

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – November 17, 2003**

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

- I. President Cole called the meeting to order at 7:37 p.m. and led those present in the Pledge of Allegiance. Secretary Robert Huffman called the roll.
- II. Members present were: Horace Cole, Roland Featherman, Patrick Forney, Bet Hays, Robert Huffman, Arthur Moeller, Don Motts, and William Zacharias. Philip Brush was absent.
- III. School personnel present: Douglas Arnold, David Baker, Linda Bonawitz, Mark Brown, John Burrus, Richard Carty, Robert Cooke, Gail Kulick-Cummings, Irene Duggins, Debra Eppley, Marie Guidry, Deborah Kenneth Koberlein, Sharon Laverdure, Michael Michaels, Patricia Mulroy, Gregory Naudascher, Lois Palio, Patricia Sedlak, James Shearouse, Linda Snyder, Rita Stephan, Susan Werkheiser, Ray Williams, Joseph Yanek, Sally Yorke-Viney, Steven Zall. Also present was Kristine Marakovits, solicitor.
- IV. Media guest present: Aaron Applegate, Pocono Record, Robert Charlanza, Community News

Community members present: Christopher and Mildred Baj, Bob Barth, Joan Bommarito, Kathy Comiskey, Chris Davis, Larry Diamond, Carol Edwards, Christina Fabijanczuk, Linda Fattorusso, Eileen Featherman, Cindy Flora, Tina Franken-Ceuga, Kim, Nicole, Rich and Tracie Fryer, Ginger Garbarino, Robert Gress, Gerta Harriton, Sue Hegarty, Stephanie Heimbach, Stephanie Houser-McIlvanie, Michele Jenkin, Diane Kowski, Keith Karkut, Cindy Langen, Maureen and Roniany Lashley, Janice Mahoney, Karen Malachowsky, Debbie Mirabella, Mary Ann O'Brien, Cameron Paolino, William Patterson, Mark Peters, Harold Pilgrim, Michal Peterson, Sandra Petrone, Linda Poterzieri, Ted Rennerkamp, Edward and Ivan Rivera, David Sedlak, William Searfoss, Colleen Tamke, Charles and Laurie Valunas, Kendra VanVanill, and Peggy Walck.

- V. Special recognition of school board members was given by Dr. Koberlein to Philip Brush, Roland Featherman, and Arthur Moeller.
- VI. **APPROVAL OF MINUTES AND AGENDA**

***ACTION BY THE BOARD:***

Motion was made by Roland Featherman to approve the minutes for the meeting of October 20, 2003, (pages 1-18), and this agenda for, November 17, 2003, (pages 1-9), as submitted, with addendum items as presented, with the Board of Education reserving the right to add to the agenda and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Don Motts and carried unanimously, 8-0.

- VII. An executive session was held before the regular meeting for the purpose of discussing personnel and legal matters.
- VIII. **SUPERINTENDENT'S REPORT**

Nicole Fryer and Michael Rivera, third grade students from Resica Elementary, were given recognition for work published in "Why I am Proud to be an American".

Jamie Doyle presented for consideration the General Obligation Bonds for \$10,000,000.00.

Robert Cooke and Deborah Harris updated the Board on the Mathematics Assistance Program.

Dr. Koberlein announced a 2003-2004 budget freeze on equipment and supply purchases until the state has a budget.

Marie Guidry presented the timeline for the 2004-2005 budget development.

❖ Board Policies to be considered for approval at the December 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.

- #006 - Meetings
- #209 - Health Examinations

- #903 - Public Participation in Board Meetings

(See pages 10-22)

## IX. PUBLIC PARTICIPATION

Karen Malachowsky requested approval for banners for the High School South.

Ray Williams thanked Philip Brush, Roland Featherman, and Art Moeller for their years of service to the East Stroudsburg Area School District for the entire professional staff.

Michal Peterson requested information about the Athletic Advisory committee and recommendations regarding beverage funds.

