

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – August 18, 2003
East Stroudsburg Area Senior High School – South
7:30 p.m.**

- I. President Cole called the meeting to order at 7:35 p.m. and led those present in the Pledge of Allegiance. Secretary Robert Huffman called the roll
- II. Members present were: Philip Brush, Horace Cole, Patrick Forney, Bet Hays, Robert Huffman, Don Motts and William Zacharias. Roland Featherman and Arthur Moeller were absent.
- III. School personnel present: Julie Andrews, Sue Andrews, Douglas Arnold, David Baker, Paul Bakner, Patricia Baughman, Mary Biancni, Linda Bonawitz, John Burris, Michelle Carhart, Richard Carty, Michael Catrillo, Irene Duggins, Marie. Guidry, A. M. Kise, Kenneth Koberlein, Gail Kulick, Sharon Laverdure, Mary Ann Lynn, Samantha Kearney, Todd Mason, Michael Michaels, Patricia Mulroy, Gregory. Naudascher, Lois Palio, William Parks, Brenda Roeber, James Shearouse, Brian Snapp, Linda Snyder, Norman Solotruk and Rita Stephan. Also present was: Thomas Dirvonas – Solicitor.
- IV. Media Guest present: Aaron Applegate “Pocono Record” and Robert Charlanza “Community News”
- Community members present: Tony Arnold, Chris Baj, Linda Bayer, Bill Benzin, April Bonkit, Gayle Brennan, Tim Blohn, John Coakley, Ina Kay Davis, Jill Davis, Sharon Davis, Tracy Davis, Devin Day, Kelly DeRoche, Marlisa Doleiden, Christina Fabijanczuk, Betty Fallick, Elizabeth Fallick, Robert Fallick, Carrie Frailey, Cindy Frailey, Anthony Frost, Robert Gress, Stephanie Heimbach, Eileen Irwin, Joe Kabrhel, Brian Krinsky, Maureen Kribnsky, Diane Krupski, Karen Malarhoney, Kristine Marakovits, Linda Potenzieri, Frank Potenzieri, Sr., William Searfoss, Rose Shortino, Faith Waters, Barbara Wells and Steve Wisotsky.

V. **APPROVAL OF MINUTES AND AGENDA**

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the minutes for the meeting of July 21, 2003, (pages 1-14), and this agenda for, August 18, 2003, (pages 1-53), 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 Patrick Forney and carried unanimously, 7-0.

- VI. An executive session was held before the regular meeting for the purpose of discussing personnel, property and legal matters.

VII. **SUPERINTENDENT’S REPORT**

Dr. Koberlein announced that schools will open on Monday, August 25 and that teacher in-service days were upcoming.

Mr. Naudascher reported on the PSSA test results.

Board Policies to be considered for revisions, with approval at the September 15, 2003, Board meeting are available for review in the Superintendent’s Office on any District business day from 7:45 a.m. to 3:45 p.m.

251 – Homeless Students
508 – Employment Contract
509 – Assignment and Transfer
525 – Dress and Grooming
807 – Opening Exercises/Flag Display

(See pages 54-62A)

VIII. PUBLIC PARTICIPATION

Linda Potenzieri mother of two students at the High School South; expressed concern for the transfer of Mr. Solotruk. She feels that Norman Solotruk is an asset to the school , “he is the glue”; “he is vital” and “he has a gift” for handling students.

Steve Wisotsky/Diane Krupski – High School North Football Booster Club requested that they be permitted to sale ads to be placed around the football field at the High School North.

Rita Steffan expressed concerns about Norman Soloturk and the main lobby being open with no security.

Chris Baj questioned Bond issues payments and invoices payment of insurance.

John Coakley expressed concerns about Norman Soloturk and his transfer.

Robert Gress asked the School Board plans for the exercise room at J. T. Lambert Intermediate School.

IX. PERSONNEL ITEMS

A. Support Staff

(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 Patrick Forney to approve the resignations, reassignments, 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 Robert Huffman and carried unanimously, 7-0.

1. Resignations

Name	Position Held
a. Schmidt, Aubrey	Instructional Aide – Reading – Bushkill Elementary Effective Date: August 11, 2003
b. Seenauth, Pamela	Study Hall Monitor - High School – South Effective Date: August 7, 2003
c. Welten, Rachel	Cafeteria Monitor - Bushkill Elementary Effective Date: August 11, 2003

(See pages 63-66)

2. Reassignment

Name	Position Held
a. Garris, Robert	From Cafeteria Custodian at High School North to Custodian – First Shift - High School North Effective Date: August 21, 2003 This is a new position.
b. Malvagno, Catherine	From Student Helper at High School North to Instructional Aide at High School South Hourly Rate: \$10.40 Effective Date: August 21, 2003 This is a new position.

3. **Change of Status**

- | Name | Position Held |
|---------------------|--|
| a. Orlando, Barbara | From Part-time to Full-time Cafeteria Worker - J. T. Lambert Intermediate
Effective Date: August 20, 2003
This is a new position. |
| b. Snee, Tammy | From Part-time to Full time Secretary - High School – South
Hourly Rate: \$9.62
Effective Date: August 11, 2003
This is a new position. |

4. **Reappointments Bus Drivers for the 2003-2004 School Year**

	Last Name	First Name	Hourly Rate
a.	Ahulm, Sr.	Edwin	\$14.33
b.	Alpaugh	Judy	\$11.19
c.	Arnold	John	\$13.24
d.	Asplint	George	\$11.19
e.	Bachelder	Lorne	\$15.69
f.	Bader	Vicky	\$12.14
g.	Bartek	Cynthia	\$11.19
h.	Bredehoeft	Heidi	\$10.71
i.	Buckley	Catherine	\$10.71
j.	Buckley	Thomas	\$15.69
k.	Caramella	George	\$10.71
l.	Cavanaugh	Lorraine	\$11.19
m.	Cole	Marie	\$13.45
n.	Counterman, Sr.	Boyd	\$19.04
o.	Cramer	Kathaleen	\$14.58
p.	Curras	Odette	\$11.19
q.	Dildine	Vincent	\$19.04
r.	Drane	Joseph	\$14.58
s.	Dymond	Larry	\$10.20
t.	Fahl	Sharon	\$11.44
u.	Fitzgerald	Judy	\$13.45
v.	Foley	Brian	\$10.20
w.	Fruendt	Edward	\$10.71
x.	Funk	Janice	\$11.03
y.	Fylstra	Stephen	\$11.44
z.	Fylstra	Kathleen	\$12.14
aa.	Galunic	Victor	\$11.73
bb.	Galvan	Doriann	\$10.71
cc.	George	Thomas	\$13.34
dd.	Graver	Clifford	\$12.03
ee.	Graver	Melinda	\$12.03
ff.	Griffin	Dave	\$11.19
gg.	Guterrez	Trindade	\$11.03
hh.	Hamilton	Crystal	\$11.73
ii.	Harrison	Merlyn	\$11.73
jj.	Hayes	Denise	\$14.58
kk.	Hendel	Thomas	\$14.86

ll.	Hrobak	Dave	\$11.44
mm.	Johnson	Annie	\$11.19
nn.	Johnston	James	\$11.19
oo.	King	David	\$10.71
pp.	Knope	Larry	\$11.19
qq.	Kresge	Judy	\$16.70
rr.	LaBar	Guy	\$18.41
ss.	LeBar	Edward	\$15.69
tt.	Lloyd	Charles	\$11.19
uu.	Lutjens	Constance	\$10.71
vv.	Lynch	Linda	\$11.73
ww.	Madison	Dale	\$17.81
xx.	Miller	Ruth	\$11.44
yy.	Miller	Linda	\$16.70
zz.	Moffatt	James	\$11.44
aaa.	Moore	Jean	\$10.71
bbb.	Moore	Mary Ann	\$11.19
ccc.	Muti	Paula	\$13.45
ddd.	Nevil	Jacqueline	\$15.69
eee.	Nevil	Carol	\$19.63
fff.	Ogg	Joseph	\$11.44
ggg.	Ogg	Brian	\$14.58
hhh.	Ogg	Terri	\$11.44
iii.	Parke	Tina	\$11.44
jjj.	Patney	Velma	\$11.44
kkk.	Patney	Michael	\$11.73
lll.	Payne	Dale	\$12.59
mmm.	Poucel	Richard	\$11.19
nnn.	Presco	Debra	\$12.70
ooo.	Radick	Kirk	\$13.45
ppp.	Reish	Clare	\$19.79
qqq.	Roberts	Elaine	\$12.14
rrr.	Rogers	Paul	\$11.19
sss.	Rogers	Charlene	\$11.44
ttt.	Rutz	Faye	\$14.58
uuu.	Scarnecchia	Nancy	\$11.03
vvv.	Shoemaker	John	\$19.79
www.	Simon	Richard	\$11.19
xxx.	Siska	Charlene	\$13.24
yyy.	Smith	Robert	\$14.58
zzz.	Sotomayor	Angel	\$15.69
aaaa.	Spiotta	Anthony	\$12.70
bbbb.	Steimer	Cheryl	\$11.19
cccc.	Steimer	Sandra	\$13.45
dddd.	Stephan	Rita	\$13.24
eeee.	Stofik	Kevin	\$11.03
ffff.	Strunk	Geraldine	\$11.19
gggg.	Strunk, Jr.	Harold	\$10.71
hhhh.	Tallada	Royd	\$12.14
iiii.	Titus	Kathleen	\$11.73
jjjj.	Torregrossa	Aimee	\$11.19
kkkk.	Treible	Vinton	\$16.70

llll.	Turner	Cory	\$17.22
mmmm.	Watson	Rozanna	\$11.73
nnnn.	Wells	Barbara	\$11.19
oooo.	Wolfe	Ellen	\$10.71
pppp.	Wood	Dorothy	\$11.19
qqqq.	Wood	Wanda	\$11.19
rrrr.	Young	Brian	\$12.14

5. **Reappointments Cafeteria Monitors for the 2003-2004 School Year**

	Last Name	First Name	Location	Hourly Rate
a.	Anger	Sandra	J. M. Hill Elementary School	\$8.76
b.	Arnesen	Louise	Middle Smithfield Elementary School	\$12.54
c.	Barvig	Eileen	East Stroudsburg Elementary School	\$9.42
d.	Beniamino	Robin Ann	Bushkill Elementary School	\$9.73
e.	Blackmore	Helen	J. T. Lambert Intermediate School	\$8.76
f.	Cavanaugh	Theresa	Bushkill Elementary School	\$8.76
g.	Estrada	Lillian	Lehman Intermediate School	\$7.81
h.	Fetherman	Jane	J. T. Lambert Intermediate School	\$11.44
i.	Francis	Yolanda	High School South	\$8.20
j.	Hezel	Deborah	J. T. Lambert Intermediate School	\$8.52
k.	Legemaat	Susan	Resica Elementary School	\$8.63
l.	Liszewski	Joann	J. T. Lambert Intermediate School	\$11.35
m.	Lynn	Ann Marie	East Stroudsburg Elementary School	\$9.11
n.	Mallalieu	Diane	High School South	\$11.05
o.	Miller	Carol	J. M. Hill Elementary School	\$12.95
p.	Mondello	Patricia	Middle Smithfield Elementary School	\$8.76
q.	Montague	Margaret	Lehman Intermediate School	\$9.73
r.	Nigro	Kathy	Smithfield Elementary School	\$9.11
s.	Nubile	Linda	Resica Elementary School	\$8.20
t.	Orley	James	High School South	\$11.05
u.	Osoria	Aurea	Lehman Intermediate School	\$8.20
v.	Quinn	Jill	Resica Elementary School	\$8.20
w.	Raffa	Diane	Middle Smithfield Elementary School	\$8.63
x.	Rehm	Doris	High School South	\$8.76
y.	Sappio	Margaret	High School North	\$8.76
z.	Skidmore	Rose	J. M. Hill Elementary School	\$9.11
aa.	Soldo	Mindy	High School North	\$7.81
bb.	Tritto	Jo Ann	Smithfield Elementary School	\$10.33
cc.	Warner	Laura	Resica Elementary School	\$9.39
dd.	Wilson	Robin	J. T. Lambert Intermediate School	\$8.76

6. **Reappointments Cafeteria Workers for the 2003-2004 School Year**

	Last Name	First Name	Location	P/T or F/T	Cook	Hourly Base Rate
a.	Andrews	Julie	North Campus	(part-time)		\$8.31
b.	Barbera	Donna	Bushkill Elementary	(part-time)		\$8.67
c.	Beckhusen	Frances	North Campus	(part-time)		\$8.55
d.	Bergman	Phyllis	Resica Elementary	(full-time)		\$13.41
e.	Bogart	Freda	Bushkill Elementary	(full-time)	(Cook*)	\$8.93

f.	Bolles	Theresa	East Stroudsburg Elementary	(part-time)		\$8.67
g.	Bunnell	Joanne	Resica Elementary	(part-time)		\$8.67
h.	Cawley	Nina	East Stroudsburg Elementary	(part-time)		\$8.31
i.	Cortellini	Kathleen	High School South	(full-time)	(Cook*)	\$8.67
j.	Dekmar	Bonnie	J. T. Lambert Intermediate	(part-time)		\$8.55
k.	DeSilva	Marianie	North Campus	(part-time)		\$8.55
l.	Fenical	Joyce	North Campus	(part-time)		\$8.55
m.	Fuehrer	Renee	North Campus	(part-time)		\$8.67
n.	Halterman	Grace	Middle Smithfield Elementary	(full-time)		\$8.55
o.	Harlander	Janette	J. T. Lambert Intermediate	(full-time)		\$8.67
p.	Jensen	Diane	North Campus	(full-time)		\$8.67
q.	Jezowski	Alicja	North Campus	(full-time)		\$8.67
r.	Jiorle	Diane	Resica Elementary	(part-time)		\$8.67
s.	Karkut	Vikki	High School South	(part-time)		\$8.26
t.	Kearney	Samantha	J. M. Hill Elementary	(full-time)		\$8.67
u.	Krueger	Rosanne	J. T. Lambert Intermediate	(full-time)	(Cook*)	\$8.67
v.	Litts	Lorrie	Smithfield Elementary	(part-time)		\$8.67
w.	Litts	Anne	North Campus	(full-time)		\$8.67
x.	Longenback	Robin	Middle Smithfield Elementary	(full-time)	(Cook*)	\$8.67
y.	Marvin	Maureen	East Stroudsburg Elementary	(part-time)		\$8.67
z.	Meyer	Gisela	Resica Elementary	(full-time)	(Cook*)	\$9.25
aa.	Miller	Karen	J. T. Lambert Intermediate	(full-time)		\$8.67
bb.	Miller	Patricia	High School South	(full-time)	(Cook*)	\$11.33
cc.	Miller	Marianne	High School South	(full-time)		\$13.65
dd.	Munch	Sandra	High School South	(full-time)		\$13.58
ee.	Neglia	Rose Marie	J. T. Lambert Intermediate	(part-time)		\$8.55
ff.	Orlando	Barbara	J. T. Lambert Intermediate	(full-time)		\$8.67
gg.	Phillips	Gail	High School South	(full-time)		\$13.65
hh.	Picciotti	Debrah	J. T. Lambert Intermediate	(part-time)		\$12.91
ii.	Pietrofere	Maria	North Campus	(part-time)		\$8.31
jj.	Possinger	Marilyn	North Campus	(full-time)	(Cook*)	\$8.67
kk.	Price	Louise	J. T. Lambert Intermediate	(full-time)	(Cook*)	\$8.86
ll.	Rehm	Jeanne	J. M. Hill Elementary	(part-time)		\$13.65
mm.	Reyes	MaryEllen	North Campus	(full-time)		\$8.67
nn.	Rode	Terri	Middle Smithfield Elementary	(part-time)		\$8.31
oo.	Rubin	Setsuko	North Campus	(part-time)		\$8.55
pp.	Ruland-Castaldo	Geraldine	North Campus	(part-time)		\$8.55
qq.	Scalercio	Susan	High School South	(part-time)		\$8.55
rr.	Schweinfurth	Janice	High School South	(part-time)		\$8.67
ss.	Searfoss	Barbara	J. T. Lambert Intermediate	(full-time)	(Cook*)	\$8.67
tt.	Shamey	Carol	Middle Smithfield Elementary	(part-time)		\$8.55
uu.	Staples	Janet	J. T. Lambert Intermediate	(full-time)		\$13.58
vv.	Transue	Gina	J. T. Lambert Intermediate	(part-time)		\$8.31
ww.	Transue	Nancy	High School South	(part-time)		\$13.58
xx.	Tumminello	Tracy	Smithfield Elementary	(part-time)		\$8.67
yy.	Ullo	Janet	Bushkill Elementary	(full-time)		\$12.44
zz.	Van Why	Susan	J. M. Hill Elementary	(part-time)		\$8.31
aaa.	White	Jamesetta	North Campus	(part-time)		\$8.55
bbb.	Wilhelm	Judith	J. T. Lambert Intermediate	(part-time)		\$8.67

