

EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – August 19, 2002
East Stroudsburg Area Senior High School - South
7:30 P.M.

- I. President Forney called the meeting to order at 8:05 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 and Don Motts. Philip Brush and William Zacharias were absent.
- III. School personnel present: Kenneth G. Koberlein, Gregory L. Naudascher, Michael M. Michaels, Douglas C. Arnold, Marie Guidry, James Shearouse, Michelle Carhart, Michael Catrillo, Gail Kulick-Cummings, David Baker, Susan Kabrhel, Tricia Setar, Patricia Bruzgulis, Linda Bonawitz, Rose Skidmore, Debbie Eppley, Carol Nevil, Kim Conklin, Lois Palio, John Burrus, Brian Snapp, Patricia Mulroy, Rick Carty, Kathy Kroll, Sharon Laverdure, Pat Miller, Irene Duggins and Linda Snyder. Also present was: Thomas Dirvonas - Solicitor.
- IV. Media Guest present: Aaron Applegate – Pocono Record
- Community members present: Katie Clogg, Ginger Garbarino, Karen Malachovich, Joe Lavelle, Flo Daheny, Jeannie Fortier, Gerta Harriton, Angela Nevin, Rosemary Shortino, Karen Bannel, William McGill, Jamie Doyle, Lou Verdelli, B. David Ross, Mike Silvoy, Christine Uporsky, Michael Peterson, Edward Kostal, Bob Gress, Chris Baj, Fran Olson, Guy Miller, Eileen Irwin, Christina Fabijarczuk and Diane Krupski.
- V. **APPROVAL OF MINUTES AND AGENDA**

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve the minutes for the meeting of June 24, 2002, (pages 1-19), July 3, 2002, (pages 1-7), July 15, 2002, (pages 1-8), and this agenda for August 19, 2002, (pages 1-46), 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. **SUPERINTENDENT'S REPORT**

Jamie Doyle from PFM presented information to the Board on Bond Refundings.
Dr. Koberlein updated the Board on the enrollment. (206 new students as of this date.)
Marie Guidry, Business Manager presented the Treasurer's Report and reviewed the purposes of this monthly report.
Dr. Koberlein presented a Legislative Report from the Pennsylvania School Boards Association.
It was announced that Special Meetings for General Purposes and Executive Sessions for Personnel and Property will be held on September 9 and September 23, 2002.
Board members should contact Dr. Koberlein if they have interest in serving on an ad hoc Committee for RFP's Regarding Tax Collection.
Dr. Koberlein announced that the CIS Department is now called the Information Technology and Educational Computing (ITEC).
Mr. Naudascher presented information to the Board about Title Grants for High School Remedial Reading.
Mr. Naudascher stated that Family and Consumer Science Standards will be met in Secondary Health and Social Studies Course Events for Grades 12.
A brief recess for Executive Session to discuss a legal issue regarding property was held from 8:40 to 8:50 p.m.

❖ Board Policies to be considered for approval at the September 16, 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.

800 OPERATIONS

815.1 Web Authoring
817 Workplace Threats And Violence
(See pages 47-52)

- VII. **PUBLIC PARTICIPATION** -- Federal Programs
 Title I
 Title VI
 Other Concerns

VIII. **PERSONNEL ITEMS**

A. **Support Staff**

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

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve the resignations, leave of absence, reassignments, reappointments, supplemental position, and appointment(s) 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 Arthur Moeller and was carried 6-1. Bet Hays voting No.

1. **Resignations**

Name	Position Held
a. Garde, Tammy	Student Helper - Resica Elementary Effective Date: August 16, 2002
b. Glanville, Pearline	Instructional Aide - Lehman Intermediate School Effective Date: July 31, 2002
c. Herrera, Maritza	Student Helper – Bushkill Elementary School Effective Date: July 29, 2002
d. Hoover, Jere	Custodian – (Third Shift) - J. T. Lambert Intermediate School Effective Date: August 16, 2002
e. Kanaley, Donna	Student Helper - Resica Elementary Effective Date: August 1, 2002
f. Loughran, Holly	Cafeteria Monitor - J. T. Lambert Intermediate School Effective Date: July 31, 2002
g. Marvin, Beverly	Instructional Aide - High School – South Effective Date: August 16, 2002
h. Novak, Steven Jr.	Security Guard (Third Shift, Twelve Months) - High School – North Effective Date: At the end of the workday on August 9, 2002.
i. Santana, Joe	Student Helper – Bushkill Elementary School Effective Date: August 2, 2002
j. Sciarabba, Marisa	Instructional Aide – Smithfield Elementary Effective Date: August 21, 2002
k. Sebo, Sandra	Instructional Aide - High School – South Effective Date: July 23, 2002
l. Ullo, Christina	Instructional Aide - J. T. Lambert Intermediate School Effective Date: August 12, 2002

(See pages 53-64)

2. **Leave of Absence -- in accordance with Board Policy #4242.1**

Name	Position Held
a. Tipton, Robert	Custodian .5 – Resica Elementary School Effective Date: July 1, 2002 Length of Leave: August 2, 2002

3. **Leave of Absence -- in accordance with Board Policy #4242.2**

Name	Position Held
a. Bomar, Terrence	Custodian - High School – North Effective Date: July 31, 2002 Length of Leave: Twelve Weeks
b. Klingel, Edward	Maintenance – District Effective Date: July 15, 2002 Length of Leave: August 30, 2002

(Application for Leave of Absence received)

4. **Reassignments**

Name	From	To
a. Ambrose, Joanne	Security Officer - J. T. Lambert Intermediate School	Instructional Aide – Lehman Intermediate School Hourly Rate: \$10.20 per hour Effective Date: August 22, 2002 This is a new position.
b. Asher, Doreen	Cafeteria Monitor - Lehman Intermediate School	Study Hall Monitor - High School – North Hourly Rate: \$7.45 per hour Effective Date: August 26, 2002 Doreen Asher replaces Joyce Durant who was reassigned.
c. Bryfogle, Linda	Cafeteria Worker - North Courtland Elementary and Crossing Guard	Security Officer – (First Shift) - High School – South Hourly Rate: \$9.69 per hour Effective Date: August 26, 2002 Linda Bryfogle replaces Brooke Huffman who was reassigned.
d. Durant, Joyce	Study Hall Monitor - High School – North	Instructional Aide (I.S.S.)- High School – North Hourly Rate: \$10.20 per hour Effective Date: August 22, 2002 Joyce Durant replaces B. Ricky Roberts who has resigned.
e. Huffman, Brooke	Security Officer (First Shift) - High School – South	Security Officer (First Shift) - J. T. Lambert Intermediate School Effective Date: August 26, 2002 Brooke Huffman replaces Joanne Ambrose who was reassigned to an Instructional Aide position.

5. **Reappointments – Noninstructional Personnel – Bus Drivers 2002-2003 School Year**

<u>Last Name</u>	<u>First Name</u>	<u>2002-03 Hourly Rate</u>
Ahulm, Sr.	Edwin	\$13.53
Alpaugh	Judy	\$10.66
Arnold	John	\$12.50
Asplint	George	\$10.66
Bachelder	Lorne	\$14.81
Bader	Vicky	\$11.46
Bamper	Terri	\$10.80
Bartek	Cynthia	\$10.66
Buckley	Thomas	\$14.81
Cavanaugh	Lorraine	\$10.66
Cole	Marie	\$12.70
Counterman, Sr.	Boyd	\$17.98
Cramer	Kathaleen	\$13.77
Curras	Odette	\$10.66
Dildine	Vincent	\$17.98
Dixon	Debra	\$10.66
Drane	Joseph	\$13.77
Fahl	Sharon	\$10.80
Funk	Janice	\$10.50
Fylstra	Stephen	\$10.80
Fylstra	Kathleen	\$11.46
Galunic	Victor	\$11.08
George	Thomas	\$12.70
Graver	Clifford	\$11.46
Graver	Melinda	\$11.46
Griffin	Dave	\$10.66
Gutierrez	Trindade (part-time)	\$10.00
Hamilton	Crystal	\$11.08
Hamilton	John	\$11.99
Harrison	Merlyn	\$11.08
Hayes	Denise	\$13.77
Hendel	Thomas	\$14.03
Hrobak	Dave	\$10.80
Johnson	Annie	\$10.66
Johnston	James	\$10.66
Knope	Larry	\$10.66
Kresge	Judy	\$15.77
LaBar	Guy	\$17.38
LeBar	Edward	\$14.81
Lloyd	Charles	\$10.66
Lynch	Linda	\$11.08
Madison	Dale	\$16.82
Miller	Ruth	\$10.80
Miller	Linda	\$15.77
Moffatt	James	\$10.80
Moore	Mary Ann	\$10.66
Muti	Paula	\$12.70
Nevil	Jacqueline	\$14.81
Nevil	Carol	\$18.53
Ogg	Joseph	\$10.80
Ogg	Brian	\$13.77
Parke	Tina	\$10.80
Patney	Velma	\$10.80
Patney	Michael	\$11.08
Payne	Dale	\$11.89