William Patterson and Cindy Langen expressed their concern that parents were not notified that students from the North Campus were to be sent home early on Friday, November 14 because of the electric power failure.

Christina Fabijanczuk stated that parents are responsible to have a plan for their children when school must dismiss early and that parents need to set-up a phone tree. Christina also stated that it is time to move on with the High School South renovations.

Sue Hegarty asked when the weight room at East Stroudsburg Elementary would be moved.

Ted Rennerkamp questioned the salaries for the administrators as there is a budget freeze.

Rita Stephen stated that she and others toured the J. S. Bunnell building on October 21 and she presented the Board with pictures and expressed concerns.

Linda Poterzieri requested that a meeting be set-up to revisit the renovations for the High School South.

Robert Gress requested that the senior citizen rebate amount be increased. He also feels that a building project meeting is needed to inform the public of construction time frames.

Larry Diamond requested the cost of the renovations.

Ginger Garbarino thanked the three board members who are leaving the board.

Danielle Garbarino, student at East Stroudsburg Senior High School – South, stated that the students, who have class in Room 208 at the J. S. Bunnell are ill after class in that room.

Keith Karkut asked about the start of the volleyball teams when there is a budget freeze. He also questions the cost of TVs purchased for classrooms.

Laurie Valunis asked why the gas problem at the J. S. Bunnell was not fixed years ago when first recommended.

Kendra VanVanill asked how employees are notified of policy changes and how we can send two Board members to attend the conference in Orlando, FL.

## X. PERSONNEL ITEMS

### A. Support Staff

#### ***ACTION BY THE BOARD:***

Motion was made by Patrick Forney to approve the resignations, reassignments, retirement, terminations, leave of absence, extension of leave of absences 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 Roland Featherman and carried unanimously, 8-0.

1. **Resignations**

<b>Name</b>	<b>Position Held</b>
a. Estrada, Lillian	Cafeteria Monitor – Lehman Intermediate Effective Date: At the end of the workday on November 20, 2003.
b. Fenical, Joyce	Cafeteria Worker (Part-time) – North Campus Effective Date: At the end of the workday on November 7, 2003.

(See pages 23-24)

2. **Reassignments**

<b>Name</b>	<b>Position Held</b>
a. Anger, Sandra	From Cafeteria Monitor – J. M. Hill Elementary to Student Helper at High School – South Hourly Rate: \$8.10 Effective Date: November 17, 2003 Sandra replaces Teena Spano who has resigned.
b. Fuzio, Antonio	From Custodian (Second Shift) – North Campus to Custodian (Second Shift) at Resica Elementary Effective Date: December 23, 2003 Antonio replaces Robert Kasper who has resigned.

3. **Retirement**

<b>Name</b>	<b>Position Held</b>
a. Shoemaker, John	Bus Driver (Full-time) Effective Date: At the end of the workday on November 21, 2003.

(See page 25)

4. **Terminations**

<b>Name</b>	<b>Position Held</b>
a. Beckhusen, Frances	Cafeteria Worker (Part-time) – North Campus Effective Date: November 10, 2003
b. Wilkens, Stephen	Maintenance II Worker (Second Shift) Effective Date: At the end of the workday on November 14, 2003.

5. **Leave of Absence – In accordance with Board Policy #535**

<b>Name</b>	<b>Position Held</b>
a. Roeber, Brenda	Instructional Aide – Resica Elementary Effective Date: October 17, 2003 Length of Leave: November 7, 2003

6. **Extension of Leave of Absence – In accordance with Board Policy #535**

<b>Name</b>	<b>Position Held</b>
b. Bolles, Theresa	Cafeteria Worker – (Part-time) - High School South Effective Date: March 29, 2003 Length of Leave: Now extended through November 21, 2003.

7. **Appointments Regular**

<b>Name</b>	<b>Appointment</b>
a. Fowler, Monique	Secretary - High School North Hourly Rate: \$8.94 Effective Date: October 30, 2003 This is a new position.
b. Turner, Donald	Bus Driver (Full-time) Hourly Rate: \$10.40 Effective Date: October 27, 2003 Donald replaces Tanya Warner who has resigned.
c. Waller, Jessica	Secretary - High School North Hourly Rate: \$8.94 Effective Date: November 3, 2003 Jessica replaces Francis LeBron who has resigned.

