 1-3) June 3, 2004, (pages 1-2) and this agenda for, June 28, 2004, (pages 1-33), as submitted, with addendum items as presented, 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 William Searfoss and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Michal Peterson to suspend the rules. Motion was seconded by Bet Hays and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion was made by Bet Hays to reconsider the purchase of bleachers for the North Campus. Motion was seconded by Michal Peterson and carried unanimously, 9-0.

- V. **ANNOUNCEMENT OF EXECUTIVE SESSION** – An executive session was held on Monday, June 21, 2004 at 6:15 PM to discuss legal and property matters; and at 6:30 PM this evening before the regular meeting for the purpose of discussing personnel and property matters.

VI. SUPERINTENDENT'S REPORT

- A. Horace Cole reported on our high school graduations; stating he attended both North and South. He commented that it was a great weekend.
- B. Richard Steneski, Attorney Patrick Scott, and Mary Beth Gray gave a presentation of a PILOT Agreement with University Properties, Inc. for housing at ESU.

VII. PUBLIC PARTICIPATION

Linda Potenzieri asked what the taxes would be for the ESU project and who owns University Properties, Inc. and whether any Board members or administrators have any interest in that company.

Rita Stephen questioned why monies would be paid in lieu of taxes on the ESU project.

Bob Eden and his daughter Lydia displayed the High School South Girls' Softball uniforms purchased with monies from fund raisers. Lydia presented Alan Abeshaus with a plaque in memory of her grandfather Charles Eden.

Mr. Pappalardo stated that the High School South building needs repair and asked the Board to please keep The Architectural Studio.

John Fiero stated that he believes there has been a "steering" toward Architectural Studio.

Pat Bruzgulis requested that the Board re-review the grievances listed on this agenda.

Gerald McGrath said there is a problem with High School North team uniforms. He also spoke on behalf of Bain Robinson and questioned the interview process.

Harold Pilgran voiced his opinion that the High School South building is atrocious and that he is against the Architectural Studio and feel the bids and RFP's were not properly done.

Bain Robinson stated the he felt he was not treated fairly during his employ and interview process.

Gail Hayden asked the Board to please help with racial problems at the North Site.

Mike Silvoy spoke positively about our high schools' graduations.

Lauri Favini stated that the floors and ceilings at High School South are not acceptable. Horace Cole responded to her in detail.

Faith Waters voiced her concerns about teacher morale and is upset about losing good teachers.

Rita Stephen questioned monies being used for bleachers when there is a very real need for textbooks for students.

Peter Pappalardo, a High School South student, voiced concerns about the freeze on renovations.

VIII. PERSONNEL ITEMS

A. Support Staff

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the resignations, termination, retirement, leaves of absence, extension of leave of absence, change of status, reappointments and appointments to the support staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Christopher Baj and carried unanimously, 9-0.

1. **Resignations**

Name	Position Held
a. Agosto, Caroline	Instructional Aide – Bushkill Elementary School Effective Date: June 21, 2004.
b. Dooner, Amanda	Instructional Aide – Resica Elementary School Effective Date: At the end of the workday on May 17, 2004.
c. SanFelice, Elayne	Study Hall Monitor – High School South Effective Date: At the end of the workday on June 8, 2004
d. Sappio, Margaret	Study Hall Monitor – High School – North Effective Date: August 27, 2004

(See pages 34-37)

2. **Termination**

Name	Position Held
a. Jasko, George	Cafeteria Custodian (1 st shift) – North Campus Effective Date: At the end of the workday on June 9, 2004.

3. **Retirement**

Name	Position Held
a. Camerino, Marie	Crossing Guard Effective date: At the end of the workday on June 12, 2004.

(See page 38)

4. **Leaves of Absence – In accordance with Board Policy #535**

Name	Position Held
a. Alpaugh, Judy	Bus Driver (full-time) – Transportation Effective date: May 10, 2004 Length of Leave: May 18, 2004
b. Bergman, Phyllis	Cafeteria Worker (full-time) – Resica Elementary School Effective date: March 29, 2004 Length of Leave: June 10, 2004
c. Garcia, Gladys	Instructional Aide – Resica Elementary School Effective date: June 3, 2004 Length of Leave: June 10, 2004
d. Lear, Debra	Student Helper – High School - North Effective date: June 7, 2004 Length of Leave: At the end of the workday on June 10, 2004.
e. Masonis, Laurel	Instructional Aide - J. T. Lambert Intermediate School Effective date: May 13, 2004 Length of Leave: June 1, 2004
f. Nebel, Linda	Bus Driver (LTS) – Transportation Effective date: April 15, 2004 Length of Leave: May 21, 2004

Fruendt	Edward	(full-time)	\$11.25
Fruendt	Judy	(full-time)	\$14.16
Fylstra	Kathleen	(full-time)	\$12.78
Fylstra	Stephen	(full-time)	\$12.05
Galunic	Victor	(full-time)	\$12.35
Galvan	Doriann	(full-time)	\$11.25
George	Thomas	(full-time)	\$14.16
Giannolla	Janice	(full-time)	\$11.58
Graver	Clifford	(full-time)	\$12.78
Graver	Melinda	(full-time)	\$12.78
Griffin	David	(full-time)	\$11.75
Gutierrez	Trindade	(full-time)	\$11.58
Hamilton	Crystal	(full-time)	\$12.35
Harrison	Merlyn	(full-time)	\$12.35
Hayes	Denise	(full-time)	\$15.35
Hendel	Thomas	(full-time)	\$15.65
Hrobak	Dave	(full-time)	\$12.05
Johnson	Annie	(full-time)	\$11.75
Johnston	James	(full-time)	\$11.75
Knope	Larry	(full-time)	\$11.75
Kresge	Judy	(full-time)	\$17.59
LaBar	Andrea	(full-time)	\$10.92
LaBar	Guy	(full-time)	\$19.39
LeBar	Edward	(full-time)	\$16.52
Lutjens	Constance	(full-time)	\$11.25
Lynch	Linda	(full-time)	\$12.35
Madison	Dale	(full-time)	\$18.76
Maleszewski	Chester	(full-time)	\$10.92
Miller	Linda	(full-time)	\$17.59
Miller	Ruth	(full-time)	\$12.05
Moffatt	James	(full-time)	\$12.05
Moore	Jean	(full-time)	\$11.25
Moore	Mary Ann	(full-time)	\$11.75
Muti	Paula	(full-time)	\$14.16
Nevil	Jacqueline	(full-time)	\$16.52
Ogg	Brian	(full-time)	\$15.35
Ogg	Joseph	(full-time)	\$12.05
Ogg	Terri	(full-time)	\$12.05
Parke	Tina	(full-time)	\$12.05
Patney	Michael	(full-time)	\$12.35
Patney	Velma	(full-time)	\$12.05
Payne	Dale	(full-time)	\$13.26
Poucel	Richard	(full-time)	\$11.75
Presco	Debra	(full-time)	\$13.37
Radick	Kirk	(full-time)	\$14.16
Roberts	Elaine	(full-time)	\$12.78
Rogers	Charlene	(full-time)	\$12.05
Rogers	Paul	(full-time)	\$11.75
Rutz	Faye	(full-time)	\$15.35
Scarnecchia	Nancy	(full-time)	\$11.58
Simon	Richard	(full-time)	\$11.75
Siska	Charlene	(full-time)	\$13.94
Smith	Robert	(full-time)	\$15.35

Sotomayor	Angel	(full-time)	\$16.52
Spiotta	Anthony	(full-time)	\$13.37
Steimer	Cheryl	(full-time)	\$11.75
Steimer	Sandra	(full-time)	\$14.16
Stephan	Rita	(full-time)	\$13.94
Stofik	Kevin	(full-time)	\$11.58
Strunk	Geraldine	(full-time)	\$11.75
Strunk, Jr.	Harold	(full-time)	\$11.25
Tallada	Royd	(full-time)	\$12.78
Thomas	Glenn	(full-time)	\$10.92
Titus	Kathleen	(full-time)	\$12.35
Titus	Lori	(full-time)	\$10.92
Torregrossa	Aimee	(full-time)	\$11.75
Turner	Cory	(full-time)	\$18.13
Turner	Donald	(full-time)	\$10.92
Watson	Rozanna	(full-time)	\$12.35
Wells	Barbara	(full-time)	\$11.75
Wolfe	Ellen	(full-time)	\$11.25
Wood	Dorothy	(full-time)	\$11.75
Wood	Wanda	(full-time)	\$11.75
Young	Brian	(full-time)	\$12.78

8. **Reappointments – Noninstructional Personnel – Business Office – 2004-2005 Fiscal Year**

Last Name	First Name	Position	Hourly Rate or Annual Salary
Heeter	Janice	Payroll clerk	\$14.28*
Kelly	Diane	Accountant	\$28,940.63*
Kroll	Kathy	Receptionist/bookkeeper	\$16.00
Mule	Donna Marie	Accounts payable/bookkeeper	\$12.00*
Nietz	Deborah	Payroll clerk	\$12.00*
Schnaitman	Jennifer	Benefits clerk	\$11.49*
Schroeder	Cynthia	Accounts payable/bookkeeper	\$11.49*
Trainer	Robin	Secretary/part-time (.6)	\$13.81
Vitulli	Susan	Bookkeeper	\$11.83*
Wescott	Jeanne	Bookkeeper/part-time (.5)	\$19.10

*Includes \$3,000 differential

9. **Reappointments – Noninstructional Personnel – Cafeteria Monitors – 2004-2005 Fiscal Year**

Last Name	First Name	Location	Hourly Rate
Albarron	Sharon	Middle Smithfield Elementary School	\$7.97
Arnesen	Louise	Middle Smithfield Elementary School	\$13.21
Barvig	Eileen	East Stroudsburg Elementary School	\$9.92
Beniamino	Robin Ann	Bushkill Elementary School	\$10.25
Blackmore	Helen	J. T. Lambert Intermediate School	\$9.23
Brennan	Gayle	Middle Smithfield Elementary School	\$7.97
Cavanaugh	Theresa	Bushkill Elementary School	\$9.23
Chirco	Dawn	Lehman Intermediate School	\$8.37
Deacon	Sandra	Lehman Intermediate School	\$8.37
Fetherman	Jane	J. T. Lambert Intermediate School	\$12.05
Flotz	Patricia	High School North	\$7.97
Francis	Yolanda	High School South	\$8.61

Hezel	Deborah	J. T. Lambert Intermediate School	\$8.97
Liszewski	Joann	J. T. Lambert Intermediate School	\$11.95
Lynn	Ann Marie	East Stroudsburg Elementary School	\$9.59
Mallalieu	Diane	High School South	\$11.64
Miller	Carol	J. M. Hill Elementary School	\$13.64
Montague	Margaret	Lehman Intermediate School	\$10.25
Nigro	Kathy	Smithfield Elementary School	\$9.59
Nubile	Linda	Resica Elementary School	\$8.61
Orley	James	High School South	\$11.64
Osoria	Aurea	Lehman Intermediate School	\$8.61
Pizanie	Katherine	High School North	\$8.37
Quinn	Jill	Resica Elementary School	\$8.61
Raffa	Diane	Middle Smithfield Elementary School	\$9.09
Rehm	Doris	High School South	\$9.23
Ruland-Castaldo	Geraldine	High School North	\$8.37
Skidmore	Rose	J. M. Hill Elementary School	\$9.59
Soldo	Mindy	High School North	\$8.61
Spadola	Adrienne	Bushkill Elementary School	\$8.37
Stine	Carmenn	J. M. Hill Elementary School	\$8.37
Tritto	Jo Ann	Smithfield Elementary School	\$10.88
Vitale	Diane	Resica Elementary School	\$8.37
Warner	Laura	Resica Elementary School	\$9.89
Wilson	Robin	J. T. Lambert Intermediate School	\$9.23