Poucel	Richard	\$10.66
Presco	Debra	\$11.99
Radick	Kirk	\$12.70
Reeser	Geraldine	\$10.66
Reish	Clare	\$18.69
Roberts	Elaine	\$11.46
Rogers	Paul	\$10.66
Rogers	Charlene	\$10.80
Rutz	Faye	\$13.77
Scarnecchia	Nancy	\$10.50
Shoemaker	John	\$18.69
Simon	Richard	\$10.66
Siska	Charlene	\$12.50
Smith	Robert	\$13.77
Sotomayor	Angel	\$14.81
Spiotta	Anthony	\$11.99
Steimer	Cheryl	\$10.66
Steimer	Sandra	\$12.70
Stephan	Rita	\$12.50
Stofik	Kevin	\$10.00
Tallada	Royd	\$11.46
Titus	Kathleen	\$11.08
Torregrossa	Aimee	\$10.66
Treible	Judy	\$12.70
Treible	Vinton	\$15.77
Turner	Cory	\$16.26
Watson	Rozanna	\$11.08
Wells	Barbara	\$10.66
Wood	Dorothy	\$10.66
Wood	Wanda	\$10.66
Young	Brian	\$11.46

6. **Reappointments -- Noninstructional Personnel – Cafeteria Monitors 2002-2003 School Year**

<u>Last Name</u>	<u>First Name</u>	<u>Location</u>	<u>2002-2003 Hourly Rate</u>
Anger	Sandra	J. M. Hill Elementary School	\$8.27
Arnesen	Louise	Middle Smithfield Elementary School	\$11.84
Barvig	Eileen	North Courtland Elementary School	\$8.89
Beniamino	Robin Ann	Bushkill Elementary School	\$9.19
Blackmore	Helen	J. T. Lambert Intermediate School	\$8.27
Cavanaugh	Theresa	Bushkill Elementary School	\$8.27
Fetherman	Jane	J. T. Lambert Intermediate School	\$10.80
Legemaat	Susan	Resica Elementary School	\$8.15
Liszewski	Joann	J. T. Lambert Intermediate School	\$10.72
Lynn	Ann Marie	North Courtland Elementary School	\$8.60
Mallalieu	Diane	High School South	\$10.43
Melvin	Millie	Resica Elementary School	\$8.60
Miller	Carol	J. M. Hill Elementary School	\$12.23
Mondello	Patricia	Middle Smithfield Elementary School	\$8.27
Montague	Margaret	Lehman Intermediate School	\$9.19
Nigro	Kathy	Smithfield Elementary School	\$8.60
Orley	James	High School South	\$10.43
Raffa	Diane	Middle Smithfield Elementary School	\$8.15
Rehm	Doris	High School South	\$8.27
Romano	Rosemary	High School North	\$8.95
Sappio	Margaret	High School North	\$8.27
Skidmore	Rose	J. M. Hill Elementary School	\$8.60
Sochinsky	Dorothy	High School South	\$8.15

Tritto	Jo Ann	Smithfield Elementary School	\$9.75
Warner	Laura	Resica Elementary School	\$8.87
Welten	Rachel	Bushkill Elementary School	\$8.27
Wilson	Robin	J. T. Lambert Intermediate School	\$8.27

7. **Reappointments – Noninstructional Personnel – Cafeteria Workers 2002-2003 School Year**

<u>Last Name</u>	<u>First Name</u>	<u>Location</u>	<u>Status</u>	<u>Cook</u>	<u>2002-2003 Hourly Base Rate</u>
Barbera	Donna	Bushkill Elementary School	(part-time)		\$8.26
Beckhusen	Frances	North Campus	(part-time)		\$8.14
Bergman	Phyllis	Resica Elementary School	(full-time)		\$12.66
Bogart	Freda	Bushkill Elementary School	(full-time)	(Cook*)	\$8.43
Bolles	Theresa	High School South	(part-time)		\$8.26
Bunnell	Joanne	Resica Elementary School	(part-time)		\$8.26
Cortellini	Kathleen	High School South	(full-time)	(Cook*)	\$8.26
Dekmar	Bonnie	J. T. Lambert Intermediate	(part-time)		\$8.14
DeSilva	Marianie	North Campus	(part-time)		\$8.14
Fenical	Joyce	North Campus	(part-time)		\$8.14
Fuehrer	Renee	North Campus	(part-time)		\$8.26
Funaro	Barbara	Bushkill Elementary School	(part-time)		\$8.14
Halterman	Grace	Middle Smithfield Elementary School	(part-time)		\$8.14
Harlander	Janette	J. T. Lambert Intermediate	(full-time)		\$8.26
Isreal	Alicia	North Campus	(part-time)		\$8.26
Jensen	Diane	North Campus	(full-time)		\$8.26
Jezowski	Alicja	North Campus	(full-time)		\$8.26
Jiorle	Diane	Resica Elementary School	(part-time)		\$8.26
Karkut	Vikki	High School South	(part-time)		\$8.26
Kearney	Samantha	J. M. Hill Elementary School	(full-time)		\$8.26
Krueger	Rosanne	J. T. Lambert Intermediate	(full-time)	(Cook*)	\$8.26
Litts	Lorrie	Smithfield Elementary School	(part-time)		\$8.26
Litts	Anne	North Campus	(full-time)		\$8.26
Longenback	Robin	Middle Smithfield Elementary School	(full-time)		\$8.26
Marvin	Maureen	North Courtland Elementary School	(part-time)		\$8.26
Meyer	Gisela	Resica Elementary School	(full-time)	(Cook*)	\$8.73
Miller	Karen	J. T. Lambert Intermediate	(full-time)		\$8.26
Miller	Patricia	High School South	(full-time)	(Cook*)	\$10.70
Miller	Marianne	High School South	(full-time)		\$12.89
Munch	Sandra	High School South	(full-time)		\$12.82
Neglia	Rose Marie	J. T. Lambert Intermediate	(part-time)		\$8.14
Onuskonych	Sharon	North Campus	(part-time)		\$8.14
Orlando	Barbara	J. T. Lambert Intermediate	(part-time)		\$8.26
Osoria	Aurea	North Campus	(part-time)		\$8.26
Phillips	Gail	High School South	(full-time)		\$12.89
Piccioti	Debrah	J. T. Lambert Intermediate	(part-time)		\$12.19
Possinger	Marilyn	North Campus	(full-time)	(Cook*)	\$8.26
Price	Louise	J. T. Lambert Intermediate	(full-time)		\$8.37
Rehm	Jeanne	J. M. Hill Elementary School	(part-time)		\$12.89
Reyes	MaryEllen	North Campus	(full-time)		\$8.26
Rubin	Setsuko	North Campus	(part-time)		\$8.14
Ruland-Castaldo	Geraldine	North Campus	(part-time)		\$8.14
Scalerio	Susan	High School South	(part-time)		\$8.14
Schweinfurth	Janice	High School South	(part-time)		\$8.26
Searfoss	Barbara	J. T. Lambert Intermediate	(full-time)	(Cook*)	\$8.26
Shamey	Carol	Middle Smithfield Elementary School	(part-time)		\$8.14
Spence	Marie	J. T. Lambert Intermediate	(part-time)		\$8.26
Staples	Janet	J. T. Lambert Intermediate	(full-time)		\$12.82
Transue	Nancy	High School South	(part-time)		\$12.82

Tumminello	Tracy	Smithfield Elementary School	(part-time)		\$8.26
Ullo	Janet	Bushkill Elementary School	(full-time)		\$11.75
Van Cleaf	Marie	Middle Smithfield Elementary School	(full-time)	(Cook*)	\$8.26
White	Jamesetta	North Campus	(part-time)		\$8.14
Wilhelm	Judith	J. T. Lambert Intermediate	(part-time)		\$8.26
Young	Sandra	J. M. Hill Elementary School	(part-time)		\$8.76

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

8. Reappointments -- Noninstructional Personnel – Instructional Aides 2002-2003 School Year

<u>Last Name</u>	<u>First Name</u>	<u>Location</u>	<u>Position</u>	<u>2002-03 Hourly Rate</u>
Aponte	Betty	Lehman Intermediate School		\$10.66
Barlieb	Mary	J. T. Lambert Intermediate School	(ISS)	\$10.80
Bianchi	Elaine	Middle Smithfield and J. M. Hill Elementary Schools	(Library)	\$10.66
Biddulph	Arlene	Bushkill/Resica/Middle Smithfield	(Library)	\$10.50
Bigio	Camille	Lehman Intermediate and High School North	(Library)	\$10.80
Billips	Mayla	Middle Smithfield Elementary		\$10.66
Bogart	Jenny	High School South		\$10.50
Branigan	Linda	High School North		\$10.66
Cali	Barbara	Middle Smithfield Elementary School		\$10.66
Camaerei	Albert	High School South	(ISS)	\$10.66
Capizzi	Deborah	J. M. Hill Elementary School	(Reading)	\$10.80
Cepin	Marisol	High School North		\$10.66
Connors	Patricia	High School South		\$10.66
Consavo	Florence	High School South		\$10.66
Contino	Diane	Lehman Intermediate School		\$10.66
Costiera	Mary Jane	J. M. Hill Elementary School		\$10.50
Cuiffo	Helen	Lehman Intermediate School		\$10.66
Dell'Orto	Roberta	J. T. Lambert Intermediate School		\$10.66
Deuerlein	Alice	High School South		\$10.80
Dooner	Amanda	Resica Elementary School		\$10.80
Douglas	Patricia	Bushkill Elementary School		\$10.50
Finver	Mary	Bushkill Elementary School		\$10.66
Frantz	Katherine	Bushkill Elementary School		\$10.80
Gallagher	Kathleen	North Courtland Elementary School		\$10.66
Garcia	Gladys	Resica Elementary		\$10.66
Garrity	Terri	Middle Smithfield Elementary School		\$10.66
Halterman	Brenda	High School South		\$10.66
Hayden-Bland	Gail	Lehman Intermediate School		\$10.66
Illingworth	Sharon	J. T. Lambert Intermediate School		\$10.66
Jablonski	Alison	Bushkill Elementary School	(Reading)	\$10.66
Jagger	Darlene	J. T. Lambert Intermediate School		\$10.66
Janganant	Valerie	Lehman Intermediate School		\$10.66
Johnson	Jo Ann	Middle Smithfield Elementary School	(Title 1)	\$10.66
Joye	Elaine	J. M. Hill Elementary School		\$10.66
Keiper	Alisa	J. T. Lambert Intermediate School		\$10.50
Keitt	Yvette	Lehman Intermediate School	(ISS)	\$10.66
Kise, Jr.	Alfred	High School South		\$10.50
Kizer	Ann Marie	Middle Smithfield Elementary School		\$10.80
Konitsky	Carol	J. T. Lambert Intermediate School		\$10.80
Kubrak	Rita	J. T. Lambert Intermediate School		\$10.66
LaRocca	Judith	Lehman Intermediate School		\$10.66
Libby	Tina	Bushkill Elementary School		\$10.50
Lipe	Diane	J. T. Lambert Intermediate School	(Library)	\$10.66
Masi	Carol	High School North		\$10.66
McGee	Mary Ann	Resica Elementary School	(Reading)	\$10.80
McIlvaine	Carol	Resica Elementary School	(Title I)	\$10.50