8. **Appointments – Long Term Substitute**

<b>Name</b>	<b>Appointment</b>
a. Korculanic, Ginger	Student Helper - High School South - (LTS) Hourly Rate: \$8.10 Effective Date: August 25, 2003 and continue until November 25, 2003 only. Ginger replaces Gladys Ortiz who is on a leave.
b. Michaels, Nathan	Instructional Aide – Lehman Intermediate - (LTS) Hourly Rate: \$10.40 Effective Date: August 25, 2003 through a date to be determined. Nathan replaces David Perry who is on a leave.

9. **Substitute Appointments**

	<b>Name</b>	<b>Area</b>
a.	Ahmeti, Drita	Instructional Aide
b.	Anger, Sandra	Student Helper
c.	Bennington, Carol	Secretary, Cafeteria Worker
d.	Cassar, Joseph	Instructional Aide
e.	Flora, Michael	Maintenance, Custodian
f.	Flory, Edward	Instructional Aide
g.	Gallucci, Donna	Cafeteria Monitor
h.	Jacob, Linda	Instructional Aide
i.	Kirk, Scott	Custodian, Security
j.	Sanabria, Diane	Cafeteria Monitor, Student Helper, Instructional Aide, Study Hall Monitor, Secretary
k.	Simerson, Carol	Cafeteria Monitor, Instructional Aide, Student Helper
l.	Stine, Gail	Cafeteria Worker

9. **Grievance**

***ACTION BY THE BOARD:***

Motion was made by Patrick Forney to approve that the Step 4 Elaine Roberts and Michael Patney Grievance as submitted by the East Stroudsburg Area Educational Support Personnel Association be denied for the reasons as are set forth in the District's Step 2 and Step 3 responses to the grievance. Motion was seconded by Roland Featherman and carried unanimously, 8-0.

B. **Professional Staff**

***ACTION BY THE BOARD:***

Motion was made by Patrick Forney to approve the leave of absences, 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, 8-0.

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

Name	Position Held
a. Krieger, Angela	Computer Tech Teacher - Lehman Intermediate Effective Date: January 20, 2004 Length of Leave: End of the 2003-2004 school year.
b. Schoof, Susan	Special Education Teacher - High School North Effective Date: October 24, 2003 Length of Leave: End of first semester 2003-2004.

2. **Appointment – Long Term Substitute**

Name	Appointment
a. Lentz, Dina	Special Education Teacher – J. M. Hill Elementary – (LTS) Annual Salary: \$34,907.00 Prorated Step 1 Column 6 Effective Date: November 20, 2003 through the end of the third making period only. Dina replaces Margaret Wagner who is on a leave.

(See page 26)

3. **Appointments – Tenure in accordance with Article IX, Section 1121 of the Pennsylvania School Code**

Name	
a. Della-Calce, Eleanor	Health and Physical Education - Lehman Intermediate School
b. Caprioli, MaryAnn	Special Education – J. M. Hill Elementary School
c. Hennings, Catherine	French - J. T. Lambert Intermediate School
d. Pryle, Megan	Guidance - Lehman Intermediate School

4. **Substitute Appointments**

	Name	Certification
a.	Ahmeti, Drita	(em) all areas
b.	Cassar, Joseph	Biology/Chemistry/General Science (NY)
c.	DeFranco, Patricia	(em) all areas
d.	Flory, Edward	(em) all areas
e.	Goldstein, Stephen	(em) all areas
f.	Govea, Maria	(em) all areas

g.	Greenfeld, Ryan	(em) all areas
h.	Hampton, Cheryl	Health/Physical Education
i.	Hoppe, Patricia	(em) all areas
j.	Jacob, Linda	(em) all areas
k.	Katz, Alan	(em) all areas
l.	KitMan Yen, Sandra	(em) all areas
m.	Lamar, Debra	(em) all areas
n.	Myers, Sylvia	(em) all areas
o.	Shick, Paula	(em) all areas
p.	Tsapatoris, James	(em) all areas
q.	Wallace, Jeffrey	(em) all areas
r.	Willoughby, Judith	Elementary

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

	Name	Building
a.	Wirth, Susan	High School North

C. **Salary Change Payments**

**ACTION BY THE BOARD:**

Motion was made by Patrick Forney 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 Bet Hays and carried unanimously, 8-0.

