

**EAST STROUDSBURG AREA SCHOOL DISTRICT  
BOARD OF EDUCATION  
REGULAR MEETING – September 15, 2003**

**Middle Smithfield Elementary School  
7:30 p.m.**

- I. President Cole called the meeting to order at 7:30 p.m. and led those present in the Pledge of Allegiance. Temporary Secretary Don Motts called the roll.
- II. Members present were, Horace Cole, Roland Featherman, Patrick Forney, Bet Hays, , Arthur Moeller, Don Motts and William Zacharias. Absent Philip Brush and Robert Huffman.
- III. School personnel present: Julie Andrews, Douglas Arnold, David Baker, Patricia Baughman, Linda Bonawitz, John Burrus, Richard Carty, Michael Catrillo, Katye Clogg, Irene Duggins, Debbie Eppley, Marie Guidry, Sue Hegarty, A. M. Kise, Sherry Knight, Kenneth Koberlein, Gail Kulick, Sharon Laverdure, Robin Longenbach, Todd Mason, Michael Michaels, Patti Mondello, Patricia Mulroy, Cheryl Murphy, Gregory. Naudascher, Lois Palio, Tina Parke, Jane Partel, Marilyn Possinger, Tricia Setar, James Shearouse, Donna Snapp, Linda Snyder, Rita Stephan, Susan Werkheiser, and Carman Zedpeda. Also present was: Thomas Dirvonas – Solicitor.
- IV. Media Guest Present: Aaron Applegate – Pocono Record – Robert Charlanza – Community News

Community members present: Bud Barm, Gayle Bennan, Carol Ann and Chrissy Beshaw, Jen Bisor, Lucianna Coke, Jill and Tracy Davis, Tim Dickey, Alaex Dickison, Lisa and Casey DiPillo, Laura Eamish, Christina Fabijanczuk, Laura Finkler, Adrienne and Sara Franklin, Kerri Freeo, Mabia and Tom Geffers, Robert Gress, Gerta Harriton, Eileen Irwin, Michele Jenkin, Michael Knight, Diane Krupski, Jessica and Scott Longenbach, Douglas and Erica MacLeod, Tom Maind, Karen Malarhoney, James and Lynn Meula, Debbie Mirabella, Kevin Miller, Karl Moeller, Patrick and Jess Murphy, Lisa Musetti, Mary Ann O'Brien, Lisa Ogden, Roberta Papke, Mike Partel, Alanna and Donna Passione, Michal Peterson, Bain Robinson, Jeff Rosalsky, William Searfoss, Ginny Sosnowski, R. Stallone, Chelo and Brian Sullivan, Josha and Melisa Sweby, Laurie Valunas, Faith Waters, Steven Wisotsky, Ann Zannella, Lori Zecchino, Abbey and Jerry Zob.

V. **APPROVAL OF MINUTES AND AGENDA**

***ACTION BY THE BOARD:***

Motion was made by Don Motts to approve the minutes for the meeting of August 18, 2003, (pages 1-57), and this agenda for September 15, 2003, (pages 1-16), 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 Arthur Moeller and carried unanimously, 7-0.

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

VII. **SUPERINTENDENT'S REPORT**

PFM presented information options on Bond Issues to the Board.  
Dr. Koberlein shared information on the state financial and funding programs that affect on the East Stroudsburg Area School District.

Dr. Koberlein reported on the progress of the High School South project and the test results of September 11, 2003, asbestos testing.

An announcement was made about the Wall of Fame event, which will be held on September 19, 2003.  
Dr. Koberlein informed the Board about the need for a new elementary school at North Campus and hopes that the Board can discuss this at the October board meeting.

A discussion was held on field trips and Homeland Security Discuss Procedures. Dr. Koberlein asked for direction from the Board in the event of an Condition Orange Code in regards to field trips with a distance of more than 60 miles. A proposal will be developed for the School Board.

Dr. Koberlein announced that the J. T. Lambert Intermediate School traffic light has been installed.

Dr. Koberlein and Board discussed the exercise room at J. T. Lambert Intermediate and the idea of relocating the exercise room to a double relocatable at the cost of \$50,000.00. More information will be provided.

Board Policies to be considered for approval at the October 20, 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.

- #006 – Meetings
- #140 – Charter Schools
- #229 – Fund Raising

(See pages 17-31)

### VIII. PUBLIC PARTICIPATION

Christina Fabijanczuk asked the Board to consider field trips of more than sixty miles from the District as there are limited places to visit and things to do under sixty miles.

Kerri Freeo a parent of expressed her concern that her daughter's ride to school is such a long one.

Debbie Mirabella also expressed concern that her son has a forty-five minute ride to and from school.

Robert Gress thanked the Board for looking into having the exercise room moved at J. T. Lambert Intermediate School. He also was concerned because there are not intramural sports for East Stroudsburg Elementary.

Michal Peterson asked how the PlanCon project for the stadium seating at the High School North was going to be paid for.

Eileen Irwin express concern that the Board is given large documents the night of the Board meeting and are asked to vote on these items at the same meeting.

Bain Robinson asked about the position of varsity coach position for basketball.

Bob Murphy asked about the results of the asbestos testing done by a lab in California.

Rita Stephan asked about the conditions of the bathrooms and the lack of doors etc. at the High School South and also the asbestos testing reports. She asked about the problems of gangs at the High School South and about the hiring of a security guard.

William Searfoss asked about field trips and the Condition Orange Code.

Laurie Valunas asked about the condition of the cafeteria in regards to the renovations.