McKelvin	Wanda	Middle Smithfield Elementary School	(Title 1)	\$10.50
Moylan	MerriAnn	J. M. Hill Elementary School		\$11.02
Noia	Donna	Bushkill Elementary School		\$10.50
O'Brien	Patricia	J. T. Lambert Intermediate School		\$10.66
Ortiz	Rebeca	Resica Elementary School		\$10.50
Pearson	Eileen	Lehman Intermediate School		\$10.80
Pomana	Jamie	Lehman Intermediate School		\$10.66
Rambone	Kelly	High School North		\$10.66
Remsnyder	Devon	Smithfield Elementary School	(Title 1)	\$10.50
Repsher	Deborah	J. M. Hill Elementary School		\$11.31
Rivera	Nilsa	Middle Smithfield Elementary School		\$10.66
Rosenberger	Jan	Resica Elementary School		\$10.66
Rourke	Jennifer	Resica Elementary School	(Reading)	\$10.66
Rowinski	Lisa	J. T. Lambert Intermediate School		\$10.66
Rozsay	Marilyn	High School North		\$10.66
Schmidt	Aubrey	Bushkill Elementary School	(Reading)	\$10.50
Schumann	Linda	J. T. Lambert Intermediate School		\$10.80
Sherman	Diane	High School North		\$10.66
Sintes	Carmen	High School North		\$10.66
Skolnik	Walter	High School South		\$10.50
Stettler	Gail	J. M. Hill Elementary School	(Title 1)	\$14.64
Toczykowski	Dorothy	Middle Smithfield Elementary School		\$10.66
White	Cheryl	Smithfield Elementary School		\$10.80
Zepeda	Carmen	J. T. Lambert Intermediate School		\$10.80

9. Reappointments -- Noninstructional Personnel – Health Room Assistants for the 2002-2003 School Year

<u>Last Name</u>	<u>First Name</u>	<u>Location</u>	<u>2002-03 Hourly Rate</u>
Cannell	Marianne	Smithfield (.5) and Middle Smithfield (.5) Elementary Schools	\$12.66
Freeman	Barbara	Itinerant - All Elementary Schools	\$10.93
Klammer	Evelyn	High School South	\$10.93
Nicholls	Rhonda	J. M. Hill (.2) and North Courtland (.8) Elementary Schools	\$10.93
Parrish	Kathleen	J. T. Lambert Intermediate School	\$13.88
Schiavone	Barbara	North Campus	\$10.93

10. Reappointments – Noninstructional Personnel – Study Hall Monitors – 2002-2003 School Year

<u>Last Name</u>	<u>First Name</u>	<u>Location</u>	<u>2002-03 Hourly Rate</u>
Galarza	Devra	High School North	\$7.67
Monik	Joanne	High School South	\$7.78
Pappas	Elizabeth	High School South	\$7.78
San Felice	Elayne	High School South	\$7.78
Seenauth	Pamela	High School South	\$7.67

11. Reappointments – Noninstructional Personnel – Student Helpers – 2002-2003 School Year

<u>Last Name</u>	<u>First Name</u>	<u>Location</u>	<u>2002-2003 Hourly Rate</u>
Ambos	Victoria	Middle Smithfield Elementary School	\$8.40
Bastian	Debra	Bushkill Elementary School	\$8.28
Fuchs	Tammy	High School South	\$8.40
Funk	Catherine	Lehman Intermediate School	\$8.28
Lear	Debra	High School North	\$8.28
Malvagno	Catherine	High School North	\$8.40
Miller	Lynda	Resica Elementary School	\$8.28
Millet	Mary	High School North	\$8.40
Orenstein	Carol	J. M. Hill Elementary School	\$8.40
Ortiz	Gladys	J. T. Lambert Intermediate School	\$8.40
Roeber	Brenda	Resica Elementary School	\$8.28

Rue	Viola	Bushkill Elementary School	\$8.28
Sanita	Sharon	Smithfield Elementary School	\$8.28
Smith	Donna	J. T. Lambert Intermediate School	\$8.40
Stang	Siobban	High School South	\$8.28
Sykes	Shari	High School South	\$8.40
Tonkin	Lisa	Assigned to Hamilton Elementary	\$8.40
Totero	Stacy	High School South	\$8.40
Treat	Janet	Bushkill Elementary School	\$8.28

12. Reappointments – Crossing Guards – for the 2002-2003 School Year

<u>Last Name</u>	<u>First Name</u>	<u>2002-2003 Hourly Rate</u>
Camerino	Marie	\$8.61
Miller	Paul	\$8.61
Orley	James	\$9.15
Rehm	Doris	\$9.69
Welter	Jean	\$9.69

13. Reappointments – Security – for the 2002-2003 School Year

<u>Last Name</u>	<u>First Name</u>	<u>Location</u>	<u>Shift</u>	<u>2002-03 Hourly Base Rate</u>
Cicccone	Judy	North Campus	1st Shift	\$10.12
Coddington	Joseph	North Campus	2nd Shift	\$10.12
Drake	Stephen	J. T. Lambert Intermediate	1st Shift	\$10.12
Fiore	Gary	High School South	1st Shift	\$10.97
Harvey	Patrick	North Campus	1st Shift	\$10.12
Huffman	Brooke	J. T. Lambert Intermediate	1st Shift	\$9.98
Klinge	Albert	North Campus	1st Shift	\$10.33
Lynch	Bernard	District	3rd Shift	\$9.64
Moran	Donald	J. T. Lambert Intermediate	1st Shift	\$10.38
Rodriguez	Jose	North Campus	1st Shift	\$9.98
Sarer	Janet	North Campus	1st Shift	\$10.12

Shift differential as follows:

2nd Shift additional \$.25/per hour - 3rd Shift additional \$.30/per hour

14. Appointments Regular - Subject to completion of all necessary pre-employment paperwork and obtaining all necessary positive clearances

<u>Name</u>	<u>Appointment</u>
a. Agosto, Caroline	Instructional Aide - Bushkill Elementary Hourly Rate: \$10.66 per hour Effective Date: August 22, 2002 Caroline Agosto replaces Linda Wisneiski who was reassigned.
b. Borer, Robin	Instructional Aide - Resica Elementary Hourly Rate: \$10.20 per hour Effective Date: August 22, 2002 Robin Borer replaces Donna Kanaley who has resigned.
c. Brown, Deborah	.5 Secretary Athletic Department - High School – South Hourly Rate: \$8.76 per hour Effective Date: August 20, 2002 Deborah Brown replaces Zoraida Castro who has resigned.

- d. Cundy, Kristy
Instructional Aide - Bushkill Elementary
Hourly Rate: \$10.20 per hour
Effective Date: August 22, 2002
Kristy Cundy replaces Maritza Herrera who has resigned.
- e. Eilber, Ruthann
Instructional Aide – (Library) - High School – South
Hourly Rate: \$10.20 per hour
Effective Date: August 22, 2002
Ruthann Eilber replaces Elizabeth Zaccaro who has retired.
- f. Hernandez, Belinda
Instructional Aide - J. T. Lambert Intermediate School
Hourly Rate: \$10.20 per hour
Effective Date: August 22, 2002
Belinda Hernandez replaces Christina Ullo who has resigned.
- g. Hezel, Deborah
Cafeteria Monitor - J. T. Lambert Intermediate School
Hourly Rate: \$8.04 per hour
Effective Date: August 26, 2002
Deborah Hezel replaces Holly Loughran who has resigned.
- h. Medina, Sandra
Instructional Aide - J. T. Lambert Intermediate School
Hourly Rate: \$10.20 per hour
Effective Date: August 22, 2002
This is a new position.
- i. Pelzer, Eric
.5 Custodian (Second Shift) - Bushkill Elementary
Hourly Rate: \$9.44 per hour + \$.25 shift differential
Effective Date: August 26, 2002
Eric Pelzer replaces Carmen Rivera who has resigned.
- j. Perry, David
Instructional Aide - Bushkill Elementary
Hourly Rate: \$10.20 per hour
Effective Date: August 22, 2002
David Perry replaces Joe Santana who has resigned.
- k. Peters, Nancy
Instructional Aide - High School – South
Hourly Rate: \$10.20 per hour
Effective Date: September 3, 2002
Nancy Peters replaces Sandra Sebo who has resigned.