	Name	From	To	Effective
a.	Heitzman, Vicki	Step 4 Column 4 (\$39,520.00)	Step 5 Column 4 (\$39,520.00)	8/21/03

D. **Extra Responsibility Positions**

**ACTION BY THE BOARD:**

Motion was made by Bet Hays to approve the rescissions 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 unanimously, 8-0.

1. **Rescissions**

	Name	Position Held
a.	Coffman, Adam	Head Coach Swimming – High School – South
b.	Meinking, Courtney	Freshman Girls' Basketball Coach - High School South
c.	Patascher, Daniel	Varsity Assistant Swimming Coach - High School - South

(See pages 27-28)

2. **Appointments for the 2003-2004 School Year**

	Name	Position	Salary	
a.	Buksa, Erik	Girls' Soccer Varsity Assistant Coach - High School North	\$2,700.00	
b.	Connor, Jyl	Intramural Field Hockey Advisor - J. M. Hill	\$17.00/hour	Max. 48 hrs.
c.	Fields, Linda	Co-Advisor Newspaper – Lehman	\$1,290.00	Prorated
d.	Foley, Patricia	Co-Assistant Director of School Production fall - High School South	\$1,175.00	Prorated
e.	Geffers, Maria	National Junior Honor Society Club Advisor - Lehman	\$800.00	
f.	Harris, Susan	Newspaper Co-Advisor - Lehman	\$1,290.00	Prorated
g.	Jacobsen, Eric	Math Counts Club Advisor - Lehman	\$800.00	
h.	Jacobsen, Eric	A V Coordinator – Lehman	\$1,300.00	
i.	Jordan, Susan	Co-Assistant Director of School Production fall - High School South	\$1,175.00	Prorated

j.	McGee, Tammarrah	Volunteer Step Team Coach - High School North	N/A	
k.	Pinzarrone, Frank	Study Club Advisor (Grades 4 & 5) - Middle Smithfield	\$800.00	
l.	Schaller, Linda	Assistant Director of Production (Spring) - High School South	\$1,175.00	
m.	Spering, Laureen	Step Club Advisor – Lehman	\$800.00	
n.	Wagner, Timothy	Detention Supervisor – Lehman	\$22.00/hour	
<b>Mentors</b>				
o.	Brotherton, Regina	Mentor for Margaret Heiss - Effective October 16, 2003	\$450.00	<i>Prorated</i>
p.	Burke, Mary	Mentor for Marisa Richards-Walter - Effective November 3, 2003 until the end of the first semester of the 2003-2004 school year	\$450.00	<i>Prorated</i>
q.	Burke, Mary	Mentor for Melissa West – Effective October 27, 2003	\$450.00	<i>Prorated</i>
r.	Eden, Susan	Mentor for Dina Lentz – Effective November 20, 2003 until the end of the third marking period of the 2003-2004 school year	\$450.00	<i>Prorated</i>
s.	Harkness, Karen	Mentor for Karla De Leon – Effective December 2, 2003	\$450.00	<i>Prorated</i>
t.	Padavano, Debra	Mentor for Sherry Boyle – Effective November 3, 2003	\$450.00	<i>Prorated</i>
u.	Wiesenberg, Vala	Mentor for Brenda Tirado – Effective November 5, 2003	\$450.00	<i>Prorated</i>

#### E. Administrative Staff

##### ***ACTION BY THE BOARD:***

Motion was made by Roland Featherman to approve the resignation 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 Patrick Forney and carried unanimously, 8-0.