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

7. **Reappointments Crossing Guards for the 2003-2004 School Year**

	Last Name	First Name	Hourly Rate
a.	Camerino	Marie	\$9.12
b.	Miller	Paul	\$9.12
c.	Orley	James	\$9.69
d.	Rehm	Doris	\$10.26
e.	Sochinsky	Dorothy	\$8.34
f.	Welter	Jean	\$10.26

8. **Reappointments Health Room Nurse Assistants for the 2003-2004 School Year**

	Last Name	First Name	Location	Hourly Rate
a.	Cannell	Marianne	Smithfield/Middle Smithfield	\$13.41
b.	Freeman	Barbara	Itinerant - All Elementary Schools	\$11.48
c.	Klammer	Evelyn	High School South	\$11.48
d.	Nicholls	Rhonda	J. M. Hill/East Stroudsburg Elementary	\$11.48
e.	Parrish	Kathleen	J. T. Lambert Intermediate	\$14.70
f.	Schiavone	Barbara	North Campus	\$11.48

9. **Reappointments Instructional Aides for the 2003-2004 School Year**

	Last Name	First Name	Location	Position	Hourly Rate
a.	Agosto	Caroline	Bushkill Elementary		\$11.19
b.	Ambrose	Joanne	Lehman Intermediate		\$10.71
c.	Aponte	Betty	Lehman Intermediate		\$11.19
d.	Barlieb	Mary	J. T. Lambert Intermediate	(ISS)	\$11.44
e.	Bianchi	Elaine	Middle Smithfield/J. M. Hill Elementary	(Library)	\$11.19
f.	Biddulph	Arlene	Bushkill/Resica/Middle Smithfield	(Library)	\$11.03
g.	Bigio	Camille	Lehman/High School North	(Library)	\$11.44
h.	Billips	Mayla	Middle Smithfield Elementary		\$11.19
i.	Bogart	Jenny	High School South		\$11.03
j.	Branigan	Linda	High School North		\$11.19
k.	Cali	Barbara	Middle Smithfield Elementary		\$11.19
l.	Camaerei	Albert	High School South	(ISS)	\$11.19
m.	Capizzi	Deborah	J. M. Hill Elementary	(Reading)	\$11.44
n.	Cepin	Marisol	High School North		\$11.19
o.	Connors	Pat	High School South		\$11.19
p.	Consavo	Florence	High School South		\$11.19
q.	Contino	Diane	Lehman Intermediate		\$11.19
r.	Costiera	Mary Jane	Middle Smithfield Elementary		\$11.03
s.	Cuiffo	Helen	Lehman Intermediate		\$11.19
t.	Cundy	Kristy	Bushkill Elementary		\$10.71
u.	Dell'Orto	Roberta	J. T. Lambert Intermediate		\$11.19
v.	Deuerlein	Alice	High School South		\$11.44
w.	Dooner	Amanda	Resica Elementary		\$11.44
x.	Douglas	Patricia	Bushkill Elementary		\$11.03
y.	Durant	Joyce	High School North	(ISS)	\$10.71
z.	Eilber	Ruthann	High School South	(Library)	\$10.71
aa.	Finver	Mary	Bushkill Elementary		\$11.19

bb.	Frantz	Katherine	Bushkill Elementary		\$11.44
cc.	Garcia	Gladys	Resica Elementary		\$11.19
dd.	Garrity	Terri	J. M. Hill Elementary		\$11.19
ee.	Hayden-Bland	Gail	Lehman Intermediate		\$11.19
ff.	Hennings	Gina	J. M. Hill Elementary		\$10.71
gg.	Hernandez	Belinda	J. T. Lambert Intermediate		\$10.71
hh.	Illingworth	Sharon	J. T. Lambert Intermediate		\$11.19
ii.	Jablonski	Alison	Bushkill Elementary	(Title 1)	\$11.19
jj.	Jagger	Darlene	J. T. Lambert Intermediate		\$11.19
kk.	Johnson	Jo Ann	Middle Smithfield Elementary	(Title 1)	\$11.19
ll.	Joye	Elaine	East Stroudsburg Elementary		\$11.19
mm.	Keiper	Alisa	J. T. Lambert Intermediate		\$11.03
nn.	Kise, Jr.	Alfred	High School South		\$11.03
oo.	Kizer	Ann Marie	Middle Smithfield Elementary		\$11.44
pp.	Konitsky	Caroline	J. T. Lambert Intermediate		\$11.44
qq.	Kubrak	Rita	J. T. Lambert Intermediate		\$11.19
rr.	Lapczynski	Margarita	Middle Smithfield Elementary	(Title 1)	\$10.71
ss.	LaRocca	Judith	Lehman Intermediate		\$11.19
tt.	Libby	Tina	Bushkill Elementary		\$11.03
uu.	Lipe	Diane	J. T. Lambert Intermediate	(Library)	\$11.19
vv.	Masi	Carol	High School North		\$11.19
ww.	McGee	Mary Ann	Resica Elementary	(Reading)	\$11.44
xx.	McIlvaine	Carol	Resica Elementary	(Reading)	\$11.03
yy.	Medina	Sandra	J. T. Lambert Intermediate		\$10.71
zz.	Mignosi	Lisa	Resica Elementary		\$10.71
aaa.	Miller	Lynda	Resica Elementary		\$10.71
bbb.	Moylan	MerriAnn	J. M. Hill Elementary		\$11.67
ccc.	Noia	Donna	Bushkill Elementary		\$11.03
ddd.	O'Brien	Patricia	J. T. Lambert Intermediate		\$11.19
eee.	Pearson	Eileen	Lehman Intermediate		\$11.44
fff.	Perry	David	Lehman Intermediate		\$10.71
ggg.	Peters	Nancy	High School South		\$10.71
hhh.	Pomana	Jamie	Lehman Intermediate		\$11.19
iii.	Rambone	Kelly	High School North		\$11.19
jjj.	Repsher	Deborah	J. M. Hill Elementary		\$11.98
kkk.	Rivera	Nilsa	Middle Smithfield Elementary		\$11.19
lll.	Roeber	Brenda	Resica Elementary		\$10.71
mmm.	Rosenberger	Jan	Resica Elementary		\$11.19
nnn.	Rourke	Jennifer	Resica Elementary	(Title 1)	\$11.19
ooo.	Rowinski	Lisa	J. T. Lambert Intermediate		\$11.19
ppp.	Rozsay	Marilyn	High School North		\$11.19
qqq.	Schumann	Linda	J. T. Lambert Intermediate		\$11.44
rrr.	Sherman	Diane	High School North		\$11.19
sss.	Sintes	Carmen	High School North		\$11.19
ttt.	Skolnik	Walter	High School South		\$11.03
uuu.	Snapp	Donna	High School South		\$10.71
vvv.	Stettler	Gail	J. M. Hill Elementary	(Title 1)	\$15.51
www.	Sutton	Deanna	Smithfield Elementary		\$10.71
xxx.	Toczykowski	Dorothy	Middle Smithfield Elementary		\$11.19
yyy.	Treat	Janet	Lehman Intermediate		\$10.71
zzz.	White	Cheryl	Smithfield Elementary		\$11.44
aaaa.	Wtulich	Melissa	Smithfield Elementary	(Reading)	\$10.71

10. Reappointments Student Helpers 2003-2004 School Year

	Last Name	First Name	Location	Hourly Rate
a.	Ambos	Victoria	J. T. Lambert Intermediate School	\$8.90
b.	Bastian	Debra	J. M. Hill Elementary	\$8.69
c.	Bianchi	Mary	J. M. Hill Elementary	\$8.34
d.	Conti	Ronda	High School South	\$8.34
e.	Fuchs	Tammy	High School South	\$8.90
f.	Funk	Catherine	Bushkill Elementary School	\$8.69
g.	Isreal	Alicia	Lehman Intermediate	\$8.34
h.	Lear	Debra	High School North	\$8.69
i.	Millet	Mary	High School North	\$8.90
j.	Orenstein	Carol	East Stroudsburg Elementary	\$8.90
k.	Ortiz	Gladys	High School South	\$8.90
l.	Rue	Viola	Bushkill Elementary School	\$8.69
m.	Sanita	Sharon	Smithfield Elementary School	\$8.69
n.	Stang	Siobban	High School South	\$8.69
o.	Tonkin	Lisa	Assigned to Hamilton Elementary	\$8.90
p.	Totero	Stacy	High School South	\$8.90

11. Reappointments Study Hall Monitors for the 2003-2004 School Year

	Last Name	First Name	Location	Hourly Rate
a.	Asher	Doreen	High School North	\$7.82
b.	Galarza	Devra	High School North	\$8.05
c.	Monik	Joanne	High School South	\$8.17
d.	Pappas	Elizabeth	High School South	\$8.17
e.	San Felice	Elayne	High School South	\$8.17
f.	Vigorito	Brenda	High School North	\$7.82

12. Reappointments Security for the 2003-2004 school year

	Last Name	First Name	Location	Shift	Hourly Base Rate
a.	Bryfogle	Linda	High School South	1st Shift	\$10.17
b.	Ciccone	Judy	North Campus	1st Shift	\$10.63
c.	Coddington	Joseph	North Campus	2nd Shift	\$10.63
d.	Drake	Stephen	J. T. Lambert Intermediate	1st Shift	\$10.63
e.	Fiore	Gary	High School South	1st Shift	\$11.62
f.	Harvey	Patrick	North Campus	1st Shift	\$10.63
g.	Huffman	Brooke	J. T. Lambert Intermediate	1st Shift	\$10.48
h.	Klinge	Albert	North Campus	1st Shift	\$10.85
i.	Malvagno	Victor	North Campus	1st Shift	\$10.17
j.	Moran	Donald	J. T. Lambert Intermediate	1st Shift	\$10.99
k.	Sarer	Janet	North Campus	1st Shift	\$10.63

Shift differential is as follows:

2nd shift = \$.25

3rd shift = \$.30

13. Appointments Regular

Name	Appointment
a. Barrett, Sarah	Instructional Aide – (Reading) Bushkill Elementary Hourly Rate: \$10.40 Effective Date: August 21, 2003 Sarah replaces Aubrey Schmidt who has resigned.
b. Battipaglia, Gloria	Instructional Aide - Bushkill Elementary Hourly Rate: \$10.40 Effective Date: August 21, 2003 This is a new position.
c. Bensley, Beth	Secretary - Lehman Intermediate Hourly Rate: \$8.94 Effective Date: August 15, 2003 This is a new position.
d. Berardi, Ann Marie	Instructional Aide - Middle Smithfield Elementary Hourly Rate: \$10.40 Effective Date: August 21, 2003 This is a new position.
e. Fields, Sharon	Cafeteria Worker (Part-time) – North Campus Hourly Rate: \$8.07 Effective Date: August 20, 2003 This is a new position.
f. Flory, Gail	Instructional Aide - High School South Hourly Rate: \$10.40 Effective Date: August 21, 2003 Gail replaces Brenda Halterman who was reassigned.
g. Follis, Laura	Secretary - High School North Hourly Rate: \$8.94 Effective Date: August 14, 2003 This is a new position.
h. Furst, Pamela	Study Hall Monitor - High School South Hourly Rate: \$7.60 Effective Date: August 25, 2003. Pamela replaces Pamela Seenauth who has resigned.
i. Houser, Douglas	Instructional Aide - High School South Hourly Rate: \$10.40 Effective Date: August 21, 2003 This is a new position.
j. Lebron, Frances	Secretary - High School – North Hourly Rate: \$9.16 Effective Date: August 12, 2003 This is a new position.
k. Nietz, Rebecca	Instructional Aide - Bushkill Elementary Hourly Rate: \$10.40 Effective Date: August 21, 2003 This is a new position.

- l. Okurowski, Mary Alice Cafeteria Worker (Part-time) – North Campus
Hourly Rate: \$8.07
Effective Date: August 20, 2003
This is a new position.
- m. Rodriguez, Deborah Cafeteria Worker (Part-time) – North Campus
Hourly Rate: \$8.07
Effective Date: August 20, 2003
This is a new position.
- n. Ruocco, Linda Cafeteria Worker (Part-time) – North Campus
Hourly Rate: \$8.07
Effective Date: August 20, 2003
This is a new position.
- o. Spano, Teena Student Helper - High School South
Hourly Rate: \$8.10
Effective Date: August 25, 2003
This is a new position.
- p. Tumminia, Linda Cafeteria Worker (Part-time) – North Campus
Hourly Rate: \$8.07
Effective Date: August 20, 2003
This is a new position.
- q. VanBuskirk, Harold Custodian/Receiving – First Shift - High School South
Hourly Rate: \$9.63
Effective Date: August 19, 2003
This is a new position.
- r. Virtue, Laura Cafeteria Worker (Part-time) – North Campus
Hourly Rate: \$8.07
Effective Date: August 20, 2003
This is a new position.
- s. Weeast, Herbert Custodian – Second Shift - High School South
Hourly Rate: \$9.63 + \$.25 Shift Differential
Effective Date: 8/16/03
This is a new position.

14. Appointments – Long Term Substitutes

- | Name | Appointment |
|----------------------|---|
| a. Melvin, C. Millie | Student Helper - Lehman Intermediate – (LTS)
Hourly Rate: \$8.10
Effective Date: August 25, 2003 until end of the first semester of the 2003-2004 school year only. |

15. Reappointments Substitute Bus Drivers for the 2003-2004 School Year

	Last Name	First Name
a.	Courtney	Robert
b.	Darlington	Kent
c.	Dixon	Debra
d.	Foglio	Mary
e.	Gerst	Stewart
f.	Knope	Andrea

	Last Name	First Name
g.	Maleszewski	Chester
h.	Pages	Dagoberto
i.	Stoudt	Carolyn
j.	Thomas	Glenn
k.	Turner	Donald

16. Reappointments Substitute Cafeteria Monitors for the 2003-2004 School Year

	Last Name	First Name
a.	Bankes	Mary
b.	Baran	Donna
c.	Barrett	Maureen
d.	Bartholomew	Kara
e.	Bass	Ada
f.	Bastian	Debra
g.	Berardi	Ann Marie
h.	Bianchi	Mary
i.	Bullen	Rosemary
j.	Canaletich	Ann
k.	Courtright	Cynthia
l.	Daly	Collette
m.	Devia	Marta
n.	Doherty	Debbie
o.	Fehr	Kathleen
p.	Fish	Joy
q.	Fry	Carissa
r.	Fryer	Tracie
s.	Garnes	Donna
t.	Gutierrez	Maria
u.	Hennings	Antionette
v.	Herbster	Nina
w.	Herlihy	Annette
x.	Imbert	Lisa
y.	Johnston	James
z.	Kearns	Laurette
aa.	Klinge	Barbara
bb.	Knight	Sherry
cc.	Korculanic	Ginger
dd.	Kutlu	Denise
ee.	Lanese	Carolyn
ff.	Lawler	Karen
gg.	LeBar	Virginia
hh.	Lewis	Linda
ii.	Lewis	Denise
jj.	Litts	Rachael
kk.	Lopez	Sonia
ll.	Lynch	Lavern
mm.	Martin	Rita

	Last Name	First Name
nn.	Martone	Karen
oo.	McDermont	Amy
pp.	Melvin	Millie
qq.	Menditto	Marguerite
rr.	Merola	Marie-Elena
ss.	Miller	Sharon
tt.	Miller	Ann
uu.	Nevin	Angela
vv.	Orenstein	Janet
ww.	Peters	Karen
xx.	Prendergast	Frances
yy.	Reinhardt	Sherry
zz.	Romano	Rosemary
aaa.	Ruocco	Linda
bbb.	Safin	Sheri
ccc.	Schaefer	Jessie
ddd.	Schumacher	Pantelia (Rose)
eee.	Scott	Anthony
fff.	Seliger	Linda
ggg.	Sena-Steinberg	Lori
hhh.	Shoemaker	Nancy
iii.	Smith	Richard
jjj.	Spadola	Adrienne
kkk.	Stine	Carmenn
lll.	Taylor	Kathryn
mmm.	Virtue	Laura
nnn.	Wanner	Marianne
ooo.	Welter	Jean
ppp.	Wood	Wanda

17. Reappointments Cafeteria Workers for the 2003-2004 School Year

	Last Name	First Name
a.	Bankes	Mary
b.	Baran	Donna
c.	Barrett	Maureen
d.	Bock	Marilyn
e.	Bullen	Rosemary
f.	Cammerota	Stephanie
g.	Canaletich	Ann
h.	Cruz	Josephine
i.	Daly	Collette
j.	Flanagan	Donna
k.	Fortois	Debra
l.	Fylstra	Stephen
m.	Garnes	Donna
n.	Gutierrez	Maria
o.	Herbster	Nina

	Last Name	First Name
p.	Imbert	Lisa
q.	Kleiner	Bonnie
r.	Lamoureux	Collette
s.	Lanese	Carolyn
t.	Lawler	Karen
u.	LeBar	Virginia
v.	Lee	Billie Jo
w.	Lewis	Linda
x.	Lopez	Sonia
y.	Lynch	Lavern
z.	Martin	Rita
aa.	McGlynn	Pamela
bb.	Orenstein	Janet
cc.	Reinhardt	Sherry
dd.	Safin	Sheri
ee.	Sarer	Pamela
ff.	Schumacher	Pantelia (Rose)
gg.	Shoemaker	Nancy
hh.	Shoemaker	Martha
ii.	Smith	Patsy
jj.	Sochinsky	Dorothy
kk.	Spadola	Adrienne
ll.	Virtue	Laura
mm.	Wanner	Marianne
nn.	Williams	Dale
oo.	Wood	Wanda

18. Reappointments Substitutes for ITEC for the 2003-2004 School Year

	Last Name	First Name
a.	Booth	Zachary
b.	Conklin	Donna
c.	Silvoy	Michael
d.	Silvoy	Michael F.