10. Reappointments – Noninstructional Personnel - Cafeteria Workers – 2004-2005 Fiscal Year

Last Name	First Name	Location	p/t or f/t	Cook	Hourly Base Rate
Barbera	Donna	Bushkill Elementary School	(part-time)		\$9.10
Bergman	Phyllis	Resica Elementary School	(full-time)		\$14.12
Bogart	Freda	Bushkill Elementary School	(full-time)	(Cook*)	\$9.40
Bunnell	Joanne	Resica Elementary School	(part-time)		\$9.10
Carmel	Lisa	North Campus	(part-time)		\$8.47
Cawley	Nina	J. T. Lambert Intermediate	(part-time)		\$8.73
Cortellini	Kathleen	High School South	(full-time)	(Cook*)	\$9.10
Dekmar	Bonnie	J. T. Lambert Intermediate	(part-time)		\$8.98
Fields	Sharon	North Campus	(part-time)		\$8.47
Foley	Cindy	High School South	(part-time)		\$8.73
Fuehrer	Renee	North Campus	(part-time)		\$9.10
Halterman	Grace	Middle Smithfield Elementary School	(full-time)		\$8.98
Harlander	Janette	J. T. Lambert Intermediate	(full-time)		\$9.10
Jensen	Diane	North Campus	(full-time)		\$9.10
Jezowski	Alicja	North Campus	(full-time)		\$9.10
Jiorle	Diane	Resica Elementary School	(part-time)		\$9.10
Karkut	Vikki	High School South	(part-time)		\$8.67
Kearney	Samantha	J. M. Hill Elementary School	(full-time)		\$9.10
Krueger	Rosanne	J. T. Lambert Intermediate	(full-time)	(Cook*)	\$9.10
Litts	Anne	North Campus	(full-time)		\$9.10
Litts	Lorrie	Smithfield Elementary School	(part-time)		\$9.10
Longenback	Robin	Middle Smithfield Elementary School	(full-time)	(Cook*)	\$9.10
Martinez	Dianne	North Campus	(part-time)		\$8.47
Marvin	Maureen	East Stroudsburg Elementary School	(part-time)		\$9.10
Medina	Angela	North Campus	(part-time)		\$8.47
Meyer	Gisela	Resica Elementary School	(full-time)	(Cook*)	\$9.74

Miller	Karen	J. T. Lambert Intermediate	(full-time)		\$9.10
Miller	Marianne	High School South	(full-time)		\$14.37
Miller	Patricia	High School South	(full-time)	(Cook*)	\$11.93
Munch	Sandra	High School South	(full-time)		\$14.30
Neglia	Rose Marie	J. T. Lambert Intermediate	(part-time)		\$8.98
Okurowski	Mary Alice	North Campus	(part-time)		\$8.47
Orlando	Barbara	J. T. Lambert Intermediate	(full-time)		\$9.10
Phillips	Gail	High School South	(full-time)		\$14.37
Picciotti	Debrah	J. T. Lambert Intermediate	(part-time)		\$13.60
Pietrofere	Maria	North Campus	(part-time)		\$8.73
Possinger	Marilyn	North Campus	(full-time)	(Cook*)	\$9.10
Price	Louise	J. T. Lambert Intermediate	(full-time)	(Cook*)	\$9.33
Rehm	Jeanne	J. M. Hill Elementary School	(part-time)		\$14.37
Reinhardt	Sherry	Bushkill Elementary School	(part-time)		\$8.47
Reyes	MaryEllen	North Campus	(full-time)		\$9.10
Robert	Laura	North Campus	(part-time)		\$8.47
Rode	Terri	Middle Smithfield Elementary School	(part-time)		\$8.73
Rodriguez	Deborah	North Campus	(part-time)		\$8.47
Rubin	Setsuko	North Campus	(part-time)		\$8.98
Ruocco	Linda	North Campus	(part-time)		\$8.47
Safin	Sheri	East Stroudsburg Elementary School	(part-time)		\$8.47
Sasso	Deborah	North Campus	(part-time)		\$8.47
Scalercio	Susan	High School South	(part-time)		\$8.98
Searfoss	Barbara	J. T. Lambert Intermediate	(full-time)	(Cook*)	\$9.10
Shamey	Carol	Middle Smithfield Elementary School	(part-time)		\$8.98
Staples	Janet	J. T. Lambert Intermediate	(full-time)		\$14.30
Stasolla	Deborah	North Campus	(part-time)		\$8.47
Transue	Gina	J. T. Lambert Intermediate	(part-time)		\$8.73
Transue	Nancy	High School South	(part-time)		\$14.30
Tumminia	Linda	North Campus	(part-time)		\$8.47
Tumminello	Tracy	Smithfield Elementary School	(part-time)		\$9.10
Ullo	Janet	Bushkill Elementary School	(full-time)		\$13.10
Van Why	Susan	J. M. Hill Elementary School	(part-time)		\$8.73
Virtue	Laura	North Campus	(part-time)		\$8.47
White	Jamesetta	North Campus	(part-time)		\$8.98

*The differential for cooks is \$1.25 per hour.

11. Reappointments – Non-instructional Personnel – Crossing Guards – 2004-2005 Fiscal Year

Last Name	First Name	Hourly Rate
Miller	Paul	\$9.60
Orley	James	\$10.20
Rehm	Doris	\$10.80
Sochinsky	Dorothy	\$8.76
Welter	Jean	\$10.80

12. Reappointments – Noninstructional Personnel – Custodians – 2004-2005 Fiscal Year

Last Name	First Name	Location	Shift	Hourly Base Rate
Altemose	Dale	High School South (custodian/receiving)	1 st shift	\$10.11
Archond	Peter	East Stroudsburg Elementary School	2nd shift	\$10.87
Ayala	Denise	North Campus	3rd shift	\$10.71
Ayala	Jose	North Campus	3 rd shift	\$10.71

Barreto	Aymer	Bushkill Elementary School	2nd shift	\$10.11
Bartron	Barry	High School South	2nd shift	\$10.87
Bass	James	Resica Elementary School	1st shift	\$11.27
Bender	Elaine	J. T. Lambert Intermediate School	2nd shift	\$10.46
Benfield	David	North Campus	3rd shift	\$10.87
Bentzoni	Kyle	Middle Smithfield Elementary School	1st shift	\$11.14
Bonilla	John	North Campus	2nd shift	\$10.71
Bonnar	Archibald	Bushkill Elementary School	1st shift	\$11.27
Cardillo	Gerard	Middle Smithfield Elementary School	2nd shift	\$10.87
Circelli	Mark	J. M. Hill Elementary School	2nd shift	\$10.87
Cross	Donald	High School South	3rd shift	\$10.87
Darlington	Kent (Harry)	J. M. Hill Elementary School	1st shift	\$12.14
Darlington	Thomas	High School South (cafeteria) (12 month)	1st shift	\$17.11
Del Guercio	Anthony	J. M. Hill Elementary School	2nd shift	\$10.87
Dennis	Dale	J. T. Lambert Intermediate School	2nd shift	\$11.27
Diefenbach	Rolf	North Campus	2nd shift	\$10.87
Doleiden	Richard	J. T. Lambert Intermediate School	3rd shift	\$10.71
Doyle	John	North Campus	1st shift	\$11.71
Feal	Joseph	High School South	3 rd shift	\$9.63
Ferretti	Robert	High School South	3rd shift	\$10.71
Figueroa	Anthony	North Campus	2nd shift	\$10.87
Fuzio	Antonio	Resica Elementary School	2nd shift	\$10.87
Garris	Robert	North Campus	1st shift	\$10.87
Garris	Steven	High School South	2nd shift	\$13.61
Garris	Randy	Smithfield Elementary School	2nd shift	\$14.57
Gatpo	Wilma	J. T. Lambert Intermediate School	2nd shift	\$10.71
Goeller	Robert	High School South	2nd shift	\$10.87
Gomez	Charles	North Campus	3rd shift	\$10.87
Grodzki	John	North Campus	3rd shift	\$10.41
Houghtaling, Jr.	Richard	High School South	2nd shift	\$10.87
Jones	Thomas	Resica Elementary School	2nd shift	\$10.87
Kemmerer	Stephen	Smithfield Elementary School	1st shift	\$11.71
Kintner	Robert	High School South	3rd shift	\$18.98
Kofel	John	J. T. Lambert Intermediate School	1st shift	\$12.14
Kohler	Kathy	North Campus	1st shift	\$10.87
LaBar	James	High School South	3rd shift	\$10.11
Lassiter	Wayne	North Campus	2nd shift	\$10.87
Margretta	Kenneth	J. M. Hill Elementary	2nd shift	\$10.11
Miller	Donald	High School South	2nd shift	\$10.71
Montalvo	Eric	J. T. Lambert Intermediate School	2nd shift	\$10.87
Montuori	Jason	Bushkill Elementary School	2nd shift	\$10.87
Moyer	Leslie	North Campus (receiving)	1st shift	\$10.87
Nieduzak	Edward	Middle Smithfield Elementary School	2nd shift	\$10.87
Olson	Carl	J. T. Lambert Intermediate School	3rd shift	\$10.41
Pelzer	Eric	Bushkill Elementary School (part-time)	2nd shift	\$10.41
Pettinato	William	High School South (cafeteria/courier) (10 month)	1st shift	\$10.87
Picciotti	Theodore	Smithfield Elementary School	2nd shift	\$14.53
Renna	Domenick	High School South	1st shift	\$13.61
Romanowski	Joseph	North Campus	2nd shift	\$10.11
Santiago	George	High School South	3rd shift	\$10.87
Sargent	Edward	J. T. Lambert Intermediate School	1st shift	\$10.87
Schoonover	Jonathan	Bushkill Elementary School	2nd shift	\$10.87

Shoemaker	Michael	North Campus	3rd shift	\$10.41
Smith	Thomas	J. T. Lambert Intermediate School (cafeteria) (10 month)	1st shift	\$10.87
Smith-Fuller	Yolanda	North Campus	3rd shift	\$10.87
Solotruk	Norman	High School North	1st shift	\$14.57
Surrago	Denise	Middle Smithfield Elementary School	2nd shift	\$10.87
Tipton	Robert	Resica Elementary School – (part-time)	2nd shift	\$10.87
Van Solkema	Gerrit	J. T. Lambert Intermediate School	2nd shift	\$11.71
Velez	Mildred	North Campus	2nd shift	\$10.11
Velez	Arquelio	North Campus	2nd shift	\$10.71
Velez	Oscar	North Campus	2nd shift	\$10.35
Vinson	James	Resica Elementary School	2nd shift	\$10.87
Weeast	Herbert	High School South	2nd shift	\$10.11
Whitmore	Thomas	East Stroudsburg Elementary School	1st shift	\$14.57
Wilds	Dustin	Resica Elementary School	2nd shift	\$10.87

Shift differentials:

\$.25-2nd shift

\$.30-3rd shift

13. Reappointments – Non-instructional Personnel – Health Room Nurse Assistants – 2004-2005 Fiscal Year

Last Name	First Name	Location	Hourly Rate
Cannell	Marianne	Smithfield and Middle Smithfield Elementary	\$13.41
Freeman	Barbara	Itinerant - All Elementary Schools	\$12.05
Klammer	Evelyn	High School South	\$12.05
Nicholls	Rhonda	J. M. Hill and East Stroudsburg Elementary	\$12.05
Parrish	Kathleen	J. T. Lambert Intermediate School	\$15.48
Schiavone	Barbara	North Campus	\$12.05

14. Reappointments – Noninstructional Personnel – ITEC – 2004-2005 Fiscal Year

Last Name	First Name	Position	Hourly Rate
Biddulph	George	ITEC Analyst (Media II)	\$16.77
Carbajal	Louis	ITEC Analyst (Media II)	\$16.53
Chamberlin	James	Help Desk Technician (Media I)	\$13.66
Fitzpatrick	Brad	Telecommunications System Analyst (Media III)	\$18.89
Malave	Edwin	ITEC Analyst (Media II)	\$16.77
Page	Manvel	ITEC Analyst (Media II)	\$16.53
Williams	Thomas	ITEC Analyst (Media II)	\$16.77