15. Appointments -- Long-Term Substitute - Subject to completion of all necessary pre-employment paperwork and obtaining all necessary positive clearances

- | Name | Appointment |
|---------------------|--|
| a. Giamoni, Deborah | Study Hall Monitor - High School – South – (LTS)
Hourly Rate: \$7.45 per hour
Effective Date: August 26, 2002 to the end of the first semester of the 2002-2003 school year only.
Deborah Giamoni replaces Pamela Seenauth who is on leave. |

16. Pay Rate-Support Staff Substitutes for the 2002-2003 School Year-Effective Date: August 26, 2002

	Per Hour	Per Day		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 Media	\$9.00
Instructional Aide		\$60.00		

17. Reappointments of Substitutes for the 2002-2003 School Year

Bus Drivers

Last Name	First Name
Buckley	Catherine
Darlington	Kent
DePass	Katia
Fruendt	Edward
Gerst	Stewart
Gutierrez	Trindade
Knope	Andrea
Lutjens	Constance
Miller	Paul
Moore	Jean
Pages	Dagoberto
Shields	SueAnn
Turner	Donald

Cafeteria Workers

Last Name	First Name
Baran	Donna
Bennington	Carol
Bivona	Paula
Bodt	Rene
Bullen	Rosemary
Canaletich	Ann
Castaldo	Geraldine
Fields	Sharon
Foley	Cindy
Gambarini	Georgette
Karahan	Mary
Lawler	Karen
Lewis	Linda
Luca	Maryjean
Martin	Rita
Masucci	Christina
McClure	Lisa
McKeon	Tammy
Nubile	Linda
Passaretti	Tina
Ruocco	Linda
Sebring	Concetta
Sochinsky	Dorothy
Spadola	Adrienne
Treat	Janet
VanWhy	Susan
Wanner	Marianne

Health Room Assistants

Last Name	First Name
Bennett	Marylee
Early	Eileen
Grampp	Nelly
Radu	Elizabeth
VanWhy	Kristen
Viernstein	Dale

Maintenance I Workers

Last Name	First Name
Walborn	Benjamin
Yurescko	Christopher

Security Guards

Last Name	First Name
Camereri	Albert
Consavo	Richard
Cozza	Lydia
Hopler	Vernon
Kafer	Roger
Kohler	Kathleen
Liszewski	Robert
Montague	Margaret
Orley	James
Prendergast	Frances
Rehm	Doris
Sarer	John
Treat	Janet

Instructional Aides

Last Name	First Name
Ambos	Victoria
Baran	Donna
Bartholomew	Kara
Bastian	Debra
Battipaglia	Gloria
Bianchi	Mary
Bivona	Paula
Borer	Robin
Calcetas	Gwendolyn
Clare	Linda
Conti	Ronda
Dodge	Sandra
Eppley	Amy
Felicetti	Kathleen
Fletcher	Louise
Fontanet	Rosa
Fryer	Tracie
Garde	Tammy
Gerhard	Amy
Grimaldi	Janis
Hennings	Gina
Herlihy	Anette
Ira	Nina
Kearns	Laurette
Knight	Sherry
Korculanic	Ginger
Langdon	Linda
Lawler	Karen
Lazar	Eleanor
Leone	Pauline
Lewis	Linda
Litts	Rachael
LoCascio	Lina
Marlin	Francine
Maroney	Marina
Martin	Rita
McKinney	John
Melvin	Mellie
Miller	Sharon
Nevin	Angela
Rago	Sylvia
Ramos	Madeline

Instructional Aides – Continued

Randall	Marde
Romano	Deanna
Ruocco	Linda
San Martin	Maria
Santoro	Rose Ann
Sayles	Keith
Schultz (Mignosi)	Lisa
Sebring	Concetta
Snapp	Donna
Spadola	Adrienne
Steinberg	Lori
Sutton	Deanna
Treat	Janet
Wanner	Marianne
Welten	Rachel

ITEC Media

Last Name	First Name
Burns	Griffin
Czahor	Ethan
Silvoy	Michael
Silvoy	Michael F.

Cafeteria Monitors

Last Name	First Name
Baran	Donna
Bartholomew	Kara
Bastian	Debra
Bianchi	Mary
Bivona	Paula
Bodt	Rene
Borer	Robin
Brennan	Barbara
Bullen	Rosemary
Canaletich	Ann
Clare	
Conti	Ronda
Courtright	Cynthia
Cruz	Amarillys/Lilly
Devia	Marta
Dodge	Sandra
Doherty	Debbie
Fehr	Kathleen
Fryer	Tracie
Gaito	Deborah
Gambarini	Georgette
Garde	Tammy
Gatpo	Wilma
Gerhard	Amy
Gustavson	Joanne
Hennings	Antionette
Herlihy	Anette
Juarbe	Patricia
Kanaley	Donna
Kantar	Roni
Kearns	Laurette
Knight	Sherry
Korculanic	Ginger
Lawler	Karen
Lewis	Linda
Litts	Rachael
LoCascio	Lina
Luca	Maryjean
Maroney	Marina
Martin	Rita
Miller	Sharon
Miller	Ann
Nevin	Angela

Cafeteria Monitors - Continued

Last Name	First Name
Nubile	Linda
Prendergast	Frances
Provenzano	Paula
Romano	Deanna
Ruocco	Linda
Schaefer	Jessie
Schultz (Mignosi)	Lisa
Sebring	Concetta
Seliger	Linda
Shamey	Carol
Spadola	Adrienne
Steinberg	Lori
Sutton	Deanna
Temple	Lorie
Treat	Janet
Vega	Rose
Vicik	Maryann
Wanner	Marianne
Weber	Theresa
Welter	Jean
Wood	Kimberly

Custodians

Last Name	First Name
Ader	Richard
Aquino	Glen
Arnesen	Louise
Bartone III	Alfonse
Bodt	Rene
Bryfogle	Linda
Camereri	Albert
Cramer	Robert
Cramer	Kathy
Davis	Melvin
Dennis	Dale
Domanowski	Stanley
Drake	Stephen
Fehr	Kathleen
Fiore	Gary
Fleming	Timothy
Flystra	Kathleen
Gatpo	Wilma
Hardy	Cindy
Hayden-Bland	Gail
Janusz	Conrad
Kearny	Samantha
Keitt	Yvette
Kemmerer	Stephen
Kokh, Jr.	Frank
Kolar	Angelina
LaBar	James
Liszewski	Robert
Loew	George
Lopez	Luz
Malvagno	Catherine
McClary	Leigh
Michaels	Nathan
Miller	Joseph
Moran	Don
Moran	Deborah
Munch	Sandra
Nevil	Carol
Orley	James
Peck	Rodger
Phillips	Ronald
Picciotti	Debbie
Roberts	Elaine
Schroeder	John
Smith	Tom
Stephan	Rita

Custodians - Continued

Torregrossa	Aimee
Ullo	Janet
Verrinder	Silesia
Walborn	Benjamin
Wescott	Donald
Wood	Wanda

Secretaries

Last Name	First Name
Anger	Sandra
Armitage	Susan
Arnold	Dora
Baran	Donna
Bartholomew	Kara
Bastian	Debra
Battipaglia	Gloria
Baylor-Lopez	Barbara
Bennington	Carol
Bianchi	Mary
Bigio	Camille
Billips	Mayla
Bodt	Rene
Bogart	Jenny
Booth	Susan
Borer	Robin
Brennan	Barbara
Brooks	Jennifer
Brown	Deborah
Brown	Patricia
Capizzi	Deborah
Castro	Zoraida
Cavanaugh	Theresa
Chase	Carolyn
Clare	Linda
Cole	Marie
Conklin	Donna
Conti	Ronda
Cozza	Lydia
Cramer	Marion
Crowl	Stacy
Cruz	Amarillys/Lilly
Cruz	Josephine
Devia	Marta
DiStefano	Linda
Dodge	Sandra
Elmer	Brenda
Eppley	Amy
Fetherman	Jane
Fletcher	Louise
Fontanet	Rosa
Frame	Kelly
Fryer	Tracie
Gallagher	Kathleen
Garrity	Terri
Gerhard	Amy

Secretaries – Continued

Last Name	First Name
Gioia	Debra
Greenstein	Norma
Hamilton	Crystal
Hauth	Lynn
Herlihy	Anette
Hunt	Cornelia
Ira	Nina
Joffe	Kathaleen
Johnson	Gail
Juarbe	Patricia
Kaar	Nancy
Kantar	Roni
Keiper	Holly
Keitt	Yvette
Korculanic	Ginger
Langdon	Linda
LaRocca	Judith
Lazar	Eleanor
Leone	Pauline
LoCascio	Lina
Marlin	Francine
Maroney	Marina
Martin	Rita
Montague	Margaret
Moore	Doris
Nevil	Carol
Nevin	Angela
Ollis	Katherine
Orley	James
Pappas	Elizabeth
Parke	Tina
Picciotti	Jessica
Presley	June
Roberts	Elaine
Romano	Deanna
Ruocco	Linda
Santoro	Rose Ann
Sappio	Margaret
Schafft	Carolynn
Schaible	Debbie
Schultz (Mignosi)	Lisa
Seenauth	Pamela
Seese	Joan
Senese	Cara