19. Reappointments Substitute Crossing Guards for the 2003-2004 School Year

	Last Name	First Name
a.	Bush	Daniel
b.	Hopler	Vernon
c.	Keiper	Violet
d.	Mallelieu	Diane
e.	Miller	Ann
f.	Sarer	Pamela
g.	Scott	Anthony
h.	Smith	Richard

20. Reappointments Substitute Custodians for the 2003-2004 School Year

	Last Name	First Name
a.	Ader	Richard
b.	Ahlum, Sr.	Edward
c.	Arnesen	Louise
d.	Bock	Marilyn
e.	Bryfogle	Linda
f.	Camereri	Albert
g.	Cammerota	Stephanie
h.	Castro	Zoraida
i.	Conklin	Donna
j.	Cramer	Kathy
k.	Cramer	Robert
l.	Dennis	Dale
m.	Domanowski	Stanley
n.	Drake	Stephen
o.	Eilber	Terry J.
p.	Fehr	Kathleen
q.	Fiore	Gary
r.	Fleming	Timothy
s.	Flystra	Kathleen
t.	Hayden-Bland	Gail
u.	Hrobak	David
v.	Hurley	Nancy
w.	Janusz	Conrad
x.	Joffe	Kathaleen
y.	Kemmerer	Stephen
z.	LaBar	James
aa.	Liszewski	Robert
bb.	Loew	George
cc.	Lopez	Luz
dd.	Malvagno	Catherine
ee.	Michaels	Nathan
ff.	Michaels	Patrick
gg.	Miller	Joseph
hh.	Moran	Don
ii.	Munch	Sandra
jj.	Nevil	Carol
kk.	Orley	James
ll.	Phillips	Ronald
mm.	Picciotti	Debrah
nn.	Roberts	Elaine
oo.	Santoro	Salvator
pp.	Sarer	Pamela
qq.	Shoemaker	Gregory
rr.	Smith	Patsy
ss.	Smith	Tom
tt.	Smith	Richard

	Last Name	First Name
uu.	Stephan	Rita
vv.	Torregrossa	Aimee
ww.	Ullo	Janet
xx.	VanWhy	Susan
yy.	Walck	Gary
zz.	Wood	Wanda

21. Reappointments Substitute Health Room Assistants for the 2003-2004 School Year

	Last Name	First Name
a.	Craan	Jocelyn
b.	Early	Eileen
c.	Frazier	Patricia
d.	Gilgallon	Eileen
e.	Grampp	Nelly
f.	Keiper	Maryann
g.	Rodriguez	Lizzette
h.	Viernstein	Dale

22. Reappointments Substitute Instructional Aides for the 2003-2004 School Year

	Last Name	First Name
a.	Ambos	Victoria
b.	Bankes	Mary
c.	Baran	Donna
d.	Barrett	Maureen
e.	Bartholomew	Kara
f.	Bass	Ada
g.	Bastian	Debra
h.	Battipaglia	Gloria
i.	Berardi	Ann Marie
j.	Bianchi	Mary
k.	Calcetas	Gwendolyn
l.	Corso	Josephine
m.	Eppley	Amy
n.	Felicetti	Kathleen
o.	Fish	Joy
p.	Fletcher	Louise
q.	Fontanet	Rosa
r.	Fry	Carissa
s.	Fryer	Tracie
t.	Garnes	Donna
u.	Grimaldi	Janis
v.	Gutierrez	Maria
w.	Henry	Judy
x.	Herlihy	Annette
y.	Hui	Karen
z.	Imbert	Lisa
aa.	Ira	Nina

	Last Name	First Name
bb.	Kearns	Laurette
cc.	Klinge	Barbara
dd.	Knight	Sherry
ee.	Korculanic	Ginger
ff.	Kutlu	Denise
gg.	LaGuardia	Frances
hh.	Lanese	Carolyn
ii.	Lawler	Karen
jj.	Leone	Pauline
kk.	Litts	Rachael
ll.	Lynch	Lavern
mm.	Martin	Rita
nn.	Martone	Karen
oo.	McDermont	Amy
pp.	McKinney	John
qq.	Melvin	Millie
rr.	Menditto	Marguerite
ss.	Merola	Marie-Elena
tt.	Miller	Sharon
uu.	Nevin	Angela
vv.	Peters	Karen
ww.	Prendergast	Frances
xx.	Reinhardt	Sherry
yy.	Ricks	Suna
zz.	Romano	Rosemary
aaa.	Ruocco	Linda
bbb.	Safin	Sheri
ccc.	Santoro	Rose Ann
ddd.	Sayles	Keith
eee.	Schumacher	Pantelia (Rose)
fff.	Sebo	Sandra
ggg.	Sena-Steinberg	Lori
hhh.	Spadola	Adrienne
iii.	Underhill-Daley	Marcia
jjj.	Vigorito	Brenda
kkk.	Virtue	Laura
lll.	Wanner	Marianne
mmm.	Welten	Rachel
nnn.	Williams	Dale

23. Reappointments Substitute Maintenance Workers for the 2003-2004 School Year

	Last Name	First Name
a.	Brill	Matthew
b.	Clark, III	Robert
c.	Drake	Jeffrey
d.	Eilber	Terry J.
e.	Hrobak	Dave

	Last Name	First Name
f.	Michaels	Patrick
g.	Walck	Gary

24. Reappointments Substitute Security Guards for the 2003-2004 School Year

	Last Name	First Name
a.	Bush	Daniel
b.	Camereri	Albert
c.	Consavo	Richard
d.	Hopler	Vernon
e.	Johnston	James
f.	Kafer	Roger
g.	Kohler	Kathleen
h.	Liszewski	Robert
i.	Mallelieu	Diane
j.	Montague	Margaret
k.	Orley	James
l.	Prendergast	Frances
m.	Rehm	Doris
n.	Sarer	Pamela
o.	Scott	Anthony
p.	Smith	Richard
q.	Sochinsky	Dorothy
r.	Treat	Janet
s.	Welter	Jean

25. Reappointments Substitute Study Hall Monitors for the 2003-2004 School Year

	Last Name	First Name
a.	Barrett	Maureen
b.	Bass	Ada
c.	Berardi	Ann Marie
d.	Bullen	Rosemary
e.	Camereri	Albert
f.	Daly	Collette
g.	Giamoni	Deborah
h.	Knight	Sherry
i.	Litts	Rachael
j.	Mallelieu	Diane
k.	Martone	Karen
l.	Millet	Mary
m.	Orley	James
n.	Prendergast	Frances
o.	Reinhardt	Sherry
p.	Ricks	Suna
q.	Romano	Rosemary
r.	Schumacher	Pantelia (Rose)
s.	Sciabica	Joanne
t.	Spadola	Adrienne

	Last Name	First Name
u.	Wanner	Marianne
v.	Williams	Dale

26. Reappointments Substitute Secretaries for the 2003-2004 School Year

	Last Name	First Name
a.	Anger	Sandra
b.	Armitage	Susan
c.	Arnold	Dora
d.	Baran	Donna
e.	Barrett	Maureen
f.	Bartholomew	Kara
g.	Bastian	Debra
h.	Battipaglia	Gloria
i.	Berardi	Ann Marie
j.	Bianchi	Mary
k.	Bigio	Camille
l.	Billips	Mayla
m.	Bogart	Jenny
n.	Brooks	Jennifer
o.	Brown	Deborah
p.	Capizzi	Deborah
q.	Castro	Zoraida
r.	Cavanaugh	Theresa
s.	Chase	Carolyn
t.	Cole	Marie
u.	Conklin	Donna
v.	Contino	Diane
w.	Corso	Josephine
x.	Cramer	Marion
y.	Crossan	Alice
z.	Cruz	Josephine
aa.	Cruz	Maria
bb.	Devia	Marta
cc.	Dietz	Casandra
dd.	Dodge	Sandra
ee.	Duer	Sandra
ff.	Eilber	Ruthann
gg.	Elmer	Brenda
hh.	Eppley	Amy
ii.	Fetherman	Jane
jj.	Fish	Joy
kk.	Fletcher	Louise
ll.	Fontanet	Rosa
mm.	Frame	Kelly
nn.	Fryer	Tracie
oo.	Garnes	Donna
pp.	Gioia	Debra

	Last Name	First Name
qq.	Hamilton	Crystal
rr.	Henry	Judy
ss.	Herlihy	Annette
tt.	Hurley	Nancy
uu.	Imbert	Lisa
vv.	Ira	Nina
ww.	Jagger	Darlene
xx.	Joffe	Kathaleen
yy.	Johnson	Gail
zz.	Johnston	James
aaa.	Juarbe	Patricia
bbb.	Kaar	Nancy
ccc.	Klinge	Barbara
ddd.	Korculanic	Ginger
eee.	Kutlu	Denise
fff.	LaGuardia	Frances
ggg.	LaRocca	Judith
hhh.	Lavelle	Pamela
iii.	Leone	Pauline
jjj.	LoCascio	Lina
kkk.	Marlin	Francine
lll.	Martin	Rita
mmm.	McDermont	Amy
nnn.	Menditto	Marguerite
ooo.	Mignosi	Lisa
ppp.	Montague	Margaret
qqq.	Moore	Doris
rrr.	Nevil	Carol
sss.	Nevin	Angela
ttt.	Okurowski	Mary
uuu.	Orley	James
vvv.	Pappas	Elizabeth
www.	Parke	Tina
xxx.	Peters	Karen
yyy.	Picciotti	Debrah
zzz.	Prendergast	Frances
aaaa.	Presley	June
bbbb.	Roberts	Elaine
cccc.	Ruocco	Linda
dddd.	Santoro	Rose Ann
eeee.	Sappio	Margaret
ffff.	Schaller	Linda
gggg.	Seenauth	Pamela
hhhh.	Sena-Steinberg	Lori
iiii.	Shoemaker	Nancy
jjjj.	Siska	Charlene
kkkk.	Skidmore	Rose
llll.	Smith	Donna

	Last Name	First Name
mmm.	Snapp	Donna
nnn.	Spadola	Adrienne
ooo.	Stephan	Rita
ppp.	Tipton	Augusta
qqq.	Ullo	Janet
rrr.	Viola	Joanne
sss.	Virtue	Laura
ttt.	Wanner	Marianne
uuu.	Warner	Laura
vvv.	Welten	Rachel
www.	Williams	Dale
xxx.	Wood	Wanda
yyy.	Zaccaro	Elizabeth

27. **Substitute Student Helpers for the 2003-2004 School Year**

	Last Name	First Name
a.	Ambos	Victoria
b.	Bankes	Mary
c.	Baran	Donna
d.	Barrett	Maureen
e.	Battipaglia	Gloria
f.	Berardi	Ann Marie
g.	Bianchi	Mary
h.	Courtright	Cynthia
i.	Cruz	Maria
j.	Dodge	Sandra
k.	Eppley	Amy
l.	Felicetti	Kathleen
m.	Fish	Joy
n.	Fletcher	Louise
o.	Fry	Carissa
p.	Fryer	Tracie
q.	Grimaldi	Janis
r.	Hatfield	Kelly
s.	Henry	Judy
t.	Herlihy	Annette
u.	Imbert	Lisa
v.	Kearns	Laurette
w.	Knight	Sherry
x.	Korculanic	Ginger
y.	Kutlu	Denise
z.	Lanese	Carolyn
aa.	Lawler	Karen
bb.	LeBar	Virginia
cc.	Leone	Pauline
dd.	Litts	Rachael
ee.	Lynch	Lavern

	Last Name	First Name
ff.	Martin	Rita
gg.	Martone	Karen
hh.	McDermont	Amy
ii.	Melvin	Millie
jj.	Menditto	Marguerite
kk.	Miller	Sharon
ll.	Millet	Mary
mm.	Nevin	Angela
nn.	Peters	Karen
oo.	Reinhardt	Sherry
pp.	Roeber	Brenda
qq.	Safin	Sheri
rr.	Santoro	Rose Ann
ss.	Schumacher	Pantelia (Rose)
tt.	Smith	Donna
uu.	Spadola	Adrienne
vv.	Wanner	Marianne
ww.	Welten	Rachel

28. Substitute Appointments

Name	Area
a. Bland, Dennis	Custodian
b. Blaha, Timothy	Bus Driver
c. Burch, Sonya	Secretary, Instructional Aide, Student Helper, Cafeteria Monitor, Cafeteria Worker
d. Dymond, Patricia	Bus Driver
e. Edwards, Terry	Instructional Aide, Cafeteria Worker, Cafeteria Monitor
f. LaBar, Andrea	Bus Driver
g. Miller, Darrell R.	Maintenance
h. Titus, Lori	Bus Driver

B. Professional Staff

ACTION BY THE BOARD:

Motion was made by Patrick Forney to approve the resignations, rescission, reassignments, change of status, leaves absences, 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 Don Motts and carried unanimously, 7-0.

1. Resignations

Name	Position Held
a. Gavalis, Russell	Mathematics Teacher - Lehman Intermediate Effective Date: August 20, 2003
b. Graziano, Nicholas	Grade 5 Teacher – Smithfield Elementary Effective Date: August 19, 2003
c. Heid, Jennifer	Health/Physical Education Teacher - Lehman Intermediate Effective Date: At the end of the workday on September 3, 2003

- d. Kreger, Melissa Guidance Counselor - High School – North
Effective Date: August 20, 2003
- e. Reiner, Emily Mathematics Teacher - High School – North
Effective Date: July 21, 2003
- f. Sawicki, Robert Technology Education Teacher - Lehman Intermediate
Effective Date: August 1, 2003
- g. Shelter, Yvette Family and Consumer Science Teacher - Lehman Intermediate
Effective Date: Mutually agreed upon date.
- h. Sheradin, Nanda English (Grade 8) Teacher - Lehman Intermediate
Effective Date: August 20, 2003

(See pages 67-74)

2. **Rescission**

Name	Position Held
a. Garcia, Rosario	Spanish Teacher - High School - South

(See page 75)

3. **Reassignments**

Name	Position Held
a. Cooke, Robert	From Grade 6 Math Teacher - J. T. Lambert Intermediate School to Remedial Math Teacher – J. T. Lambert Intermediate School/ Lehman Intermediate School/East Stroudsburg Elementary Effective Date: August 21, 2003 This is a new position.
b. Henritzky, Anthony	From Reading (Grade 7) to Math (Grade 6) Teacher at J. T. Lambert Intermediate Effective Date: August 21, 2003 Anthony will replace Robert Cooke who was reassigned.
c. Nicoletti, Ann	From Special Education Teacher to Reading (Grade 7) Teacher at J. T. Lambert Intermediate Effective Date: August 21, 2003 Ann will replace Anthony Henritzky who was reassigned.
d. Parnell, Catherine E.	From Part-time Music Teacher – Bushkill Elementary to Full-time Music Teacher - Bushkill Elementary/Lehman Intermediate School Effective Date: August 21, 2003 This is a new .5 position.

4. **Change of Status**

Name	Position Held
a. Dietz, Casandra	From Guidance Counselor (LTS) at J. T. Lambert Intermediate School to Guidance Counselor (TPE) at High School North Annual Salary: \$35,882.00 Step 1 Column 7 Effective Date: August 21, 2003 Casandra replaces Melissa Kreger who has resigned.