15. Reappointments – Noninstructional Personnel – Instructional Aides – 2004-2005 Fiscal Year

Last Name	First Name	Location	Position	Hourly Rate
Ambrose	Joanne	High School South		\$11.25
Aponte	Betty	Lehman Intermediate School		\$11.75
Banks	Anne	Smithfield Elementary School	Reading	\$10.40
Barlieb	Mary	J. T. Lambert Intermediate School	ISS	\$12.05
Barrett	Lorelle	High School South		\$10.92
Barrett	Sarah	Bushkill Elementary School	Reading	\$10.92
Battipaglia	Gloria	Bushkill Elementary School		\$10.92
Berardi	Ann Marie	Middle Smithfield Elementary School		\$10.92
Bianchi	Elaine	Middle Smithfield/J. M. Hill Elementary	Library	\$11.75
Biddulph	Arlene	Bushkill/Resica/Middle Smithfield	Library	\$11.58
Bigio	Camille	Lehman/High School North	Library	\$12.05

Billips	Mayla	East Stroudsburg Elementary School		\$11.75
Bogart	Jenny	High School South		\$11.58
Branigan	Linda	High School North		\$11.75
Cali	Barbara	Middle Smithfield Elementary School		\$11.75
Camaerei	Albert	High School South	ISS	\$11.75
Capizzi	Deborah	J. M. Hill Elementary School	Reading	\$12.05
Cepin	Marisol	High School North		\$11.75
Connors	Pat	High School South		\$11.75
Consavo	Florence	High School South		\$11.75
Contino	Diane	Lehman Intermediate School		\$11.75
Costiera	Mary Jane	Middle Smithfield Elementary School		\$11.58
Cuiffo	Helen	Lehman Intermediate School		\$11.75
Cundy	Kristy	Bushkill Elementary School		\$11.25
Dell'Orto	Roberta	J. T. Lambert Intermediate School		\$11.75
Deuerlein	Alice	High School South		\$12.05
Douglas	Patricia	Bushkill Elementary School		\$11.58
Durant	Joyce	High School North	ISS	\$11.25
Eilber	Ruthann	High School South	Library	\$11.25
Finver	Mary	Bushkill Elementary School		\$11.75
Flory	Gail	High School South		\$10.92
Follis	Laura	High School South		\$10.92
Frantz	Katherine	Bushkill Elementary School		\$12.05
Garcia	Gladys	Resica Elementary School		\$11.75
Garrity	Terri	J. M. Hill Elementary School		\$11.75
Grant	Gail	Lehman Intermediate School		\$10.92
Hayden-Bland	Gail	Lehman Intermediate School		\$11.75
Hennings	Gina	J. M. Hill Elementary School		\$11.25
Hernandez	Belinda	J. T. Lambert Intermediate School		\$11.25
Houser	Douglas	J. M. Hill Elementary School		\$10.92
Illingworth	Sharon	J. T. Lambert Intermediate School		\$11.75
Jablonski	Alison	Bushkill Elementary School	Title 1	\$11.75
Jagger	Darlene	J. T. Lambert Intermediate School		\$11.75
Johnson	Jo Ann	Middle Smithfield Elementary School	Title 1	\$11.75
Joye	Elaine	J. M. Hill Elementary School		\$11.75
Kise, Jr.	Alfred	High School South		\$11.58
Kizer	Ann Marie	Middle Smithfield Elementary School		\$12.05
Konitsky	Carol	J. T. Lambert Intermediate School		\$12.05
Kubrak	Rita	J. T. Lambert Intermediate School		\$11.75
Lapezynski	Margarita	Middle Smithfield Elementary School	Title 1	\$11.25
LaRocca	Judith	Lehman Intermediate School		\$11.75
Libby	Tina	Bushkill Elementary School		\$11.58
Lipe	Diane	J. T. Lambert Intermediate School	Library	\$11.75
Malvagno	Catherine	Lehman Intermediate School		\$10.92
Masi	Carol	High School North		\$11.75
Masonis	Laurel	J. T. Lambert Intermediate School		\$10.92
McGee	Mary Ann	Resica Elementary School	Reading	\$12.05
Mellvaine	Carol	Resica Elementary School	Reading	\$11.58
Medina	Sandra	J. T. Lambert Intermediate School		\$11.25
Mignosi	Lisa	Resica Elementary School		\$11.25
Miller	Lynda	Resica Elementary School		\$11.25
Moylan	MerriAnn	J. M. Hill Elementary School		\$12.29
Nietz	Rebecca	Bushkill Elementary School		\$10.92
Noia	Donna	Bushkill Elementary School		\$11.58

O'Brien	Patricia	J. T. Lambert Intermediate School		\$11.75
Pearson	Eileen	Lehman Intermediate School		\$12.05
Perry	David	Lehman Intermediate School		\$10.71
Peters	Karen	High School South		\$10.92
Peters	Nancy	High School South		\$11.25
Pomana	Jamie	Lehman Intermediate School		\$11.75
Prendergast	Frances	Lehman Intermediate School	ISS	\$10.92
Rambone	Kelly	High School North		\$11.75
Rivera	Nilsa	Middle Smithfield Elementary School		\$11.75
Roeber	Brenda	Resica Elementary School		\$11.25
Rosenberger	Jan	Resica Elementary School		\$11.75
Rourke	Jennifer	Resica Elementary School	Title 1	\$11.75
Rowinski	Lisa	J. T. Lambert Intermediate School		\$11.75
Rozsay	Marilyn	High School North		\$11.75
Schumann	Linda	J. T. Lambert Intermediate School		\$12.05
Sherman	Diane	High School North		\$11.75
Sintes	Carmen	High School North		\$11.75
Smith	Donna	J. T. Lambert Intermediate School		\$10.92
Snapp	Donna	High School South		\$11.25
Stettler	Gail	J. M. Hill Elementary School	Title 1	\$16.33
Sutton	Deanna	Smithfield Elementary School		\$11.25
Toczylowski	Dorothy	Middle Smithfield Elementary School		\$11.75
Treat	Janet	Lehman Intermediate School		\$11.25
White	Cheryl	Smithfield Elementary School		\$12.05
Zepeda	Carmen	J. T. Lambert Intermediate School		\$12.05
Zerfoss	Beth Ann	Smithfield Elementary School		\$10.92

16. Reappointments – Non-instructional Personnel – Maintenance Workers Class I and II – 2004-2005 Fiscal Year

Last Name	First Name	Position	Class	Shift	Hourly Base Rate
Maintenance Class II:					
Albert	Jason		Class II	2nd shift	\$12.25
Blackmore	Richard		Class II	2nd shift	\$17.31
Chiarello	James		Class II	1st shift	\$12.90
Counterman, Jr.	Boyd		Class II	2nd shift	\$12.25
Fleming	Timothy	bus mechanic	Class II	1st shift	\$12.25
Hafler	Douglas		Class II	2nd shift	\$12.06
Hedgelon	William	bus mechanic	Class II	1st shift	\$12.25
Keelen	John		Class II	2nd shift	\$11.38
Marvin	Gary		Class II	2nd shift	\$13.07
Romansky	John		Class II	1st shift	\$13.95
Szulborski	Bruce		Class II	2nd shift	\$11.72
Young, Jr.	William		Class II	2nd shift	\$12.25
Maintenance Class 1:					
Aquino	Glenio		Class I	2nd shift	\$11.87
Ems, Jr.	Douglas		Class I	2nd shift	\$9.88
Klein	Donald		Class I	2nd shift	\$11.00
Kokh, Jr.	Frank		Class I	2nd shift	\$10.17
Starkes	Alonzo		Class I	2nd shift	\$10.37

Shift differential:
2nd: plus \$.25

17. Reappointments – Non-instructional Personnel – Secretaries – 2004-2005 Fiscal Year

Last Name	First Name	Building	Hourly Rate
Ali	Sara	High School North	\$9.94
Antoni	Barbara	Lehman Intermediate School	\$10.10
Armitage	Susan	Special Education Department – (part-time)	\$10.50
Balmoos	Linda	Middle Smithfield Elementary School	\$14.24
Barnes	Joyce	High School South (Bunnell)	\$10.10
Bensley	Beth	Lehman Intermediate School	\$9.39
Bentzoni	Kimberly	Resica Elementary School	\$10.10
Borer	Robin	Special Education Department	\$9.66
Brown	Deborah	High School South (Athletic Office) - (part-time)	\$9.66
Bruzgulis	Patricia	Special Education Department (Access Secretary)	\$16.00
Buonacore	Rose	High School North	\$10.10
Butsch	Jennie	Bushkill Elementary School	\$17.86
Carmeci	Dawn	Lehman Intermediate School	\$10.10
Castillo	Donna	Computer Information Systems Department	\$10.10
Crowl	Maureen	Administration Center	\$10.10
Determan	Martha	J. T. Lambert Intermediate School (cafeteria) (part-time)	\$10.10
Diaz	Susan	High School South	\$12.35
Dolinish	Kris	J. T. Lambert Intermediate School	\$14.53
Dunn	Rita	Smithfield Elementary School	\$14.24
Fowler	Monique	High School North	\$9.39
Frantz	Linda	Resica Elementary School	\$11.58
Heller	Sue Ann	J. M. Hill Elementary School	\$11.19
Joffe	Kathaleen	High School South (Band Office)- (part-time, 900 hours)	\$9.39
Johnson	Gail	High School North (Athletic Office) - (part-time)	\$10.10
Kamoss	Gail	Administration Center	\$17.33
Kirk	Joyce	Lehman Intermediate School	\$9.94
Kolcun	Elizabeth	J. T. Lambert Intermediate School	\$10.10
Lopez	Luz	Middle Smithfield Elementary School	\$10.10
Males	Linda	High School South	\$10.35
Michaels	Kristine	Transportation Department	\$13.55
Miller	Tara	Special Education Department	\$9.66
Nicolais	Elizabeth	East Stroudsburg Elementary School	\$10.87
North	Kathy	Resica Elementary School	\$10.10
Omelio	Donna	High School South	\$10.50
Pelzer	Janet	Bushkill Elementary School	\$12.35
Rosado	Patricia	High School South	\$9.94
Salmon	Lynn	High School South	\$10.10
Scagliotta	Kathleen	Administration Center	\$17.86
Snee	Tammy	High School South	\$10.10
Snyder	Amy	Administration Center	\$10.35
Sourwine	Judy	Transportation Department	\$10.10
Staples	Wanda	Smithfield Elementary School	\$15.18
Townsend	Nancy	High School South (Athletic Office)	\$16.26
Varner	Lisa	J. T. Lambert Intermediate School	\$10.10
Walck	Martha	J. T. Lambert Intermediate School	\$9.94
Waller	Jessica	High School North	\$9.39
Wescott	Diane	J. M. Hill Elementary School	\$14.53
West	Cathy	High School North	\$12.90
Wright	Patricia	High School North	\$9.66

18. Reappointments – Non-instructional Personnel – Security – 2004-2005 Fiscal Year

Last Name	First Name	Location	Shift	Hourly Base Rate
Bryfogle	Linda	North Courtland Building	1st Shift	\$10.68
Calafiore	Michael	District	3rd shift (12 month)	\$10.37
Ciccone	Judy	High School North	1st Shift	\$11.16
Coddington	Joseph	Lehman Intermediate School	1st Shift	\$11.16
Colon	Luis	High School South	1st Shift	\$10.37
Drake	Stephen	J. T. Lambert Intermediate	1st Shift	\$11.16
Fiore	Gary	Bunnell	1st Shift	\$12.24
Frantz	Charles	High School North	1st Shift	\$10.37
Gouger	William	District	2nd Shift (12 month)	\$11.16
Harvey	Patrick	High School North	1st Shift	\$11.16
Huffman	Brooke	J. T. Lambert Intermediate	1st Shift	\$11.00
Klinge	Albert	District	1st Shift	\$11.39
Malvagno	Victor	Lehman Intermediate School	1st Shift	\$10.68
Moran	Donald	J. T. Lambert Intermediate	1st Shift	\$11.57
Sarer	Janet	Lehman Intermediate School	1st Shift	\$11.16
Scott	Anthony	High School South	1st Shift	\$10.37