##### 1. Resignation

<b>Name</b>	<b>Position Held</b>
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- |                  |  |
|------------------|--|
| a. Yanek, Joseph | Principal – Bushkill Elementary<br>Effective Date: December 23, 2003 |
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(See page 29)

##### 2. Appointment

<b>Name</b>	<b>Position Held</b>
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- |                      |  |
|----------------------|--|
| a. Holcomb, Kimberly | Supervisor of Support Staff Operations<br>Annual Salary: \$58,500.00 Prorated<br>Effective Date: December 2, 2003<br>This is a new position. |
|----------------------|--|

#### XI. CONTRACTS

##### ***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the contracts listed for their specific services, rates and effective dates. Motion was seconded by Patrick Forney and carried unanimously, 8-0.

	Name	Service	Rate	Payment From	Effective Date
1.	Alfano, Bronwyn	Lettergrade	\$22.00	Professional Development	10/30/03
2.	Ammerman, Stacie	Alternative Strategies for Students	\$250.00	Professional Development	10/13/03
3.	Andrews, Jennifer	Lettergrade	\$88.00	Professional Development	10/13/03
4.	Behavioral Health	Tutoring 030201 – Not to exceed	\$5,500.00	Pupil Services	9/2/03-6/30/04
5.	Bybee, Steven	CPR/ASD	\$125.00	Professional Development	10/13/03
6.	Calpin, Mary Ann	Rubrics	\$125.00	Professional Development	10/13/03
7.	Chighizola, Dawn	Parent and Community Development	\$44.00	Professional Development	10/1 & 29/03

8.	Dickinson, Linda	Rubrics	\$125.00	Professional Development	10/13/03
9.	Edwards, Sean	Lettergrade Usage	\$125.00	Professional Development	10/13/03
10.	First Wyoming Valley	Genesis School - Special Education	a per diem rate of \$51.25	Special Education	10/20/03
11.	Hampstead Players, Inc.	Assembly	\$783.00	J. T. Lambert Intermediate	5/20/04
12.	Hendren, Mercy	Alternative Strategies for Students	\$250.00	Professional Development	10/13/03
13.	Hennessy, Steve	Assembly – Dr. Planet	\$100.00	Bushkill Elementary	10/21/03
14.	Howard, Carol	Earobics Training	\$1,500.00	Title I	1/1/03-6/30/04
15.	Kerstetter, Eric	Classroom Management	\$200.00	Professional Development	10/13/03
16.	KidsPeace Hospital	Tutoring Student 030237	\$3,234.00	Pupil Services	10/13/03-6/30/04
17.	KidsPeace Hospital	Tutoring Student 030438	\$1,24.00	Pupil Services	10/22/03-6/30/04
18.	KidsPeace Hospital	Tutoring Student 030239	\$3,036.00	Pupil Services	10/28/03-6/30/04
19.	KidsPeace Hospital	Tutoring Student 031240	\$3,036.00	Pupil Services	10/28/03-6/30/04
20.	Kindred, Linda	Remediation/Counseling	\$10,080.00	Pregnant/Parenting Teen Grant	9/1/03-6/30/04
21.	Martinelli, Armand	CPR/ASD	\$125.00	Professional Development	10/13/03
22.	Milenkowic, Patricia	Library Books – Math	\$150.00	Professional Development	11/4/03
23.	Milenkowic, Patricia	Library Books – Language Arts	\$150.00	Professional Development	11/5/03
24.	Nevil, Jeffrey	Diversity	\$200.00	Professional Development	10/13/03
25.	Nicoletti, Ann	Collaborative Coaching	\$44.00	Professional Development	9/16/03
26.	Partel, Jane	Rubrics	\$125.00	Professional Development	10/13/03
27.	Pocono Snake and Animal Farm	Reptile Presentation	\$275.00	Lehman Intermediate	11/24/03
28.	Polizzotto, Maryann	PSSA Reading Strategies	\$125.00	Professional Development	10/13/03
29.	Rogers, Denise	Lettergrade	\$88.00	Professional Development	10/13/03
30.	Spott, Roger	Environmental Education	\$6,480.00	Grant Monies	10/03-6/04
31.	Suprys, Thomas	PSSA Reading Strategies	\$125.00	Professional Development	10/13/03
32.	Tressler Lutheran Services	Student Assistance Training	\$960.00	Professional Development	10/28-11/6/03
<b>Transportation</b>					
33.	Daley, Mary	Contract Transportation	\$59.09/day	Transportation	9/30/03
34.	Kemmerer, Ernest	Contract Transportation	\$112.12/day	Transportation	9/30/03
35.	Muti, Peter	Contract Transportation	\$99.78/day	Transportation	9/30/03