Kevin Freeo spoke in favor of the overnight band trips and the positive effect they have on students.

IX. **PERSONNEL ITEMS**

A. **Support Staff**

***ACTION BY THE BOARD:***

Motion was made by Roland Featherman to approve the resignations, reassignments, leave of absence, extension of leave of absence 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 Bet Hays and carried unanimously, 7-0.

1. **Resignations**

<b>Name</b>	<b>Position Held</b>
a. Ambos, Victoria	Student Helper - J. T. Lambert Intermediate Effective Date: August 26, 2003
b. Galarza, Devra	Study Hall Monitor - High School North Effective Date: At the end of the workday on September 12, 2003.
c. LeBron, Frances	Secretary - High School North Effective Date: At the end of the workday on August 22, 2003
d. Schweinfurth, Janice	Cafeteria Worker (Part-time) - High School South Effective Date: August 22, 2003

(See pages 32-35)

2. **Reassignments**

<b>Name</b>	<b>Position Held</b>
a. Andrews, Julie	From Cafeteria Worker (Part-time) North Campus to Study Hall Monitor - High School North Hourly Rate: \$7.60 Effective Date: September 8, 2003 This is a new position.
b. Malvagno, Catherine	From Student Helper - High School North to Instructional Aide - High School South Hourly Rate: \$10.40 Effective Date: August 21, 2003 This is a new position.
c. Smith, Donna	From Student Helper - J. T. Lambert Intermediate to Instructional Aide - J. T. Lambert Intermediate Hourly Rate: \$10.40 Effective Date: August 21, 2003 Donna replaces Alisa Keiper who has resigned.
d. Sappio, Margaret	From Cafeteria Monitor – North Campus to Study Hall Monitor - High School North Hourly Rate: \$7.60 Effective Date: September 15, 2003 Margaret replaces Devra Galarza who has resigned.

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

<b>Name</b>	<b>Position Held</b>
a. Fitzgerald, Judy	Bus Driver – District Effective Date: October 7, 2003 Length of Leave: On or about January 23, 2004.

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

<b>Name</b>	<b>Position Held</b>
a. Bolles, Theresa	Cafeteria Worker (Part-time) - High School South Effective Date: March 29, 2003 Length of Leave: Now extended through October 24, 2003.

5. **Supplemental Position**

<b>Name</b>	<b>Appointment</b>
a. Butsch, Jennie	Secretary at the Bushkill Elementary School, reappointed to the supplemental position of telephone caller for substitute teachers for the 2003-2004 school year. Salary for this (12) month position is \$4,000.00. Fringe benefits are not included with this position.

6. **Appointments Regular**

<b>Name</b>	<b>Appointment</b>
a. Bartholomew, Kara	Student Helper - J. T. Lambert Intermediate Hourly Rate: \$8.10 Effective Date: September 8, 2003 Kara replaces Victoria Ambos who has resigned.
b. Bird, Scott	Maintenance I (Second Shift) – District Hourly Rate: \$9.88 + \$.25 Shift Differential Effective Date: September 2, 2003 This is a new position.
c. Blaha, Timothy	Bus Driver (Full-time) – North Campus Hourly Rate: \$10.40 Effective Date: August 25, 2003 This is a new position.
d. Bland, Dennis	Custodian (Second Shift) – Bushkill Elementary Hourly Rate: \$9.63 + \$.25 Shift Differential Effective Date: September 26, 2003 Dennis replaces Anthony Velez who has resigned.
e. Bonawitz, Lorelle	Instructional Aide - High School South Hourly Rate: \$10.40 Effective Date: August 21, 2003 Lorelle replaces Lauren Spering who was reassigned.
f. Colon, Luis	Security (First Shift) - High School South Hourly Rate: \$9.88 Effective Date: September 4, 2003 This is a new position.

- g. Deacon, Sandra Cafeteria Monitor - Lehman Intermediate  
Hourly Rate: \$7.97  
Effective Date: August 25, 2003  
This is a new position.
- h. Dymond, Patricia Bus Driver (Full-time) – North Campus  
Hourly Rate: \$10.40  
Effective Date: August 25, 2003  
Patricia replaces Constance Lutjens who has been reassigned to a different run.
- i. Frantz, Charles Security (First Shift) - High School North  
Hourly Rate: \$9.88  
Effective Date: September 2, 2003  
This is a new position.
- j. Grant, Gail Instructional Aide - Lehman Intermediate  
Hourly Rate: \$10.40  
Effective Date: August 25, 2003  
This is a new position.
- k. Joffe, Kathaleen Secretary (Part-time) 900 hours - High School South Band  
Hourly Rate: \$8.94  
Effective Date: August 25, 2003  
Kathaleen replaces Tammy Snee who was reassigned.
- l. Jones, Kevin Maintenance II (Second Shift) – District  
Hourly Rate: \$11.50 + \$.25 Shift Differential  
Effective Date: September 8, 2003  
This is a new position.
- m. LaBar, Andrea Bus Driver (Full-time)  
Hourly Rate: \$10.40  
Effective Date: August 25, 2003  
This is a new position.
- n. Lewis, Raymond Bus Driver (Full-time)  
Hourly Rate: \$10.40  
Effective Date: August 25, 2003  
This is a new position.
- o. Maleszewski, Chester Bus Driver (Full-time)  
Hourly Rate: \$10.40  
Effective Date: August 25, 2003  
This is a new position.
- p. Prendergast, Frances Instructional Aide (ISS) - Lehman Intermediate  
Hourly Rate: \$10.40  
Effective Date: September 15, 2003  
Frances replaces Yvette Keitt who was terminated.
- q. Pizanie, Katherine Cafeteria Monitor - High School North  
Hourly Rate: \$7.97  
Effective Date: September 2, 2003  
This is a new position.
- r. Prothro, Robert Monitor - High School North  
Hourly Rate: \$7.60  
Effective Date: September 3, 2003  
This is a new position.