Shift Differential:

2nd: \$.25

3rd: \$.30

19. Reappointments – Non-instructional Personnel – Student Helpers – 2004-2005 Fiscal Year

Last Name	First Name	Location	Hourly Rate
Anger	Sandra	High School South	\$8.51
Bartholomew	Kara	J. T. Lambert Intermediate School	\$8.51
Bastian	Debra	J. M. Hill Elementary School	\$9.12
Bianchi	Mary	J. M. Hill Elementary School	\$8.76
Conti	Ronda	High School South	\$8.76
Fuchs	Tammy	High School North	\$9.37
Funk	Catherine	Bushkill Elementary School	\$9.12
Isreal	Alicia	J. T. Lambert Intermediate School	\$8.76
Lear	Debra	High School North	\$9.12
Millet	Mary	High School North	\$9.37
Orenstein	Carol	J. M. Hill Elementary School	\$9.37
Ortiz	Gladys	High School South	\$8.90
Rue	Viola	Bushkill Elementary School	\$9.12
Sanita	Sharon	Smithfield Elementary School	\$9.12
Stang	Siobban	High School South	\$9.12
Tonkin	Lisa	Assigned to Hamilton Elementary	\$9.37
Totero	Stacy	High School South	\$9.37

20. Reappointments – Non-instructional Personnel – Study Hall Monitors – 2004-2005 Fiscal Year

Last Name	First Name	Location	Hourly Rate
Andrews	Julie	High School North	\$7.98
Asher	Doreen	High School North	\$8.21
Furst	Pamela	High School South	\$7.98
Monik	Joanne	High School South	\$8.58
Pappas	Elizabeth	High School South	\$8.58
Prothro	Robert	High School North	\$7.98

Ross	Lesa	Smithfield Elementary	\$7.98
Sappio	Margaret	High School North	\$7.98
Vigorito	Brenda	High School North	\$8.21

21. Appointments - Regular

Name	Appointment
a. Chamberlin, Annemarie	Secretary/Bookkeeper – Business Office Hourly Salary: \$10.84 (Includes \$3,000 differential) Effective Date: July 1, 2004 Budgeted new position for the 2003-2004 school year that is now being filled.
b. Feal, Joseph	Custodian (3 rd shift) – High School – South Hourly Salary: \$9.63 (plus \$.30 shift differential) Effective Date: May 25, 2004 Joseph Feal replaces Anthony Zastenik who has resigned.
c. Kermes, Leah	Secretary – Transportation and Maintenance Department Hourly Salary: \$9.12 Effective Date: July 6, 2004 Budgeted new position for the 2003-2004 school year that is now being filled.

22. Appointments – Long Term Substitute

Name	Appointment
a. Michaels, Nathan	Instructional Aide (LTS) - Lehman Intermediate School Hourly Salary: \$10.92 Effective Date: July 1, 2004 through a date to be determined. Nathan Michaels replaces David Perry who is on a leave.

23. Substitute Appointments

Name	Area
a. Bittner, Gabriella	Cafeteria Monitor
b. Calascetta, Joan	Study Hall Monitor
c. Dirato, Kathleen	Cafeteria Monitor/Cafeteria Worker
d. Edwards, Terry	Student Helper/Secretary
e. Henry, Rose	Cafeteria Monitor/Cafeteria Worker
f. Hernandez, Maria	Cafeteria Worker
g. Huffman, Brooke	Custodian (summer only)
h. Kirschner, Karen	Custodian (summer only)
i. Knope, Larry	Custodian/Maintenance (summer only)
j. Strunk, Jeffrey	Custodian
k. Parke, Tina	Custodian/Maintenance Worker (summer only)
l. Weis, Cindy	Instructional Aide (elementary only)

24. Pay Rate-Support Staff Substitutes for the 2004-2005 Fiscal Year

Position	Per Hour	Per Day	Position	Per Hour
Bus Driver	\$11.50		Secretary	\$8.50
Cafeteria Monitor	\$7.75		Security Guard	\$9.40
Cafeteria Worker	\$7.75		Student Helper	\$7.75
Crossing Guard	\$8.00		Study Hall Monitor	\$7.25
Custodian	\$9.10		Maintenance I	\$9.40
Health Room Aide		\$65.00	ITEC	\$9.00
Instructional Aide		\$60.00		

25. Temporary Summer ITEC Media Technicians for the summer of the 2003-2004 school year

Name	Appointment
a. Burns, Griffin	Temporary Summer ITEC Media Technician Hourly Rate: \$8.00 Effective Date: On or about June 14, 2004 End Date: On or about August 25, 2004
b. Larrison, William	Temporary Summer ITEC Media Technician Hourly Rate: \$8.00 Effective Date: On or about June 14, 2004 End Date: On or about August 25, 2004
c. Partel, Michael	Temporary Summer ITEC Media Technician Hourly Rate: \$8.00 Effective Date: On or about June 14, 2004 End Date: On or about August 25, 2004
d. Sayer, Tyler	Temporary Summer ITEC Media Technician Hourly Rate: \$8.00 Effective Date: On or about June 14, 2004 End Date: On or about August 25, 2004
e. Schwarz, Gregory	Temporary Summer ITEC Media Technician Hourly Rate: \$8.00 Effective Date: On or about June 14, 2004 End Date: On or about August 25, 2004
f. Seiple, Matthew	Temporary Summer ITEC Media Technician Hourly Rate: \$8.00 Effective Date: On or about June 14, 2004 End Date: On or about August 25, 2004
g. Smoke, Brendan	Temporary Summer ITEC Media Technician Hourly Rate: \$8.00 Effective Date: On or about June 14, 2004 End Date: On or about August 25, 2004
h. Snapp, Anthony	Temporary Summer ITEC Media Technician Hourly Rate: \$8.00 Effective Date: On or about June 14, 2004 End Date: On or about August 25, 2004

26. Temporary Summer Maintenance for the summer of the 2003-2004 school year

Name	Appointment
a. Counterman, Sr. Boyd A.	Temporary Summer Maintenance Hourly Rate: \$9.40 Effective Date: On or about June 18, 2004 End Date: On or about August 15, 2004
b. Fylstra, Stephen J.	Temporary Summer Maintenance Hourly Rate: \$9.40 Effective Date: On or about June 18, 2004 End Date: On or about August 15, 2004

- c. Fylstra, Stephen T. Temporary Summer Maintenance
Hourly Rate: \$9.40
Effective Date: On or about June 18, 2004
End Date: On or about August 15, 2004
- d. Hrobak, David Temporary Summer Maintenance
Hourly Rate: \$9.40
Effective Date: On or about June 18, 2004
End Date: On or about August 15, 2004
- e. Myers, John Temporary Summer Maintenance
Hourly Rate: \$9.40
Effective Date: On or about June 18, 2004
End Date: On or about August 15, 2004

27. Supplemental Position

Name	Appointment
a. Butsch, Jennie	Secretary at the Bushkill Elementary School, reappointed to the supplemental position of telephone caller for substitute teachers for the 2004-2005 school year. Salary for this (12) month position is \$4,000.00. Fringe benefits are not included with this position.

B. Professional Staff

ACTION BY THE BOARD:

Motion was made by Christopher Baj to approve the resignations, changes of status, retirement, leaves of absence, extension of leave of absence, reappointments and appointments to the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by William Searfoss and carried unanimously, 9-0.

1. Resignations

Name	Position Held
a. Butler, Jill	Health and Physical Education Teacher – High School North Effective Date: August 25, 2004
b. Cihlar, Karen	Special Education Teacher - J. M. Hill Elementary School Effective Date: At the end of the workday on June 10, 2004.
c. Costello, Dawn	Special Education Teacher – J. M. Hill Elementary School Effective Date: July 1, 2004
d. Kish, Jason	Business Education Teacher – High School South Effective Date: August 25, 2004
e. Knauff, Marissa	Special Education Teacher – Lehman Intermediate School Effective Date: August 2, 2004
f. Kracht, Matt	Science Teacher - High School South Effective Date: June 4, 2004
g. Maderski, Karen	First Grade Teacher – Resica Elementary School Effective Date: June 10, 2004

- h. Skibitsky, Elaine Second Grade Teacher – J. M. Hill Elementary School
Effective Date: June 30, 2004
- i. Turn, Gregory R. Math Teacher – High School North
Effective Date: August 25, 2004
- j. Van Winkle, Sara Spanish Teacher - J. T. Lambert Intermediate School
Effective Date: At the end of the workday on June 10, 2004.
- k. Voss, Aaron Special Education Teacher - J. T. Lambert Intermediate School
Effective Date: August 21, 2004

(See pages 39-49)

2. Changes of Status

- | Name | Position Held |
|---------------------|---|
| a. Mayers, Deanna | From: Instructional Technology Teacher - District
To: (.5) Instructional Technology Teacher (job share) – District
Effective Date: August 26, 2004
This position will become one (1) full-time job share position with Maureen Seidel. Only Deanna Mayers will receive health benefits. |
| b. Ridner, Fred Jr. | From: Biology Teacher - High School South (LTS)
To: Biology Teacher - High School South (TPE)
Effective Date: August 26, 2004
Annual Salary: \$36,016 (Step 2 Column 1)
Fred Ridner Jr. replaces Matt Kracht who resigned. |
| c. Seidel, Maureen | From: Third Grade Teacher – Resica Elementary School
To: (.5) Instructional Technology Teacher (job share) – District
Effective Date: August 26, 2004
Annual Salary: \$61,526 (prorated) (Step 13 Column 9)
Maureen Seidel will be job sharing one (1) full-time Instructional Technology position with Deanna Mayers. Only Deanna Mayers will receive health benefits. |

3. Retirement

- | Name | Position Held |
|-------------------|---|
| a. Wilkins, Karen | Third Grade Teacher – J. M. Hill
Effective date: August 25, 2004 |

(See page 50)

4. Leaves of Absence – In accordance with Board Policy #435

- | Name | Position Held |
|------------------------|---|
| a. Fasolino, Robyn | Special Education Teacher - East Stroudsburg Senior High School South
Effective Date: August 26, 2004
Length of Leave: End of the 1 st semester of the 2004-2005 School Year |
| b. Stephens, Stephanie | Eighth Grade Reading Teacher - Lehman Intermediate School
Effective Date: August 26, 2004
Length of Leave: At the end of the first semester of the 2004-2005 school year. |

5. **Extension of Leave of Absence – In accordance with Board Policy #435**

Name	Position Held
a. Michelin, Hayley	Science Teacher - East Stroudsburg Senior High School South Effective Date: March 23, 2004 Length of Leave: End of the 2004-2005 School Year

6. **Reappointments – Guidance Counselors for the 2004-2005 Fiscal Year**

Elementary School Guidance Counselors – supplemental contract for 13 additional days

	Last Name	First Name	Step	Column	Effective July 1, 2004
a.	Drugatz	Tammy	5	9	\$43,518
b.	Fonash	Albert	16	8	\$63,815 (16 days)

Intermediate School Guidance Counselors – supplemental contract for 16 additional days

	Last Name	First Name	Step	Column	Effective July 1, 2004
a.	Christian	Cynthia	8	10	\$49,695
b.	Jones	Deborah	7	12	\$50,870
c.	Peeke	Lachlan	9	16	\$53,520

Senior High School Guidance Counselors – supplemental contract for 20 additional days

	Last Name	First Name	Step	Column	Effective July 1, 2004
a.	Formica	Joseph	11	7	\$55,999
b.	Keglovits	Linda	16	15	\$68,015 (23 days)
c.	Kule	Jay	11	9	\$57,024
d.	Osswald	Helene	16	7	\$63,315

Guidance Supplemental Work Days – 5 supplemental workdays for June 2004

- a. Piccotti, Susan, Senior High School North – hired January 23, 2004

7. **Appointment Regular**

Name	Appointment
a. Rood, Gretchen	Family Consumer Science Teacher (TPE) - Lehman Intermediate School Effective Date: August 26, 2004 Annual Salary: \$36,866.00 (Step 2 Column 3) Gretchen Rood replaces Yvette Shelter who resigned last year.