5. **Leaves of Absences in Accordance with Board Policy #435**

- | Name | Position Held |
|--------------------|---|
| a. Hofford, Bonnie | Grade 4 Teacher - Middle Smithfield Elementary
Effective Date: August 21, 2003
Length of Leave: On or About September 19, 2003. |
| b. Mitchell, Tania | Grade 3 Teacher - Middle Smithfield Elementary
Effective Date: September 15, 2003
Length of Leave: End of the first quarter of the 2003-2004 school year. |

6. **Reappointments Teachers for the 2003-2004 School Year**

	Last Name	First Name	Step	Column	Salary
1.	Adams	Laura	3	1	\$34,967
2.	Albertson	Amy	2	1	\$34,967
3.	Alfano	Bronwyn	10	7	\$54,458
4.	Allen	Suzanne	15	8	\$59,304
5.	Ammerman	Stacie	4	4	\$39,520
6.	Anders	Dolores	16	15	\$66,061
7.	Anderson	Marygrace	9	5	\$45,409
8.	Anderson	Eric	10	6	\$53,483
9.	Andrews	Susan	4	6	\$40,370
10.	Andrews	Jennifer	10	6	\$53,483
11.	Angell	Trisha	7	5	\$45,409
12.	Annunziata	Stephanie	5	3	\$39,095
13.	Antolick	Lynn	8	9	\$47,784
14.	Arner	Edward	16	15	\$66,061
15.	Arthur	Thomas	5	3	\$39,095
16.	Bakner	Paul	3	1	\$34,967
17.	Barno	Robert	16	6	\$60,586
18.	Barren	Patrice	5	6	\$40,370
19.	Barry (.5)	Lori	3	2	\$35,392
20.	Bartolotta	Maria	1	1	\$32,782
21.	Baylor	Charles	10	5	\$53,058
22.	Bealer	Brett	3	1	\$34,967
23.	Bealer	Heather	2	1	\$34,967
24.	Bedell	Elaine	11	10	\$55,958
25.	Beitmann	Madeleine	12	6	\$53,483
26.	Benfante	Jean	11	8	\$54,933
27.	Benjamin	Theresa	11	11	\$56,508
28.	Benson	James	15	7	\$58,829
29.	Berke	Bruce	5	3	\$39,095
30.	Besecker	Nicole	8	5	\$45,409
31.	Bisher	Judy	5	1	\$38,245
32.	Bixler	Patricia	5	7	\$41,345
33.	Blundetto	Elizabeth	5	6	\$40,370
34.	Bock	Elizabeth	3	2	\$35,392
35.	Bonser	Rhonda	16	8	\$62,036
36.	Booth	Deborah	16	7	\$61,561
37.	Borrasso	Sandra	13	5	\$57,429
38.	Bove	Sheila	10	8	\$54,933

39.	Boyle	Sherry	1	4	\$34,057
40.	Bozena	John	9	7	\$46,809
41.	Breitfeller	Tina	12	8	\$54,933
42.	Brenneman	Benjamin	3	2	\$35,392
43.	Briegel	Antigoni	7	8	\$47,284
44.	Broderick	Christine	9	7	\$46,809
45.	Brotherton	Regina	4	3	\$39,095
46.	Brzozowski	Brian	2	1	\$34,967
47.	Bueki	Kristen	14	10	\$60,329
48.	Buff	Bridget	10	8	\$54,933
49.	Buis	Karen	5	5	\$39,945
50.	Bukoski	Gary	15	6	\$57,854
51.	Burke	Mary	7	15	\$51,309
52.	Butler	Jill	3	4	\$36,242
53.	Butler-Pytlak	Rebecca	15	7	\$58,829
54.	Bybee	Steven	12	7	\$54,458
55.	Calpin	Maryann	15	15	\$63,329
56.	Camilleri-Yip	Marlene	2	4	\$36,242
57.	Campbell	Linda	4	8	\$41,820
58.	Campbell	Arlene	15	8	\$59,304
59.	Caprioli	Maryann	4	6	\$40,370
60.	Carson	Wayne	7	6	\$45,834
61.	Casciotta	Marialena	7	8	\$47,284
62.	Catrillo	Ann	14	7	\$58,829
63.	Cerva	Cynthia	13	11	\$60,879
64.	Chighizola	Dawn	16	15	\$66,061
65.	Christian	Edward	16	6	\$60,586
66.	Christian,III	Edward	7	6	\$45,834
67.	Christiansen	Marie	9	7	\$46,809
68.	Christopher	Michelle	3	1	\$34,967
69.	Chromicky	JoAnn	16	6	\$60,586
70.	Cihlar	Karen	5	11	\$43,395
71.	Clarke-Kang	Arline	6	1	\$38,245
72.	Clogg	Katye	2	1	\$34,967
73.	Cloward	Daniel	4	6	\$40,370
74.	Coffman	Adam	6	3	\$39,095
75.	Cohen	Stephanie	4	1	\$38,245
76.	Cole	Adam	14	5	\$57,429
77.	Cole (.5)	Susan	15	5	\$57,429
78.	Conforti	Margaret	2	1	\$34,967
79.	Conklin	Mary	15	5	\$57,429
80.	Conklin	Donna	15	7	\$58,829
81.	Conklin	Kimberly	16	13	\$64,786
82.	Connor	Jyl	13	12	\$61,454
83.	Conway	Dorothy	4	7	\$41,345
84.	Cooke	Robert	16	6	\$60,586
85.	Costello	Dawn	1	1	\$32,782
86.	Covart	Maureen	7	5	\$45,409
87.	Cramer	Tara	11	7	\$54,458
88.	Cramer	Patricia	16	9	\$62,536
89.	Crawford	Kendyle	3	1	\$34,967
90.	Cullin	Richard	16	7	\$61,561
91.	Czahor	Susan	10	9	\$55,433

92.	Dahl	Barbara	9	7	\$46,809
93.	Dahnert	Carol	16	15	\$66,061
94.	Dailey	Charles	14	7	\$58,829
95.	Dalling-Francis	Lynn	10	7	\$54,458
96.	Daniels	Nancy	15	10	\$60,329
97.	Davis	Tracie	4	5	\$39,945
98.	DeHart	Theresa	15	5	\$57,429
99.	Della-Calce (.5)	Eleanor	6	5	\$39,945
100.	DeLucca	Daniel	12	5	\$53,058
101.	Dennis	Marilyn	12	3	\$52,208
102.	DeRenzis	Sandra	3	8	\$38,542
103.	Descavish-Bloom	Barbara	7	7	\$46,809
104.	Devaney	Theresa	2	1	\$34,967
105.	DeVos	Jennifer	4	1	\$38,245
106.	Dickerson	Stacy	5	5	\$39,945
107.	Dickinson	Linda	16	11	\$63,611
108.	DiGennaro	Debra	8	5	\$45,409
109.	DiGregorio	Constance	16	6	\$60,586
110.	Dobrowolski	Darrin	7	6	\$45,834
111.	Dollar-Krell	Beverly	4	11	\$43,395
112.	Dolph	Patti-Jo	15	5	\$57,429
113.	Donahue	Kimberly	12	7	\$54,458
114.	Dougherty	Cynthia	11	10	\$55,958
115.	Dougherty	Kenneth	14	10	\$60,329
116.	Dreibelbis	Susan	15	9	\$59,804
117.	Dunn	Heather	5	7	\$41,345
118.	Dunstan	Dolores	16	13	\$64,786
119.	Early (.5)	Eileen	4	3	\$39,095
120.	Eberhart	Mary	3	6	\$37,092
121.	Eden	Susan	9	7	\$46,809
122.	Edwards	Sean	5	7	\$41,345
123.	Eich	Holly	6	7	\$41,345
124.	Ellis	Susan	16	11	\$63,611
125.	Ellison	Aimee	11	6	\$53,483
126.	Endres	James	15	9	\$59,804
127.	Englert	Lorraine	11	7	\$54,458
128.	Erdo	Loretta	3	2	\$35,392
129.	Espinoza	Marilyn	3	6	\$37,092
130.	Evans	Joan	14	13	\$62,054
131.	Fagan	Heidi	4	6	\$40,370
132.	Falzone	Robert	5	3	\$39,095
133.	Falzone	Hollie	5	3	\$39,095
134.	Fasolino	Robyn	3	6	\$37,092
135.	Ferullo	Rose Ann	14	14	\$62,679
136.	Fetterman	Robert	16	9	\$62,536
137.	Finelli	John	16	7	\$61,561
138.	Finley-Welsh	Susan	7	10	\$48,309
139.	Fisher	Marijo	6	6	\$40,370
140.	Fishler	Patricia	16	11	\$63,611
141.	Flad	Ruthann	15	15	\$63,329
142.	Flatt	Sheryl	15	10	\$60,329
143.	Flicker	Matthew	7	2	\$44,134

144.	Flintosh	Gabriel	6	5	\$39,945
145.	Flynn	Jacqueline	16	7	\$61,561
146.	Fodness	Peter	10	5	\$53,058
147.	Frable	Ryan	7	7	\$46,809
148.	Frame	Kelly	3	2	\$35,392
149.	Frank	Julia	5	3	\$39,095
150.	Franks	Suzanne	4	1	\$38,245
151.	Fuehrer	Kellie	1	1	\$32,782
152.	Fugazzotto	Nikolya	15	5	\$57,429
153.	Fuller	Joshua	2	1	\$34,967
154.	Gallagher	Darlene	16	15	\$66,061
155.	Gambill	Geofrey	6	5	\$39,945
156.	Garlette	Claudia	2	2	\$35,392
157.	Gasda	Lawrence	16	13	\$64,786
158.	Gasdaska	Mary	16	7	\$61,561
159.	Geffers	Maria	15	6	\$57,854
160.	Geiges	Carol	8	5	\$45,409
161.	Geizer-Getz	Amy	7	7	\$46,809
162.	Gibboney	Daniel	15	5	\$57,429
163.	Gilmartin	M.Joy	14	6	\$57,854
164.	Gisela	Piedra	3	6	\$37,092
165.	Glaser	Kyle R.	6	2	\$38,670
166.	Glass	Jessica	6	6	\$40,370
167.	Gonda	Claudia	7	7	\$46,809
168.	Goodwin	Nora	16	6	\$60,586
169.	Govus	Diana	11	8	\$54,933
170.	Gowarty	Martina	8	6	\$45,834
171.	Graff (.5)	Robin	8	7	\$46,809
172.	Green	Robert	16	7	\$61,561
173.	Gregor	Joyce	15	13	\$62,054
174.	Gregoris	Jennifer	4	1	\$38,245
175.	Greiner	Susan	15	8	\$59,304
176.	Gress	Heather	15	7	\$58,829
177.	Groff-Yarnall	Lois	15	14	\$62,679
178.	Gubernot, Jr.	Joseph	4	5	\$39,945
179.	Guida	Emile	6	7	\$41,345
180.	Gullstrand	Marjory	7	7	\$46,809
181.	Haas	Karen	6	6	\$40,370
182.	Hahn	Elizabeth	13	13	\$62,054
183.	Hamlen	Suzanne	9	7	\$46,809
184.	Handzelek	Vanessa	2	1	\$34,967
185.	Harris	Jenny	6	7	\$41,345
186.	Harris	Deborah	16	7	\$61,561
187.	Hatcher	Christina	2	1	\$34,967
188.	Hatcher	Kevin	14	12	\$61,454
189.	Hay	James	13	6	\$57,854
190.	Hazen	Rachel	5	9	\$42,320
191.	Heard	Jeffrey	15	5	\$57,429
192.	Heath	Harriet	15	7	\$58,829
193.	Heeter	Patricia	16	8	\$62,036
194.	Heid	Jennifer	3	2	\$35,392
195.	Heitzman	Vicki	4	4	\$39,520
196.	Hendren	Mercy	6	6	\$40,370

197.	Hendricks	Sara	3	6	\$37,092
198.	Hennings	Catherine	4	4	\$39,520
199.	Henritzy	Anthony	6	6	\$40,370
200.	Henry	Jeffrey	12	7	\$54,458
201.	Hinton	Nadine	15	6	\$57,854
202.	Hnasko	Scott	7	8	\$47,284
203.	Hofford	Bonnie	8	5	\$45,409
204.	Homulka	Gary	13	7	\$58,829
205.	Honadel	Janis	10	7	\$54,458
206.	Hower	Andrea	5	3	\$39,095
207.	Hubert	Erin	3	1	\$34,967
208.	Huffman	Carol	9	6	\$45,834
209.	Hughes	Melissa	5	6	\$40,370
210.	Husson	Jennifer	9	6	\$45,834
211.	Hymes	Stephanie	15	10	\$60,329
212.	Hynoski	Elizabeth	11	6	\$53,483
213.	Jacobs	Joseph	15	8	\$59,304
214.	Jacobsen	Eric	4	6	\$40,370
215.	James	Marjorie	16	5	\$60,161
216.	Jansen	Peggy	11	5	\$53,058
217.	Jenkins	Laura	16	5	\$60,161
218.	Johnson	John	9	7	\$46,809
219.	Johnson	Sarah	11	5	\$53,058
220.	Johnson	Frank	16	7	\$61,561
221.	Jones	Gwendolyn	2	1	\$34,967
222.	Jones	Jennifer	5	6	\$40,370
223.	Judd	Jeremy	5	1	\$38,245
224.	Kabrhel	Susan	15	12	\$61,454
225.	Keaney	James	15	6	\$57,854
226.	Keating	Deborah	16	8	\$62,036
227.	Keller	Elhannan	4	1	\$38,245
228.	Kelly	Linda	8	6	\$45,834
229.	Kerestur	Kelly	2	1	\$34,967
230.	Kern	Linda	15	6	\$57,854
231.	Kernan	Paul	7	4	\$44,984
232.	Kerstetter	Eric	4	1	\$38,245
233.	Keyes	Lisa	4	6	\$40,370
234.	Kimler	Brian	13	8	\$59,304
235.	Kirkwood	Arlene	10	5	\$53,058
236.	Kish	Jason	5	6	\$40,370
237.	Knauff	Marissa	4	1	\$38,245
238.	Koch	Eileen	16	10	\$63,061
239.	Koch-Rutkowsky	Francesca	10	12	\$57,083
240.	Koeller	Colleen	5	2	\$38,670
241.	Kolcun	Brian	14	10	\$60,329
242.	Kopcza	Jennifer	8	6	\$45,834
243.	Kopetchny	Kenneth	2	1	\$34,967
244.	Kracht	Matt	6	9	\$42,320
245.	Krajewski	Michelle	8	5	\$45,409
246.	Kratzer	Margaret	11	5	\$53,058
247.	Kreiger	Angela	3	3	\$35,817
248.	Kreiter-Title I	Dee	16	7	\$61,561

249.	Kresge	Clara	16	15	\$66,061
250.	Kruczek	Laurie	3	6	\$37,092
251.	Krumanocker	James	10	6	\$53,483
252.	Kuberek	Sandra	16	11	\$63,611
253.	Kuchinski	Kevin	16	13	\$64,786
254.	Kuhne	George	7	8	\$47,284
255.	Kutteroff	Catherine	6	7	\$41,345
256.	LaBar	Robert	9	6	\$45,834
257.	LaBar	Sherwood	12	6	\$53,483
258.	Ladlee	Elizabeth	16	9	\$62,536
259.	Lagace	Suzanne	5	7	\$41,345
260.	Langan	Brooke	8	8	\$47,284
261.	Lantz	David	15	7	\$58,829
262.	Latoff	David	3	1	\$34,967
263.	Lauer	Danny	12	6	\$53,483
264.	Lazowski	Philip	6	6	\$40,370
265.	Leap	Jason	5	2	\$38,670
266.	Lee	Mary Kate	12	7	\$54,458
267.	LeFante	Shelli	6	3	\$39,095
268.	Lehmann-Deming	Donna	14	15	\$63,329
269.	Leight	Donna	12	5	\$53,058
270.	Leonard	Joyce	10	7	\$54,458
271.	Leonard	Jacilyn	15	7	\$58,829
272.	Lesniak	Christine	15	6	\$57,854
273.	Levandowski	Brenda	4	1	\$38,245
274.	Leyrer	Brian	6	6	\$40,370
275.	Linne	Martha	16	13	\$64,786
276.	Litchfield	Judith	6	1	\$38,245
277.	Litts	Diane	12	6	\$53,483
278.	Lloyd	Suzanne	16	5	\$60,161
279.	Lohman	Marie	16	9	\$62,536
280.	Long	Craig	8	5	\$45,409
281.	Lord	Kristen	9	7	\$46,809
282.	Lortz-Title I	Patricia	12	8	\$54,933
283.	Loveland	Kenneth	16	9	\$62,536
284.	Lucchetti	Mary Jo	10	5	\$53,058
285.	Ludwig	Jill	3	2	\$35,392
286.	Luna	Michael	16	6	\$60,586
287.	Luyster	Rebecca	3	6	\$37,092
288.	Lyons	Kathleen	3	6	\$37,092
289.	MacDougall	Michael	3	1	\$34,967
290.	Maclay	Barbara	16	5	\$60,161
291.	Maderski	Karen	12	5	\$53,058
292.	Madison	Lisa	4	3	\$39,095
293.	Magnes	Sandra	16	7	\$61,561
294.	Malsch	Jennifer	6	4	\$39,520
295.	Maranilli	James	10	5	\$53,058
296.	Marcial	Laurence	11	8	\$54,933
297.	Mark	Kelly	14	6	\$57,854
298.	Markowski	Kimberly	6	7	\$41,345
299.	Marshall	Stephanie	15	10	\$60,329
300.	Martin	Zachary	4	3	\$39,095
301.	Martinelli	Armand	16	7	\$61,561

