

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – October 20, 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, Horace Cole, Roland Featherman, Patrick Forney, Bet Hays, Robert Huffman, Arthur Moeller, Don Motts, and William Zacharias. Absent Philip Brush.
- III. School personnel present: Douglas Arnold, David Baker, Paul Baknes, Patricia Baughman, Mary Bianci, Linda Bonawitz, Robin Borer, Hugh Braun, Mark Brown, John Burrus, June Calandra, Sue Czahor, Irene Duggins, Josh Fuller, Marie Guidry, Samantha Keaney, Linda Keglovits, Stephen Kemmerer, Kenneth Koberlein, Gail Kulick-Cummings, Sharon Laverdure, Michael MacDougall, Michael Michaels, Patricia Mulroy, Kevin Nace, Gregory Naudascher, Lois Palio, James Shearouse, Mike Silvoy, Richard Simon, Brian Snapp, Donna Smith, Linda Snyder, Rita Stephan, Gloria Stinger, Susan Werkheiser and Kevin Young. Also present was Thomas Dirvonas, solicitor. Jamie Doyle, David Pearson and Christine Reilly from PRM.
- IV. Media Guest Present: Aaron Applegate - Media Guest Present: Aaron Applegate – Pocono Record

Community members present: Chris and Kristina Baj, Sue Balmoos, Linda Baylor, Patricia Berardone, Austin Berg, Julie Booron, Robert Buarotti, Maureen Cioffi, Carl and Terri Cramer, David Czahor, John and Christina Cramer, Wendy Defaults, Kelly DeRoche, Shelley DeWitt, Tim Dickey, Robyn Dillon, Florence Drake, Kim Drayton, Barbara Dunning, Robert Eden, Tim Everdean, Christina Fabijanczuk, Kelly Finn, Ginger Garbarino, Lisa Gerst, Cindy Hadden, Leia Hahn, Gerta Harriton, John Hartt, Lynn Hawk, Stephanie Heinbach, Nancy Henry, Eileen Irwin, Laurie Jones, Jennifer Joyce, Keith Karkut, Dianna Keat, Loretta Kelleman, Michael Knight, Anne and Matt Koczur, Diane Krupski, Maureen and Craig Lashley, Denise Lindly, Rachel MacDougall, Janice Mahoney, Nancy Malone, Danier Martinez, Karen Matachowsky, Paula Murrell, Michelle Murphy, J. K. Nebel, Jody and Bryan Nearnoof, Michele O'Connor, Paulette Pearson, Stephnie Perez, Michal Peterson, Sherre Pfeiffer, Todd Poleiden, Cynthia and Elton Porter, Linda and Frank Poterzieri, Darleen Pugh, Brenda Romanon, Anthony Rowen, Sheri Safin, Kelly Sarni, Rosemary Shortino, Barbara Simpson, David Skeldon, Lourdes Soto, Keith Stevenson, Susan and Dale Stockman, Lisa Tankin, Wayne Thomas, Rob Tribeck, Laurie and Charles Valunas, Deborah Walters, Vincent Walters, Ann Williams, Gerrit Williams, Ron and Kathy Young and Rose Zerden.

V. **APPROVAL OF MINUTES AND AGENDA**

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve the minutes for the meeting of September 15, 2003, (pages 1-19), and this agenda for, October 20, 2003, (pages 1-16), 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.

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

VII. **SUPERINTENDENT'S REPORT**

PFM presented information on options for Bond Issues to the Board. Following opportunity for public comment (none) General Obligation Bonds and January 2004 agenda items (later in these minutes) were acted upon and approved by School Board.

Mr. Lawrence Gasda, Mr. Kevin Nace and Mr. Gregory Naudascher did a presentation of the need for a fourth year of social studies to meet the Pennsylvania Standards and the need for the graduation credits to increase from 24.9 to 25.9. A policy was presented for first reading. All School Board members will be invited to an upcoming meeting requiring an additional credit for high school.

Dr. Koberlein asked the School Board for volunteers to serve on the Ad Hoc Committee For Funds Distribution.

A Certificate of Achievement for Excellence in Financial Reporting for the June 30, 2002 Fiscal Year presented to Marie Guidry

Dr. Koberlein asked the School Board for approval of the Condition Orange Draft Letter in regards to over night field trips and field trips with a distance of more than 60 miles.

Dr. Koberlein asked the School Board for a resolution to asked for bids for the East Stroudsburg Elementary Exercise Room. Following public comment opportunity a motion was made by Robert Huffman seconded by Bet Hays and passed to authorize school officials to seek bids for the specified relocatable classroom(s).

Dr. Koberlein addressed the need for a new elementary school at the North Campus. Enrollment figures and other information were presented to the School Board.

Dr. Koberlein gave a presentation on asbestos, federal and state laws and the conditions of High School South. He read a letter from the Pennsylvania Department of Health, which stated, in part "Our review of the information, including the test data on the dust, reveals that no public health threat exists. The asbestos air results are well below standards set by the Environmental Protection Agency. Wayne Thomas of Environmental Abatement Associates, Inc. presented the role of his firm and their work with EPA, Management Plan development, notification, and posting of notifications and staff notifications.

Board Policies to be considered for approval at the November 17, 2002, 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.

- #113.4 - Chapter 15
- #122 - Extracurricular Activities
- #137 - Home Education Programs
- #217 - Graduation Requirements
- #417 - Conduct/Disciplinary Procedures
- #420 - Freedom of Speech in Noninstructional Settings
- #421 - Political Activities
- #425 - Dress and Grooming
- #618.1 - Special Activity Funds
- #929 - Fund Raising

(See Pages 17-46)

VIII. PUBLIC PARTICIPATION

Karen Malachowski asked why the Pepsi Contract has not yet been voted on. She also questioned a comment about Price Township students going North.