Secretaries – Continued

Last Name	First Name
Shamey	Carol
Siska	Charlene
Skidmore	Rose
Smith	Donna
Snapp	Donna
Snyder	Candice
Spadola	Adrienne
Steinberg	Lori
Stephan	Rita
Tipton	Augusta
Ullo	Janet
Vanderhoof	Kate
Wanner	Marianne
Warner	Laura
Welten	Rachel
Wood	Wanda

Study Hall Monitors

Last Name	First Name
Bivona	Paula
Bullen	Rosemary
Camereri	Albert
Colletta	Lillian
Knight	Sherry
Litts	Rachael
Luca	Maryjean
Mallelieu	Diane
Marlin	Francine
Millet	Mary
Orley	James
Pappas	Elizabeth
Prendergast	Frances
Sciabica	Joanne
Shamey	Carol
Stolfi	Carol
Treat	Janet
Wanner	Marianne

Student Helpers

Last Name	First Name
Ambos	Victoria
Baran	Donna
Battipaglia	Gloria
Bianchi	Mary
Bivona	Paula
Conti	Ronda
Courtright	Cynthia
Cozza	Lydia
Dodge	Sandra
Eppley	Amy
Felicetti	Kathleen
Fletcher	Louise
Fryer	Tracie
Garde	Tammy
Gerhard	Amy
Grimaldi	Janis
Hatfield	Kelly
Hennings	Gina
Herlihy	Anette
Kanaley	Donna
Kearns	Laurette
Knight	Sherry
Korculanic	Ginger
Lawler	Karen
Leone	Pauline
Lewis	Linda
Litts	Rachael
LoCascio	Lina
Martin	Rita
Melvin	Mellie
Miller	Sharon
Millet	Mary
Nevin	Angela
Rago	Sylvia
Ramos	Madeline
Roeber	Brenda
Romano	Deanna
Santoro	Rose Ann
Schultz (Mignosi)	Lisa
Sebring	Concetta
Snapp	Donna
Spadola	Adrienne
Sutton	Deanna
Treat	Janet
Vicik	Maryann
Wanner	Marianne
Welten	Rachel

18. Supplemental Position

Name	Appointment
a. Butsch, Jennie	Secretary at the Bushkill Elementary School, reappointed to the supplemental position of telephone caller for substitute teachers for the 2002-2003 school year. Salary for this (12) month position is \$4,000.00. Fringe benefits are not included with this position.

19. Salary Change Payments

Name	Position
a. Ali, Sara	Secretary - High School – North Hourly Rate: \$9.02 per hour Effective Date: August 1, 2002 for the 2002-2003 fiscal year.
b. Ayala, Jose	Custodian (Third Shift) – North Campus Hourly Rate: \$9.71 per hour + \$.30 Shift Differential Effective Date: August 5, 2002 for the 2002-2003 fiscal year.
c. Beach, Alex	Maintenance II Work – District Hourly Rate: \$12.08 per hour + \$.25 Second Shift Differential/\$.30 Third Shift Differential Effective Date: August 28, 2002 for the 2002-2003 fiscal year.
d. Gatpo, Wilma	Custodian (Third Shift) - J. T. Lambert Intermediate School Hourly Rate: \$9.71 per hour + \$.30 Shift Differential Effective Date: August 28, 2002 for the 2002-2003 fiscal year.
e. Kirk, Joyce	Secretary - Lehman Intermediate School Hourly Rate: \$9.02 per hour Effective Date: August 6, 2002 for the 2002-2003 fiscal year.
f. Miller, Donald	Custodian (Second Shift) - High School – South Hourly Rate: \$9.71 per hour + \$.25 Shift Differential Effective Date: August 19, 2002 for the 2002-2003 fiscal year.
g. Neyhart, Russell	Maintenance I Work –District Hourly Rate: \$9.98 per hour + \$.25 Second Shift Differential/\$.30 Third Shift Differential Effective Date: August 28, 2002 for the 2002-2003 fiscal year.
h. Walck, Martha	Secretary - J. T. Lambert Intermediate School Hourly Rate: \$9.02 per hour Effective Date: August 16, 2002 for the 2002-2003 fiscal year.

20. Substitute Appointments -- Subject to completion of all necessary pre-employment documents and obtaining all necessary positive clearances

Name	Area	Address
a. Contino, Diane	Secretary – Summer Only	220 Pocono Mountain Lakes Estates Bushkill, PA 18324
b. Klingele, Barbara	Cafeteria Monitor, Secretary, Instructional Aide	368 Pocono Mountain Lake Estates Bushkill, PA 18324

- | | | |
|----------------------|--|---|
| c. Moore, JoAnne | Health Room Assistant | 10 Sunset Estates
Cresco, PA 18326 |
| d. Okurowski, Mary | Secretary, Instructional Aide,
Study Hall Monitor, Cafeteria
Worker, Cafeteria Monitor | 1211 Pine Ridge
Bushkill, PA 18324 |
| e. Reinhardt, Sherry | Student Helper, Cafeteria
Monitor, Cafeteria Worker,
Instructional Aide, Study Hall
Monitor | 1021 Dancing Ridge Road
East Stroudsburg, PA 18301 |
| f. Sarer, Pamela | Cafeteria Monitor, Security,
Crossing Guard | 1012 Pine Ridge
Bushkill, PA 18324 |
| g. Sebo, Sandra | Instructional Aide | 11 Brush Drive
East Stroudsburg, PA 18301 |
| h. Transue, Gina | Cafeteria Worker | Six Timberridge Road
East Stroudsburg, PA 18301 |

B. Professional Staff

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

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve the resignations, extended leave of absence, leave of absence, reappointments, and appointments to the Professional Staff designated, in accordance with the approved applicable policies, procedures *[subject to proper completion of all necessary documents, obtaining all necessary positive clearances and securing the proper instructional certificate(s)]* and contractual agreement. Motion was seconded by Robert Huffman and carried unanimously, 7-0.

1. Resignations

- | Name | Position Held |
|----------------------|--|
| a. Ader, Richard | .5 Biology Teacher - High School – North
Effective Date: August 21, 2002 |
| b. Bostwick, Nathan | Health/Physical Education - Lehman Intermediate School
Effective Date: August 21, 2002 |
| c. Callahan, Maria | Special Education Teacher - J. M. Hill Elementary
Effective Date: The end of the workday on August 29, 2002 |
| d. Callahan, William | Math Teacher - High School – South
Effective Date: The end of the workday on August 29, 2002 |
| e. Durdach, Mark | Technology Education Teacher – High School – South
Effective Date: July 19, 2002 |
| f. Fisher, Beth | French Teacher - Lehman Intermediate School
Effective Date: July 31, 2002 |
| g. Gaines, Aubrey | Special Education Teacher - Bushkill Elementary
Effective Date: August 6, 2002 |

- h. Hoffman, Heather Library Science Teacher – North Courtland and Resica Elementary Schools
Effective Date: August 21, 2002
- i. Jordan, Kenneth Grade 5 Teacher – Smithfield Elementary
Effective Date: August 21, 2002
- j. Lombardo, Angeline Math Teacher - High School – North
Effective Date: August 12, 2002
- k. Messina, Laurie Special Education Teacher - High School – South
Effective Date: August 21, 2002
- l. Pawlikowski, Bradley Instructional Music Teacher - High School – North
Effective Date: July 29, 2002
- m. Price, Sara Vocal Music – Resica/Smithfield Elementary
Effective Date: Mutually agreed upon date.
- n. Rauch, Christine Spanish Teacher - J. T. Lambert Intermediate School
Effective Date: August 14, 2002
- o. Seely, Brian Math Teacher - High School – South
Effective Date: August 1, 2002
- p. Sherman, Melissa Chemistry Teacher – High School – North
Effective Date: July 17, 2002
- q. Stevens, Heather Vocal Music Teacher - High School – South, North Courtland/J. M. Hill
Elementary
Effective Date: August 16, 2002

(See pages 65-81)

2. Extension of Leave of Absence – in accordance with Board Policies #4242.1 and #4242.2

Name Position Held

- a. Pastal, Celeste Art Teacher - High School – South
Effective Date: May 9, 2002
Length of Leave: The end of the first semester of the 2002-2003 school year.

(Application Extension for Leave of Absence received)

3. Leave of Absence -- in accordance with Board Policies #4242.1 and #4242.2

Name Position Held

- a. Langan, Brooke English Teacher - High School – South
Effective Date: September 30, 2002
Length of Leave: The end of the first semester of the 2002-2003 school year.
- b. MacDougall, Rachel Spanish Teacher - High School – South
Effective Date: November 11, 2002
Length of Leave: To the end of the 2002-2003 school year.

(Applications for Leaves of Absence received)

4. Reassignments

Name	From	To
a. Briegel, Antigoni	Grade 1 Teacher - Smithfield Elementary	Title I Reading Specialist - Smithfield Elementary Effective Date: August 22, 2002 This is new position funded by Title I.
b. Graff, Robin	Full-time Kindergarten Teacher - .5 Resica Elementary/.5 Smithfield Elementary	Part-time Kindergarten Teacher - Resica Elementary Effective Date: August 22, 2002
c. Kerestur, Kelly	Long Term Substitute	Temporary Professional Employee – French Teacher - Lehman Intermediate School Effective Date: August 22, 2002 Kelly Kerestur replaces Beth Fisher who has resigned.
d. Ludwig, Jill	Part-time Kindergarten Teacher – Smithfield Elementary	Full-time Kindergarten Teacher - Smithfield Elementary Effective Date: August 22, 2002 Jill Ludwig replaces Robin Graff's (.5) position who was reassigned to part-time.