(See page 51)

8. **Substitute Appointments**

Name	Certification
a. Davidge, Samuel	Health and Physical Education
b. Sherman, Lori	Elementary Education

9. **Appointments – Homebound Instructor**

Name	Certification
a. Capizzi, Deborah	Elementary K-6
b. Jones, Gwen	Special Education
c. Wilson, Jennifer	Elementary and (em) Special Education

10. **Appointments – Department Chairpersons – 2004-2005 School Year**

Grade/Department	Teacher	Amount
Elementary		
Kindergarten/Social Studies	Janet Zimmerman	\$3,250.00
First Grade/Communication Arts	Marjorie James	\$3,250.00
Second Grade/Math	Sandra Kuberek	\$3,250.00
Third Grade/Communication Arts	Jan Steigerwalt	\$3,250.00
Fourth Grade/Science	Kevin Hatcher	\$3,250.00
Fifth Grade/Technology	Stephanie Hymes	\$3,250.00
Reading K-5	Donna Lehmann-Deming	\$3,250.00
Guidance K-5	Albert Fonash	\$2,870.00
Health/Physical Education K-5	Robert Wilson	\$3,250.00
Art K-5	Rhonda Bonser	\$2,870.00
Secondary		
Art 6-12	Stephanie McIlvaine	\$3,250.00
Library K-12	Laura Jenkins	\$3,250.00
Technology Education 6-12	Robert Green	\$3,250.00
Business Education 9-12	Denise Rogers	\$3,250.00
Vocal Music K-12	Linda Schaller	\$3,250.00
Instrumental Music 4-12	Robert Fetterman	\$3,250.00
Heath Services K-12	Cynthia Dougherty	\$3,250.00
Health/Physical Education North 6-12	Charles Dailey	\$3,250.00
Health/Physical Education South 6-8	Kenneth Dougherty	\$2,870.00
Health/Physical Education South 9-12	Aimee Ellison	\$3,250.00
Foreign Language North 7-12	Dolores Dunstan	\$3,250.00
Foreign Language South 7-8	Carol Ullo	\$2,870.00
Foreign Language South 9-12	Patricia Cramer	\$3,250.00
Guidance 6-12	Linda Keglovits	\$3,250.00
Math North High School	Karen Harkness	\$3,250.00
Science North High School	Lori Soskil	\$3,250.00
Social Studies North High School	Kevin Nace	\$3,250.00
English South High School	Ann Catrillo	\$3,250.00
Math South High School	Wayne Carson	\$3,250.00
Science South High School	Heather Skeldon	\$3,250.00
Social Studies South High School	Lawrence Gasda	\$3,250.00
J. T. Lambert Intermediate School		
English	Linda Dickinson	\$3,250.00
Reading	Maryann Calpin	\$3,250.00
Math	Jane Partel	\$3,250.00
Science	Lawrence Woolsey	\$3,250.00
Lehman Intermediate School		
English	Donna Leight	\$3,250.00
Math	Tina Mooney	\$2,870.00
Science	George Kuhne	\$2,870.00
Social Studies	Jason Szulborski	\$3,250.00

11. **Appointments – Summer School Teachers for the summer of the 2003-2004 School Year Pending Sufficient Enrollment**

Name	Subject
a. Adamcik, Angelica	Substitute Salary: \$22.00 per hour
b. Brennemen, Benjamin	Substitute Salary: \$22.00 per hour

- c. Campbell, Arlene Substitute
Salary: \$22.00 per hour
- d. Conway, Dorothy Substitute
Salary: \$22.00 per hour
- e. Erdo, Loretta English
Salary: \$22.00 per hour
- f. Fuller, Josh Science
Salary: \$22.00 per hour
- g. Healey, Michael Social Studies
Salary: \$22.00 per hour
- h. Hendricks, Sara Substitute
Salary: \$22.00 per hour
- i. Householder, Laura Substitute
Salary: \$22.00 per hour
- j. Hughes, Missy Substitute
Salary: \$22.00 per hour
- k. Patascher, Dan Substitute
Salary: \$22.00 per hour
- l. Williams, Ray Substitute
Salary: \$22.00 per hour

C. Summer Tutorial Program

ACTION BY THE BOARD:

Motion was made by Christopher Baj to approve the appointments according to the 2000-2005 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. All salaries (\$22.00 per hour) will be funded by the Tutorial Program Grant. Motion was seconded by William Searfoss and carried unanimously, 9-0.

1. Appointments for the summer of the 2003-2004 School Year

TEACHER	SCHOOL
Brenda Perini	Substitute
Lori Sherman	Substitute

D. Salary Change

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the following salary changes in accordance with the 2000-2005 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. Motion was seconded by Christopher Baj and carried unanimously, 9-0.

<u>Name</u>	<u>From</u>	<u>To</u>
Groff-Yarnall, Lois	(\$58,705) Step 13, Column 13 (2001-2002 School Year)	(\$57,580) Step 13 Column 11 (2001-2002 School Year)
	(\$60,431) Step 14, Column 13 (2002-2003 School Year)	(\$59,256) Step 14, Col. 11 (2002-2003 School Year)
	(\$62,679) Step 15, Column 14 (2003-2004 School Year)	(\$61,454) Step 15, Column 12 (2003-2004 School Year)

E. Substitute Teacher Pay Rate for the 2004-2005 School Year

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the per diem substitute rate as \$75.00 per day. After thirty-days (30) of teaching, the substitute will be eligible for a \$500.00 bonus. The 30 days do not have to be consecutive and are calculated for time substituted within the 2004-2005 school year only and will not carry over to subsequent school years. Motion was seconded by Christopher Baj and carried unanimously, 9-0.

F. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the appointments according to the 2000-2005 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. Motion was seconded by Christopher Baj and carried unanimously, 9-0.

1. Appointments for the 2003-2004 School Year

	Name	Position	Salary	
a.	Bakner, Paul	Summer Band Advisor - High School North	\$22.00 per hr.	30 hr. max.
b.	Bedell, Elaine	Intramural Tennis Co-Advisor – J. T. Lambert Intermediate School	\$17.00 per hr.	24 hr. max.
c.	Bybee, Steven	Intramural Track & Field Co-Advisor – J. T. Lambert Intermediate School	\$17.00 per hr.	24 hr. max.
d.	Christian, Edward	Intramural Weight Room Co-Supervisor (1 st half spring) - High School South	\$17.00 per hr.	24 hr. max.
e.	Christian, Edward	Intramural Weight Room Co-Supervisor (2nd half spring) - High School South	\$17.00 per hr.	24 hr. max.
f.	Clogg, Katye	Elementary Summer Band Advisor – J. M. Hill Elementary School	\$22.00 per hr.	122 hr. max.
g.	Clogg, Katye	Drama Musical Director – High School South	\$1,235.00	
h.	Conklin, Kimberly	Summer Band Advisor - J. T. Lambert Intermediate School	\$22.00 per hr.	53 hr. max.
i.	Dreibelbis, Susan	Intramural Tennis Co-Advisor -J. T. Lambert Intermediate School	\$17.00 per hr.	24 hr. max.
j.	Householder, Laura	Detention Supervisor – High School North	\$22.00 per hr.	
k.	Leyrer, Brian	Intramural Weight Room Supervisor (summer) - J. T. Lambert Intermediate School	\$17.00 per hr.	48 hr. max.
l.	Myers, John	Intramural Weight Room Supervisor (1 st half Spring) - High School North	\$17.00 per hr.	48 hr. max.
m.	Myers, John	Intramural Weight Room Supervisor (2nd half Spring) - High School North	\$17.00 per hr.	48 hr. max.
n.	Parnell, Catherine E.	Summer Band Advisor – Bushkill Elementary School	\$22.00 per hr.	27 hr. max.
o.	Shamp, Melodie	Summer Band Advisor – Smithfield Elementary School	\$22.00 per hr.	21 hr. max.
p.	Tasick, Denise	Mentor for Francisco Rodriguez – High School North (2 nd semester)	\$450.00	Prorated

2. Appointments for the 2004-2005 School Year

Last Name	First Name	Position	Building	Rate
Andrews	Jennifer	Girls' Basketball Varsity Assistant Coach	High School South	\$3,470.00
Aponte	Betty	Girls' Tennis Head Coach	High School North	\$2,315.00
Arthur	Thomas	Baseball Head Coach	High School North	\$3,900.00
Arthur	Thomas	Football Varsity Assistant Coach	High School North	\$4,300.00
Bedell	Elaine	Girls' Tennis Head Coach	High School South	\$2,315.00
Benson	James	Football Assistant Coach	J. T. Lambert Intermediate School	\$1,250.00
Berke	Bruce	Football Varsity Assistant Coach	High School North	\$4,300.00
Bozena	John	Football Varsity Assistant Coach	High School South	\$4,300.00
Brenneman	Benjamin	Cross Country Head Coach	High School North	\$2,315.00
Brenneman	Benjamin	Wrestling Varsity Assistant Coach	High School North	\$3,470.00