302.	Masker	Leisa	5	3	\$39,095
303.	Mason	Donna	4	3	\$39,095
304.	Mason	Todd	11	5	\$53,058
305.	Mathiesen	Carla	8	5	\$45,409
306.	Mayers (.5)	Deanna	7	7	\$46,809
307.	Maylor	Dina	8	7	\$46,809
308.	McClelland	Nancy	14	8	\$59,304
309.	McDaniel	Dale	8	6	\$45,834
310.	McGovern	Theresa	3	7	\$38,067
311.	McHenry	Teresa	8	6	\$45,834
312.	McIlvaine	Stephanie	6	5	\$39,945
313.	McKelvin	Wanda	7	8	\$47,284
314.	Mensingher	Terri	3	2	\$35,392
315.	Mercuri	Paula	12	8	\$54,933
316.	Metzgar	Richard	4	7	\$41,345
317.	Metzgar	Dean	5	4	\$39,520
318.	Metzger	Sally	10	10	\$55,958
319.	Michelin	Hayley	5	6	\$40,370
320.	Milenkowic	Patricia	15	15	\$63,329
321.	Miller	Amie	7	5	\$45,409
322.	Miller	Sharon	8	5	\$45,409
323.	Miller	Barbara	15	13	\$62,054
324.	Milsovic	John	6	7	\$41,345
325.	Mitchell	David	3	2	\$35,392
326.	Mitchell	Brian	5	3	\$39,095
327.	Mitchell	Tania	5	5	\$39,945
328.	Mitchell	Daniel J.	6	4	\$39,520
329.	Mitchell	Brandi	8	6	\$45,834
330.	Mohlenhoff-Title I	Jeanne	15	11	\$60,879
331.	Molin	Maurice	16	11	\$63,611
332.	Montes	Mary Lou	7	7	\$46,809
333.	Montgomery	Joseph	12	7	\$54,458
334.	Mooney	Tina	5	1	\$38,245
335.	Morris	Debra	15	6	\$57,854
336.	Morro	Sherry	10	6	\$53,483
337.	Mosher	Stanley	15	6	\$57,854
338.	Mross	Kenneth	8	7	\$46,809
339.	Murphy	Kenneth	7	6	\$45,834
340.	Murphy	Cheryl	12	12	\$57,083
341.	Myers	John	9	5	\$45,409
342.	Nace	Kevin	12	5	\$53,058
343.	Naudascher	Cynthia	16	8	\$62,036
344.	Nauman	Deborah	15	7	\$58,829
345.	Nevil	Jeffrey	15	5	\$57,429
346.	Nicholson	Jennifer	5	8	\$41,820
347.	Nicholetti	Ann	13	6	\$57,854
348.	Nordmark	Barbara	12	12	\$57,083
349.	Oberg	Christine	10	6	\$53,483
350.	O'Donnell	Paul	3	2	\$35,392
351.	O'Donnell	Shannon	4	2	\$38,670
352.	Oh	Judy	2	6	\$37,092
353.	Oliver	Deborah	11	5	\$53,058
354.	Opitz	Cindy	14	9	\$59,804

355.	Oplinger	Jane	15	9	\$59,804
356.	Osborn-Hallet	Michelle	14	11	\$60,879
357.	Owens-Thomson	Karen	5	3	\$39,095
358.	Padavano	Debra	5	7	\$41,345
359.	Paiewonsky	Patricia	7	8	\$47,284
360.	Paige	Jennifer	4	5	\$39,945
361.	Pappalardo (.8)	Lynn	3	3	\$35,817
362.	Parnell	Catherine E.	7	7	\$46,809
363.	Partel	Jane	13	7	\$58,829
364.	Partington	Betty	7	14	\$50,659
365.	Parton	James	10	6	\$53,483
366.	Pasciak	Linda	13	7	\$58,829
367.	Patascher	Daniel	3	2	\$35,392
368.	Patrick	Deanne	15	8	\$59,304
369.	Perry	Michelle	8	7	\$46,809
370.	Phillips	Daniel	5	2	\$38,670
371.	Piatt	Diane	15	9	\$59,804
372.	Piccotti	Stacy	5	4	\$39,520
373.	Piedra	Gisela	3	6	\$37,092
374.	Pierce	Mary	9	7	\$46,809
375.	Pilz	David	2	1	\$34,967
376.	Polinski	Aynne	16	15	\$66,061
377.	Polizzotto	Maryann	15	15	\$63,329
378.	Predmore	Mary	15	10	\$60,329
379.	Prefontaine	Annelle	11	13	\$57,683
380.	Pryle	Megan	4	8	\$41,820
381.	Pulley	Patricia	11	5	\$53,058
382.	Putt	Marcia	9	8	\$47,284
383.	Pysher	Erica	2	1	\$34,967
384.	Randall	Steven	4	6	\$40,370
385.	Reed	Elizabeth	15	11	\$60,879
386.	Reese	Jessica	6	3	\$39,095
387.	Reese	Michele	8	5	\$45,409
388.	Reiche	Amanda	5	4	\$39,520
389.	Reichert	Eric	3	7	\$38,067
390.	Reinhardt	Judith	15	5	\$57,429
391.	Reiter	Andrea	3	16	\$43,242
392.	Reith	Daryl	4	4	\$39,520
393.	Rescigno	Barbara	14	12	\$61,454
394.	Ricciardi	William	13	8	\$59,304
395.	Richardson	Aimee	2	6	\$37,092
396.	Riley	Kimberly	12	7	\$54,458
397.	Rispoli	Yvonne	15	9	\$59,804
398.	Ritter	Linda	16	9	\$62,536
399.	Rogers	Thomas	3	1	\$34,967
400.	Rogers	Maria T.	6	4	\$39,520
401.	Rogers	Denise	10	6	\$53,483
402.	Rogerson	Christine	15	12	\$61,454
403.	Rohland	Heather	2	1	\$34,967
404.	Romanyshyn	Michael	4	1	\$38,245
405.	Rose	Richard	16	5	\$60,161
406.	Rossi	Christopher	4	8	\$41,820

407.	Rothwell	Donna	2	6	\$37,092
408.	Rowe	Pamela	9	7	\$46,809
409.	Rubino	Julie	13	7	\$58,829
410.	Ruhl	Steven	10	6	\$53,483
411.	Rusk	Daniel M.	6	6	\$40,370
412.	Rusk	Wesley	16	7	\$61,561
413.	Ryno	Jami	11	5	\$53,058
414.	Sagan	Mary	14	5	\$57,429
415.	Samet	Mary	14	6	\$57,854
416.	Sands	Deborah	8	5	\$45,409
417.	Sarvis	Staci	3	7	\$38,067
418.	Saviello	Harriett	6	7	\$41,345
419.	Sayer	Vicki	12	14	\$58,308
420.	Schaller	Linda	16	7	\$61,561
421.	Schellhamer	Chris	13	7	\$58,829
422.	Schneider	Christian	6	4	\$39,520
423.	Schneider	Janice	14	6	\$57,854
424.	Schoenherr	Catherine	14	6	\$57,854
425.	Schoof	Susan	8	8	\$47,284
426.	Schoupe	Stephen	7	6	\$45,834
427.	Schultz	Cathleen	4	8	\$41,820
428.	Secor (.5)	Despina	14	13	\$62,054
429.	Sedlak	Patricia	16	6	\$60,586
430.	Seidel	Maureen	13	9	\$59,804
431.	Seip	Linda	15	6	\$57,854
432.	Senese	Suzanne	16	5	\$60,161
433.	Severs	Nicole	4	2	\$38,670
434.	Shamp	Melodie	15	10	\$60,329
435.	Shearouse	Cherie	16	13	\$64,786
436.	Shelter	Yvette	6	13	\$44,570
437.	Sheska	Cynthia	8	2	\$44,134
438.	Siegfried	Brenda	15	12	\$61,454
439.	Siptroth	Michelle	3	5	\$36,667
440.	Skeldon	Heather	15	11	\$60,879
441.	Slack	Julie	10	9	\$55,433
442.	Smith	Susan	15	6	\$57,854
443.	Snyder	Alfred	16	15	\$66,061
444.	Soskil	Lori	7	5	\$45,409
445.	Sowers	Ann	8	5	\$45,409
446.	Sporer	Lisa	3	6	\$37,092
447.	Stackhouse	Stephanie	2	1	\$34,967
448.	Staples	Winifred	16	6	\$60,586
449.	Stauffer	Robert	3	1	\$34,967
450.	Steckel	Amy	3	2	\$35,392
451.	Stefani	Laura	12	7	\$54,458
452.	Steigerwalt	Jan	15	10	\$60,329
453.	Stein	Linda	2	6	\$37,092
454.	Stein	Deana	11	11	\$56,508
455.	Stephens	Stephanie	6	3	\$39,095
456.	Stine	Richard	5	7	\$41,345
457.	Stinger	Gloria	15	15	\$63,329
458.	Stokes	Lee Ann	16	10	\$63,061

459.	Stokes	Robert	16	11	\$63,611
460.	Stout	Melissa	5	5	\$39,945
461.	Streisel	Susan	16	5	\$60,161
462.	Suprys	Thomas	15	13	\$62,054
463.	Swineford	Beth	2	3	\$35,817
464.	Swineford	Betty	15	14	\$62,679
465.	Symonies	Kerrie	13	8	\$59,304
466.	Sywensky	John	10	5	\$53,058
467.	Szulforski	Jason	9	5	\$45,409
468.	Tasick	Denise	13	9	\$59,804
469.	Taylor	Letitia	3	7	\$38,067
470.	Thatcher	Pamela	16	8	\$62,036
471.	Thomas	Carol	15	9	\$59,804
472.	Thurber	Peggy	8	7	\$46,809
473.	Toth	Donald	12	7	\$54,458
474.	Trason	Kimberly	6	7	\$41,345
475.	Trauschke	Billie K.	6	5	\$39,945
476.	Trauschke	Thomas	13	6	\$57,854
477.	Turner	Patricia	5	7	\$41,345
478.	Turtzo (.6)	Gayle	5	4	\$39,520
479.	Tynemouth	Catherine	14	5	\$57,429
480.	Ullo	Carol	16	10	\$63,061
481.	Urton	Suzanne	6	15	\$45,845
482.	Valle	Carmen	3	1	\$34,967
483.	Varkanis	Sylvia	3	1	\$34,967
484.	Varner	Amanda	3	1	\$34,967
485.	Vellekamp	Lisa	3	1	\$34,967
486.	Viechnicki	Victoria	15	5	\$57,429
487.	Vitchers	Elyse	7	6	\$45,834
488.	Voglino	Kevin	6	6	\$40,370
489.	Voss	Aaron	4	1	\$38,245
490.	Wagner	Timothy	5	6	\$40,370
491.	Wagner	Margaret	12	6	\$53,483
492.	Walker	Robin	15	10	\$60,329
493.	Wallen	Annamaria	7	7	\$46,809
494.	Warner (.5)	Annette	14	15	\$63,329
495.	Watson	Mark	9	5	\$45,409
496.	Weinstein	Ellen	7	7	\$46,809
497.	Wells	Deborah	15	6	\$57,854
498.	Werkheiser	Susan	11	11	\$56,508
499.	Werth	John	10	6	\$53,483
500.	Wescott	Shawn	5	6	\$40,370
501.	Weseloh	Corrine	8	6	\$45,834
502.	Wetherhold	Barbara	11	8	\$54,933
503.	White-Wright	Charlotte	5	10	\$42,845
504.	Whitmoyer	Cynthia	6	7	\$41,345
505.	Wiesenberg	Vala	8	5	\$45,409
506.	Wilkins	Karen	16	8	\$62,036
507.	Williams	Ray	16	7	\$61,561
508.	Willis	Karin	15	14	\$62,679
509.	Wilson	Jennifer	3	6	\$37,092
510.	Wilson	Susan	15	9	\$59,804
511.	Wilson	Robert	16	9	\$62,536

512.	Wisneiski	Linda	3	1	\$34,967
513.	Wolff	Susan	5	6	\$40,370
514.	Wong-Yozviak	Lisa	12	7	\$54,458
515.	Woolsey	Lawrence	16	9	\$62,536
516.	Worobij	Nadia	11	16	\$59,633
517.	Yorke-Viney	Sally	15	15	\$63,329
518.	Yost	Ty	5	5	\$39,945
519.	Young	Kevin	9	5	\$45,409
520.	Youngken	Kelly	13	15	\$63,329
521.	Zasada	Edward	7	6	\$45,834
522.	Zimmerman	Janet	16	15	\$66,061
523.	Zipp	Christine	15	6	\$57,854

7. Supplemental Workdays for Guidance Counselors for the 2003-2004 School Year

Elementary School Guidance Counselors – Supplemental contract for 13 additional days

1. Beverly Dollar-Krell
2. Stacy Sarvis
3. Cathleen Schultz

Intermediate School Guidance Counselors – Supplemental contract for 16 additional days

1. Meghan Pryle
2. Eric Reichert

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

1. Linda Campbell

8. Appointments Regular

Name	Appointment
a. Berryman, John	Special Education - J. T. Lambert Intermediate – (TPE) Annual Salary: \$36,242.00 Step 2 Column 4 Effective Date: August 21, 2003 John replaces Ann Nicoletti who has been reassigned.
b. Bunbury, Andrea	Mathematics Teacher - High School South – (TPE) Annual Salary: \$37,932.00 Step 1 Column 11 Effective Date: August 21, 2003 This is a new position.
c. Bowers, Heather	Grade 3 Teacher – Smithfield Elementary – (TPE) Annual Salary: \$32,782.00 Step 1 Column 1 Effective Date: August 21, 2003 This is a new position.
d. Cox, Leslie	School Nurse - Lehman Intermediate – (TPE) Annual Salary: \$32,782.00 Step 1 Column 1 Effective Date: August 21, 2003 This is a new position.
e. Eyer, Glenn	Industrial Arts/Tech Ed. Teacher - High School North – (PE) Annual Salary: \$46,809.00 Step 7 Column 7 Effective Date: August 21, 2003 This is a new position.

- f. Finlayson, Rosalyn Remedial Reading - High School – South – (TPE)
Annual Salary: \$38,067.00 Step 3 Column 7
Effective Date: August 21, 2003
This is a new position.
- g. Halterman, Brenda Art Teacher - (.5) - Lehman Intermediate – (TPE)
Annual Salary: \$35,817.00 Prorated Step 2 Column 3
Effective Date: August 21, 2003
This is a new position.
- h. Horn, Maria Grade 4 Teacher - Resica Elementary – (TPE)
Annual Salary: \$37,092.00 Step 2 Column 6
Effective Date: August 21, 2003
Maria replaces Deborah Harris who has been reassigned.
- i. Householder, Laura English Teacher - High School North – (TPE)
Annual Salary: \$35,882.00 Step 1 Column 7
Effective Date: August 21, 2003
Laura replaces Kathryn Pacuska who has resigned.
- j. Levulis, Shannon English Teacher - Lehman Intermediate – (TPE)
Annual Salary: \$32,782.00 Step 1 Column 1
Effective Date: August 21, 2003
Shannon replaces Nanda Sheridan who has resigned.
- k. Libecap, Charles D. Mathematics Teacher - Lehman Intermediate – (TPE)
Annual Salary: \$32,782.00 Step 1 Column 1
Effective Date: August 21, 2003
Charles replaces Edith Donaldson who has resigned.
- l. Morales, Maria Spanish Teacher - High School – South – (TPE)
Annual Salary: \$35,392.00 Step 3 Column 2
Effective Date: August 21, 2003
Maria replaces Rosario Garcia who rescinded the position.
- m. Panepinto, Carrie Mathematics Teacher - High School North – (TPE)
Annual Salary: \$34,967.00 Step 3 Column 1
Effective Date: August 21, 2003
This is a new position.
- n. Peters, Joanne Grade 1 Teacher - J. M. Hill Elementary – (TPE)
Annual Salary: \$36,242.00 Step 2 Column 4
Effective Date: August 21, 2003
Joanne replaces Anita Zaso who has resigned.
- o. Pinzarrone, Frank Grade 5 – Special Education - Middle Smithfield Elementary – (TPE)
Annual Salary: \$43,709.00 Step 7 Column 1
Effective Date: August 21, 2003
Frank replaces Laura Dombrosky who has resigned.
- p. Remsnyder, Devon Grade 5 Teacher – Smithfield Elementary – (TPE)
Annual Salary: \$34,967.00 Step 2 Column 1
Effective Date: August 21, 2003
Devon replaces Nicholas Graziano who has resigned.
- q. Skibitsky, Elaine Grade 2 Teacher - J. M. Hill Elementary – (TPE)
Annual Salary: \$37,092.00 Step 3 Column 6
Effective Date: August 21, 2003
Elaine replaces Barbara Bubnis who has retired.