Laurie Valunas discussed a variety of issues with the East Stroudsburg Elementary School, noise, small classrooms etc. Mrs. Valunas would like the School Board to establish a Health Education Safety Committee.

Linda Potenzieri stated she sent three letters to Dr. Koberlein asking about the conditions of the High School South. She believes that there is asbestos in the school and wants the district to hire a company other than Environmental Abatement Associates, Inc. to retest the High School South because Environmental Abatement Associates failed to detect mold at the former North Courtland Elementary School.

Charles Valunas stated he could not find a copy of the annual notification of EPA's 40 CFR from the Environmental Abatement Associates, Inc. in the District project documentation book.

Rita Stephan asked about the day the heat was not on in the High School South. She stated that she was misinformed about the heat problem.

Kim Dreighton inquired about students attending our schools who do not belong in the district.

Rosemary Shortino questioned the weighting of AP classes at the High School North.

Sherri Safin stated that her daughter is ill everyday, inadequate access to locker/must carry book bag, which is causing her daughter back problems, lavatory problems, and insufficient time to change classes.

Christina Fabijanczuk asked the School Board to have a committee for attendance area discussions and she asked the public to stop "putting down" the North.

Several parents and students stated their concerns about moving the attendance area for Price Township students.

Chris Baj gave the School Board a proposal regarding a different East Stroudsburg Senior High School - South building project.

IX. PERSONNEL ITEMS

A. Support Staff

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve the resignations, retirement, reassignments, change of status, leave of absences, extension of leave, change of salary, 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 Don Motts and carried unanimously, 8-0.

1. Resignations

Name	Position Held
a. Lewis, Raymond	Bus Driver – North Effective Date: October 3, 2003
b. Spano, Teena	Student Helper - High School South Effective Date: End of workday on September 26, 2003
c. Warner, Tanya	Bus Driver – North Effective Date: End of workday on September 22, 2003
d. Wilhelm, Judith	Cafeteria Worker (Part-time) - J. T. Lambert Intermediate School Effective Date: End of workday on September 18, 2003

(See pages 47-50)

2. Retirement

Name	Position Held
a. Kasper, Robert	Custodian (Second Shift) – Resica Effective Date: October 31, 2003

3. Reassignments

Name	Position Held
a. Cawley, Nina	From Cafeteria Worker (Part-time) at East Stroudsburg Elementary to Cafeteria Worker (Part-time) J. T. Lambert Intermediate School Effective Date: October 9, 2003 Nina replaces Judith Wilhelm who has resigned.

- a. Kasper, Robert Custodian (Second shift) – Resica Elementary
 Effective Date: October 28, 2002
 Length of Leave: October 31, 2003

7. Change of Salary

	Name	From	To	Effective Date
a.	Dymond, Larry – Bus Driver – (Full-time)	\$10.20/hour	\$10.71/ hour	9/30/03
b.	Estrada, Lillian – Cafeteria Monitor – Lehman	\$7.81/hour	\$8.20/ hour	10/22/03
c.	Foley, Brian – Bus Driver – (Full-time)	\$10.20/hour	\$10.71/hour	10/1/03
d.	George, Thomas – Bus Driver (Full-time)	\$13.34/hour	\$13.45/hour	7/1/03
e.	Graver, Clifford - Bus Driver (Full-time)	\$12.03/hour	\$12.14/hour	7/1/03
f.	Graver, Melinda - Bus Driver (Full-time)	\$12.03/hour	\$12.14/hour	7/1/03
g.	Soldo, Mindy – Cafeteria Monitor – High School North	\$7.81/hour	\$8.20/hour	10/3/03
h.	Vankoski, Peter- Custodian – Third Shift – High School South	\$9.44/hour (plus \$.30 shift differential)	\$9.91/hour (plus \$.30 shift differential)	8/21/03

8. Appointments Regular

	Name	Appointment
a.	Bellofatto, Valentina	Bus Driver (Full-time) Hourly Rate: \$10.40 Effective Date: October 8, 2003 Valentina replaces Raymond Lewis who has resigned.
b.	Foley, Cindy	Cafeteria Worker – (Part-time) - High School South Hourly Rate: \$8.31 Effective Date: September 15, 2003 Cindy replaces Janice Schweinfurth who has resigned.
c.	Hansen, Susan	Cafeteria Monitor - High School North Hourly Rate: \$7.97 Effective Date: October 15, 2003 Susan replaces Margaret Sappio who was reassigned.
d.	Martinez, Dianne	Cafeteria Worker (Part-time) – North Campus Hourly Rate: \$8.07 Effective Date: October 1, 2003 Dianne replaces Julie Andrews who was reassigned.
e.	Safin, Sheri	Cafeteria Worker – (Part-time) - East Stroudsburg Elementary Hourly Rate: \$8.07 Effective Date: October 9, 2003 Sheri replaces Nina Cawley who was reassigned.

9. Substitute Appointments

	Name	Area
a.	Barrett, Maureen	ITEC
b.	Bellofatto, Valentina	Bus Driver
c.	Boring, Denise	Secretary

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d. Calafiore, Michael	Security
e. Green, Theresa	Student Helper
f. Hanna, Mirna	Instructional Aide, Student Helper, Secretary
g. Johnson, Regina	Instructional Aide, Cafeteria Monitor, Cafeteria Worker, Secretary, Student Helper, Study Hall Monitor
h. Long, Robyn	Cafeteria Monitor, Study Hall Monitor, Instructional Aide, Student Helper, Security
i. Meola, Lynn	Instructional Aide, Secretary
j. Michaels, Nathan	Instructional Aide, Student Helper
k. Miller, Paul	Security
l. Pietrofere, Maria	Security
m. Robert, Laura	Cafeteria Worker, Student Helper, Cafeteria Monitor, Study Hall Monitor
n. Sasso, Deborah	Cafeteria Worker, Cafeteria Monitor
o. Sayles, Keith	Custodian (Second Shift Only)
p. Shields, Sue Ann	Bus Driver
q. Soto, Lourdes	Bus Driver
r. Stoffel, Curtis	Custodian
s. Tipton, Augusta Anne	Instructional Aide Library
t. Vitale, Diane	Student Helper, Instructional Aide
u. Younkin, Theresa	Secretary, Cafeteria Worker

B. Professional Staff

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the resignation, reassignments, change of status, leave of absences, extension of leave of absence 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 Arthur Moeller and carried unanimously, 8-0.