5. Reappointments – Professional Staff - 2002-2003 School Year

Last Name	First Name	Step	Column	2002-2003 Salary
Accardi	Jane	2	6	\$36,074
Alfano	Bronwyn	9	7	\$45,536
Allen	Suzanne	14	8	\$57,681
Ammerman	Stacie	3	4	\$35,224
Anders	Dolores	16	13	\$63,083
Anderson	Marygrace	8	5	\$44,136
Anderson	Eric	9	6	\$44,561
Anderson	Amy	16	12	\$62,483
Andrews	Susan	3	4	\$35,224
Andrews	Jennifer	9	6	\$44,561
Angell	Trisha	6	2	\$37,557
Antolick	Lynn	7	7	\$45,536
Arner	Edward	16	15	\$64,358
Arthur	Thomas	4	2	\$37,132
Bakner	Paul	2	1	\$33,949
Barno	Robert	16	6	\$58,883
Barren	Patrice	4	6	\$39,257
Barry (.5)	Lori	2	1	\$33,949
Baughman	Patrick	3	1	\$33,949
Baylor	Charles	9	5	\$44,136
Bealer	Brett	2	1	\$33,949
Bedell	Elaine	10	9	\$53,937
Beitmann	Madeleine	11	5	\$51,562
Bellas	Tracie	3	5	\$35,649
Benfante	Jean	10	8	\$53,437

Benjamin	Theresa	10	11	\$55,012
Benson	James	14	7	\$57,206
Berke	Bruce	4	3	\$37,982
Besecker	Nicole	7	5	\$44,136
Bisher	Judy	4	1	\$37,132
Bixler	Patricia	4	7	\$40,232
Blundetto	Elizabeth	4	6	\$39,257
Bonser	Rhonda	16	8	\$60,333
Booth	Deborah	16	7	\$59,858
Borrasso	Sandra	12	5	\$51,562
Bove	Sheila	9	8	\$46,011
Bozena	John	8	7	\$45,536
Breitfeller	Tina	11	8	\$53,437
Brenneman	Benjamin	2	1	\$33,949
Briegel	Antigoni	6	8	\$40,707
Broderick	Christine	8	7	\$45,536
Bubnis	Barbara	9	5	\$44,136
Bueki	Kristen	13	10	\$58,706
Buff	Bridget	9	8	\$46,011
Buis	Karen	4	3	\$37,982
Bukoski	Gary	14	6	\$56,231
Burke	Mary	6	14	\$44,082
Butler	Jill	2	2	\$34,374
Butler-Pytlak	Rebecca	14	7	\$57,206
Bybee	Steven	11	7	\$52,962
Callahan	Maria	4	4	\$38,407
Callahan	William	9	7	\$45,536
Calpin	Maryann	14	15	\$61,706
Campbell	Linda	3	8	\$37,524
Campbell	Arlene	14	7	\$57,206
Caprioli	Maryann	3	6	\$36,074
Carson	Wayne	6	6	\$39,257
Casciotta	Marialena	6	7	\$40,232
Cassidy	Mary	11	6	\$51,987
Catrillo	Ann	13	7	\$57,206
Cerva	Cynthia	12	11	\$55,012
Cesare	Linda	12	15	\$57,462
Chighizola	Dawn	15	15	\$61,706
Christian	Edward	16	6	\$58,883
Christian,III	Edward	6	6	\$39,257
Christiansen	Marie	8	7	\$45,536
Chromicky	JoAnn	16	6	\$58,883
Cihlar	Karen	4	9	\$41,207
Clark-Kang	Arline	5	1	\$37,132
Cloward	Daniel	3	1	\$33,949
Coffman	Adam	5	3	\$37,982
Cohen	Stephanie	3	1	\$33,949
Cole	Adam	13	5	\$55,806
Cole	Susan	14	5	\$55,806
Conklin	Mary	14	5	\$55,806
Conklin	Donna	14	7	\$57,206
Conklin	Kimberly	15	13	\$60,431
Connor	Jyl	12	12	\$55,587

Conway	Dorothy	3	3	\$34,799
Cooke	Robert	16	6	\$58,883
Covart	Maureen	7	5	\$44,136
Cramer	Tara	10	7	\$52,962
Cramer	Patricia	16	8	\$60,333
Cullin	Richard	16	7	\$59,858
Czahor	Susan	9	9	\$46,511
Dahl	Barbara	8	7	\$45,536
Dahnert	Carol	16	15	\$64,358
Dailey	Charles	13	6	\$56,231
Daniels	Nancy	14	9	\$58,181
David	P. William	12	7	\$52,962
DeHart	Theresa	14	5	\$55,806
Della-Calce (.5)	Eleanor	5	3	\$37,982
DeLucca	Daniel	11	5	\$51,562
DeNardo	Margaret	16	15	\$64,358
Dennis	Marilyn	11	3	\$50,712
Descavish-Bloom	Barbara	6	7	\$40,232
Dickerson	Stacy	4	4	\$38,407
Dickinson	Linda	15	11	\$59,256
DiGennaro	Debra	7	5	\$44,136
DiGregorio	Constance	15	6	\$56,231
Dobrowolski	Darrin	6	6	\$39,257
Dollar-Krell	Beverly	3	10	\$38,549
Dolph	Patti-Jo	14	5	\$55,806
Donahue	Kimberly	11	7	\$52,962
Dougherty	Cynthia	10	10	\$54,462
Dougherty	Kenneth	13	10	\$58,706
Drako	Eric	2	1	\$33,949
Dreibelbis	Susan	14	9	\$58,181
Dunn	Heather	4	4	\$38,407
Dunstan	Dolores	15	13	\$60,431
Eden	Susan	8	5	\$44,136
Edwards	Sean	4	7	\$40,232
Eich	Holly	5	4	\$38,407
Ellis	Susan	16	11	\$61,908
Ellison	Aimee	10	6	\$51,987
Endres	James	14	9	\$58,181
Englert	Lorraine	10	7	\$52,962
Entz, Jr.	Arthur	6	6	\$39,257
Erdo	Loretta	2	1	\$33,949
Espinoza	Marilyn	2	5	\$35,649
Evans	Joan	13	13	\$60,431
Fagan	Heidi	3	5	\$35,649
Falzone	Robert	4	2	\$37,557
Falzone	Hollie	4	2	\$37,557
Ferrara	Stephanie	4	3	\$37,982
Ferullo	Rose Ann	13	12	\$59,831
Fetterman	Robert	16	9	\$60,833
Finelli	John	16	7	\$59,858
Finley-Welsh	Susan	6	9	\$41,207
Fisher	Marijo	5	4	\$38,407
Fishler	Patricia	15	11	\$59,256

Flad	Ruthann	14	15	\$61,706
Flatt	Sheryl	14	10	\$58,706
Flicker	Matthew	6	1	\$37,132
Flintosh	Gabriel	5	5	\$38,832
Flynn	Jacqueline	16	7	\$59,858
Fodness	Peter	9	5	\$44,136
Foss	Cathleen	3	8	\$37,524
Frable	Ryan	6	4	\$38,407
Frame	Kelly	2	1	\$33,949
Francis	Lynn	9	7	\$45,536
Frank	Julia	4	2	\$37,557
Frank	Karen	11	8	\$53,437
Franks	Suzanne	3	1	\$33,949
Fugazzotto	Nikolya	14	5	\$55,806
Gallagher	Darlene	16	15	\$64,358
Gambill	Geofrey	5	4	\$38,407
Gasda	Lawrence	16	13	\$63,083
Gasdaska	Mary	16	7	\$59,858
Gavalis	Russel	5	4	\$38,407
Geffers	Maria	14	6	\$56,231
Geiges	Carol	7	5	\$44,136
Geizer-Getz	Amy	6	7	\$40,232
Gibboney	Daniel	14	5	\$55,806
Gilmartin	M.Joy	13	6	\$56,231
Glaser	Kyle R.	5	2	\$37,557
Glass	Jessica	5	6	\$39,257
Goodwin	Nora	16	6	\$58,883
Govus	Diana	10	8	\$53,437
Gowarty	Martina	7	5	\$44,136
Graff (.5)	Robin	7	7	\$45,536
Grainger	Patricia	16	15	\$64,358
Green	Robert	16	7	\$59,858
Gregor	Joyce	14	13	\$60,431
Gregoris	Jennifer	3	1	\$33,949
Greiner	Susan	14	8	\$57,681
Gress	Heather	14	7	\$57,206
Gubernot, Jr.	Joseph	3	4	\$35,224
Guida	Emile	5	7	\$40,232
Gullstrand	Marjory	6	5	\$38,832
Haas	Karen	5	5	\$38,832
Hahn	Elizabeth	12	12	\$55,587
Hamlen	Suzanne	8	7	\$45,536
Harris	Jenny	5	3	\$37,982
Harris	Deborah	16	7	\$59,858
Hatcher	Kevin	13	11	\$59,256
Hay	James	12	6	\$51,987
Hazen	Rachel	4	8	\$40,707
Heard	Jeffrey	14	5	\$55,806
Heath	Harriet	14	7	\$57,206
Heeter	Patricia	16	8	\$60,333
Heid	Jennifer	2	1	\$33,949
Heitzman	Vickie	4	4	\$38,407
Hendren	Mercy	5	3	\$37,982