- s. Reinhardt, Sherry Cafeteria Worker (Part-time) – Bushkill  
Hourly Rate: \$8.07  
Effective Date: September 2, 2003  
Sherry replaces Barbara Funnaro who has resigned.
- t. Ross, Lesa Study Hall Monitor – Smithfield Elementary  
Hourly Rate: \$7.60  
Effective Date: September 8, 2003  
This is a new position.
- u. Scott, Anthony Security (First Shift) - High School South/J. M. Hill  
Hourly Rate: \$9.88  
Effective Date: August 25, 2003  
This is a new position.
- v. Spadola, Adrienne Cafeteria Monitor – Bushkill  
Hourly Rate: \$7.97  
Effective Date: September 16, 2003  
Adrienne replaces Rachel Welten who has resigned.
- w. Starkes, Alonzo Maintenance I (Second Shift) – District  
Hourly Rate: \$9.88 + \$.25 Shift Differential  
Effective Date: September 2, 2003  
Alonzo replaces Shawn Jones who has resigned.
- x. Strunk, Jeffrey Cafeteria Custodian (First Shift) - High School North  
Hourly Rate: \$9.63  
Effective Date: September 5, 2003  
Jeff replaces Robert Garris who was reassigned.
- y. Thomas, Glenn Bus Driver (Full-time)  
Hourly Rate: \$10.40  
Effective Date: August 25, 2003  
Glenn replaces James Johnston who was reassigned to a different run.
- z. Titus, Lori Bus Driver (Full-time)  
Hourly Rate: \$10.40  
Effective Date: August 25, 2003  
Lori replaces Cheryl Steimer who was reassigned to a different run.
- aa. Warner, Tanya Bus Driver (Part-time)  
Hourly Rate: \$10.40  
Effective Date: August 25, 2003  
Tanya replaces Lorraine Cavanaugh who was reassigned to a different run.
- bb. Wilkens, Steven Maintenance II (Second Shift) – District  
Hourly Rate: \$10.84 + \$.25 Shift Differential  
Effective Date: September 8, 2003  
This is a new position.

**7. Appointments – Long Term Substitute**

- | Name                | Appointment   |
|---------------------|---|
| a. Novotny, Barbara | Health Room Assistant – Middle Smithfield/Smithfield – (LTS)<br>Hourly Rate: \$10.68<br>Effective Date: September 16, 2003 until the end of the 2003-2004 school year only.<br>Barbara replaces Marianne Cannell who is on leave. |

**8. Pay Rate-Support Staff Substitutes for the 2003-2004 School Year**

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

**9. Substitute Appointments**

- | Name                    | Area  |
|-------------------------|---|
| a. Calasabetta, Joan    | Cafeteria Worker, Cafeteria Monitor, Student Helper, Custodian                              |
| b. Davis, Jill          | Instructional Aide, Secretary, Student Helper   |
| c. Edwards, Terry       | Instructional Aide, Cafeteria Worker, Cafeteria Monitor                                     |
| d. Foley, Cindy         | Cafeteria Worker  |
| e. Garnes, Donna        | Secretary, Cafeteria Worker, Cafeteria Monitor  |
| f. Goodman, Maureen     | Instructional Aide, Student Helper  |
| g. Green, Theresa       | Cafeteria Worker  |
| h. Hanna, Mirna         | Cafeteria Monitor   |
| i. Kirschner, Karen     | Cafeteria Worker, Instructional Aide, Student Helper, Secretary, Cafeteria Monitor          |
| j. Leggieri, Tracy      | Instructional Aide  |
| k. Lewczak, Candice     | Cafeteria Monitor, Instructional Aide (Library)   |
| l. Lewis, Denise        | Cafeteria Worker  |
| m. Lewis, Raymond       | Bus Driver  |
| n. Lukowski, Joan       | Cafeteria Worker, Student Helper, Instructional Aide  |
| o. Martinez, Dianne     | Cafeteria Worker, Cafeteria Monitor   |
| p. Motts, Linda         | Secretary, Instructional Aide (Library)   |
| q. Nagele, Michael      | Maintenance   |
| r. Novotny, Barbara     | Health Assistant  |
| s. Price, Timothy       | Maintenance   |
| t. Rogalinski, Kathleen | Cafeteria Worker, Cafeteria Monitor   |
| u. Simerson, Carol      | Secretary   |
| v. Stasolla, Deborah    | Cafeteria Worker, Study Hall Monitor, Instructional Aide, Student Helper, Cafeteria Monitor |
| w. Stine, Carmen        | Cafeteria Worker  |
| x. Vitale, Diane        | Secretary, Cafeteria Monitor  |
| y. Zaccaro, Elizabeth   | Instructional Aide (Library)  |

**B. Professional Staff**

***ACTION BY THE BOARD:***

Motion Bet Hays to approve the resignations, reassignment, leave of absence, change of start date for 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, 7-0.

1. **Resignations**

<b>Name</b>	<b>Position Held</b>
a. Conniff, Melissa	Grade One Teacher – Smithfield Effective Date: At the end of the workday on August 21, 2003.
b. McCreary, Donna	Guidance Counselor - High School North Effective Date: At the end of the workday on September 25, 2003

(See pages 36-37)

2. **Reassignment**

<b>Name</b>	<b>Position Held</b>
a. Johnson, John	From Special Education Teacher - High School North to English at High School North Effective Date: August 25, 2003 John replaces Christopher Evans who rescinded.