Brzozowski	Brian	Football Assistant Coach	Lehman Intermediate School	\$1,250.00
Bukoski	Gary	Football Varsity Assistant Coach	High School South	\$4,300.00
Buksa	Erik	Boys' Soccer Head Coach	High School North	\$3,900.00
Buksa	Erik	Girls' Soccer Varsity Assistant Coach	High School North	\$2,760.00
Bybee	Steven	Soccer Head Coach	J. T. Lambert Intermediate School	\$1,790.00
Camaerei	Albert	Wrestling Head Coach	High School South	\$4,940.00
Camaerei	Albert	Varsity Assistant Softball Coach	High School South	\$2,760.00
Carmeci	Dawn	Cheerleading Head Coach (fall)	High School North	\$1,575.00
Carmeci	Dawn	Cheerleading Head Coach (winter)	High School North	\$1,575.00
Casciotta	Marialena	Softball Head Coach	High School North	\$3,900.00
Christian	Edward	Football Head Coach	High School South	\$5,900.00
Cole	Adam	Girls' Basketball Head Coach	High School South	\$4,940.00
Connor	Jyl	Field Hockey Head Coach	High School South	\$3,900.00
Cullin	Richard	Girls' Track and Field Head Coach	High School South	\$3,900.00
Dailey	Charles	Football Head Coach	High School North	\$5,900.00
Dailey	Charles	Associate Athletic Co-Director	High School North	\$6,100.00 (prorated)
Davis	Tammy	Girls' Basketball Freshman Coach	High School North	\$3,045.00
DeLong	Ryan	Football Freshman Assistant Coach	High School North	\$2,945.00
DeLong	Ryan	Baseball Junior Varsity Coach	High School North	\$2,300.00
Dreibelbis	Susan	Girls' Tennis Junior Varsity Coach	High School South	\$1,500.00
Dunham	Dawes	Cross Country Head Coach	High School South	\$2,315.00
Ems	Tammy	Cheerleading Varsity Assistant Coach (winter)	High School South	\$1,065.00
Ems	Tammy	Cheerleading Varsity Assistant Coach (fall)	High School South	\$1,065.00
Fagan	Heidi	Field Hockey Head Coach	High School North	\$3,900.00
Falzone	Robert	Wrestling Varsity Assistant Coach	High School North	\$3,470.00
Falzone	Robert	Softball Varsity Assistant Coach	High School North	\$2,760.00
Finelli, Jr.	John	Football Freshman Assistant Coach	High School South	\$2,945.00
Finelli, Jr.	John	Girls' Track and Field Varsity Assistant Coach	High School South	\$2,760.00
Fisher	Marijo	Field Hockey Assistant Coach	J. T. Lambert Intermediate School	\$1,250.00
Flintosh	Gabriel	Softball Junior Varsity Coach	High School South	\$2,300.00
Fodness	Peter	Boys' Soccer Head Coach	High School South	\$3,900.00
Fodness	Peter	Girls' Soccer Head Coach	High School South	\$3,900.00
Frable	Ryan	Football Freshman Head Coach	High School North	\$3,675.00
Frable	Ryan	Baseball Varsity Assistant Coach	High School North	\$2,760.00
Frame	Kelly	Field Hockey Head Coach	J. T. Lambert Intermediate School	\$1,790.00
Fuller	Joshua	Wrestling Assistant Coach	J. T. Lambert Intermediate School	\$2,525.00
Funk	Kristin	Assistant Athletic Trainer	High School South	\$6,000.00
Glass	Jessica	Cheerleading Head Coach (fall)	High School South	\$1,575.00
Glass	Jessica	Cheerleading Head Coach (winter)	High School South	\$1,575.00
Gulmy	Keriann	Cheerleading Varsity Assistant Coach (winter)	High School North	\$1,065.00
Gulmy	Keriann	Cheerleading Varsity Assistant Coach (fall)	High School North	\$1,065.00
Healey	Michael	Swim Team Varsity Assistant Coach	High School South	\$2,760.00
Healey	Michael	Girls' Track and Field Varsity Assistant Coach	High School South	\$2,760.00
Heard	Jeffrey	Baseball Head Coach	High School South	\$3,900.00
Hendricks	Sara	Boys' Soccer Varsity Assistant Coach	High School North	\$2,760.00
Henritz	Anthony	Head Football Coach	J. T. Lambert Intermediate School	\$1,790.00
Jacobs	Joseph	Boys' Basketball Freshman Coach	High School South	\$3,045.00
Kafer	Roger	Softball Junior Varsity Coach	High School North	\$2,300.00
Kafer	Roger	Boys' Junior Varsity Soccer Coach	High School North	\$2,760.00
Kennedy	Kevin	Head Boys' Basketball Coach	High School North	\$4,940.00

Kerstetter	Eric	Boys' Track & Field Head Coach	High School North	\$3,900.00
Kerstetter	Eric	Football Assistant Coach	Lehman Intermediate School	\$1,250.00
Kirkpatrick	Jason	Soccer Head Coach	Lehman Intermediate School	\$1,790.00
Knowles	Jessica	Girls' Basketball Head Coach	High School North	\$4,940.00
Kolcun	Brian	Golf Head Coach	High School South	\$2,315.00
Kolcun	Brian	Boys' Tennis Head Coach	High School South	\$2,315.00
Kolcun	Brian	Boys' Basketball Assistant Coach	J. T. Lambert Intermediate School	\$1,750.00
Kopetchny	Kenneth	Associate Athletic Director	Lehman Intermediate School	\$3,300.00
Kose	Ahmet	Boys' Soccer Assistant Varsity Coach	High School South	\$2,760.00
Kruczek	Laurie	Girls' Soccer Varsity Assistant Coach	High School South	\$2,760.00
Kucheruck	Amy	Girls' Track and Field Varsity Assistant Coach	High School North	\$2,760.00
Kuhne	George	Rifle Team Head Coach	High School North	\$2,630.00
LaBar	Robert	Football Varsity Assistant Coach	High School South	\$4,300.00
Latoff	David	Football Varsity Assistant Coach	High School North	\$4,300.00
Latoff	David	Boys' Track & Field Varsity Assistant Coach	High School North	\$2,760.00
Levulis	Shannon	Swim Team Varsity Assistant Coach	High School North	\$2,760.00
Leyrer	Brian	Boys' Basketball Head Coach	J. T. Lambert Intermediate School	\$2,525.00
Leyrer	Brian	Football Assistant Coach	J. T. Lambert Intermediate School	\$1,250.00
Litts	Randall	Wrestling Varsity Assistant Coach	High School South	\$3,470.00
Luna	Michael	Baseball Varsity Assistant Coach	High School South	\$2,760.00
Manhart	Scott	Rifle Team Varsity Assistant Coach	High School South	\$1,840.00
Manhart	Frank	Rifle Team Head Coach	High School South	\$2,630.00
Martinelli	Amy	Softball Head Coach	High School South	\$3,900.00
Martinelli	Armand	Associate Athletic Director	High School South	\$6,100.00
Martinelli	Armand	Athletic Trainer	High School South	\$10,000.00
Maylor	Dina	Swim Team Head Coach	High School North	\$3,900.00
Mensingher	Terri	Field Hockey Varsity Assistant Coach	High School South	\$2,760.00
Metzgar	Dean	Golf Head Coach	High School North	\$2,315.00
Metzgar	Richard	Rifle Team Varsity Assistant Coach	High School North	\$1,840.00
Miller	Sharon	Girls' Soccer Head Coach	High School North	\$3,900.00
Mitchell	Brian	Football Head Coach	Lehman Intermediate School	\$1,790.00
Mitchell	Daniel	Baseball Junior Varsity Coach	High School South	\$2,300.00
Molin	Maurice	Boys' Track and Field Varsity Assistant Coach	High School South	\$2,760.00
Montgomery	Res	Boys' Tennis Head Coach	High School North	\$2,315.00
Montgomery	Res	Girls' Tennis Junior Varsity Coach	High School North	\$1,500.00
Mullaney	David	Boys' Basketball Varsity Assistant Coach	High School South	\$3,470.00
Murphy	Kenneth	Wrestling Varsity Assistant Coach	High School South	\$3,470.00
Myers	John	Football Varsity Assistant Coach	High School North	\$4,300.00
North	Alison	Varsity Assistant Volleyball Coach	High School South	\$2,760.00
Patascher	Daniel	Swim Team Head Coach	High School South	\$3,900.00
Pilz	David	Boys' Track & Field Varsity Assistant Coach	High School North	\$2,760.00
Romanyshyn	Michael	Football Assistant Coach	J. T. Lambert Intermediate School	\$1,250.00
Rose	Anthony	Football Varsity Assistant Coach	High School South	\$4,300.00
Rossi	Christopher	Associate Athletic Co-Director	High School North	\$6,100.00 (prorated)
Ruhl	Steven	Football Freshman Head Coach	High School South	\$3,675.00
Ryan	Kimberly	Girls' Freshman Basketball Coach	High School South	\$3,045.00
Schneider	Christian	Wrestling Head Coach	High School North	\$4,940.00
Schoupe	Stephen	Associate Athletic Director	J. T. Lambert Intermediate School	\$3,300.00
Stalker	Michael	Wrestling Assistant Coach	Lehman Intermediate School	\$2,525.00
Stauffer	Robert	Boys' Basketball Head Coach	High School South	\$4,940.00

Steckel	Amy	Girls' Basketball Varsity Assistant Coach	High School North	\$3,470.00
Steckel	Amy	Field Hockey Varsity Assistant Coach	High School North	\$2,760.00
Tasick	Denise	Field Hockey Head Coach	Lehman Intermediate School	\$1,790.00
Wilson	Robert	Boys' Track and Field Head Coach	High School South	\$3,900.00
Winter	Kenneth	Boys' Soccer Junior Varsity Coach	High School South	\$2,760.00
Zaso	Patricia	Girls' Volleyball Varsity Assistant Coach	High School North	\$2,760.00

G. Administrative Staff

ACTION BY THE BOARD:

Motion was made by Christopher Baj to approve the retirement, leave of absence, and change of status to the administrative staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents, obtaining all necessary positive clearances and securing the proper instructional certificates*] and contractual agreement. Motion was seconded by William Searfoss and carried unanimously, 9-0.

1. Retirement

Name	Position Held
-------------	----------------------

- | | | |
|----|--------------------|---|
| a. | Bonawitz, Linda P. | Elementary Principal – Smithfield Elementary School and Grants/Federal Programs Coordinator
Effective date: To be determined by PSERS.
Mrs. Bonawitz will not return for the 2004-2005 school year. |
|----|--------------------|---|

(See page 52)

2. Leave of Absence – In accordance with Board Policy #335

Name	Position Held
-------------	----------------------

- | | | |
|----|----------------|--|
| a. | Wahrmann, Paul | Food Services Director - District
Effective date: April 15, 2004
Length of Leave: May 15, 2004 |
|----|----------------|--|

3. Change of Status

Name	Position Held
-------------	----------------------

- | | | |
|----|-----------------|---|
| a. | Burrus, John T. | From: Assistant Principal – J. M. Hill Elementary/East Stroudsburg Elementary Schools and Staff Development Coordinator
To: Principal – Smithfield Elementary School
Effective date: To be determined
Annual Salary: \$73,500.00 |
|----|-----------------|---|

(See page 53)

IX. CONTRACTS

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

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the contracts listed for their specific services, rates and effective dates. Motion was seconded by Christopher Baj and carried unanimously, 9-0.

	Name	Service	Rate	Payment From	Effective Date
1.	Carbon-Monroe-Pike Drug and Alcohol Commission, Inc.	Drug and Alcohol Prevention/Intervention Services	\$21,000.00	Safe and Drug Free Schools Grant	10/1/04 thru 6/30/05
2.	Conklin, Donna	Internet and Your Classroom	\$125.00	Staff Development	6/11/04
3.	Conklin, Donna	Rubrics – Quick, Easy and Professional	\$125.00	Staff Development	6/11/04
4.	Conklin, Donna	Internet and Your Classroom	\$125.00	Staff Development	6/15/04
5.	Conklin, Donna	Rubrics – Quick, Easy and Professional	\$125.00	Staff Development	6/15/04
6.	Conklin, Donna	Power Point Uses in Classroom	\$125.00	Staff Development	6/16/04
7.	Conklin, Donna	Microsoft Word III and Beyond	\$125.00	Staff Development	6/16/04
8.	Conklin, Donna	Rubrics – Quick, Easy and Professional	\$125.00	Staff Development	6/17/04
9.	Conklin, Donna	Internet and Your Classroom	\$125.00	Staff Development	6/17/04
10.	Conklin, Donna	Microsoft Word III and Beyond	\$125.00	Staff Development	6/22/04
11.	Conklin, Donna	Power Point Uses in Classroom	\$125.00	Staff Development	6/22/04
12.	Descavish-Bloom, Barbara	Creating Power Point Storybooks for Special Needs Students	\$300.00	Staff Development	6/24/04
13.	Geffers, Maria	Dennis the Menace – Pain + Prodigy	\$84.00	Staff Development	8/4/04
14.	Harris, Deborah	Summer School Teacher Training	\$176.00	Staff Development	6/14/04
15.	Kid's Peace	Tutorial Services	\$22.00 per hr. (\$330.00 max.)	Pupils Services	6/10/04 thru 6/30/04
16.	LaBar, Guy	CDL Instructor	\$883.84 per class (\$5,303.04 max.)	Transportation	7/04 thru 5/05
17.	LaBar, Ron	CDL Instructor	\$1,022.08 per class (\$6,132.48 max.)	Transportation	7/04 thru 5/05
18.	Perini, Charlotte	DJ – School Dance – end of year	\$200.00	Bushkill Elementary School	6/9/04
19.	Shawnee Academy	Residential Treatment	All fees are recovered by students' district of residence or from PDE	Special Education	7/1/04 thru 6/30/05
20.	Werth, John	Creating Educational Newsletter/Posters	\$300.00	Staff Development	7/21/04

Transportation Contracts

21.	Daley, Mary	Contract Transportation	\$ 97.87/day	Transportation Dept.	5/17/04
22.	Kemmerer, Ernest	Contract Transportation	\$146.37/day	Transportation Dept.	4/30/04
23.	Kemmerer, Ernest	Contract Transportation	\$112.12/day	Transportation Dept.	5/3/04
24.	Kemmerer, Ernest	Contract Transportation	\$161.30/day	Transportation Dept.	6/4/04
25.	Kemmerer, Ernest	Contract Transportation	\$138.16/day	Transportation Dept.	6/8/04
26.	Labadie, Gina	Contract Transportation	\$220.00/day	Transportation Dept.	5/27/04
27.	Muti, Peter	Contract Transportation	\$201.05/day	Transportation Dept.	4/23/04

X. STUDENT ITEMS

A. Placements and Agreements

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the placements and agreements for the students listed. Motion was seconded by Donald Motts and carried unanimously, 9-0.