**XII. STUDENT ITEMS**

**A. Placements and Agreements**

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the placements and agreements for the students listed. Motion was seconded by Don Motts and carried unanimously, 8-0.

	<b>Student #</b>		<b>Student #</b>
1.	03020919	14.	03021128
2.	03021027	15.	03120721
3.	03021111	16.	03160817
4.	03120825	17.	03170916
5.	03160722	18.	03170923
6.	03170924	19.	03170929
7.	03170935	20.	03170936
8.	03171009	21.	03171015
9.	03171020	22.	03171026
10.	03171030	23.	03171034



11.	03171038	24.	03171132
12.	03171213	25.	03171214
13.	033570633		(See pages 30-31)

**C. Field Trips - 75 Miles or More**

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the field trips listed. The proposal and itineraries for the field trips meet the required Board Policy #121. Motion was seconded by Don Motts and carried unanimously, 8-0.

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Science Classes - High School South	New York Museum of Natural History	New York City, NY	12/15/03
2.	Ecology II Class - High School South	Lost River Caverns	Hellertown, PA	12/5/12/12/03
3.	Art Classes - High School North	Whitney Museum of Art	New York City, NY	11/22/03
4.	Chorus - High School North	Williamsport High School	Williamsport, PA	11/21/03
5.	Middle Smithfield Grade 4	State Museum and State Capitol	Harrisburg, PA	5/26/04
6.	Band - High School North & South	Rockefeller Center	New York City, NY	12/7/03

(See pages 32-47)

**D. Athletic Advisory Committee**

***ACTION BY THE BOARD:***

Motion was made by Arthur Moeller to approve the philosophy, objectives and continuance of the East Stroudsburg Area School District Community Athletic Advisory Committee and for the committee to select members, conduct meetings and make recommendations to the Board. Motion was seconded by Patrick Forney and carried unanimously, 8-0.

(See pages 48-50)

**E. Boys' and Girls' Volleyball**

***ACTION BY THE BOARD:***

Motion was made by Patrick Forney to approve the creation of Boys' and Girls' Volleyball programs at the high schools of the District at a projected cost of approximately \$58,560.00 for equipment, coaches' salaries and additional operating expenses. Motion was seconded by Roland Featherman and carried 7-1. Don Motts voted No.

**F. Memorandum of Understanding East Stroudsburg University**

***ACTION BY THE BOARD:***

Motion was made by Patrick Forney to approve the East Stroudsburg University Professional Development School Memorandum of Understanding and Collaborative Agreement between East Stroudsburg University and East Stroudsburg Area School District for the 2003-2004 school year. Motion was seconded by Bet Hays and carried unanimously, 8-0.

(See pages 51-55)

**XIII. BOARD POLICIES**

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the board policies listed for use in the East Stroudsburg Area School District. Motion was seconded by Roland Featherman and carried unanimously, 8-0.