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

<b>Name</b>	<b>Position Held</b>
a. Franks, Suzanne	Grade 8 Science Teacher - Lehman Intermediate School Effective Date: October 6, 2003 Length of Leave: No longer than six weeks.

4. **Change of Start Date for Leave of Absence**

<b>Name</b>	<b>Position Held</b>
a. Mitchell, Tania	Grade 3 Teacher - Middle Smithfield Elementary Now Effective: August 21, 2003 Length of Leave: End of the first quarter of the 2003-2004 school year.

5. **Appointments Regular**

<b>Name</b>	<b>Appointment</b>
a. Arcuri, Richard	.5 Health/Physical Education – Bushkill – (TPE) Annual Salary: \$32,782.00 Prorated Step 1 Column 1 Effective Date: September 3, 2003 Richard replaces Eleanor Della-Calce who was reassigned into a full-time position replacing Jennifer Heid who resigned.
b. Marmo, Jennifer	Special Education Teacher - High School North -- (TPE) Annual Salary: \$34,967.00 Prorated Step 2 Column 1 Effective Date: August 25, 2003 Jennifer replaces John Johnson was reassigned.

(See pages 38-39)



6. **Appointments – Long Term Substitute**

<b>Name</b>	<b>Appointment</b>
a. Piccotti, Susan	Guidance Counselor - High School North – (LTS) Annual Salary: \$35,822.00 Prorated Step 1 Column 7 Effective Date: September 26, 2003 and continue until the end of the first semester of the 2003-2004 school year only. Susan replaces Cindy Christian who is on leave. Susan will be assigned to High School North to replace Donna McCreary.
b. Romanyshyn, Danielle	Grade 3 Teacher - Middle Smithfield Elementary - (LTS) Annual Salary: \$38,067.00 Prorated Step 2 Column 7 Effective Date: August 25, 2003 and continue until the end of the first quarter of the 2003-2004 school year only. Danielle replaces Tania Mitchell who is on leave.

(See pages 40-41)

7. **Change of Status**

<b>Name</b>	<b>Position</b>
a. Della-Calce, Eleanor	From .5 Health/Physical Education Teacher – Bushkill to full-time Health/Physical Education Teacher – Lehman Effective Date: September 3, 2003 Eleanor replaces Jennifer Heid who has resigned.
b. Johnson, Lisa	From Special Education Teacher – Smithfield (LTS) to Grade One Teacher – Smithfield (TPE) Effective Date: August 25, 2003 Lisa replaces Melissa Conniff who has resigned.
c. McGrail, Kathleen	From Guidance Counselor (LTS) to Guidance Counselor (TPE) - J. T. Lambert Intermediate School Effective Date: September 26, 2003 Kathleen replaces Donna McCreary - High School North who has resigned. Kathleen will remain at J. T. Lambert Intermediate School until the end of the first semester of the 2003-2004 school year.
d. Pappalardo, Lynn	From .8 School Nurse to full-time School Nurse – Smithfield/Middle Smithfield/High School South/ Notre Dame Schools Effective Date: September 16, 2003 This is a new .2 position.

8. **Substitute Appointments**

<b>Name</b>	<b>Certification</b>
a. Arcuri, Richard	Health/Physical Education
b. Davis, Tammy	(em) all areas
c. Harkins, Ryan	(em) all areas
d. Hillel, Barbara	Elementary
e. Houser, Douglas	(em) all areas
f. Martin, Amber-Jean	English
g. Miller, Elizabeth	Health/Physical Education
h. Mitchell, Sarah	Social Studies
i. Piccotti, Susan	Secondary School Counseling
j. Rausnitz, Christina	Elementary
k. Scullin, Terrence	(em) all areas
l. Van Belle, Wendy Jo	Elementary

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

Name	Building
a. Ader, Richard	Bushkill Elementary
b. Arcuri, Richard	Bushkill Elementary
c. Caponigro, Jonathan	High School South
d. Ferro, Louise	Bushkill Elementary
e. Harkins, Ryan	Lehman Intermediate
f. Hart, Audrey	Middle Smithfield Elementary
g. Hoback, John	J. T. Lambert Intermediate
h. Kirkpatrick, Jason	Lehman Intermediate
i. Martin, Amber Jean	High School North
j. Meinking, Courtney	East Stroudsburg Elementary
k. Presley, June	J. T. Lambert Intermediate
l. Romanyshyn, Danielle	Middle Smithfield Elementary
m. Sousa, Wayne	High School South
n. Willey, Janice	Smithfield Elementary

10. **Substitute Teacher Pay Rate for the 2003-2004 School Year**

***ACTION BY THE BOARD:***

Motion was made by Patrick Forney to approve the per diem substitute rate as \$75.00 per day. After thirty-days (30) of teaching, the substitute will be eligible for a \$500.00 bonus. The 30 days do not have to be consecutive and are calculated for time substituted within the 2003-2004 school year only and will not carry over to subsequent school years. Motion was seconded by Roland Featherman and carried unanimously, 7-0.

C. **Salary Change Payments**

***ACTION BY THE BOARD:***

Motion was made by Bet Hays 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 Arthur Moeller and carried unanimously, 7-0.

Name	From	To	Effective
a. Kish, Jason	\$38,832 (Step 4 Column 5)	\$39,257 (Step 4 Column 6)	8/22/02

D. **Extra Responsibility Positions**

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the rescission 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 Roland Featherman and carried unanimously, 7-0.