	Student Number		Student Number
a.	04040586	b.	04150685
c.	04160780	d.	04160781
e.	04160782	f.	04160783
g.	04160888	h.	04170987
i.	04171279	j.	04171284
k.	04020989	l.	04171187

(See page 54)

XI. **NOVELS AND TEXTBOOKS**

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

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the novels/textbooks listed for use in the East Stroudsburg Area School District. Motion was seconded by Bet Hays and carried unanimously, 9-0.

American Government – Continuity & Change – Gr. 11/12	American Pathway to the Present – Gr. 10-11
En contacto: gramatica y En Contacto: lecturas – Gr. 11-12	i Continuemos! – Gr. 10-12
AP Spanish (text) – Gr. 11-12	L’Art de Lire – Gr. 10-12
Ensemble Culture et Societe – Gr. 10-12	AP French Preparing for the Language Examination – Gr. 10-12
Allez, viens! Level 1 – Gr. 9-12	Allez, viens! Level 2 – Gr. 9-12
Allez, viens! Level 3 – Gr. 9-12	Komm mit – Hold German Level 1 – Gr. 9-12
Komm mit – Hold German Level II – Gr. 9-12	Komm mit – Hold German Level III – Gr. 9-12
I Bien Viaje! Level 2 – Gr. 9-12	I Buen Viaje! Glencoe Spanish 3 – Gr. 9-12
Allez, viens! Level 1 (Gr. 9-12)	Allez, viens! Level 2 (Gr. 9-12)
Allez, viens! Level 3 (Gr. 9-12)	Ensemble, Culture et Societe – Gr. 10-12
L’Art de Lire – Gr. 10-12	AP French, Preparing for the Language Exam – Gr. 10-12
I Buen Viaje! 3 – Gr. 9-12	I Buen Viaje! 2 – Gr. 9-12
I Buen Viaje! 1 – Gr. 9-12	En Contacto – Gr. 9-12
C C’omo te va? (Gr. 7)	Buen Viaje (Gr. 8)
C C’omo te va? A (Gr. 8)	Buen Viaje 3 (Gr. 10-12)
Buen Viaje 1 (Gr. 8-12)	Buen Viaje 23 (Gr. 9-12)
Spanish I & II (Gr. 9-12)	Discovering French Nouveau! (Gr. 7)
Discovering French Nouveau! I (Gr. 8)	
Discovering French Bleu	What Teacher’s Can’t Do
Magic Tree House Twister on Sunday	Muncha Muncha Muncha
A Friend for Sam	Henry and Mudge & Mrs. Hopper’s House
Horrible Harry and the Mud Gremlins	Puppy Mudge Has a Snack
I Can’t Take a Bath!	Ghost Town at Sundown
Earthquake in the Early Morning	Jubal’s Wish
Muldoon	Ralph S. Mouse
Duck on a Bike	Animal ABC’s
One Tiny Turtle	Chana Y Su Rana
Earthquack!	I Lost My Bear
Is It Time?	Wake-Up Kisses
My World	A to Z Mysteries – The Runaway Racehouse
Big Tracks, Little Tracks	The Very Busy Day
It’s Spring!	Where’s My Hug?
Dino Riddles	Red-Eyed Tree Frog
Hey, Little Ant	Those Can-Do Pigs
P.J. Funnybunny Camps Out	Punctuation Takes a Vacation
Captain Cat	Mean, Mean Maureen Green
Teammates	More Stories Julian Tells
Franklin Plays the Game	Frog and Toad All Year
Snow Day!	Jillian Jiggs
Messy Bessey	Shortcut
My Dog, Cat	Here I Am! said Smedley
Whistle for Willie	

Amy Loves the Wind	A to Z Mysteries – The Runaway Racehorse
You Can't Eat Your Chicken Pox, Amber Brown	Ten True Animal Rescues
Captain Cat	Sherman is a Slowpoke
Arturo's Baton	Camping
Amber Brown Wants Extra Credit	Library Dog
The Big Fish	Bailey School Kids – Santa Claus Doesn't Mop Floors
Magic Tree House #23 – Twister on Tuesday	Magic Tree House #21 – Civil War on Sunday
Bailey School Kids – Monsters Don't Scuba Dive	Magic Tree House #24 – Earthquake in the Early Morning
Bailey School Kids – Cupid Doesn't Flip Hamburgers	Bailey School Kids – Ghosts Don't Eat Potato Chips
Is It Time?	Messy Bessy
Clifford's Good Deeds	David Goes to School
Cam Jansen	Mystery of the Carnival Prize
Junie B Jones and Her Big Fat Mouth	Henry and Mudge and the Wild Wind
Squanto Friend of the Pilgrims	Chrysanthemum
Magic School Bus – Space Explorers	Camping
Animals Should Definitely Not Wear Clothing	Caps for Sale
Young Cam Jansen – Baseball Mystery	Swing, Swing, Swing
Boots	Junie B. Jones and Some Sneaky Peeky Spying
Dinosaurs, Dinosaurs	Tell Me A story, Mama
How Do Dinosaurs Say Good Night?	The Big Fish
A Day with Police Officers	I Can Read About Baby Animals
Sheila Rae the Brane	Millions of Cats
Polar Bears	The Witch Who Was Afraid of Witches
Where Is My Grandma?	Chicha Chicha Boom
The Mouse Who Loved the Moon	Over in the Garden
The Big Hungry Bear	The Noise Festival
Little Blue and Little Yellow	Bill
Fox and His Friends	The Secret of Spooky House
Greg's Microscope	Martin and the Tooth Fairy
Shipwreck Saturday	Clifford – The Small Red Puppy
Betcha	Deputy Dan and the Band Robbers
The Josefine Story Quilt	Junie B. Jones Has a Monster Under Her Bed
Junie B. Jones Smells Something Fishy	Ralph S. Mouse
The Magic School Bus – Sees Stars	Valette Valette
Come teva? Green	L Como teva? Red
Buen Viaje	Allez, viens
The Deadly Dungeon	

XII. GRIEVANCES

ACTION BY THE BOARD:

Motion was made by Christopher Baj to table the grievances A, B and C as listed. Motion was seconded by Michal Peterson and carried unanimously, 9-0.

A.

RECOMMENDATION: Motion to approve that the Step 4, ESAESPA/PSEA 0304-3 (Drivers) Grievance, as submitted by the East Stroudsburg Area Educational Support Personnel Association be denied for the reasons as are set forth in the District's Step 2 and Step 3 responses to the grievance.

B.

RECOMMENDATION: Motion to approve that the Step 4, Dorothy Wood Grievance, as submitted by the East Stroudsburg Area Educational Support Personnel Association be denied for the reasons as are set forth in the District's Step 2 and Step 3 responses to the grievance.

C.

RECOMMENDATION: Motion to approve that the Step 4, Charles Lloyd Grievance, as submitted by the East Stroudsburg Area Educational Support Personnel Association be denied for the reasons as are set forth in the District's Step 2 and Step 3 responses to the grievance.

XIII. APPOINTMENT OF TREASURER

ACTION BY THE BOARD:

Motion was made by Christopher Baj to approve the appointment of treasurer PNC Bank, East Stroudsburg, PA, be appointed Treasurer of the District, effective July 1, 2004, for the 2004-2005 school year at no cost to the District (No change to existing contract). Motion was seconded by Donald Motts and carried unanimously, 9-0. (ROLL CALL VOTE)

XIV. GENERAL FUND AND CAPITAL RESERVE BUDGETS

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve that the East Stroudsburg Area School District does hereby adopt its general fund and capital reserve budgets for the school year 2004-2005, in the amounts and categories as set forth below and as posted in accordance with the law, the full budgets being filed with the school records and the Department of Education as required by law. The totals of said general fund and capital reserve budgets are \$88,427,183 and \$1,035,800, respectively. The general fund budget includes funds from the State and Federal governments in addition to the taxes hereinafter levied, after proper additions and amendments. Motion was seconded by Donald Motts and carried 6-3. (ROLL CALL VOTE) Voting for were: Horace Cole, Robert Huffman, Bet Hays, Michal Peterson, Donald Motts and Patrick Forney. Voting against were: Christopher Baj, William Searfoss, and William Zacharias.

<u>2004-2005 BUDGET – GENERAL FUND</u>			
<u>1000</u>	Instruction		
1100	Regular	\$38,155,474	
1200	Special	13,137,283	
1300	Vocational	1,657,723	
1400	Other	<u>1,455,646</u>	
	Subtotal – Instruction		\$54,408,128
<u>2000</u>	Support Services		
2100	Pupil Personnel	423,239	
2200	Instructional Staff	519,389	
2300	Administration	4,392,682	
2400	Pupil Health	1,351,228	
2500	Business Office	676,812	
2600	Operation & Maintenance	4,784,886	
2700	Transportation	5,237,169	
2800	Professional Services	1,393,543	
2900	Other Support Services	-	
	Subtotal- Support Services		18,778,948
<u>3000</u>	Non-Instructional Services		
3200	Student Activities	2,042,756	
3300	Community Services	<u>36,000</u>	

	Subtotal-Non-Instructional Services		2,078,756
<u>4000</u>	Facilities Construction & Improvement		
4200	Site Improvement & Replacement	-	
4600	Building Improvement & Replacement	=	
	Subtotal-Facilities Construction & Improvement		-
<u>5000</u>	<u>Other Financing Sources (Uses)</u>		
5100	Financing	264,505	
5200	Transfers to Funds	12,373,848	
5900	Budgetary Reserve	<u>525,000</u>	
	Subtotal- Other Financing Sources (Uses)		<u>13,163,353</u>
	TOTAL BUDGET – GENERAL FUND		<u>\$88,427,183</u>

2004 – 2005 PROPOSED BUDGET- CAPITAL RESERVE FUND			
<u>2000</u>	<u>Support Services</u>		
2600	Operation & Maintenance	\$9,350	
2700	Transportation	<u>870,700</u>	
	Subtotal – Support Services		\$880,050
<u>4000</u>	<u>Facilities Construction & Improvement</u>		
4200	Site Improvements – Replacements	35,000	
4600	Building Improvement-Replacement	<u>120,750</u>	
	Subtotal - Facilities Construction & Improvements		<u>155,750</u>
	TOTAL BUDGET – CAPITAL RESERVE		\$1,035,800

XV. TAXES

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the tax rates listed below to fund the 2004-2005 school year budget, including the one (1%) percent Earned Income Tax, which is expected to produce a revenue of \$2,000,000; the Occupational Privilege Tax, which is expected to produce a revenue of \$93,000; the one (1%) percent Realty Transfer Tax, which is expected to produce a revenue of \$1,116,000; and the Real Estate Tax, which is expected to produce net revenues of \$53,004,207. Motion was seconded by Donald Motts and carried 6-3. (ROLL CALL VOTE) Voting for were: Horace Cole, Robert Huffman, Bet Hays, Michal Peterson, Donald Motts and Patrick Forney. Voting against were: Christopher Baj, William Searfoss, and William Zacharias.