1. Resignation

Name	Position Held
a. Briegel, Antigoni	Reading Specialist (Title 1) - Smithfield Elementary Effective Date: At the end of the workday on December 1, 2003.

(See page 51)

2. Reassignments

Name	Position Held
a. Boyle, Sherry	From Special Education (Learning Support) - High School North to Special Education (Emotional Support) - High School North Effective Date: To be determined. This is a new position.
b. Harris, Deborah	From Grade 4 Teacher at Resica to Elementary Remedial Math Teacher – District – (Title I) Effective Date: August 21, 2003 This is a new position.

3. **Change of Status**

Name	Position Held
a. Galayda, Mary	From Special Education Teacher (LTS) - J. T. Lambert Intermediate to Special Education Teacher (TPE) - High School North Effective Date: To be determined. Mary replaces Sherry Boyle who was reassigned.

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

Name	Position Held
a. Gregoris, Jennifer	Grade 4 Teacher - Middle Smithfield Elementary Effective Date: January 9, 2004 Length of Leave: End of the third marking period of the 2003-2004 school year.
b. Kracht, Matt	Science Teacher - High School South Effective Date: Beginning of Second Semester Length of Leave: End of the 2003-2004 school year.
c. Wagner, Margaret	Special Education Teacher – J. M. Hill Elementary Effective Date: November 20, 2003 Length of Leave: End of the third marking period of the 2003-2004 school year.

5. **Extension of Leave of Absence – 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: September 24, 2003

6. **Appointments Regular**

Name	Appointment
a. De Leon, Karla	Secondary Remedial Math – High School North – (TPE) Annual Salary: \$38,245.00 Prorated Step 4 Column 1 Effective Date: Mutually agreed upon date. This is a new position.
b. Glusiec, Joan	Special Education (Learning Support) - Lehman Intermediate - (TPE) Annual Salary: \$41,345.00 Prorated Step 6 Column 7 Effective Date: October 14, 2003 This is a new position due to growth.
c. Tirado, Brenda	Special Education (Inclusion) – Lehman Intermediate – (TPE) Annual Salary: \$46,809.00 Prorated Step 7 Column 7 Effective Date: Mutually agreed upon date. This is a new position due to growth.

- d. West, Melissa Special Education (Emotional Support) - J. T. Lambert Intermediate - (TPE)
 Annual Salary: \$37,092.00 Prorated Step 3 Column 6
 Effective Date: October 27, 2003
 This is a new position due to growth.

(See pages 52-55)

7. Appointment – Long Term Substitute

Name	Appointment
a. Richards-Walter, Marisa	Special Education - J. T. Lambert Intermediate – (LTS) Annual Salary: \$32,782.00 Prorated Step 1 Column 1 Effective Date: November 3, 2003 and will continue until the end of the first semester of the 2003-2004 school year. Marisa replaces Sherry Morro (Marisa replaces Mary Galayda who has been reassigned to a TPE at High School North)

(See page 56)

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

Name
a. Ammerman, Stacie - J. T. Lambert Intermediate – Special Education
b. Campbell, Linda - High School North - Guidance
c. Hazen, Rachel – Middle Smithfield Elementary
d. Hughes, Melissa - High School South – Science

9. Substitute Appointments

Name	Certification
a. Booth-Anderson, Celeste	(em) all areas I.U. #20
b. LeDuc, Wendy	Elementary
c. Lentz, Dina	Elementary
d. Steakin, Susan	(em) all areas
e. Waring, Pamela	Biology
f. Wilson, Diana	Elementary (NY)

10. Appointments – Homebound Instructor

Name	Certification
a. Buccella, Krista	(em) all areas/Elementary
b. Mewhort, Chastity	Special Education
c. Voglino, Kevin	English
d. Wtulich, Melissa	Elementary/Early Childhood Education
e. Zerfoss, Beth-Ann	Elementary

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

Name	Building
a. Scagliotti, Justin	High School North

C. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve the rescissions, 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 Arthur Moeller and carried unanimously, 8-0.

1. Rescissions

Name	Position
a. Davis, Tracie	Intramural Basketball Advisor - Lehman Intermediate School
b. Steckel, Amy	Girls' Basketball Freshman Coach - High School North
c. Velez, Jorge	Soccer Assistant Coach - Lehman Intermediate School