- r. Sparks, III, William
Industrial Arts/Tech Ed. Teacher – Lehman Intermediate – (TPE)
Annual Salary: \$32,782.00 Step 1 Column 1
Effective Date: August 21, 2003
William replaces Robert Sawicki who has resigned.
- s. Spring, Lauren
Grade 7 Math - Lehman Intermediate – (TPE)
Annual Salary: \$32,782.00 Step 1 Column 1
Effective Date: August 21, 2003
Lauren replaces Russell Gavalis who has resigned.
- t. Turn, Ralph G.
Mathematics Teacher - High School North – (TPE)
Annual Salary: \$34,907.00 Step 1 Column 6
Effective Date: August 21, 2003
Ralph replaces Emily Reiner who has resigned.
- u. Witcraft, Laura
Instructional Support Teacher – Middle Smithfield – (PE)
Annual Salary: \$39,095.00 Step 4 Column 3
Effective Date: August 21, 2003
This is a new position.

(See pages 76-97)

9. Appointments – Long Term Substitute

- | Name | Appointment |
|----------------------|---|
| a. Galayda, Mary | Special Education Teacher - J. T. Lambert Intermediate – (LTS)
Annual Salary: \$35,882.00 Prorated Step 1 Column 7
Effective Date: August 21, 2003 and continue until the end of the first semester of the 2003-2004 school year only.
Mary replaces Sherry Morro who is on a leave. |
| b. Heiss, Margaret | English - High School – South – (LTS)
Annual Salary: \$38,067.00 Step 2 Column 7
Effective Date: August 21, 2003 and continue until the end of the 2003-2004 school year only.
Margaret replaces Kelly Youngken who is on a leave/sabbatical. |
| c. McGrail, Kathleen | Guidance Counselor - J. T. Lambert Intermediate – (LTS)
Annual Salary: \$35,882.00 prorated Step 1 Column 7
Effective Date: August 21, 2003 and continuing until the end of the first semester of the 2003-2004 school year only.
Kathleen replaces Cindy Christian who is on a leave. |
| d. Ullo, Christina | Grade 3 Teacher - Resica Elementary – (LTS)
Annual Salary: \$34,967.00 Prorated Step 2 Column 1
Effective Date: August 21, 2003 and continue until the end of the first semester of the 2003-2004 school year only.
Christina replaces Maureen Seidel who is on a leave. |

(See pages 98-101)

10. Appointments – Summer School Teachers for the 2002-2003 School Year

- | Name | Appointment |
|------------------|------------------------------------|
| a. Bukoski, Gary | Substitute
Hourly Rate: \$22.00 |

	Last Name	First Name	Certification
f.	Banks	Anne	Elementary
g.	Barrett	Sarah	Elementary
h.	Battipaglia	Gloria	(em) all areas
i.	Baumgardner	Andrew	Health &Physical Education
j.	Bernikow	Vivian	Elementary
k.	Biffen	Ann	(em) all areas
l.	Bishop	Greg	(em) all areas
m.	Boorse	Julia	(em) all areas
n.	Brackbill	Nancy	Elementary/Reading Specialist
o.	Brown	Martin	Spanish
p.	Burgoon	Lynn	Elementary
q.	Burke	Julianne	(em) all areas
r.	Capizzi	Deborah	Elementary
s.	Caponigro	Jonathan	Social Studies
t.	Collins	Cathy	(em) all areas
u.	Conklin	Mary Grace	(em) all areas
v.	Cozzi	Virginia	(em) all areas
w.	Cozzi	Philip	(em) all areas
x.	Craan	Jean-Marie	(em) all areas
y.	Cudney	Renee	(em) all areas
z.	Daum	Deanna	(em) all areas
aa.	Davis	Ina Kay	Elementary
bb.	Della-Calce	Eleanor	(em) Physical Education
cc.	Dominguez	Dennis	(em) all areas
dd.	Downey	Susan	Elementary
ee.	Early	Eileen	School Nurse
ff.	Eppley	Damon	Elementary
gg.	Estrada	Maria	(em) all areas
hh.	Fakih	Mark	(em) all areas
ii.	Farrelly	Bernadette	(em) all areas
jj.	Farrelly	Andrew	(em) all areas
kk.	Fauber	Mildred	Elementary
ll.	Ferro	Louise	Elementary
mm.	Flatley	Brandon	(em) all areas
nn.	Fonash	Charlene	Elementary/Reading Specialist
oo.	Frazier	Patricia	(em) all areas
pp.	Fritz	Nancy	French/Spanish
qq.	Gabriel	Sheila	(em) all areas
rr.	Genauer	Phyllis	Early Childhood
ss.	Gerhard	Beryl	Elementary
tt.	Gilgallon	Eileen	School Nurse
uu.	Glusiec	Joan	Art & Special Education
vv.	Goodman	Maureen	Health &Physical Education
ww.	Gorman	Susan	Social Studies
xx.	Guedes	Misty	(em) all areas
yy.	Gunn	Mary	School Nurse
zz.	Gurry	Erin	Elementary/Special Education
aaa.	Guzman	Carla	(em) all areas

	Last Name	First Name	Certification
bbb.	Hanellin	Richard	(em) all areas
ccc.	Hart	Audrey	Elementary, Music
ddd.	Hegarty	Susan	(em) all areas
eee.	Henderson-Mayers	Toni	(em) all areas
fff.	Hendricks	Leslie	Elementary
ggg.	Hoback	John	(em) all areas
hhh.	Hobson	Bernard	(em) all areas
iii.	Huffman	Barbara	English
jjj.	Hughes	Colleen	(em) all areas
kkk.	Hutchings	Rosalyn	(em) all areas
lll.	Jablonski,	Alison	(em) all areas
mmm.	Kesselring	Patricia	(em) all areas
nnn.	Kindred	Linda	English, Social Studies, Science, Counselor
ooo.	LaBar	Vicki	Early Childhood
ppp.	Lapczynski	Margarita	(em) all areas
qqq.	Lauer	Jason	H&PE
rrr.	Lehman	John	(em) all areas
sss.	Lezama,	Jeanette	Elementary
ttt.	Libby	Tina	Elementary
uuu.	Mahoney	Brian	(em) all areas
vvv.	Mammana, Jr.	Richard	(em) all areas
www.	Marmolejos, Jr.	Israel	(em) all areas
xxx.	Mastrangelo	Debora	Elem/EC
yyy.	McCool	Suzanne	Elementary
zzz.	McKinney	John	Elementary, Social Studies
aaaa.	McRory	Eileen	(em) all areas
bbbb.	McSweeney	Carmen	(em) all areas
cccc.	Medina	Sandra	(em) all areas
dddd.	Mehlig	Nina	Special Education
eeee.	Meinking	Courtney	Elementary
ffff.	Melvin	David	(em) all areas
gggg.	Mesko	Judith	Reading, Marketing, Office Tech.
hhhh.	Milton	Madeline	Elementary/Special Education
iiii.	Morris	Roger	Social Studies
jjjj.	Mozzone	Ronald	(em) all areas
kkkk.	Ofoegbu	Ngozi (Patricia)	(em) all areas
llll.	Oliveto	Paul	(em) all areas
mmmm.	Orban	Christine	(em) all areas
nnnn.	Palumbo	Alexander	(em) all areas
oooo.	Patterson	Walter	(em) all areas
pppp.	Penn-Carpenter	Jeridene	(em) all areas
qqqq.	Pineros	Iris	(em) all areas
rrrr.	Poloway	Mary	(em) all areas
ssss.	Powell	Karen	(em) all areas
tttt.	Presley	June	(em) all areas
uuuu.	Primrose	Janet	School Nurse
vvvv.	Riccardi	Edmund	Health & Physical Education

	Last Name	First Name	Certification
www.	Rodriguez	John	(em) all areas
xxxx.	Rollison	Colleen	Elementary
yyyy.	Rosado	Wanda	Elementary
zzzz.	Roth	Susan	Elementary
aaaa.	Roy	Daniel	(em) all areas
bbbb.	Saylor	Jill	Biology
cccc.	Scheffel	Thomas	Social Studies
dddd.	Shareef	Christina	(em) all areas
eeee.	Shoup	Anita	(em) all areas
ffff.	Simpson	Malcolm	(em) all areas
gggg.	Skolnik	Walter	English, Marketing, Dist. Ed.
hhhh.	Smith	Melanie	(em) all areas
iiii.	Smith	Todd	(em) all areas
jjjj.	Sonnenberg	Donna	(em) all areas
kkkk.	Sousa	Wayne	English
llll.	Spence	Stephanie	(em) all areas
mmmm.	Stager	Ann	(em) all areas
nnnn.	Tahoun	Lara	(em) all areas
oooo.	Taylor	Theresa	Elementary
pppp.	Turner	Mark	(em) all areas
qqqq.	Ullo	Christina	Elementary
rrrr.	Valletta	Jeanette	Elementary & (em)
ssss.	Vauter	Denise	Special Education
tttt.	Velez	Jorge	(em) all areas
uuuu.	Verderese	Joseph	(em) all areas
vvvv.	Viernstein	Dale	(em) all areas
wwww.	Walton	Jacqueline	(em) all areas
xxxx.	Weiss	Danielle	(em) all areas
yyyy.	Willey	Janice	(em) all areas
zzzz.	Wilson	Meghan	Special Education/Elementary
aaaaa.	Wirth	Susan	(em) all areas
bbbbbb.	Young	Amy	Elementary
cccccc.	Zaso	Anita	Elementary
dddddd.	Zepeda	Carmen	(em) all areas

13. Reappointment Homebound Teachers for the 2003-2004 School Year

	Last Name	First Name	Certification
a.	Ammerman	Stacie	(em) Elem, Spec Ed
b.	Anderson	Eric	English
c.	Anderson	Marygrace	Art
d.	Andrews	Susan	(em) Home Ec.
e.	Beitmann	Madeleine	Business
f.	Benjamin	Theresa	Elementary
g.	Berke	Bruce	Health & Phys. Ed.
h.	Boyer	Christina	English
i.	Brush	Denise	Elementary
j.	Brzozowski	Brian	Special Education

	Last Name	First Name	Certification
k.	Bybee	Steven	Special Ed.
l.	Calpin	Maryann	Social Studies & Reading Specialist
m.	Carson	Wayne	Mathematics
n.	Casciotta	Marialena	Elem/Spec. Ed.
o.	Conklin	Donna	Elementary
p.	Connor	Jyl	Elementary
q.	Covart	Maureen	Special Ed.
r.	Crawford	Kendyle	Elem/Spec Ed
s.	Darling	Violet	Elementary
t.	David	Krista	Elementary
u.	DeHart	Teri	Elementary
v.	Dobrowolski	Darrin	Math
w.	Dollar-Krell	Beverly	(em) Guidance
x.	Dombrosky	Laura	Special Ed.
y.	Dreibelbis	Susan	Biology
z.	Fears	Theresa	Elementary
aa.	Ferrara	Stephanie	Special Ed/Elementary
bb.	Fisher	Marijo	Science
cc.	Flad	Ruthann	Biology,Science
dd.	Fornaciari	Dailynn	Elementary
ee.	Franks	Suzanne	Elementary
ff.	Gavalis	Russell	Mathematics
gg.	Gonda	Claudia	Elementary
hh.	Grabin	Jennifer	English
ii.	Heeter	Patricia	Elementary
jj.	Heitzman	Vicki	Elementary
kk.	Hennings	Catherine	(em) French
ll.	Honadel	Janis	Special Education
mm.	Husson	Jennifer	Elementary
nn.	Johnson	John	Special Ed.
oo.	Karpen	Jeffrey	Spec Ed., H&PE
pp.	Kernan	Paul	Social Studies
qq.	Kindred	Linda	English, SS, Science, Guidance
rr.	Kuhne	George	Science/Biology
ss.	Kule	Jay	Elem/Guidance
tt.	Langan	Brooke	English
uu.	Leight	Donna	Elementary
vv.	Leshnower	Kristina	Elementary
ww.	Levandowski	Brenda	Elementary
xx.	Litchfield	Judith	Math
yy.	Lortz	Patricia	Elem/Reading
zz.	Luyster	Rebecca	Elem/Spec Ed
aaa.	Madison	Lisa	Special Education
bbb.	Maranilli	James	Special Ed.
ccc.	Mathiesen	Carla	German
ddd.	McCool	Suzanne	Elementary
eee.	McDaniel	Dale	Special Ed.
fff.	McGovern	Theresa	Spec Ed/E.C.

	Last Name	First Name	Certification
ggg.	Miller	Christina	English
hhh.	Montes	Mary Lou	Special Ed/Elem
iii.	Morro	Sherri	Special Ed.
jjj.	Mullins	Shannon	Special Ed.
kkk.	Murphy	Cheryl	Special Ed.
lll.	Polizzotto	Maryann	Elem/Reading
mmm.	Reiche	Amanda	(em) Home Ec - only
nnn.	Reith	Daryl	Special Ed/Elem
ooo.	Robinson	Nicole	Elementary
ppp.	Rohland	Heather	(em) English
qqq.	Rothwell	Donna	Art, Spec Ed
rrr.	Rourke	Jenny	Elementary
sss.	Scanlan	Barbara	Early C./Elementary
ttt.	Sever	Nicole	Special Ed/Elem
uuu.	Skolnik	Walter	English
vvv.	Smith	Susan	Elementary
www.	Stackhouse	Stephanie	Special Ed.
xxx.	Stein	Deana	Spec Ed/Elementary
yyy.	Stinger	Gloria	Special Ed.
zzz.	Suprys	Thomas	Reading
aaaa.	Taylor	Kathryn	Spanish
bbbb.	Turner	Patricia	English
cccc.	Voss	Aaron	Spec Ed/Elementary
dddd.	Wacker	Richard	Art
eeee.	Weinstein	Ellen	Special Ed.
ffff.	Wtulich	Melissa	Elementary
gggg.	Zacharias	Deborah	Elementary

14. Substitute Appointments

Name	Certification
a. Cooper, Paul	Elementary
b. Romanyshyn, Danielle	Elementary
c. Sheradin, Nanda	(em) all areas
d. Salber, Lee	(em) all areas

15. Substitute Appointments – Permanent \$75.00 per diem substitute teacher

Name	Building
a. Burgoon, Lynn	J. M. Hill Elementary
b. Poloway, Mary	J. M. Hill Elementary

16. Appointments – Homebound Instructor

Name	Certification
a. Sheradin, Nanda	(em) all areas
b. Vellekamp, Lisa	Special Education

C. Salary Change Payments

ACTION BY THE BOARD:

Motion was made by Philip Brush to approve the following salary change payments 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 William Zacharias and carried unanimously, 7-0.

	Name	From	To	Effective
a.	Gubernot, Jr., Joseph	\$33,810.00 (Step 2 Column 3)	\$34,235.00 (Step 2 Column 4)	8/23/01
b.	Mullaney David	\$35,392.00 (Step 3 Column 2)	\$38,670.00 (Step 4 Column 2)	8/21/03

E. Extra Responsibility Positions

(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 resignations and 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 Patrick Forney and carried 6-1. William Zacharias voted No.