1. **Rescission**

Name	Position Held
a. Heid, Jennifer	Varsity Assistant Coach for Swimming and Softball - High School North
b. Jones, Jennifer	Assistant Director of School Productions - Lehman Intermediate
c. Kopcza, Jennifer	Director of School Productions - Lehman Intermediate
d. Kopcza, Jennifer	Show Choir Club Advisor - Lehman Intermediate

(See pages 42-44)

**2. Appointments for the 2003-2004 School Year Effective August 25, 2003**

	<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>Building</b>	<b>Rate</b>
a.	Adamcik	Angelica	Key Club Advisor	High School North	\$800.00
b.	Anderson	Marygrace	Art Club Advisor	High School North	\$800.00
c.	Berryman	John	Girls' Basketball Head Coach	J. T. Lambert Intermediate	\$2,470.00
d.	Bigio	Camille	Yearbook Editor Assistant Advisor	High School North	\$1,235.00
e.	Booth	Deborah	Assistant Director of School Production	J. T. Lambert Intermediate	\$1,175.00
f.	Camaerei	Albert	Intramural Wrestling Advisor	High School South	\$17.00/hr (48 hour maximum)
g.	Camaerei	Albert	Volunteer Football Coach	High School South	N/A
h.	Christopher	Michelle	Art Club Advisor	High School South	\$800.00
i.	Cloward	Daniel	Detention Supervisor	High School North	\$22.00/hour
j.	Conklin	Donna	Computer Assistant	East Stroudsburg Elementary	\$650.00
k.	Contino	Diane	Intramural Ski Advisor (Grade 6)	Lehman Intermediate	\$17.00/hour (48 hour max)
l.	Crawford	Kendyle	Girls' Basketball Assistant Coach	J. T. Lambert Intermediate	\$1,700.00
m.	Dailey	Charles	Associate Athletic Co-Director	High School North	\$6,000.00 (prorated)
n.	Davis	Tracie	Intramural Basketball Advisor	Lehman Intermediate	\$17.00/hour (48 hour maximum)
o.	Davis	Tracie	Girls' Basketball Head Coach	Lehman Intermediate	\$2,470.00
p.	DeHart	Theresa	Environmental Club Co-Advisor	J. M. Hill Elementary	\$800.00 (prorated)
q.	Donahue	Kimberly	Student Council Club Co-Advisor	Smithfield Elementary	\$800.00 (prorated)
r.	Durant	Joyce	Step Team Club Advisor	High School North	\$800.00
s.	Gambill	Geoffrey	Intramural Study Group Advisor	Smithfield Elementary	\$17.00/hour (48 hour maximum)
t.	Geffers	Maria	National Honor Society Advisor	High School North	\$775.00
u.	Geffers	Maria	Leo Club Advisor	High School North	\$800.00
v.	Hatcher	Christina	Intramural Study Group Advisor	Resica Elementary	\$17.00/hour (12 hour maximum)
w.	Hatcher	Christina	Intramural Student Council Advisor	Resica Elementary	\$17.00/hour (12 hour maximum)
x.	Hayden-Bland	Gail	Detention Supervisor	Lehman Intermediate	\$22.00/hour
y.	Heller	Lynn	Volunteer Field Hockey Coach	Lehman Intermediate	N/A
z.	Hennings	Antionette	Volunteer Field Hockey Coach	Lehman Intermediate	N/A
aa.	Hogan	Karin	Environmental Club Co-Advisor	J. M. Hill Elementary	\$800.00 (prorated)
bb.	Husson	Jennifer	Character Club Advisor	J. M. Hill Elementary	\$800.00
cc.	Kolcun	Brian	Boys' Basketball Assistant Coach	J. T. Lambert Intermediate	\$1,700.00
dd.	Kopcza	Jennifer	Choral Director (Grade 6)	Lehman Intermediate	\$1,235.00
ee.	Krause	Aimee	Yearbook Editor Advisor	High School North	\$2,165.00
ff.	Krieger	Angela	Computer Assistant	Lehman Intermediate	\$650.00
gg.	Krieger	Angela	Student Council Advisor	Lehman Intermediate	\$1,300.00
hh.	Kubrak	Rita	Detention Supervisor	J. T. Lambert Intermediate	\$22.00/hour
ii.	Lagace	Suzanne	Foreign Language Club Advisor	High School North	\$800.00
jj.	Leight	Donna	Drama Club Advisor (fall)	Lehman Intermediate	\$800.00
kk.	Leight	Donna	Director of School Productions	Lehman Intermediate	\$1,675.00
ll.	Leight	Donna	Drama Musical Director	Lehman Intermediate	\$1,235.00