2. Appointments for the 2003-2004 School Year

	Name	Position	Salary	
a.	Ader, Richard	Intramural Environmental Group Co-Advisor – Bushkill	\$17.00/hr.	Max. 24 hours.
b.	Antolick, Lynn	Intramural String Group Advisor - Bushkill	\$17.00/hr.	Max. 48 hours.
c.	Arcuri, Richard	Intramural Fall Sports Tri-Advisor - Bushkill	\$17.00/hr.	Max. 16 hours.
d.	Benson, James	Volunteer Football Coach -J. T. Lambert Intermediate	N/A	
e.	Bozena, John	Mentor for Paul Kernan (effective 8/21/03-1/6/04)	\$450.00	prorated.
f.	Brenneman, Benjamin	Intramural Fall Sports Tri-Advisor Bushkill	\$17.00/hr.	Max. 16 hours
g.	Brenneman, Benjamin	Intramural Wrestling Advisor – Lehman Intermediate	\$17.00/hr.	Max. 48 hours
h.	Campbell, Linda	Mentor for Susan Piccotti (effective 9/26/03 to the end of the first semester)	\$450.00	prorated
i.	Choy, Mark	Volunteer Football Coach - High School South	N/A	
j.	Ciarleglio, Michael	Head Boys' Basketball Coach - Lehman Intermediate	\$2,470.00	
k.	Conforti, Margaret	Student Council Club Co-Advisor - Smithfield	\$800.00	prorated
l.	Davis, Tammy	Freshman Girls' Basketball Coach - High School North	\$2,985.00	
m.	Davis, Tracie	Intramural Basketball Co-Advisor - Lehman Intermediate	\$17.00/hr.	Max. 24 hours
n.	DeLucca, Daniel	Intramural Strength Training Co-Advisor (Grade 7 - spring season) J. T. Lambert Intermediate	\$17.00/hr.	Max. 24 hours
o.	DeLucca, Daniel	Intramural Strength Training Co-Advisor (Grade 7 - fall season) - J. T. Lambert Intermediate	\$17.00/hr.	Max. 24 hours
p.	Drugatz, Tammy	Student Council Club Advisor - Bushkill Elementary	\$800.00	
q.	Drugatz, Tammy	Intramural Detention Tri-Supervisor - Bushkill Elementary	\$17.00/hr.	Max. 16 hours
r.	Dunn, Heather	Intramural Detention Tri-Supervisor - Bushkill Elementary	\$17.00/hr.	Max. 16 hours
s.	Falzone, Robert	Mentor for Richard Arcuri – (effective 9/3/03)	\$450.00	prorated
t.	Fuehrer, Kellie	Yearbook Assistant Editor Advisor – Lehman Intermediate	\$1,135.00	
u.	Glaser, Kyle	Band Director - High School South	\$4,635.00	
v.	Glaser, Kyle	Jazz Band Director - High School South	\$825.00	
w.	Hayden-Bland, Gail	Intramural Basketball Co-Advisor – Lehman Intermediate	\$17.00/hr.	Max. 24 hours
x.	Healey, Michael	Volunteer Cross Country Coach - High School South	N/A	
y.	Jacobs, Joseph	Freshman Boys' Basketball Coach - High School South	\$2,985.00	
z.	Kirkwood, Arlene	Environmental Club Co-Advisor – Smithfield	\$800.00	prorated
aa.	Kirkpatrick, Jason	Assistant Boys' Basketball Coach - Lehman Intermediate	\$1,700.00	
bb.	Knauff, Marissa	Homework Club Advisor - Lehman Intermediate	\$800.00	
cc.	Knowles, Jessica	Head Girls' Basketball Coach - High School North	\$4,840.00	
dd.	Krause, Aimee	Yearbook Business Advisor - High School North	\$1,400.00	
ee.	Krumanocker, James	Intramural Art Group Advisor - Bushkill	\$17.00/hr.	Max. 48 hours
ff.	Krumanocker, James	Intramural Fall Sports Tri-Advisor - Bushkill	\$17.00/hr.	Max. 16 hours
gg.	Krumanocker, James	Intramural Detention Tri-Supervisor - Bushkill	\$17.00/hr.	Max. 16 hours
hh.	LeFante, Shelli	Intramural Swimming Advisor (fall) - High School South	\$17.00/hr.	Max. 48 hours
ii.	LeFante, Shelli	Varsity Assistant Swimming Coach - High School South	\$2,700.00	
jj.	Levulis, Shannon	Varsity Assistant Swimming Coach - High School North	\$2,700.00	