- A. Be it resolved that a tax of 121.0 mills be enacted on real estate in the Monroe County portion of the East Stroudsburg Area School District for the 2004-2005 school year; and
- B. Be it resolved that a tax of 89.7 mills be enacted on real estate in the Pike County portion of the East Stroudsburg Area School District for the 2004-2005 school year; and
- C. Be it resolved that the 1% Earned Income Tax remain in effect be placed on all residents of the District for the 2004-2005 school year; and
- D. Be it resolved that the \$10.00 Occupational Privilege Tax remain in effect to be placed on all workers in the District for the 2004-2005 school year; and
- E. Be it resolved that the 1% Real Estate Transfer Tax remain in effect for the 2004-2005 school year.

XVI. EXONERATIONS

A.

ACTION BY THE BOARD:

Motion was made by Bet Hays to exonerate the 2003 real estate taxes for Middle Smithfield Township owned property 9-4D-3-22. Motion was seconded by Patrick Forney and carried unanimously, 9-0.

(See Pages 55-56)

B.

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the exoneration of 2003 real estate taxes for the following East Stroudsburg Borough owned properties: 5-6-2-1/1-1, 5-6/2/1/1-5, 5-6/2/1/1-7. Motion was seconded by Patrick Forney and carried unanimously, 9-0.

(See Page 57)

C.

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the exoneration of 2004 real estate taxes for East Stroudsburg Borough owned properties: 5-6/1-4-9 and 16/7/2/33. Motion was seconded by Patrick Forney and carried unanimously, 9-0.

(See Page 58)

XVII. REFUND OF ROLLBACK TAXES

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve that the Board authorize and direct a refund of rollback taxes and interest in the amount of \$20,104.40 which was erroneously or inadvertently paid to the District on the transfer of the property represented by Pike County Map Number 194.03-03-27 from Stewart Schoonover tot the Bushkill Community Church. The preferential assessment under Act 319 continues and no rollback taxes or interest is due on the transfer. Motion was seconded by Christopher Baj and carried unanimously, 9-0.

(See pages 59-63)

XVIII. PORTNOFF LAW ASSOCIATES, LTD. DIRECTIVE

ACTION BY THE BOARD:

Motion was made by Christopher Baj to approve that the Board authorize and direct Portnoff Law Associates, LTD to do the following: to order title reports on properties on which delinquent 2002 real estate taxes are due, and to evaluate the same, at a charge to the District of \$25.00 per property; to file writs of execution against, and list for Sheriff Sale, those properties received prior to or at the sale; and, in the event that there are no third party bidders, to take appropriate action as previously outlined by Portnoff to negate any ownership interest in the properties by the District and/or place the properties back on the tax rolls. Motion was seconded by William Searfoss and carried unanimously, 9-0.

XIX. COLLECTION OF UNPAID REALTY TRANSFER TAXES

ACTION BY THE BOARD:

Motion was made by Christopher Baj to approve that the Board authorize the Solicitor to institute legal action for the collection of unpaid realty transfer taxes where a determination has been issued by the Pennsylvania Department of Revenue that additional taxes are due, provided that such action will only be initiated where the District's share of any such taxes is \$500.00 or more. Motion was seconded by Donald Motts and carried unanimously, 9-0.

XX. PILOT AGREEMENT WITH UNIVERSITY PROPERTIES, INC

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve that the Board be authorized and directed to enter into a PILOT Agreement with University Properties, Inc. providing for a one-time payment in lieu of taxes in the amount of \$100,000.00 in connection with the construction of student housing facilities for the East Stroudsburg University. The Agreement shall be substantially in the form as presented to the Board, subject to such revisions as shall be approved by the Solicitor. Motion was seconded by Christopher Baj and carried unanimously, 9-0. (ROLL CALL VOTE)

XXI. FISCAL ITEMS

A. Award of Bids

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the award of bids for the following areas as per bids received Tuesday, May 4, 2004, for the 2004-2005 school year to the lowest responsible bidders as listed. Motion was seconded by Bet Hays and carried unanimously, 9-0.

A.	CLASSROOM SUPPLIES	# of items	AWARD
	BIDDER		
1.	Elgin School Supply Co, Inc., Chico, CA	12	\$1,915.89
2.	Kurtz Bros., Clearfield, PA	52	\$17,758.63
3.	Office Service Company, Reading, PA	15	\$2,878.15
4.	Phillips Supply, Plymouth, PA	39	\$8,671.95
5.	School Specialty, Mansfield, OH	68	\$8,097.11
6.	Standard Stationery Supply, Wheeling, IL	53	\$8,769.23
7.	Triarco Arts and Crafts, Plymouth, MN	2	\$144.03
	TOTAL	241	\$48,234.99

B.	CUSTODIAL SUPPLIES	# of items	AWARD
	BIDDER		
1.	Genesis II, Rock Hill, SC	3	\$2,747.50
2.	Indco, Gloucester City, NJ	28	\$4,328.99
3.	Interboro Packaging Corp., Montgomery, NY	3	\$5,892.12
4.	LJC Distributors of Fuller Brush, Scranton, PA	3	\$306.50
5.	Master Chemical Products, Wilkes-Barre, PA	38	\$63,256.98
5.	Northeast Chemical & Supply Co., Lansford, PA	1	\$12,136.00
6.	Unipak Corp., Brooklyn, NY	1	\$1,736.00
	TOTAL	77	\$90,404.09

C.	TECHNOLOGY EDUCATION	# of items	AWARD
1.	Almart Enterprises, Inc., Pittsburgh, PA	1	\$5.85
2.	Dick Blick, Allentown, PA	65	2,247.09
3.	Delvies Plastics, Salt Lake City, Utah	5	204.60
4.	Downes & Reader Hardwood, Stoughton, MA	10	9,276.60
5.	Industrial Arts Supply, Minneapolis, MN	11	364.52
6.	Kelvin Electronics, Farmingdale, NY	20	1,796.40
7.	Mann & Parker Lumber, New Freedom, PA	2	2,760.00
8.	Metco, Leechburg, PA	72	2,160.00
9.	Midwest Technology Products, Sioux City, IA	90	3,716.61
10.	Modern School Supply, Hartford, CT	17	1,284.45
11.	Mouser Electronics, Budd Lake, NJ	70	3,505.01
12.	O'Shea Lumber, Glen Rock, PA	2	890.00
13.	Paxton Patterson, Chicago, IL	144	3,432.99
14.	G.E. Richards Graphic, Landsville, PA	2	91.00
15.	Satco, St. Paul, MN	148	5,065.92
16.	Saw Sales and Machinery, Gibsonia, PA	33	891.95
17.	Tool Crib, Grand Forks, ND	39	6,205.79
18.	Valley Litho Supply, Rice Lake, WI	42	5,778.30
	TOTAL	773	\$49,677.08

B. Bids for Smithfield Elementary School Renovation and Addition project

ACTION BY THE BOARD:

Motion was made by Bet Hays to authorize administration and the Architectural Studio solicit bids for the Smithfield Elementary School Renovation and Addition project. Motion was seconded by Donald Motts and carried unanimously, 9-0.

C. Bond Payment

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the current invoices for construction and related costs associated with the Bond Issue made by PNC Bank, acting as district agent: 2001 Bond Issue: \$246,522.56
 Motion was seconded by Robert Huffman and carried 5-4. (ROLL CALL VOTE) Voting for were: Horace Cole, Robert Huffman, Bet Hays, Michal Peterson and Patrick Forney. Voting against were: Christopher Baj, Donald Motts, William Searfoss, and William Zacharias.

(See pages 64-65)

ACTION BY THE BOARD:

Motion was made by Christopher Baj to amend the main motion to exclude payment to The Architectural Studio. Motion was seconded by William Zacharias and defeated 5-4. (ROLL CALL VOTE) Voting against were: Horace Cole, Robert Huffman, Bet Hays, Michal Peterson and Patrick Forney. Voting for were: Christopher Baj, Donald Motts, William Searfoss, and William Zacharias.

D. Financial Report Acceptance

ACTION BY THE BOARD:

Motion was made by Patrick Forney to accept the June 30, 2003, comprehensive annual financial report as audited by John J. Riley, Inc., the related audit reports and management letter. Motion was seconded by Bet Hays and carried unanimously, 9-0.

E. Waiver of Use of Facilities Fees

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the requests received to waive the use of facilities fees listed. Motion was seconded by Patrick Forney and carried unanimously, 9-0.

USE OF SCHOOL FACILITIES – Waivers Pending – August 04

1. Bushkill Community Church
Bushkill Elementary School cafeteria, all-purpose room, gymnasium, classrooms
Religious classes and worship
Sundays, July 7, 2004 – June 26, 2005
2. Pocono Dance Center
Bushkill Elementary School cafeteria
Dance education for students
Thursdays, September 2004 – May 2005

(See pages 66-67)

F. Lease Agreement With IBM

ACTION BY THE BOARD:

Motion was made by Bet Hays to authorize the Business Manager to enter into a lease agreement with IBM for District AS400 computer and related equipment. Motion was seconded by Donald Motts and carried unanimously, 9-0.

(See pages 68-79)

G. Budget Transfers, Payment of Bills and Treasurer's Report

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the budget transfers, payment of bills and treasurer's report listed in this agenda for the 2003-2004, 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 Patrick Forney and carried unanimously, 9-0.

1. Budget Transfers - (See pages 80-91)
2. Payment of Bills - (See pages 92-116)
3. Treasurer's Report - (See pages 117-122)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – June 28, 2004**

**East Stroudsburg Area Senior High School – South
7:30 p.m.**

ADDENDUM

XIII. **PERSONNEL ITEMS**

C. **Professional Staff**

ACTION BY THE BOARD:

Motion was made by Patrick Forney to approve the resignations and appointments to the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by William Searfoss and carried unanimously, 9-0.

1. **Resignations**

	Name	Position Held
l.	Piccotti, Susan	Guidance Counselor – High School North Effective Date: August 25, 2004
m.	Stefani, Laura	Sixth Grade Teacher - J. T. Lambert Intermediate School Effective Date: July 19, 2004
n.	Werkheiser, Susan	Fifth Grade Teacher - Bushkill Elementary School Effective Date: June 30, 2004

(See pages 3-5)

6. **Appointment Regular**

	Name	Appointment
b.	DiBonaventura, Hilary	Special Education Teacher (TPE) - J. M. Hill Elementary School Effective Date: August 26, 2004 Annual Salary: \$33,765.00 (Step 1 Column 1) Hilary DiBonaventura replaces Dawn Costello who has resigned.

(See page 6)

IX. **CONTRACT**

ACTION BY THE BOARD:

Motion was made by Christopher Baj to approve the contract listed for their specific services, rates and effective dates. Motion was seconded by William Searfoss and carried unanimously, 9-0.

	Name	Service	Rate	Payment From	Effective Date
28.	Yosviak, Andrew	Wind, Battery Music Arranger for Marching Band	\$3,100.00	Music Department	7/20/04 thru 7/23/04

XII. **GRIEVANCES**

ACTION BY THE BOARD:

Motion was made by William Searfoss to table the grievance D. as listed. Motion was seconded by Michal Peterson and carried unanimously, 9-0.

ACTION BY THE BOARD:

Motion to approve that the Step 4, ESAESPA/PSEA 0304-6 (Rosters) Grievance, as submitted by the East Stroudsburg Area Educational Support Personnel Association be denied for the reasons as are set forth in the District's Step 2 and Step 3 responses to the grievance.

XXII. **ADJOURNMENT** – 9:36 PM

Respectfully Submitted,

Robert C. Huffman
Board Secretary