	Last Name	First Name	Position	Building	Rate
mm.	Leyrer	Brian	Boys' Basketball Head Coach	J. T. Lambert Intermediate	\$2,470.00
nn.	Litts	Randall	Wrestling Varsity Assistant Coach	High School South	\$3,400.00
oo.	Martin	Joseph	FBLA Club Advisor	High School North	\$800.00
pp.	Maylor	Dina	Intramural Swimming Advisor (spring)	High School North/Lehman Intermediate Schools	\$17.00/hour (48 hour maximum)
qq.	Maylor	Dina	Intramural Swimming Advisor (fall)	High School North/Lehman	\$17.00/hour (48 hour maximum)
rr.	McCracken	Sean	Volunteer Football Coach	High School South	N/A
ss.	Mercuri	Katrina	Assistant Athletic Trainer	High School North	\$5,500.00
tt.	Metzgar	Richard	Computer Assistant	Lehman Intermediate	\$650.00
uu.	Miller	Sharon	Intramural Ski Advisor (Grade 7)	Lehman Intermediate	\$17.00/hour (48 hour maximum)
vv.	Panepinto	Carrie	Freshman Class Advisor	High School North	\$980.00
ww.	Parton	James	Intramural Math Group Advisor	Resica Elementary	\$17.00/hour (15 hour maximum)
xx.	Peters	Lauren	Volunteer Field Hockey Coach	High School South	N/A
yy.	Pinzarrone	Frank	Football Assistant Coach	J. T. Lambert Intermediate	\$1,225.00
zz.	Roselle	Jennifer	Assistant Athletic Trainer	Lehman Intermediate	\$5,500.00
aaa.	Rossi	Christopher	Associate Athletic Co-Director	High School North	\$6,000.00 (prorated)
bbb.	Rutkowski	Barbara	Student Council Advisor	High School North	\$1,300.00
ccc.	Saeger	Blaec	Vounteer Football Coach	High School North	N/A
ddd.	Snyder	Nathan	Detention Supervisor	J. T. Lambert Intermediate	\$22.00/hour
eee.	Stubljar	Emily	Assistant Athletic Trainer	J. T. Lambert Intermediate	\$5,500.00
fff.	Swineford	Beth	Junior Class Advisor	High School North	\$1,055.00
ggg.	Sywensky	John	Computer Assistant	High School South	\$650.00
hhh.	Treible	Ross	Volunteer Football Coach	High School South	N/A
iii.	Wilson	Robert	Intramural Sports Advisor (fall and winter)	Smithfield Elementary	\$17.00/hour (48 hour maximum)
jjj.	Young-Morrison	Fauve	Band Front Advisor	High School North	\$2000.00
kkk.	Yozviak	Lisa	Crew II Club Advisor	Lehman Intermediate	\$800.00
lll.	Yozviak	Lisa	Choral Director (Grades 7& 8)	Lehman Intermediate	\$1,780.00
mmm.	Zuniga	Shawn	Volunteer Football Coach	High School South	N/A

### 3. Appointments for Mentors for the 2003-2004 school year effective August 21, 2003

	Name	Mentor For - Location	Through	Rate
a.	Annunziata, Stephanie	Paula Fine - Lehman Intermediate	end of the 2003-2004 school year	\$450.00
b.	Beitmann, Madeleine	Joseph Martin - High School North	end of the 2003-2004 school year	\$450.00
c.	Breitfeller, Tina	Heather Bowers - Smithfield Elementary	end of the 2003-2004 school year	\$450.00
d.	Carson, Wayne	Co-Mentor for Maria Bartolotta - High School North	through April 14, 2004	\$450.00 (prorated)
e.	Casciotta, Marialena	Sherry Boyle - High School North	end of the 2003-2004 school year	\$450.00
f.	Cerva, Cynthia	Dawn Costello - J. M. Hill Elementary	end of the 2003-2004 school year	\$450.00
g.	Cooke, Robert	Loreen Spring - Lehman Intermediate	end of the 2003-2004 school year	\$450.00
h.	Dahl, Barbara	Heather Thomas - Middle Smithfield	September 15, 2003	\$450.00 (prorated)
i.	Dailey, Charles	Erik Buksa - High School North	end of the 2003-2004 school year	\$450.00
j.	Davis, Tracie	Amanda Cornelius - Lehman Intermediate	end of the 2003-2004 school year	\$450.00

	Name	Mentor For - Location	Through	Rate
k.	Dobrowolski, Darrin	Carrie Panepinto - High School North	end of the 2003-2004 school year	\$450.00
l.	Dollar-Krell, Beverly	Lataisha Diokmedjian - Middle Smithfield	end of the 2003-2004 school year	\$450.00
m.	Dougherty, Cynthia	Leslie Cox - Lehman Intermediate	end of the 2003-2004 school year	\$450.00
n.	Edwards, Sean	Michael Stalker - High School North	end of the 2003-2004 school year	\$450.00
o.	Ferullo, Rose Ann	Co-Mentor for Susanne Rasely - High School South	end of the 2003-2004 school year	\$450.00 (prorated)
p.	Gowarty, Martina	Co-Mentor for Susanne Rasely - High School South	end of the 2003-2004 school year	\$450.00 (prorated)
q.	Green, Robert	Glenn Eyers - High School North	end of the 2003-2004 school year	\$450.00
r.	Harkness, Karen	Co-Mentor for Maria Bartolotta - High School North	April 14, 2004	\$450.00 (prorated)
s.	Hofford, Bonnie	Patricia Chestnut - Middle Smithfield	March 31, 2004	\$450.00 (prorated)
t.	Honadel, Janis	Frank Pinzarrone - Middle Smithfield	end of the 2003-2004 school year	\$450.00
u.	Jones, Jennifer	Chastity Mewhort - Lehman	end of the 2003-2004 school year	\$450.00
v.	Kerstetter, Eric	Jessica Knowles - High School North	end of the 2003-2004 school year	\$450.00
w.	Kirkwood, Arlene	Devon Remsnyder - Smithfield Elementary	November 26, 2003	\$450.00 (prorated)
x.	Lagace, Suzanne	Francisco Rodriguez - High School North	first semester only	\$450.00 (prorated)
y.	Lazowski, Philip	William Sparks III - Lehman Intermediate	end of the 2003-2004 school year	\$450.00
z.	Marcial, Laurence	Jon Zerfoss - High School North	end of the 2003-2004 school year	\$450.00
aa.	Metzger, Sally	Lisa Johnson - Smithfield	end of the 2003-2004 school year	\$450.00
bb.	Milsovic, John	Laura Householder - High School North	end of the 2003-2004 school year	\$450.00
cc.	Nace, Kevin	Barbara Rutkowski - High School North	end of the 2003-2004 school year	\$450.00
dd.	Oberg, Christine	Angelica Adamcik - High School North	end of the 2003-2004 school year	\$450.00
ee.	Opitz, Cindy	Meghan McCaffrey - Smithfield Elementary	end of the 2003-2004 school year	\$450.00
ff.	Reinhardt, Judith	Jeanne Branigan - High School North	end of the 2003-2004 school year	\$450.00
gg.	Reith, Daryl	Jennifer Marmo - High School North	end of the 2003-2004 school year	\$450.00
hh.	Rowe, Pamela	Christine Preston - High School South	end of the 2003-2004 school year	\$450.00
ii.	Sagan, Mary	Rosalyn Finlayson - High School South	end of the 2003-2004 school year	\$450.00
jj.	Soskil, Lori	Ryan DeLong - High School North	end of the 2003-2004 school year	\$450.00
kk.	Stephens, Stephanie	Shannon Levulis - Lehman Intermediate	end of the 2003-2004 school year	\$450.00
ll.	Stokes, Robert	Michael Healey - High School South	end of the 2003-2004 school year	\$450.00
mm.	Tasick, Denise	Jean-Marie Craan - Lehman Intermediate	First semester only	\$450.00 (prorated)
nn.	Thomas, Carol	Kellie Fuehrer - Lehman Intermediate	ending on February 23, 2004	\$450.00 (prorated)
oo.	Zasada, Edward	Ralph Turn - High School North	end of the 2003-2004 school year	\$450.00