kk.	Leyrer, Brian	Intramural Strength Training Co-Advisor (Grade 7 - spring season) - J. T. Lambert Intermediate	\$17.00/hr.	Max. 24 hours
ll.	Litts, Diane	Ski Club Co-Advisor - Bushkill Elementary	\$17.00/hr.	Max. 24 hours
mm.	Maylor, Dina	Mentor for Joan Glusiec (effective 10/4/03)	\$450.00	prorated
nn.	McGrath, Gerard	Varsity Assistant Boys' Basketball Coach - High School North	\$3,400.00	
oo.	McKelvin, Wanda	Rotary Club Advisor - High School North	\$800.00	
pp.	Metzgar, Richard	Varsity Assistant Rifle Coach - High School North	\$1,805.00	
qq.	Miller, Elizabeth	Assistant Girls' Basketball Coach - Lehman Intermediate	\$1,700.00	
rr.	Milsovic, John	Speech/Debate Team Advisor - High School North	\$1,235.00	
ss.	Mohlenhoff, Jeanne	Storytellers Club Advisor - East Stroudsburg Elementary	\$800.00	
tt.	Mullaney, David	Boys' Basketball Varsity Assistant Coach - High School South	\$3,400.00	
uu.	Mullaney, David	Intramural Weight Room Co-Supervisor (fall season) - High School South	\$17.00/hr.	Max. 24 hours
vv.	Murphy, Kenneth	Intramural Strength Training Co-Advisor (Grade 8 - fall season) - J. T. Lambert Intermediate	\$17.00/hr.	Max. 24 hours
ww.	Murphy, Kenneth	Intramural Strength Training Co-Advisor (Grade 8 - spring season) - J. T. Lambert Intermediate	\$17.00/hr.	Max. 24 hours
xx.	Nevil, Jeffrey	Fall Basketball Intramural Advisor - High School North	\$17.00/hr.	Max. 48 hours
yy.	Nicholson, Jennifer	Computer Assistant - Bushkill Elementary	\$650.00	
zz.	Opitz, Cindy	Environmental Club Co-Advisor - Smithfield Elementary	\$800.00	prorated
aaa.	Patascher, Daniel	Head Swimming Coach - High School South	\$3,800.00	
bbb.	Prefontaine, Annelle	Detention Supervisor - J. T. Lambert Intermediate	\$22.00/hr.	
ccc.	Pryle, Megan	Mentor for Casandra Dietz	\$450.00	
ddd.	Randall, Steven	Intramural Environmental Group Co-Advisor - Bushkill	\$17.00/hr.	Max. 24 hours
eee.	Randall, Steven	Computer Assistant - Bushkill	\$650.00	
fff.	Reiche, Amanda	Mentor for Blaec Saeger	\$450.00	
ggg.	Rispoli, Yvonne	Mentor for Lloyd Keller (effective 8/21/03-9/30/03)	\$450.00	prorated
hhh.	Robinson, Bain	Head Boys' Basketball Coach - High School North	\$4,804.00	
iii.	Ruhl, Steven	Intramural Strength Training Co-Advisor (Grade 8 - spring season) - J. T. Lambert Intermediate	\$17.00/hr.	Max. 24 hours
jjj.	Rusk, Daniel	Intramural Ski Group - Co-Advisor - Bushkill	\$17.00/hr.	Max. 24 hours
kkk.	Ryan, Kimberly	Freshman Girls' Basketball Coach - High School South	\$2,985.00	
lll.	Schneider, Janice	Mentor for Danielle Romanynshyn (effective first quarter)	\$450.00	prorated
mmm.	Stalker, Michael	Wrestling Assistant Coach - Lehman Intermediate	\$2,470.00	
nnn.	Stauffer, Robert	Intramural Weight Room Co-Supervisor (fall season) - High School South	\$17.00/hour	Max. 24 hours
ooo.	Steckel, Amy	Varsity Assistant Girls' Basketball Coach - High School North	\$3,400.00	
ppp.	Velez, Jorge	Volunteer Soccer Coach - Lehman Intermediate	N/A	
qqq.	Wallen, Annamaria	National Honor Society Advisor - High School South	\$775.00	
rrr.	Worobij, Nadia	Choral Director - Bushkill	\$1,235.00	
sss.	Worobij, Nadia	Intramural Musical Theater Director - Bushkill	\$17.00/hour	Max. 48 hours
ttt.	Yozviak, Lisa	Director of School Productions (Spring) - High School North	\$1,675.00	
uuu.	Yozviak, Lisa	Choral Director - High School North	\$2,780.00	
vvv.	Zerfoss, Jon	Volunteer Head Coach Girls' Basketball - High School North	N/A	

E. Administrative Staff

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve the Administrative Compensation Plan for the 2003-2004 fiscal year effective July 1, 2003, and to make the plan part of the minutes. Motion was seconded by Robert Huffman and carried 7- 1. Voting no was William Zacharias.

	NAME	2003-2004
a.	R. Carty, Principal	\$86,676
b.	I. Duggins, Principal	\$86,676
c.	P. Baughman, Principal	\$92,607

d.	S. Laverdure	\$81,000
e.	L. Bonawitz, Principal	\$83,340
f.	M. Catrillo, Principal	\$80,593
g.	J. Yanek, Principal	\$76,668
h.	G. Kulick-Cummings, Principal	\$76,148
i.	D. Eppley, Principal	\$76,148
j.	D. Baker, Assistant Principal	\$65,552
k.	H. Braun, Assistant Principal – (effective 8/21/03 prorated)	\$60,000
l.	L. Palio, Assistant Principal	\$73,637
m.	P. Mulroy, Assistant Principal	\$67,403
n.	M. Carhart, Assistant Principal	\$65,729
o.	W. Parks, Assistant Principal – (effective 8/28/03 prorated)	\$60,000
p.	S. Zall, Assistant Principal	\$67,489
q.	J. Burrus, Assistant Principal	\$63,945
r.	L. Hopkins, Supervisor, Special Education (effective 10/10/03 prorated)	\$59,500
s.	T. Setar, Supervisor, Special Education	\$64,799
t.	M. Brown, Athletics & Activities Director	\$77,615
u.	B. Snapp, Technology Director	\$71,916
v.	E. Forsyth, Communications/Information Systems Coordinator	\$50,175
w.	J. Shearouse, Maintenance Director	\$64,261
x.	P. Wahrmann, Food Services Director	\$66,647

(See pages 57-68)

X. 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 Don Motts and carried unanimously, 8-0.

	Name	Service	Rate	Payment From	Effective Date
1.	Abdelall, Diaa	Interpreter	\$50/hr. Not to exceed \$2,000.00	Special Education	9/29/03-6/30/04
2.	Alfano, Bronwyn	Letter Grade	\$22.00	Professional Development	8/25/03
3.	Allen, Cindy	Sign Language Interpreter	\$35/hr. Not to exceed \$2000.00	Special Education	9/03-6/30/04
4.	Colonial I.U. #20	Services to non-public students at Notre Dame Elementary	\$16,390.00	Title I Program	9/8/03-6/30/04
5.	Dawling, Dave	Campus Life Assembly	\$420.00	J. T. Lambert Intermediate	10/30/03
6.	Deen, Todd	Accompanist	\$200.00	Music Department	10/22/03
7.	Dreibelbis, Susan	Letter Grade	\$22.00	Professional Development	8/25/03