1. #113.4 -- Chapter 15
2. #122 -- Extracurricular Activities
3. #137 -- Home Education Programs

4. #217 -- Graduation Requirements
5. #417 -- Conduct Disciplinary Procedures
6. #420 -- Freedom of Speech in Noninstructional Settings
7. #421 -- Political Activities
8. #425 -- Dress and Grooming
9. #618.1 -- Special Activity Funds
10. #929 -- Fund Raising

(See pages 56-84)

#### XIV. CONFERENCE ATTENDANCE

##### A. Board Members

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the attendance of board members Robert Huffman and William Zacharias to attend the National School Board Association Annual Conference in Orlando, FL on March 27-30, 2004, at the cost of \$1,942.00 each. Motion was seconded by Roland Featherman and carried unanimously, 8-0.

#### XV. FISCAL ITEMS

##### A. Bond Payment

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the current invoices for construction and related costs associated with the Bond Issue made by PNC Bank, acting as district agent: 2001 Bond Issue: \$12,362.11 Motion was seconded by Arthur Moeller and carried unanimously, 8-0.

(See pages 85-86)

##### B. Kittatinny Archaeological Research, Inc.

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the contract with Kittatinny Archaeological Research, Inc. for a Phase IA archaeological investigation for the High School – South renovation project at a cost not to exceed \$9,175.00. Motion was seconded by Roland Featherman and carried unanimously, 8-0.

(See pages 87-91)

##### C. Activity Fund

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the request to establish a special activity account for J. T. Lambert Science Olympiad. Motion was seconded by Patrick Forney and carried unanimously, 8-0.

(See page 92)

##### D. General Obligation Bonds

***ACTION BY THE BOARD:***

Motion was made by Roland Featherman that the Board authorize the issuance of General Obligation Bonds, Series of 2004, in the aggregate principal amount of \$10,000,000.00 as is more particularly set forth in the formal resolution as presented by bond counsel at this meeting, which formal resolution is incorporated herein by reference thereto. Motion was seconded by Arthur Moeller. A roll call vote was taken. *Voting in favor:* Horace Cole, Roland Featherman, Patrick Forney, Bet Hays, Robert Huffman, Arthur Moeller, Don Motts, and William Zacharias. Tally: Yes 8 No 0 Motion was carried.

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

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the budget transfers, payment of bills and treasurer's report listed in this agenda for the 2003-2004, fiscal year, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the auditor general. Motion was seconded by Roland Featherman and carried unanimously, 8-0.

1. Budget Transfers - (See pages 93-100)
2. Payment of Bills - (See pages 101-139)
3. Treasurer's Report - (See pages 140-142)

**XVI. ADJOURNMENT**

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
November 17, 2003**

**\*\*“A”- ADDENDUM\***

**IX. PERSONNEL ITEMS**

**E. Administrative Staff**

***ACTION BY THE BOARD:***

Motion was made by Roland Featherman to approve the reappointments of the following regular, central office administrative employee effective July 1, 2003, at the annual salaries indicated. Motion was seconded by Patrick Forney and carried unanimously, 8-0.

<b>Name</b>	<b>Position</b>	<b>Salary</b>
Arnold, Douglas	Assistant Superintendent for Pupil Services	\$94,588.00
Guidry, Marie	Business Manager	\$88,100.00
Michaels, Michael	Assistant Superintendent for Personnel	\$94,802.00
Naudascher, Gregory	Assistant Superintendent for Curriculum and Instruction	\$93,800.00

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
November 17, 2003**

**\*\*“B” - ADDENDUM\***

**IX. PERSONNEL ITEMS**

**E. Administrative Staff**

***ACTION BY THE BOARD:***

Motion was made by Arthur Moeller to approve the employment contract for Marie Guidry, Business Manager, effective July 1, 2003. Motion was seconded by Patrick Forney and carried unanimously, 8-0.

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
November 17, 2003**

**\*\*“C” - ADDENDUM\***

**XI. STUDENT ITEMS**

**G. Overnight Field Trips**

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the overnight field trips listed. The proposal and itineraries for the field trips meet the required Board Policy #121. Motion was seconded by Don Motts and carried unanimously, 8-0.

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Cheerleaders – High School South	Competition	Orlando, FL	1/29-2/1/04

(See pages 2-6)

Respectfully submitted,

Robert C. Huffman  
Board Secretary