X. **CONTRACTS**

***ACTION BY THE BOARD:***

Motion was made by Roland Featherman to approve the contracts listed for their specific services, rates and effective dates. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

	Name	Service	Rate	Payment From	Effective Date
1.	Ciarlante, Mitru	Peer Listening Program	\$750.00	High School North	9-12/03
2.	Farris, Darlene	Beautification Project	\$900.00	J. T. Lambert Intermediate	10/1-12/23/03
3.	Mayers, Deanna	Technology Consulting	\$7,150.00	District	9/15/03-1/16/04
4.	Menio, Gregory Dr.	Team Physician	\$395.00	High School North	10/3/03

XI. **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 Roland Featherman and carried unanimously, 7-0.

1. Student No. 031672
2. Student No. 0302106

(See page 45)

B. **Settlement Agreement and Release**

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the settlement agreements and releases for the students listed. Motion was seconded by Patrick Forney and carried unanimously, 7-0.

1. N032001
2. N032002

C. **Overnight Field Trips**

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the overnight fieldtrip listed. The proposal and itineraries for the fieldtrip meet the required Board Policy #121. Motion was seconded by Don Motts and carried 6-1. William Zacharias voted No.

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Color Guard - High School South	Competition	San Diego, CA	4/14-18/04
2.	Color Guard - High School South	Competition	Dayton, Ohio	3/26-28/04
3.	Marching Band - High School South	Performance	Orlando, FL	4/28-5/1/04
4.	Grade 8 - Lehman Intermediate	Curriculum Areas	Washington D.C. /Baltimore, MD	6/3-6/5/04

(See pages 46-52)

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

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the field trip listed. The proposal and itineraries for the field trip meet the required Board Policy #121. Motion was seconded by Patrick Forney and carried unanimously, 7-0.

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
1.	Color Guard - High School South	Competition	Syracuse, NY	2/21/04
2.	Color Guard - High School South	Competition	Philadelphia, PA	3/20-21/04
3.	Marching Band - High School North	Competition	Dillsburg, PA	9/27/03
4.	Art Classes - High School South	Art Museum	Philadelphia, PA	11/14/03

(See pages 53-56)

E. **Bus Stop Locations**

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the Transportation School Bus Stop Locations and Routes for the 2003-2004 school year. Motion was seconded by Patrick Forney and carried unanimously, 7-0.

(Separate handout)

XII. **CURRICULUM**

***ACTION BY THE BOARD:***

Motion was made by Roland Featherman to approve the ESL (English as a Second Language) curriculum for use in the East Stroudsburg Area School District. Motion was seconded by Bet Hays and carried unanimously, 7-0.

XIII. **ACTS Grant**

***ACTION BY THE BOARD:***

Motion was made by Roland Featherman to approve the East Stroudsburg Area School District's application for the two-year Aligning Curriculum to Standards in PA (ACTS) grant as a partner in an Intermediate Unite #20 consortium. Participation will require the school district to support the participation of a team of administrators and teachers to be trained in the use of data analysis as a tool in curriculum development. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

XIV. **ACT 48 PROFESSIONAL EDUCATION PLAN 2003-2006**

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the Act 48 Professional Education Plan for 2003-2006 for use in the East Stroudsburg Area School District. Motion was seconded by Patrick Forney and carried unanimously, 7-0.

XV. **CONFERENCE ATTENDANCE**

A. **Board Members**

***ACTION BY THE BOARD:***

Motion was made by Arthur Moeller to approve the attendance of Robert Huffman to attend the Annual Board Secretaries Conference on November 5-7, 2003, at Hershey, Pa. Motion was seconded by Don Motts and carried unanimously, 7-0.