8.	Harris, Jenny	Second Step Program	\$44.00	Professional Development	10/15 & 29/03
9.	Goldberg, Ann	ESL	\$500.00	Professional Development	10/13/03
10.	KidsPeace Hospital	Tutoring Student 031233	\$3,696.00	Pupil Services	9/12/03-6/30/04
11.	KidsPeace Hospital	Tutoring Student 031232	\$3,696.00	Pupil Services	9/12/03-6/30/04
12.	KidsPeace Hospital	Tutoring Student 030235	\$3,696.00	Pupil Services	9/12/03-6/30/04
13.	KidsPeace Hospital	Tutoring Student 031633	\$3,476.00	Pupil Services	9/29/03-6/30/04
14.	KidsPeace Hospital	Tutoring Student 030234	\$3,454.00	Pupil Services	9/30/03-6/30/04
15.	KidsPeace Hospital	Tutoring Student 031235	\$3,300.00	Pupil Services	10/9/03-6/30/04
16.	KidsPeace Hospital	Tutoring Student 030436	\$3,256.00	Pupil Services	10/13/03-6/30/04
17.	King, Kinyatta	Percussion Writing	\$250.00	Music Department	10/21-24/03
18.	Kula, Rick	Butterfly Assembly	\$150.00	Resica Elementary	10/29/03
19.	LaBar, Sherwood	Letter Grade	\$22.00	Professional Development	8/25/03
20.	Percia, Matt	Percussion Writer	\$1,000.00	Music Department	10/21-11/2/03
21.	Polizzotto, Maryann	Parenting With Love/Logic	\$350.00	Professional Development	10/7,14,21,28/03
22.	Sprout, Jonathan	American Heroes Two	\$950.00	Resica Elementary	10/2/03
23.	Stefani, Laura	Letter Grade	\$44.00	Professional Development	9/22 & 29/03
24.	Stefani, Laura	Letter Grade	\$66.00	Professional Development	8/25/03
25.	Stefani, Laura	Letter Grade	\$22.00	Professional Development	10/6/03
26.	Stefani, Laura	Streaming Video/LCD Display	\$22.00	Professional Development	10/20/03
27.	Stefani, Laura	Letter Grade	\$84.00	Professional Development	9/25/03
28.	Toth, Terry	Letter Grade	\$66.00	Professional Development	8/25/03
29.	Tressler Lutheran Services	Student Assistance Program	\$5,454.08	Safe and Drug Free Grant and Professional Development	10/28-11/6/03
30.	Wilson, Jennifer	Second Step Program	\$44.00	Professional Development	10/1 & 12/03

Transportation Contracts

31.	Galunic, Jenny	Contract Transportation	\$197.83/day	Transportation Dept.	9/9/03
32.	Labadie, Gina	Contract Transportation	\$176.32/day	Transportation Dept	8/25/03
33.	Labadie, Gina	Contract Transportation	\$214.62/day	Transportation Dept	9/8/03
34.	LaBar, Karla	Contract Transportation	\$ 93.33/day	Transportation Dept	8/25/03
35.	LaBar, Karla	Contract Transportation	\$220.10/day	Transportation Dept	9/2/03
36.	LaBar, Karla	Contract Transportation	\$268.54/day	Transportation Dept	9/5/03
37.	O'Rourke, John	Contract Transportation	\$168.42/day	Transportation Dept	9/4/03
38.	Siska, Doug	Contract Transportation	\$139.97/day	Transportation Dept	9/4/03

XI. STUDENT ITEMS

A. Placements And Agreements

ACTION BY THE BOARD:

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

- | | |
|--------------------------|--------------------------|
| 1. Student No. 021735 | 12. Student No. 03171112 |
| 2. Student No. 021729 | |
| 3. Student No. 03170901 | (See page 69) |
| 4. Student No. 03171102 | |
| 5. Student No. 03171003 | |
| 6. Student No. 03160704 | |
| 7. Student No. 03171205 | |
| 8. Student No. 03021006 | |
| 9. Student No. 03170908 | |
| 10. Student No. 03170907 | |
| 11. Student No. 03170910 | |

B. Overnight Field Trip

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve the overnight field trip listed. The proposal and itineraries for the field trip meet the required Board Policy #121. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

Name	Activity	Location	Dates
1. High School North Band	Band Spring Trip	Boston, MA	April 15-18/03

(See pages 70-74)

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.

Name	Activity	Location	Dates
1. High School South Cheerleaders	Competition	Philadelphia, PA	12/7/03
1. High School South/North Chorus	Region Chorus Festival	Mechanicsburg, PA	3/11/04
2. High School South Students	Inner Harbor/Fort McHenry	Baltimore, MD	12/10/03

(See pages 75-77)

XII. NOVELS AND TEXTBOOKS

ACTION BY THE BOARD:

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

1.	<i>Collecting Things Is Fun</i>	2.	<i>Buttons Buttons</i>
3.	<i>Dinosaurs Dancing</i>	4.	<i>How's the Weather?</i>
5.	<i>The Farmer Didn't Wake Up</i>	6.	<i>On the Go</i>
7.	<i>Cat and Dog</i>	8.	<i>We Can Eat the Plants</i>
9.	<i>Our Favorites</i>	10.	<i>The Crayola Counting Book</i>
11.	<i>Numbers All Around Me</i>	12.	<i>Lunch With Cat and Dog</i>
13.	<i>Barnyard Math With Farmer Fred</i>	14.	<i>Little Number Stories</i>
15.	<i>Just Group It</i>	16.	<i>The Magic Money Box</i>
17.	<i>Monster Stew</i>	18.	<i>The Bugs Go Marching</i>
19.	<i>Measurement Mysteries</i>	20.	<i>A Counting We Will Go</i>
21.	<i>Patterns All Around Me</i>	22.	<i>Let's Measure It</i>
23.	<i>The Ten Second Race</i>	24.	<i>Ten Monsters In A Bed</i>
25.	<i>Lemonade</i>	26.	<i>The Time Song</i>
27.	<i>Apron Annie's Pies</i>	28.	<i>Good Choices for Cat and Dog</i>
29.	<i>Caring For Our Lizard</i>	30.	<i>Who Lives Here?</i>
31.	<i>Apron Annie in the Garden</i>	32.	<i>Scaredy Cat</i>
33.	<i>Where Did It Go?</i>	34.	<i>Bears, Bears Everywhere</i>
35.	<i>Detective Dog and the Search for Cat</i>	36.	<i>Cinderella Dressed in Yellow</i>
37.	<i>Did You Know?</i>	38.	<i>City Mouse and Country Mouse</i>
39.	<i>Best Friends</i>	40.	<i>Aunt Sue's Super Stew</i>
41.	<i>By Myself or With My Friends</i>	42.	<i>What's That Noise</i>
43.	<i>100 Years Ago</i>	44.	<i>Champ The Chimp</i>
45.	<i>Can You Read a Map?</i>	46.	<i>Hank's Pink Sink</i>