Hendricks	Sara	2	3	\$34,799
Hennings	Catherine	3	2	\$34,374
Henritz	Anthony	5	5	\$38,832
Henry	Jeffrey	11	7	\$52,962
Hinton	Nadine	14	6	\$56,231
Hnasko	Scott	6	7	\$40,232
Hofford	Bonnie	7	5	\$44,136
Homulka	Gary	12	7	\$52,962
Honadel	Janis	9	6	\$44,561
Hower	Andrea	4	2	\$37,557
Hubert	Erin	2	1	\$33,949
Huffman	Carol	8	5	\$44,136
Hughes	Melissa	4	5	\$38,832
Husson	Jennifer	8	5	\$44,136
Hymes	Stephanie	14	10	\$58,706
Hynoski	Elizabeth	10	6	\$51,987
Jacobs	Joseph	14	8	\$57,681
Jacobsen	Eric	3	6	\$36,074
James	Marjorie	16	5	\$58,458
Jansen	Peggy	10	5	\$51,562
Jenkins	Laura	16	5	\$58,458
Johnson	John	8	7	\$45,536
Johnson	Sarah	10	5	\$51,562
Johnson	Frank	16	7	\$59,858
Jones	Jennifer	4	6	\$39,257
Judd	Jeremy	4	1	\$37,132
Kabrhel	Susan	14	12	\$59,831
Kaney	James	14	6	\$56,231
Keating	Deborah	16	8	\$60,333
Kelly	Regina	3	2	\$34,374
Kelly	Linda	7	6	\$44,561
Kern	Linda	14	6	\$56,231
Kerstetter	Eric	3	1	\$33,949
Kerstetter	Donna	11	5	\$51,562
Keyes	Lisa	3	6	\$36,074
Kimler	Brian	12	7	\$52,962
Kirkwood	Arlene	9	5	\$44,136
Kish	Jason	4	5	\$38,832
Knauff	Marissa	3	1	\$33,949
Koch	Eileen	16	9	\$60,833
Koch-Rutkowski	Francesca	9	12	\$48,161
Kolcun	Brian	13	10	\$58,706
Kopca	Jennifer	7	5	\$44,136
Kracht	Matt	5	9	\$41,207
Krajewski	Michelle	7	5	\$44,136
Kraker	Eva	4	6	\$39,257
Kratzer	Margaret	10	5	\$51,562
Kreger	Melissa	3	7	\$37,049
Kreiger	Angela	2	2	\$34,374
Kreiter-Title I	Dee	15	7	\$57,206
Kresge	Clara	16	15	\$64,358
Kruczek	Laurie	2	6	\$36,074

Krumanoeker	James	9	6	\$44,561
Kuberek	Sandra	16	11	\$61,908
Kuchinski	Kevin	15	13	\$60,431
Kuhne	George	6	8	\$40,707
Kutteroff	Catherine	5	6	\$39,257
LaBar	Robert	8	5	\$44,136
LaBar	Sherwood	11	6	\$51,987
Ladlee	Elizabeth	16	9	\$60,833
Lagace	Suzanne	4	6	\$39,257
Langan	Brooke	7	8	\$46,011
Lantz	David	14	6	\$56,231
Latoff	David	2	1	\$33,949
Lauer	Danny	11	6	\$51,987
Lazowski	Philip	5	5	\$38,832
Leap	Jason	4	1	\$37,132
Lee	Mary Kate	11	7	\$52,962
LeFante	Shelli	5	2	\$37,557
Lehmann-Deming	Donna	13	12	\$59,831
Leonard	Joyce	9	7	\$45,536
Leonard	Jacilyn	14	7	\$57,206
Lesniak	Christine	14	6	\$56,231
Levandowski	Brenda	3	1	\$33,949
Lever	Jill	5	1	\$37,132
Leyrer	Brian	5	4	\$38,407
Lick	Amanda	3	7	\$37,049
Linne	Martha	16	13	\$63,083
Litchfield	Judith	5	1	\$37,132
Litts	Diane	11	6	\$51,987
Lloyd	Suzanne	16	5	\$58,458
Lohman	Marie	16	9	\$60,833
Long	Craig	7	5	\$44,136
Lord	Kristen	8	7	\$45,536
Lortz-Title I	Patricia	11	8	\$53,437
Loveland	Kenneth	16	9	\$60,833
Lucchetti	Mary Jo	9	5	\$44,136
Ludwig	Jill	2	1	\$33,949
Luna	Michael	16	6	\$58,883
Lyons	Kathleen	2	6	\$36,074
MacDougall	Michael	2	1	\$33,949
MacDougall	Rachel	5	2	\$37,557
Maclay	Barbara	16	5	\$58,458
Maderski	Karen	11	5	\$51,562
Madison	Lisa	3	3	\$34,799
Magnes	Sandra	16	7	\$59,858
Malsch	Jennifer	5	3	\$37,982
Maranilli	James	9	5	\$44,136
Marcial	Laurence	10	8	\$53,437
Mark	Kelly	13	6	\$56,231
Markowski	Kimberly	5	2	\$37,557
Marshall	Stephanie	14	9	\$58,181
Martin	Zachary	3	2	\$34,374
Martinelli	Armand	15	7	\$57,206
Masker	Leisa	4	3	\$37,982

Mason	Donna	3	1	\$33,949
Mason	Todd	10	5	\$51,562
Mathiesen	Carla	7	5	\$44,136
Mayers (.5)	Deanna	6	7	\$40,232
Maylor	Dina	7	7	\$45,536
McClelland	Nancy	13	8	\$57,681
McDaniel	Dale	7	6	\$44,561
McGovern	Theresa	2	7	\$37,049
McHale	Timothy	3	1	\$33,949
McHenry	Teresa	7	6	\$44,561
McHugh	Teresa	9	13	\$48,761
McIlvaine	Stephanie	5	4	\$38,407
Mensingher	Terri	2	1	\$33,949
Mercuri	Paula	11	8	\$53,437
Metzgar	Richard	3	7	\$37,049
Metzgar	Dean	4	2	\$37,557
Metzger	Sally	9	10	\$47,036
Michelin	Hayley	4	6	\$39,257
Milenkovic	Patricia	14	15	\$61,706
Miller	Christina	4	6	\$39,257
Miller	Amie	6	4	\$38,407
Miller	Sharon	7	5	\$44,136
Miller	Barbara	14	13	\$60,431
Milsovic	John	5	7	\$40,232
Mitchell	Brian	4	1	\$37,132
Mitchell	Tania	4	4	\$38,407
Mitchell	Daniel J.	5	4	\$38,407
Mitchell	Brandi	7	6	\$44,561
Mohlenhoff-Title I	Jeanne	14	11	\$59,256
Molin	Maurice	15	10	\$58,706
Molloy-Agar	Margaret	3	3	\$34,799
Montes	Mary Lou	6	7	\$40,232
Montgomery	Joseph	11	7	\$52,962
Mooney	Edward	3	1	\$33,949
Mooney	Tina	4	1	\$37,132
Morris	Debra	14	6	\$56,231
Morro	Sherry	9	6	\$44,561
Mosher	Stanley	14	6	\$56,231
Mross	Kenneth	7	7	\$45,536
Murphy	Kenneth	6	6	\$39,257
Murphy	Cheryl	11	12	\$55,587
Myers	John	8	5	\$44,136
Nace	Kevin	11	5	\$51,562
Naudascher	Cynthia	16	8	\$60,333
Nauman	Deborah	14	7	\$57,206
Nevil	Jeffrey	14	5	\$55,806
Nicholson	Jennifer	4	7	\$40,232
Nicoletti	Ann	12	6	\$51,987
Nordmark	Barbara	12	10	\$54,462
Oberg	Christine	9	6	\$44,561
O'Donnell	Paul	2	1	\$33,949
O'Donnell	Shannon	3	1	\$33,949
Oliver	Deborah	10	5	\$51,562

Opitz	Cindy	13	9	\$58,181
Oplinger	Jane	14	8	\$57,681
Osborn-Hallet	Michelle	13	9	\$58,181
Owens-Thomson	Karen	4	2	\$37,557
Pacuska	Kathryn	4	1	\$37,132
Padavano	Debra	4	7	\$40,232
Paiewonsky	Patricia	6	8	\$40,707
Paige	Jennifer	3	3	\$34,799
Pappalardo (.8)	Lynn	2	3	\$34,799
Parnell (.5)	Catherine	6	7	\$40,232
Partel	Jane	12	7	\$52,962
Partington	Betty	6	13	\$43,457
Parton	James	9	6	\$44,561
Pasciak	Linda	12	7	\$52,962
Pastal	Celeste	7	2	\$42,861
Patascher	Daniel	2	2	\$34,374
Patrick	Deanne	14	8	\$57,681
Perry	Michelle	7	7	\$45,536
Phillips	Daniel	4	1	\$37,132
Piatt	Diane	14	9	\$58,181
Piccotti	Stacy	4	1	\$37,132
Pierce	Mary	8	7	\$45,536
Polinski	Aynne	16	15	\$64,358
Polizzotto	Maryann	14	15	\$61,706
Predmore	Mary	14	10	\$58,706
Prefontaine	Annelle	10	12	\$55,587
Price	Sara	3	1	\$33,949
Pryle	Megan	3	8	\$37,524
Pulley	Patricia	10	5	\$51,562
Putt	Marcia	8	7	\$45,536
Pysher	Colleen	4	1	\$37,132
Randall	Steven	3	6	\$36,074
Reed	Elizabeth	14	11	\$59,256
Reese	Jessica	5	1	\$37,132
Reese	Michele	7	5	\$44,136
Reiche	Amanda	4	2	\$37,557
Reichert	Eric	2	7	\$37,049
Reinhardt	Judith	14	5	\$55,806
Reith	Daryl	3	2	\$34,374
Rescigno	Barbara	13	12	\$59,831
Ricciardi	William	12	8	\$53,437
Riley	Kimberly	11	7	\$52,962
Rispoli	Yvonne	14	8	\$57,681
Ritter	Linda	16	9	\$60,833
Rogers	Maria T.	5	1	\$37,132
Rogers	Thomas	2	1	\$33,949
Rogers	Denise	9	6	\$44,561
Rogerson	Christine	14	11	\$59,256
Rose	Mary	13	5	\$55,806
Rose	Richard	16	5	\$58,458
Rossi	Christopher	3	7	\$37,049
Rowe	Pamela	8	7	\$45,536
Rubino	Julie	12	7	\$52,962