1. Appointments for the 2002-2003 School Year

	Name	Position	Salary	
a.	Conklin, Kimberly	Advisor Summer Band - J. T. Lambert Intermediate School	\$22.00/hr.	Max 36 hours
b.	Dailey, Charles	Supervisor Intramural Weight Room - High School North – First half of summer.	\$17.00/hr.	Max. 48 hours
c.	Dailey, Charles	Supervisor Intramural Weight Room - High School North – Second half of summer.	\$17.00/hr.	Max. 48 hours

2. Appointments for the 2003-2004 School Year

	Last Name	First Name	Position	Building	Rate
a.	Antoni	Barbara	Detention Supervisor	Lehman Intermediate	\$22.00/hour
b.	Arner	Edward	Detention Supervisor	High School South	\$22.00/hour
c.	Bakner	Paul	Band Director	High School North	\$4,635.00
d.	Bakner	Paul	Band Jazz Director	High School North	\$825.00
e.	Barlieb	Mary	Detention Supervisor	J. T. Lambert Intermediate	\$22.00/hour
f.	Benjamin	Theresa	Intramural Double Dutch Jump Rope Advisor	J. T. Lambert Intermediate	\$17.00/hour (48 hour maximum)
g.	Bock	Elizabeth	Intramural Advisor for the Community Outreach Group	Resica Elementary	\$17.00/hour (24 hour maximum)
h.	Bove	Sheila	Space Club Advisor	J. T. Lambert Intermediate	\$800.00
i.	Brotherton	Regina	Yearbook Assistant Editor Advisor	High School South	\$1,235.00
j.	Brzozowski	Brian	Football Assistant Coach	Lehman Intermediate	\$1,225.00
k.	Buccella	Krista	Field Hockey Assistant Coach	Lehman Intermediate	\$1,225.00
l.	Bybee	Steven	Intramural Indoor Soccer Co-Advisor	J. T. Lambert Intermediate	\$17.00/hour (24 hour maximum)
m.	Campbell	Arlene	Step Team Club Advisor	High School South	\$800.00
n.	Carmeci	Dawn	Intramural Gymnastics Advisor	Lehman Intermediate	\$17.00/hour (48 hour maximum)
o.	Carson	Wayne	Computer Assistant	High School South	\$650.00

	Last Name	First Name	Position	Building	Rate
p.	Conklin	Kimberly	Band Director (Grades 7 and 8)	J. T. Lambert Intermediate	\$1,855.00
q.	Cullin	Richard	Intramural Cross Country Jogging Advisor	J. T. Lambert Intermediate	\$17.00/hour (48 hour maximum)
r.	Cullin	Richard	Sophomore Class Advisor	High School South	\$980.00
s.	Dell'Orto	Roberta	Detention Supervisor	J. T. Lambert Intermediate	\$22.00/hour
t.	DeLong	Ryan	Football Assistant Coach	Lehman Intermediate	\$1,225.00
u.	DeLucca	Daniel	Intramural Wrestling Co-Advisor	J. T. Lambert Intermediate	\$17.00/hour (24 hour maximum)
v.	Dougherty	Kenneth	Intramural Gymnastics Co-Advisor	J. T. Lambert Intermediate	\$17.00/hour (24 hour max)
w.	Ellis	Susan	Intramural Youth Garden Group Advisor	Resica Elementary	\$17.00/hour (24 hour maximum)
x.	Endres	James	Intramural Ski Advisor (Grade 7)	J. T. Lambert Intermediate	\$17.00/hour (48 hour max)
y.	Espinoza	Marilyn	Math Counts Club	J. T. Lambert Intermediate	\$800.00
z.	Fisher	Marijo	Intramural Floor Hockey Co-Advisor	J. T. Lambert Intermediate	\$17.00/hour (24 hour maximum)
aa.	Fisher	Marijo	Yearbook Assistant Editor Advisor	J. T. Lambert Intermediate	\$1,135.00
bb.	Flad	Ruthann	Science Olympiad Club Advisor	J. T. Lambert Intermediate	\$800.00
cc.	Flicker	Matthew	Jazz Band Director	Lehman Intermediate	\$825.00
dd.	Flicker	Matthew	Assistant Band Director	High School North	\$3,075.00
ee.	Flicker	Matthew	Band Director	Lehman Intermediate	\$1,855.00
ff.	Flicker	Matthew	Stage Manager	Lehman Intermediate	\$2,370.00
gg.	Fonash	Al	Study Club Advisor	J. M. Hill Elementary	\$800.00
hh.	Frame	Kelly	Intramural Track & Field Co-Advisor	J. T. Lambert Intermediate	\$17.00/hour (24 hour maximum)
ii.	Frame	Kelly	Intramural Volleyball Co-Advisor	J. T. Lambert Intermediate	\$17.00/hour (24 hour maximum)
jj.	Gilmartin	Mary Joy	Intramural After School Book Break Advisor	Resica Elementary	\$17.00/hour (12 hour maximum)
kk.	Green	Robert	A V Coordinator	High School North	\$1,300.00
ll.	Hamlen	Suzanne	Intramural Ski Group Advisor	Resica Elementary	\$17.00/hour (12 hour maximum)
mm.	Harron	Michael	Director of School Productions (Spring)	High School South	\$1,675.00
nn.	Harron	Michael	Director of School Productions (Fall)	High School South	\$1,675.00
oo.	Hendren	Mercy	Director of School Productions	J. T. Lambert Intermediate	\$1,675.00
pp.	Hendricks	Sara	Student Council Advisor	High School South	\$1,300.00
qq.	Henritzy	Anthony	Intramural Flag Football Co-Advisor	J. T. Lambert Intermediate	\$17.00/hour (24 hour maximum)
rr.	Henry	Jeffrey	Intramural Sports Advisor (Grade 5)	Resica Elementary	\$17.00/hour (30 hour max)
ss.	Henry	Jeffrey	Intramural Sports Advisor (Grade 4)	Resica Elementary	\$17.00/hour (30 hour max)
tt.	Hnasko	Scott	Intramural Chess Group Advisor	Resica Elementary	\$17.00/hour (24 hour maximum)
uu.	Hnasko	Scott	Computer Advisor	Resica Elementary	\$17.00/hour (24 hour maximum)
vv.	Hnasko	Scott	Intramural Computer	Resica Elementary	\$17.00/hour (24 hour

	Last Name	First Name	Position	Building	Rate
			Programming Group Advisor		maximum)
ww.	Hnasko	Scott	Intramural Literary Group Advisor	Resica Elementary	\$17.00/hour (24 hour maximum)
xx.	Hughes	Melissa	Scholastic Scrimmage Coach	High School South	\$1,440.00
yy.	Illingworth	Sharon	Detention Supervisor	J. T. Lambert Intermediate	\$22.00/hour
zz.	Johnson	Frank	Intramural Basketball Co-Advisor	J. T. Lambert Intermediate	\$17.00/hour (24 hour maximum)
aaa.	Jones	Jennifer	Yearbook Editor Advisor	Lehman Intermediate	\$1,545.00
bbb.	Jones	Jennifer	Assistant Director of School Productions	Lehman Intermediate	\$1,175.00
ccc.	Judd	Jeremy	Stage Co-Manager	J. T. Lambert Intermediate	\$2,370.00 (prorated)
ddd.	Keaney	James	Math/Computer Club Advisor	High School South	\$800.00
eee.	Kerstetter	Eric	Football Assistant Coach	Lehman Intermediate	\$1,225.00
fff.	Kise, Jr.	Alfred	Band Front Advisor	High School South	\$2,475.00
ggg.	Kish	Jason	FBLA Club Advisor	High School South	\$800.00
hhh.	Kolcun	Brian	Intramural Golf Advisor	J. T. Lambert Intermediate	\$17.00/hour (48 hour maximum)
iii.	Konawalik	Terry	Volunteer Boys' Soccer Coach	High School South	not applicable
jjj.	Kopcza	Jennifer	Director of School Productions	Lehman Intermediate	\$1,675.00
kkk.	Kopcza	Jennifer	Show Choir Club Advisor	Lehman Intermediate	\$800.00
lll.	Kuberek	Sandra	Computer Assistant	Resica Elementary	\$650.00
mmm.	Langan	Brooke	Yearbook Editor Advisor	High School South	\$2,165.00
nnn.	Lantz	Dave	Choral Director	High School South	\$2,780.00
ooo.	Lee	MaryKatherine	Intramural Ski Advisor (Grade 6)	J. T. Lambert Intermediate	\$17.00/hour (48 hour max)
ppp.	Magnes	Sandra	Speech/Debate Team Advisor	High School South	\$1,235.00
qqq.	Magnes	Sandra	Senior Class Advisor	High School South	\$1,105.00
rrr.	Marcial	Laurence	Intramural Martial Arts Advisor	High School North	\$17.00/hour (48 hour maximum)
sss.	Mason	Todd	Choral Director (Grade 6)	J. T. Lambert Intermediate	\$1,235.00
ttt.	Mason	Todd	Choral Director (Grades 7 & 8)	J. T. Lambert Intermediate S	\$1,780.00
uuu.	Mason	Todd	Band Majorette Advisor	High School South	\$1,550.00
vvv.	McDaniel	Dale	Student Council Advisor	J. T. Lambert Intermediate	\$1,300.00
www.	Mercuri	Katrina	Assistant Athletic Trainer	High School North	\$5,500.00
xxx.	Molin	Maurice	Model UN Club Advisor	High School South	\$800.00
yyy.	Molin	Maurice	Intramural Wallyball Advisor	High School South	\$17.00/hour (48 hour maximum)
zzz.	Montgomery	Res	Girls' Tennis Junior Varsity Coach	High School North	\$1,450.00
aaaa.	Mosher	Stanley	Chess Club Advisor	J. T. Lambert Intermediate	\$800.00
bbbb.	Mosher	Stanley	Chess Team Coach	High School South	\$1,350.00
cccc.	Murphy	Kenneth	Intramural Wrestling Co-Advisor	J. T. Lambert Intermediate	\$17.00/hour (24 hour maximum)
dddd.	Omelio	Donna	Mock Trial Coach	High School South	\$2,060.00
eeee.	Osborn-Hallet	Michelle	Spirit Squad Club Advisor (fall season)	J. T. Lambert Intermediate	\$800.00
ffff.	Osborn-Hallet	Michelle	Detention Supervisor	J. T. Lambert Intermediate	\$22.00/hour
gggg.	Parton	James	Intramural Newspaper Advisor	Resica Elementary	\$17.00/hour (30 hour maximum)

	Last Name	First Name	Position	Building	Rate
hhhh.	Phillips	Daniel	Newspaper Advisor	High School South	\$1,950.00
iiii.	Polinski	Aynne	Art Club Advisor	J. T. Lambert Intermediate	\$800.00
jjjj.	Predmore	Mary	Yearbook Editor Advisor	J. T. Lambert Intermediate	\$1,545.00
kkkk.	Presley	June	Spirit Squad Club Advisor (winter season)	J. T. Lambert Intermediate	\$800.00
llll.	Pysher	Erica	Foreign Language Club Advisor	High School South	\$800.00
mmmm	Reed	Betty	SASA Club Advisor	J. T. Lambert Intermediate	\$800.00
nnnn.	Rispoli	Yvonne	Choral Director (Grades 4 and 5)	Resica Elementary	\$1,235.00
oooo.	Rispoli	Yvonne	Intramural Musical Theater Advisor (Grade 3)	Resica Elementary	\$17.00/hour (12 hour maximum)
pppp.	Rosado	Patricia	Yearbook Business Advisor	High School South	\$1,400.00
qqqq.	Rowinski	Lisa	Intramural Indoor Soccer Co-Advisor	J. T. Lambert Intermediate	\$17.00/hour (24 hour maximum)
rrrr.	Serio	Valerie	Spirit Squad Club Advisor (winter season)	Lehman Intermediate	\$800.00
ssss.	Serio	Valerie	Spirit Squad Club Advisor (fall season)	Lehman Intermediate	\$800.00
tttt.	Sheska	Cynthia	Junior Class Advisor	High School South	\$1,055.00
uuuu.	Silvoy	Michael	Stage Manager	High School South	\$3,090.00
vvvv.	Snyder	Linda	Computer Assistant	Central Administration	\$650.00
www.	Stefani	Laura	Computer Assistant	J. T. Lambert Intermediate	\$650.00
xxxx.	Stubljär	Emily	Intramural Gymnastics Co-Advisor	J. T. Lambert Intermediate	\$17.00/hour (24 hour max)
yyyy.	Stubljär	Emily	Detention Supervisor	J. T. Lambert Intermediate	\$22.00/hour
zzzz.	Tasick	Denise	Intramural Ski Advisor (Grade 8)	Lehman Intermediate	\$17.00/hour (48 hour maximum)
aaaa.	Toth	Donald	Intramural Ski Advisor (Grade 8)	J. T. Lambert Intermediate	\$17.00/hour (48 hour maximum)
bbbb.	Toth	Donald	Stage Co-Manager	J. T. Lambert Intermediate	\$2,370.00 (prorated)
cccc.	Toth	Donald	Digital Video/Photography Club Advisor	J. T. Lambert Intermediate	\$800.00
dddd.	Toth	Donald	Computer Assistant	J. T. Lambert Intermediate	\$650.00
eeee.	Varner	Lisa	Intramural Floor Hockey Co-Advisor	J. T. Lambert Intermediate	\$17.00/hour (24 hour maximum)
ffff.	Velez	Jorge	Soccer Assistant Coach	Lehman Intermediate	\$1,225.00
gggg.	Voss	Aaron	Detention Supervisor	J. T. Lambert Intermediate	\$22.00/hour
hhhh.	Voss	Aaron	Intramural Basketball Co-Advisor	J. T. Lambert Intermediate	\$17.00/hour (24 hour maximum)
iiii.	Weinstein	Ellen	Key Club Advisor	High School South	\$800.00
jjjj.	Woolsey	Lawrence	A V Coordinator	J. T. Lambert Intermediate	\$1,300.00
kkkk.	Young	Kevin	A V Coordinator	High School South	\$1,300.00

3. Appointments Mentors for the 2003-2004 School Year

	Last Name	First Name	Position	Rate
a.	Allen	Suzanne	Mentor for David Mullaney	\$450.00
b.	Anderson	Marygrace	Mentor for Brenda Halterman	\$450.00
c.	Andrews	Jennifer	Mentor for Beth Doyle	\$450.00

	Last Name	First Name	Position	Rate
d.	Brotherton	Regina	Mentor for Margaret Heiss effective 8/21-10/15/03	\$450.00 (prorated)
e.	Burke	Mary	Mentor for Mary Galayda effective 8/21/03 until the end of the first semester	\$450.00 (prorated)
f.	Bybee	Steven	Mentor for Wendy Hammerstone	\$450.00
g.	Calpin	Maryann	Mentor for Tina Kuehner	\$450.00
h.	Dickinson	Linda	Mentor for Nathan Snyder	\$450.00
i.	Dolph	Patti Jo	Mentor for Elaine Skibitsky effective 8/21 until the end of the third marking period.	\$450.00 (prorated)
j.	Erdo	Loretta	Mentor for Susan Kramarev	\$450.00
k.	Ferullo	Rose Ann	Mentor for Maria Morales	\$450.00
l.	Ferullo	Rose Ann	Mentor for Annamaria Wallen effective 8/21-10/6/03	\$450.00 (prorated)
m.	Finley-Welsh	Susan	Mentor for Sarah Thomas	\$450.00
n.	Hnasko	Scott	Mentor for Charles Libecap	\$450.00
o.	Jones	Deborah	Mentor for Kathleen McGrail effective 8/21 until the end of the first semester	\$450.00 (prorated)
p.	Keaney	James	Mentor for Andrea Bunbury	\$450.00
q.	Koch-Rutkowski	Francesca	Mentor for Sara Van Winkle	\$450.00
r.	Lee	MaryKatherine	Mentor for Stephanie Katra	\$450.00
s.	Lee	MaryKatherine	Mentor for Michael Romanyshyn effective 8/21-12/3/03	\$450.00 (prorated)
t.	Leight	Donna	Mentor for Linda Fields	\$450.00
u.	Maylor	Dina	Mentor for Sandy DeRenzi effective 8/21-10/20/03	\$450.00 (prorated)
v.	Morris	Debbie	Mentor for June Calandra	\$450.00
w.	Mross	Kenneth	Mentor for David Mitchell effective 8/21-10/14/03	\$450.00 (prorated)
x.	Nicoletti	Ann	Mentor for John Berryman	\$450.00
y.	Schultz	Cathleen	Mentor for Loriann Vennick	\$450.00
z.	Ullo	Carol	Mentor for Teresa Averill	\$450.00
aa.	Weisenberg	Vala	Mentor for Krista Buccella	\$450.00

F. First Level Supervisors

(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 Robert Huffman to approve the salaries for First Level Supervisors for the 2003-2004 fiscal year effective July 1, 2003. Motion was seconded by Bet Hays and carried 6-1. William Zacharias voted No.

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Annual Salary/Hourly Rate</u>
Bridges	Marianne	Assistant Food Service Director - South	\$17.49/hour
McCracken	Mary Ann	Assistant Food Service Director - North	\$13.09/hour
Bachman	Corrine	Transportation Dispatcher	\$38,366.47
Harris	Timothy	Head Custodian (Working) North Campus	\$36,910.18
Oswald	Kirk	Head Custodian (Working) J. T. Lambert Intermediate	\$40,659.18
Pryor	Kieran	Head Custodian (Working) High School South	\$45,559.18
Eilber	Terry K.	Maintenance - Supervisor	\$40,820.60 (plus \$5,000 supervisor stipend)
LaBar	Ronald E.	Head Mechanic - Supervisor	\$42,797.50 (plus \$1,650 supervisor stipend)

Miller	Daryle	Head of Grounds Maintenance - Supervisor	\$31,800.00 (plus \$5,000 supervisor stipend)
Czajkowski	Joseph	Chief of School Police	\$13.78/hour

G. Administrative Staff

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the reassignments, change of status and appointment 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 Horace Cole and defeated 4-3. (Five affirmative votes required.) Bet Hays, Don Motts and William Zacharias voted No.