XVI. **BOARD POLICIES**

***ACTION BY THE BOARD:***

Motion was made by Patrick Forney to approve the following policies for use in the East Stroudsburg Area School District. Motion was seconded by Roland Featherman and carried unanimously, 7-0.

1. #251 – Homeless Students
2. #508 – Employment Contract
3. #509 – Assignment and Transfer
4. #525 – Dress and Grooming
5. #807 – Opening Exercises/Flag Display

(See pages 57-66)

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

***ACTION BY THE BOARD:***

Motion was made by Roland Featherman to approve the revised Stroud Region Open Space and Recreation Commission agreement. Motion was seconded by Don Motts and carried unanimously, 7-0.

**XVIII. FISCAL ITEMS**

**A. Bond Payment**

***ACTION BY THE BOARD:***

Motion was made by Roland Featherman 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: \$518,916.34 Motion was seconded by Bet Hays and carried unanimously, 7-0.

(See pages 67-70)

**B. PlanCon for Stadium Seating**

***ACTION BY THE BOARD:***

Motion was made by Roland Featherman to approve that the Architectural Studio and Administration prepare and submit necessary PLANCon documents for the installation of stadium seating at the High School – North site. Motion was seconded by Horace Cole and carried unanimously, 7-0.

**C. Activity Funds**

***ACTION BY THE BOARD:***

Motion was made by Don Motts to approve the establishment of a Special Activity Fund account for Halls of Fame and a Student Activity Fund for the Class of 2007 for the High School South. Motion was seconded by Bet Hays and carried unanimously, 7-0.

(See pages 71-72)

**D. Snow Plowing Bids for 2003-2005 School Years**

***ACTION BY THE BOARD:***

Motion was made by Arthur Moeller to approve the awarding of bids received September 10, 2003 for snow plowing for the two-year period 2003-2005 to Faulstick and Son Excavating at J. T. Lambert Intermediate, High School South Complex, Smithfield, and J. M. Hill. Motion was seconded by Bet Hays and carried unanimously, 7-0.

***ACTION BY THE BOARD:***

Motion was made by Don Motts to approve the awarding of bids received September 10, 2003 for snow plowing for the two-year period 2003-2005 to Norman L. Fish Excavating at Middle Smithfield and Resica. Motion was seconded by Don Motts and carried unanimously, 7-0.

***ACTION BY THE BOARD:***

Motion was made by Roland Featherman to approve the awarding of bids received September 10, 2003 for snow plowing for the two-year period 2003-2005 to Leeward Construction, Inc. at North Campus. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

(See pages 73-83)



E. **Bond Finance**

***ACTION BY THE BOARD:***

Motion was made by Roland Featherman to approve the resolution for Bond Finance as submitted and to be included in the minutes of this meeting. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

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

***ACTION BY THE BOARD:***

Motion was made by Roland Featherman 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 Bet Hays and carried unanimously, 7-0.

1. Budget Transfers - (See pages 84-87)
2. Payment of Bills - (See pages 88-115)
3. Treasurer's Report - (See pages 116-120)

**"A" ADDENDUM\***

IX. **PERSONNEL ITEMS**

E. **Administrative Staff**

***ACTION BY THE BOARD:***

Motion was made by Arthur Moeller to approve the 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 Don Motts and carried unanimously, 7-0.

1. **Appointment**

<b>Name</b>	<b>Position Held</b>
a. Hopkins, Lynda	Supervisor of Special Education (Grades 6-12) – District Annual Salary: \$59,500.00 (prorated) Effective Date: October 10, 2003 Lynda replaces Michelle Carhart who was reassigned.

**“B” ADDENDUM**

**XVIII. FISCAL ITEMS**

**G. PUBLIC FINANCIAL MANAGEMENT**

***ACTION BY THE BOARD:***

Motion was made by Roland Featherman to approve the Board of School Directors of the East Stroudsburg Area School District (the “School District”) does hereby authorize the Administration to work with Public Financial Management, as Financial Advisor, and Rhoads & Sinon, LLP as Bond Counsel in conjunction with the issuance of approximately \$10,000,000 General Obligation Bonds, as seen in Option 2 for the purpose funding for the capital building program. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

**“C” ADDENDUM**

**XI. STUDENT ITEM**

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

***ACTION BY THE BOARD:***

Motion was made by Patrick Forney to approve the field trip listed. The proposal and itineraries for the field trip meet the required Board Policy #121. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

	<b>Name</b>	<b>Activity</b>	<b>Location</b>	<b>Dates</b>
5.	Marching Band - High School North	Competition	Denver, PA	10/18/03

(See attached)

**XVIII. FISCAL ITEMS**

**H. Pepsi-Cola Contract**

***ACTION BY THE BOARD:***

Motion was made by Horace Cole to table until the October 20, 2003, School Board Meeting the 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 Bet Hays and carried unanimously, 7-0.

**“D” ADDENDUM**

**XIX. CONTRACTS**

***ACTION BY THE BOARD:***

Motion was made by Bet Hays to approve the contract listed for their specific service, rate and effective date. Motion was seconded by Horace Cole and carried unanimously, 7-0.

	<b>Name</b>	<b>Service</b>	<b>Rate</b>	<b>Payment From</b>	<b>Effective Date</b>
5.	Jordan, Charmaine	Student Transitions Services SDFSAC Act	Not to exceed either \$37,500.00 or amount granted by Pennsylvania Department of Education		

**XX. ADJOURNMENT – 10:15 p.m.**

Respectfully Submitted,

Robert C. Huffman  
Board Secretary