47.	<i>What Do We Need?</i>	48.	<i>Chick and Duck</i>
49.	<i>I Am Special</i>	50.	<i>Photo Fun</i>
51.	<i>We Can Make Graphs</i>	52.	<i>The Gnu at the Zoo</i>
53.	<i>Our Pumpkin</i>	54.	<i>Shelly and Charlie</i>
55.	<i>I See Shapes</i>	56.	<i>Mark and Clark</i>
57.	<i>The Skip Count Song</i>	58.	<i>Miranda's Perfect Pet</i>
59.	<i>What Comes in Threes</i>	60.	<i>The Feast</i>
61.	<i>Pigs</i>	62.	<i>Little Snail and Jay</i>
63.	<i>I Can Write</i>	64.	<i>My Hound</i>
65.	<i>I Can Read</i>	66.	<i>Joan's Loose Tooth</i>
67.	<i>How To make A Mudpie</i>	68.	<i>Sue's Blue Pets</i>
69.	<i>Where's Your Tooth?</i>	70.	<i>What I Saw at Dawn</i>
71.	<i>Where Do Monsters Live</i>	72.	<i>What Talent</i>
73.	<i>Whose Forest Is This?</i>	74.	<i>Jackson's Contraptions</i>
75.	<i>The Four Seasons</i>	76.	<i>Once Upon a Hill</i>
77.	<i>See How It Grows</i>	78.	<i>The Case of the Missing Monkeys</i>
79.	<i>I See Colors</i>	80.	<i>C. D. Clues</i>
81.	<i>Jokes, Riddles and Poems</i>	82.	<i>Lions of the Plains</i>
83.	<i>A Trip to the Planets</i>	84.	<i>Kids Care About Sea Animals</i>
85.	<i>Bo Peep's Sheep</i>	86.	<i>Tales Once Told</i>
87.	<i>The Story in the Picture</i>	88.	<i>The Internet</i>
89.	<i>Tall in the Saddle</i>	90.	<i>Toad's Journal</i>
91.	<i>The Great Time Travel</i>	92.	<i>History Mystery</i>
93.	<i>It's A Great Job!</i>	94.	<i>The Wind Blew</i>
95.	<i>Con Mi Hermano</i>	96.	<i>What Mommies Do Best/What Daddies Do Best</i>
97.	<i>Pizza Party</i>	98.	<i>Love Me, Love You</i>
99.	<i>The Gingerbread Man</i>	100.	<i>Who Took the Farmer's Hat?</i>
101.	<i>A Bear Lived in a Cave</i>	102.	<i>What Animals Eat</i>
103.	<i>What I'd Like to Be</i>	103.	<i>A Trip Into Space</i>
104.	<i>Dinosaur Reports</i>	105.	<i>Animal Reports</i>
106.	<i>The Noisy Book</i>	107.	<i>The Littles Give A Party</i>
108.	<i>The Hot and Cold Summer</i>	109.	<i>The New Baby Calf</i>
110.	<i>Kid Power</i>	111.	<i>Justin and the Best Biscuits in the World</i>
112.	<i>The Hot and Cold Summer</i>	113.	<i>Help, I'm Trapped in a Professional Wrestler's Body</i>
114.	<i>Guests</i>	115.	<i>The Fledgling</i>
116.	<i>The Broccoli Tapes</i>	117.	<i>Five True Horse Stones</i>
118.	<i>The Everything Book</i>	119.	<i>The Cat's Meow</i>
120.	<i>Penguins Through the Year</i>	121.	<i>Footprints in the Sand</i>
122.	<i>It's Great to be Eight</i>	123.	<i>I Am Sam</i>
124.	<i>A Lot of Hats</i>	125.	<i>Fun With Zip and Zap</i>
126.	<i>The Puppet Club</i>	127.	<i>Let's Go On A Museum Hunt</i>
128.	<i>A Bag of Tricks</i>	129.	<i>Bunnacula</i>
130.	<i>The Haunting of Grade Three</i>	131.	<i>Rocking Reptiles</i>
132.	<i>Teach Us, Amelia Bedelia</i>	133.	<i>The Treasure Hunt</i>
134.	Textbook – <i>High Point</i> , ESL Program		

XIII. GRIEVANCE

ACTION BY THE BOARD:

Motion was made by Arthur Moeller to approve that the Step 4, Rita Stephan 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.

XIV. **STROUD REGION OPEN SPACE AND RECREATION COMMISSION**

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve addendum for the Stroud Region Open Space and Recreation Commission as presented. Motion was seconded by Roland Featherman and carried unanimously, 8-0.