1. Reassignments

Name	Position Held
a. Baker, David	From Assistant Principal at Lehman Intermediate to Assistant Principal at High School South Effective Date: Mutually agreed upon date. David replaces Sharon Laverdure who was reassigned.
b. Zall, Stephen	From Assistant Principal at J. T. Lambert Intermediate to Assistant Principal at Lehman Intermediate School Effective Date: Mutually agreed upon date. Stephen replaces David Baker who was reassigned.

2. Change of Status

Name	Position Held
a. Carhart, Michelle	From Supervisor of Special Education (Grades 6-12) – District to Assistant Principal at J. T. Lambert Intermediate Annual Salary: \$68,000.00 prorated Effective Date: 8/26/03 Michelle replaces Stephen Zall who was reassigned.

3. Appointments

Name	Position Held
a. Braun, Hugh	Assistant Principal - High School North Annual Salary: \$60,000.00 prorated Effective Date: August 21, 2003 This is a new position.
b. Parks, William	Assistant Principal - J. T. Lambert Intermediate Annual Salary: \$60,000.00 prorated Effective Date: August 19, 2003 This is a new position.

X. **GRIEVANCE – “PAIP” PERIOD**

ACTION BY THE BOARD:

Motion was made by Patrick Forney to approve that the “PAIP” Period Grievance as submitted by the East Stroudsburg Education Association be denied for the reasons as are set forth in the District’s Step 2 and Step 3 responses to the grievance. Motion was seconded by William Zacharias and carried unanimously, 7-0.

XI. **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 Patrick Forney to approve the contracts listed for their specific services, rates and effective dates. Motion was seconded by Don Motts and carried unanimously, 7-0.

	Name	Service	Rate	Payment From	Effective Date
1.	Badner, Stuart	Functional Vocational Assessment	\$1,200.00	Special Education	5/27-6/27/03
2.	Bethesda Day Treatment Center, Inc.	Agreement for Services Attachment D	\$37.00 per day per student	Pupil Services	2003-2004
3.	Educare	Services	\$84.00 per day per student	Pupil Services	2003-2004
4.	Northwest Evaluation Association	Testing	\$31,091.00	Curriculum & Instruction	2003-2004
5.	Silvoy, Jr., Michael	Web/E-Mail Restoration	\$280.00	ITEC	6/1-6/28/03
6.	Silvoy, Jr., Michael	Personnel Website	\$364.00	ITEC	8/20-31/03
7.	Silvoy, Jr., Michael	Alumni Database	\$72.00	ITEC	9/1-30/03

XII. **BOARD POLICIES**

ACTION BY THE BOARD:

Motion was made by Patrick Forney to approve the listed policies to be used in the East Stroudsburg Area School District. Motion was seconded by William Zacharias and carried unanimously, 7-0.

- #216 Student Records
- #248 Unlawful Harassment
- #815 Acceptable Use for Technology Resources

(See pages 102-128)

XIII. **CURRICULUMS**

ACTION BY THE BOARD:

Motion was made by Patrick Forney to approve the curriculums listed for use in the East Stroudsburg Area School District. Motion was seconded by Don Motts and carried unanimously, 7-0.

a.	Library Science K-12	b.	Mathematics K-5
c.	Music K-12		

XIV. **STUDENT HANDBOOKS**

ACTION BY THE BOARD:

Motion was made by Patrick Forney to approve the Student and Athletic Handbooks listed for use in the East Stroudsburg Area School District for the 2003-2004 school year. Motion was seconded by Bet Hays and carried unanimously, 7-0.

a.	Elementary Schools	b.	Intermediate Schools
c.	East Stroudsburg Area Senior High Schools	d.	Athletic Handbook

XV. **CONFERENCE ATTENDANCE**

A. **Board Members**

ACTION BY THE BOARD:

Motion was made by Patrick Forney to approve Robert Huffman and Roland Featherman to attend and serve as delegates to the 2004 Legislative Policy Council at the PASA-PSBA School Leadership Conference on October 21-24, 2003, at Hershey, PA. Motion was seconded by Philip Brush and carried unanimously, 7-0.

B. **Superintendent**

ACTION BY THE BOARD:

Motion was made by Patrick Forney to approve the attendance of Kenneth G. Koberlein at the PASA-PSBA School Leadership Conference on October 21-24, 2003, at Hershey, PA. Motion was seconded by Don Motts and carried unanimously, 7-0.

XVI. **REVISED STROUD REGION OPEN SPACE AND RECREATION COMMISSION**

ACTION BY THE BOARD: Motion was made by Bet Hays to table until the September 15, 2003, School Board Meeting the revised Stroud Region Open Space and Recreation Commission agreement. Motion was seconded by Patrick Forney and carried unanimously.

(See pages 129-141)

XVII. **FISCAL ITEMS**

A. **Bond Payment**

ACTION BY THE BOARD:

Motion was made by Robert Huffman 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: \$306,882.15 Motion was seconded by Philip Brush and carried unanimously, 7-0.

(See pages 142-144)

B. **Waiver of Use of Facilities Fees**

ACTION BY THE BOARD:

Motion was made by Patrick Forney to approve the requests received to waive the use of facilities fees listed. Motion was seconded by Bet Hays and carried unanimously, 7-0.

- Delaware Football League
East Stroudsburg Senior High School North Practice Fields
Football and Cheerleading
August 11 – October 10, 2003
- Monroe County Historical Association
East Stroudsburg Senior High School South Cafeteria
Annual Spaghetti Dinner
September 27, 2003
- Pocono Mountain Kennel Club
J. M. Hill Elementary School Gymnasium
Canine Obedience Classes
2003-2004 school year

(See pages 145-147)

C. Payment of Bills and Treasurer’s Report

ACTION BY THE BOARD:

Motion was made by Philip Brush to approve the payment of bills and treasurer’s report listed in this agenda for the 2002-2003, 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, 7-0.

1. Payment of Bills - (See pages 148-179)
2. Treasurer’s Report - (See pages 180-183)

*** “A” ADDENDUM***

IX. PERSONNEL ITEMS

A. Support Staff

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the resignation, reassignment, leave of absences, extension of leave, termination 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 Patrick Forney and carried unanimously, 7-0.

1. Resignation

Name	Position Held
e. Keiper, Alisa	Instructional Aide –J. T. Lambert Intermediate Effective Date: August 18, 2003

(See page 5)

2. Reassignment

Name	Position Held
c. Velez, Arquelio	From Custodian (Second Shift) – North Campus to Custodian (Second Shift) Tuesday, through Saturday Effective Date: August 26, 2003 This is a new position.

13. Appointments Regular

Name	Position Held
t. Velez, Mildred	Custodian (Second Shift) – North Campus Hourly Rate: \$9.63 Plus \$.25 differential Effective Date: August 25, 2003 Mildred replaces Arquelio Velez who was reassigned.
u. Zerfoss, Beth Ann	Instructional Aide – Special Education Grade 4 - Smithfield Hourly Rate: \$10.40 Effective Date: August 21, 2003 Beth Ann replaces Devon Remsnyder who was reassigned.

14. Appointments – Long Term Substitute

Name	Position Held
b. Peters, Karen	Instructional Aide - High School South – (LTS) Hourly Rate: \$10.40 Effective Date: August 21, 2003 until the end of the first semester of the 2003-2004 school year only. Karen replaces Walter Skolnek is on a leave.

29. Termination

Name	Position Held
a. Beach, Alex	Maintenance II Worker Effective Date: August 19, 2003

30. Leave of Absences – In accordance with Board Policy #435

Name	Position Held
a. Cannell, Marianne	Health Room Assistant – Middle Smithfield/Smithfield Effective Date: August 21, 2003 Length of Leave: End of the 2003-2004 school year.
b. Zepeda, Carmen	Instructional Aide - J. T. Lambert Intermediate Effective Date: May 27, 2003 Length of Leave: End of the 2002-2003 school year.

31. Extension of Leave – In accordance with Board Policy #435

Name	Position Held
a. Skolnik, Walter	Instructional Aide - High School South Effective Date: May 23, 2003 Length of Leave: End of the first semester of the 2003-2004 school year.

B. Professional Staff

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the resignations, recessions, 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 Patrick Forney and carried unanimously, 7-0.

1. Resignations

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

- | | |
|-------------------|--|
| i. Accardi, Jane | Family/Consumer Science Teacher - High School North
Effective Date: August 20, 2003 |
| j. Tugend, Robert | Social Studies Teacher - High School North
Effective Date: August 15, 2003 |

(See pages 6-7)

2. Rescission

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

- | | |
|-----------------------|-------------------------------------|
| b. Evans, Christopher | English Teacher - High School North |
|-----------------------|-------------------------------------|

8. Appointments Regular

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

- | | |
|---------------------|---|
| w. Saeger, Blaec | Family/Consumer Science - High School North – (TPE)
Annual Salary: \$32,782.00 Step 1 Column 1
Effective Date: August 21, 2003
Blaec replaces Jane Accardi who has resigned. |
| x. Stalker, Michael | Social Studies Teacher - High School North – (TPE)
Annual Salary: \$35,882.00 Step 1 Column 7
Effective Date: August 21, 2003
Michael replaces Robert Tugend who has resigned. |

(See pages 8-9)

9. Appointments – Long Term Substitute

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

- | | |
|------------------|--|
| e. Johnson, Lisa | Special Education Teacher – Smithfield – (LTS)
Annual Salary: \$35,882.00 Prorated Step 1 Column 7
Effective Date: August 21, 2003 and continue until the end of the first quarter of the 2003-2004 school year only.
Lisa replaces Barbara Wetherhold who is on a leave. |
|------------------|--|

(See page 10)

D. 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 Don Motts and carried unanimously, 7-0.

1. Appointments for the 2002-2003 School Year

	Name	Position	Salary	
d.	Leyrer, Brian	Intramural Advisor Summer Weight Training - J. T. Lambert Intermediate	\$17.00/hr.	<i>Max. 48 hours</i>

2. Appointments for the 2003-2004 School Year

	Name	Position	Salary	
lllll.	Fisher, Marijo	Co-Advisor Intramural Softball - J. T. Lambert Intermediate	\$17.00/hr.	<i>Max. 24 hours</i>
mmmmm.	Varner, Lisa	Co-Advisor Intramural Softball - J. T. Lambert Intermediate	\$17.00/hr.	<i>Max. 24 hours</i>

XVII. FISCAL ITEMS

D. CMC Environmental Hazard Abatement, Inc.

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve a change order for \$4,380.00 for CMC Enterprises to remove asbestos from the rest rooms at the East Stroudsburg Senior High School South. Motion was seconded by Horace Cole and was carried 5-2. Don Motts and William Zacharias voted No.

(See pages 11-12)

E. Settlement Agreement

ACTION BY THE BOARD:

Motion was made by Patrick Forney to approve the Settlement Agreement Release for File No. 045.0051. Motion was seconded by Philip Brush and carried unanimously, 7-0.

F. Pepsi-Cola Contract

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve that a contract for a Carbonated/Non-Carbonated Beverage Full Service Vending Program be awarded to Pepsi-Cola for a term of ten years in accordance with the proposal received by the District on August 13, 2003. Citizens Steve Wisotsky, Diane Krupski, Chris Baj, Christina Fabijanczuk and Karen Malochowski spoke about this issue. Motion was seconded by Don Motts was carried 5-2. Patrick Forney and William Zacharias voted No.

G. Bleachers at North Site

ACTION BY THE BOARD:

Motion was made by Patrick Forney that the Administration be authorized to advertise for bids for the construction/installation of bleachers at the North Site athletic fields. Motion was seconded by Don Motts and carried unanimously, 7-0.

H. Adjudication

ACTION BY THE BOARD:

Motion was made by Robert Huffman that the proposed Adjudication with regard to Employee #8592 as presented to the Board be approved. Motion was seconded by Philip Brush and carried unanimously, 7-0.

I. HRP Corporation

ACTION BY THE BOARD:

Motion was made by William Zacharias that, in consideration of HRP Corporation waiving any claim for the refund of overpayment of school taxes paid for the 2000-2001, 2001-2002 and 2002-2003 school years which may be due by reason of clerical errors in the Assessor's office, and due to the anticipated delay in payment resulting from the necessity of reprinting 2002-2004 school tax bills to reflect correct assessments and taxes due, the Board grant HRP Corporation to pay 2003-2004 school taxes on 155 Fairway Villa timeshare units at the discount rate, provided that payment is made on or before December 31, 2003. (The refund to which HRP is entitled is approximately \$150,000 and the extension of the discount period for 2003-2004 school taxes will result in a savings of approximately \$60,000 to the taxpayer in penalties and applied discounts. This will result in a net savings or benefit to the District of approximately \$90,000). Motion was seconded by Bet Hays and carried unanimously, 7-0.

* "B" ADDENDUM*

IX. PERSONNEL ITEMS

A. Support Staff

ACTION BY THE BOARD:

Motion was made by Patrick Forney to approve the reappointment of Confidential Secretaries for the 2003-2004 fiscal year effective July 1, 2003. Motion was seconded by Don Motts and carried unanimously, 7-0.

Brooks	Deborah	Confidential part-time (minimum 900 hours) secretary (Superintendent)	\$13.23/hour
Burns	Deborah	Confidential secretary (Human Resources)	\$29,169.08
Dreisbach	Katherine	Confidential secretary (Human Resources)	\$21,730.00
Farmer	Patricia	Confidential secretary (Human Resources)	\$25,991.20
Snyder	Linda	Confidential secretary (Superintendent)	\$39,578.28

XVIII. MEETING RECESSED TO EXECUTIVE SESSION AT 9:45 P.M.

XIX. AT 10:25 P.M. MEETING WAS RECONVENED

IX. PERSONNEL ITEMS

G. Administrative Staff

ACTION BY THE BOARD:

Motion was made Don Motts to reconsider the reassignments, change of status and appointment 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 Robert Huffman was carried 5-2. Bet Hays and William Zacharias voted no.

4. **Reassignments**

Name	Position Held
a. Baker, David	From Assistant Principal at Lehman Intermediate to Assistant Principal at High School South Effective Date: Mutually agreed upon date. David replaces Sharon Laverdure who was reassigned.
b. Zall, Stephen	From Assistant Principal at J. T. Lambert Intermediate to Assistant Principal at Lehman Intermediate School Effective Date: Mutually agreed upon date. Stephen replaces David Baker who was reassigned.

5. **Change of Status**

Name	Position Held
a. Carhart, Michelle	From Supervisor of Special Education (Grades 6-12) – District to Assistant Principal at J. T. Lambert Intermediate Annual Salary: \$68,000.00 prorated Effective Date: 8/26/03 Michelle replaces Stephen Zall who was reassigned.

6. **Appointments**

Name	Position Held
a. Braun, Hugh	Assistant Principal - High School North Annual Salary: \$60,000.00 prorated Effective Date: August 21, 2003 This is a new position.
b. Parks, William	Assistant Principal - J. T. Lambert Intermediate Annual Salary: \$60,000.00 prorated Effective Date: August 19, 2003 This is a new position.

ACTION BY THE BOARD:

Motion was made by Patrick Forney to amend the item of the annual salary for Michelle Carhart to be \$65,729.00, seconded by Don Motts and amendment approved 5-2. Bet Hays and William Zacharias voted no.

ACTION BY THE BOARD:

Motion was made by Don Motts to approve item as amended. Motion was seconded by Robert Huffman and was carried 5-2. Bet Hays and William Zacharias voted no.

4. **Reassignments**

Name	Position Held
a. Baker, David	From Assistant Principal at Lehman Intermediate to Assistant Principal at High School South Effective Date: Mutually agreed upon date. David replaces Sharon Laverdure who was reassigned.

b. Zall, Stephen

From Assistant Principal at J. T. Lambert Intermediate to Assistant Principal at Lehman Intermediate School
Effective Date: Mutually agreed upon date.
Stephen replaces David Baker who was reassigned.

5. Change of Status

Name

Position Held

a. Carhart, Michelle

From Supervisor of Special Education (Grades 6-12) – District to Assistant Principal at J. T. Lambert Intermediate
Annual Salary: \$68,000.00 prorated
Effective Date: 8/26/03
Michelle replaces Stephen Zall who was reassigned.

6. Appointments

Name

Position Held

a. Braun, Hugh

Assistant Principal - High School North
Annual Salary: \$60,000.00 prorated
Effective Date: August 21, 2003
This is a new position.

b. Parks, William

Assistant Principal - J. T. Lambert Intermediate
Annual Salary: \$60,000.00 prorated
Effective Date: August 19, 2003
This is a new position.

XX. **ADJOURNMENT** – 10:45 p.m.

Respectfully Submitted,

Robert C. Huffman
Board Secretary