(See pages 78-82)

XV. **DISTRICT ATTENDANCE CALENDAR**

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the amended 2003-2004 school district attendance calendar in accordance with Section 1504 (Act 80) of Pennsylvania School Code: *Instructional Time and Act 80 Exceptions*. The school district attendance calendar shall be amended in accordance with appended instructional hours for the schools of the school district. Calendars are being amended for purposes of conducting parent-teacher conferences and curriculum and planning dates. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See pages 83-92)

XVI. **BOARD POLICIES**

ACTION BY THE BOARD:

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

1. 006 – Meetings
2. 140 – Charter Schools
3. 229 – Fund Raising

(See pages 93-107)

XVII. **FISCAL ITEMS**

A. **General Obligation Bonds**

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve that the Board authorize the issuance of General Obligation Bonds, Series A of 2003, 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:* Roland Featherman, Patrick Forney, Bet Hays, Robert Huffman, Horace Cole, Don Motts, Arthur Moeller, and William Zacharias. TALLY Yes 8 No 0. Motion was carried.

B. **January 2004 Bond**

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve that the Board authorize the Administration and Solicitor to work with Public Financial Management, as Financial Advisor, and Rhoads & Sinon, LLP, as Bond Counsel, in connection with the issuance of approximately \$10,000,000.00 General Obligations Bonds, to settle in January of 2004, for the purpose of funding the District's capital building program. Motion was seconded by Arthur Moeller. *Voting in Favor:* Roland Featherman, Patrick Forney, Bet Hays, Robert Huffman, Horace Cole, Don Motts, Arthur Moeller, and William Zacharias. TALLY Yes 8 No 0. Motion was carried.

C. Bond Payment

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the current invoices for construction and related costs associated with the Bond Issue made by PNC Bank, acting as district agent: 2001 Bond Issue: \$132,756.05 Motion was seconded by Patrick Forney and carried unanimously, 8-0.

(See pages 108-115)

D. PlanCon Part J

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve the submission of PlanCon Part J to the Pennsylvania Department of Education for the North Site Intermediate High School Project. Motion was seconded by Arthur Moeller and carried unanimously, 8-0.

(See pages 116-127)

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the submission of a revised PlanCon Part J to the Pennsylvania Department of Education for the North Site Elementary School. Motion was seconded by Arthur Moeller and carried unanimously, 8-0.

(See pages 128-138)

E. Portnoff Law Associates

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve the formal resolution for collection procedures and adoption of a schedule of attorney fees to be added to the amount collected as part of municipal claims for delinquent accounts contracted with Portnoff Law Associates. Motion was seconded by Robert Huffman. *Voting in Favor:* Roland Featherman, Patrick Forney, Bet Hays, Robert Huffman, Horace Cole, and Don Motts. *Voting No:* Arthur Moeller and William Zacharias. TALLY Yes 6 No 2. Motion was carried.

(See page 139-142)

F. Student Activity Account

ACTION BY THE BOARD:

Motion was made by Patrick Forney to approve the opening of Student Activity accounts Class of 2007 for High School - North and Junior Achievement High School – South; and Special Activity Charity Fundraising account for High School North. Motion was seconded by Roland Featherman and carried unanimously, 8-0.

(See pages 143-145)

G. Change Order to Telco Industries

ACTION BY THE BOARD:

Motion was made by Patrick Forney to approve a change order to Telco Industries for the undercutting of the curb related to the installation of the traffic signal at J. T. Lambert Intermediate School in the amount of \$3,536.85. Motion was seconded by Bet Hays. *Voting in Favor:* Roland Featherman, Patrick Forney, Bet Hays, Robert Huffman, and Horace Cole. *Voting No:* Arthur Moeller, Don Motts and William Zacharias. TALLY Yes 5 No 3. Motion was carried.

(See pages 146-148)

H. Charge for Checks Returned “Non-Sufficient Funds”

ACTION BY THE BOARD:

Motion was made by Patrick Forney to approve the instituting of a \$20.00 charge for the costs incurred by the District for checks returned from the bank for “Non-Sufficient Funds” or “Account Closed” status. Motion was seconded by Don Motts and carried unanimously, 8-0.

I. Project Fund

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the Project Fund resulting from the District’s General Obligation Bonds, Series A of 2003, be invested in the Pennsylvania Local Government Investment Trust pending requisition, order or other authorization of the Board. Motion was seconded by Roland Featherman and carried unanimously, 8-0.

J. Pepsi-Cola Contract

ACTION BY THE BOARD:

Motion was made by Arthur Moeller to approve Pepsi-Cola Contract for a Carbonated/Non-Carbonated Beverage Full Service Vending Program for a term of ten years in accordance with the contract as submitted and to become part of the minutes. Motion was seconded by Don Motts and was carried 7-1. Voting No William Zacharias.

K. Wordsworth Shawnee Private Licensed Academic School Memorandum of Understanding

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve that the District Superintendent be authorized to execute the documents necessary for the assignment of the existing Memorandum of Understanding between the District and Wordsworth Shawnee Private Licensed Academic School for the Therapeutic Intensive Program for Students with Special Needs, to Shawnee Institute, Ltd., as is more particularly set forth in the September 17, 2003, request received by the District. Such assignment shall be subject to the review and approval of the District Solicitor of the documents evidencing the assignment and the approval of the Superintendent or his designee(s) as to the ability of Shawnee Institute, Ltd. to provide the required services. Motion was seconded by Roland Featherman and carried unanimously, 8-0.

(See pages 149-150)

L. Booster Banners

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the High School North Football Parents Club, fund raising through advertising, to place signs/banners at the High School North football field. All signs/banners must be approved by the Superintendent prior to display. Motion was seconded by Don Motts and carried unanimously, 8-0.

(See pages 151-152)

M. Exercise Room

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the administration seek bids for a relocatable classroom to be used as an exercise room at the J. T. Lambert Intermediate School. Motion was seconded by Bet Hays and carried unanimously, 8-0.

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

ACTION BY THE BOARD:

Motion was made by Robert Huffman 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 153-164)
2. Payment of Bills - (See pages 165-196)
3. Treasurer's Report - (See pages 197-208)

XVIII. ADJOURNMENT – 11:20 p.m.