Ruhl	Steven	9	6	\$44,561
Rusk	Daniel M.	5	6	\$39,257
Rusk	Wesley	16	7	\$59,858
Ryno	Jami	10	5	\$51,562
Samet	Mary	13	6	\$56,231
Sands	Deborah	7	5	\$44,136
Sarvis	Staci	2	7	\$37,049
Saviello	Harriett	5	7	\$40,232
Sayer	Vicki	11	14	\$56,812
Schaller	Linda	16	7	\$59,858
Schellhamer	Chris	12	7	\$52,962
Schneider	Christian	5	3	\$37,982
Schneider	Janice	13	6	\$56,231
Schoenherr	Catherine	13	6	\$56,231
Schoof	Susan	7	8	\$46,011
Schouppe	Stephen	6	6	\$39,257
Schwartztrauber	Nicole	3	1	\$33,949
Secor (.5)	Despina	13	13	\$60,431
Sedlak	Patricia	15	6	\$56,231
Seidel	Maureen	12	9	\$53,937
Seip	Linda	14	6	\$56,231
Senese	Suzanne	16	5	\$58,485
Shamp	Melodie	14	8	\$57,681
Shearouse	Cherie	16	13	\$63,083
Shelter	Yvette	5	9	\$41,207
Sheradin	Nanda	4	1	\$37,132
Sheska	Cynthia	7	1	\$42,436
Siegfried	Brenda	14	11	\$59,256
Skeldon	Heather	14	11	\$59,256
Slack	Julie	9	9	\$46,511
Smith	Susan	14	6	\$56,231
Snyder	Alfred	16	15	\$64,358
Soskil	Lori	6	1	\$37,132
Sowers	Ann	7	5	\$44,136
Sporer	Lisa	2	5	\$35,649
Staples	Winifred	16	6	\$58,883
Steckel	Amy	2	1	\$33,949
Stefani	Laura	11	7	\$52,962
Steigerwalt	Jan	14	10	\$58,706
Stein	Deana	10	11	\$55,012
Stem	Darla	16	10	\$61,358
Stephens	Stephanie	5	3	\$37,982
Stine	Richard	4	2	\$37,557
Stinger	Gloria	14	15	\$61,706
Stokes	Lee Ann	16	10	\$61,358
Stokes	Robert	16	11	\$61,908
Stout	Melissa	4	4	\$38,407
Streisel	Susan	16	5	\$58,485
Suprys	Thomas	14	12	\$59,831
Swineford	Betty	14	13	\$60,431
Symonies	Kerrie	12	8	\$53,437
Sywensky	John	9	5	\$44,136

Szulborski	Jason	8	5	\$44,136
Tasick	Denise	12	9	\$53,937
Taylor	Letitia	2	7	\$37,049
Taylor	Kathryn	3	1	\$33,949
Thatcher	Pamela	15	8	\$57,681
Thomas	Carol	14	9	\$58,181
Thurber	Peggy	7	7	\$45,536
Toth	Donald	11	7	\$52,962
Trason	Kimberly	5	7	\$40,232
Trauschke	Billie K.	5	4	\$38,407
Trauschke	Thomas	12	6	\$51,987
Tugend	Robert	3	7	\$37,049
Turner	Patricia	4	6	\$39,257
Turtzo (.5)	Gayle	4	4	\$38,407
Tynemouth	Catherine	13	5	\$55,806
Ullo	Carol	16	10	\$61,358
Urton	Suzanne	5	15	\$44,732
Valle	Carmen	2	1	\$33,949
Varkanis	Sylvia	2	1	\$33,949
Vellekamp	Lisa	2	1	\$33,949
Viechnicki	Victoria	14	5	\$55,806
Vitchers	Elyse	6	6	\$39,257
Voglino	Kevin	5	6	\$39,257
Voss	Aaron	3	1	\$33,949
Wagner	Timothy	4	6	\$39,257
Wagner	Margaret	11	6	\$51,987
Walker	Robin	14	10	\$58,706
Warner (.5)	Annette	13	15	\$61,706
Watson	Mark	8	5	\$44,136
Weinstein	Ellen	6	7	\$40,232
Wells	Deborah	14	6	\$56,231
Werkheiser	Susan	10	8	\$53,437
Werth	John	9	6	\$44,561
Wescott	Sean	4	6	\$39,257
Weselo	Corrine	7	6	\$44,561
Wetherhold	Barbara	10	8	\$53,437
Whitmoyer	Cynthia	5	7	\$40,232
Wiesenberg	Vala	7	5	\$44,136
Wilkins	Karen	16	8	\$60,333
Williams	Ray	16	7	\$59,858
Willis	Karin	14	14	\$61,056
Wilson	Susan	14	9	\$58,181
Wilson	Robert	16	9	\$60,833
Wolff	Susan	4	6	\$39,257
Woolsey	Lawrence	16	9	\$60,833
Worobj	Nadia	10	16	\$58,137
Wright	Charlotte	4	10	\$41,732
Yarnall	Lois	14	13	\$60,431
Yorke-Viney	Sally	14	15	\$61,706
Yost	Ty	4	5	\$38,832
Young	Kevin	8	5	\$44,136
Youngken	Kelly	12	15	\$57,462
Yozviak	Lisa	11	7	\$52,962

Zasada	Edward	6	5	\$38,832
Zaso	Anita	8	7	\$45,536
Zimmerman	Janet	15	15	\$61,706
Zipp	Christine	14	6	\$56,231

6. Appointments -- Regular - Subject to completion of all necessary pre-employment paperwork and obtaining all necessary positive clearances

Name	Appointment
a. Bock, Elizabeth	Grade 5 Teacher - Resica Elementary – (TPE) Annual Salary: \$33,949.00 Step 2 Column 1 Effective Date: August 22, 2002 Elizabeth Bock replaces Marjory Gullstrand who has transferred to a library position.
b. Christopher, Michelle	Graphic Arts Teacher - High School – South - (TPE) Annual Salary: \$33,949.00 Step 2 Column 1 Effective Date: August 22, 2002 Michelle Christopher replaces Mark Durdach who has resigned.
c. Clogg, Katye	Instrumental Music – Resica/J. M. Hill Elementary Schools -(TPE) Annual Salary: \$31,827.00 Step 1 Column 1 Effective Date: August 22, 2002 Katye Clogg replaces Paul Bakner who has been reassigned.
d. Conforti, Margaret	Grade 1 Teacher – Smithfield Elementary – (TPE) Annual Salary: \$31,827.00 Step 1 Column 1 Effective Date: August 22, 2002 Margaret Conforti replaces Antigoni Briegel who has been reassigned.
e. Crawford, Kendyle	Special Education Teacher - J. T. Lambert Intermediate School – (TPE) Annual Salary: \$33,949.00 Step 2 Column 1 Effective Date: August 22, 2002 This is a new position.
f. DeVos, Jennifer	Grade 3 Teacher - J. M. Hill Elementary (TPE) Annual Salary: \$33,949.00 Step 3 Column 1 Effective Date: August 22, 2002 Jennifer DeVos replaces Kim Riley who has been reassigned.
g. Donaldson, Edith	Grade 7 Math Teacher - Lehman Intermediate School – (TPE) Annual Salary: \$39,257.00 Step 5 Column 6 Effective Date: August 22, 2002 Edith Donaldson replaces Greg Miller who has resigned.
h. Garlette, Claudia	Technology Education Teacher - High School – North (TPE) Annual Salary: \$31,827.00 Step 1 Column 1 Effective Date: August 22, 2002 Claudia Garlette replaces Sara Shelton who has resigned.
i. Gonda, Claudia	Title I Reading Specialist - Bushkill Elementary (TPE) Annual Salary: \$39,257.00 Step 6 Column 6 Effective Date: August 22, 2002 This is a new position, funded by Title I.

- j. Graziano, Nicholas Grade 5 Teacher – Smithfield Elementary – (TPE)
Annual Salary: \$31,827.00 Step 1 Column 1
Effective Date: August 22, 2002
Nicholas Graziano replaces Kenneth Jordan who has resigned.
- k. James, Jaclyn Spanish Teacher - J. T. Lambert Intermediate School (TPE)
Annual Salary: \$31,827.00 Step 1 Column 1
Effective Date: August 22, 2002
Jaclyn James replaces Christine Rauch who has resigned.
- l. Kopetchny, Kenneth Health/Physical Education Teacher - Lehman Intermediate School – (TPE)
Annual Salary: \$31,827.00 Step 1 Column 1
Effective Date: August 22, 2002
Kenneth Kopetchny replaces Natnan Bostwick who has resigned.
- m. Piedra, Gisela Spanish Teacher - Lehman Intermediate School – (TPE)
Annual Salary: \$36,074.00 Step 2 Column 6
Effective Date: August 22, 2002
Gisela Piedra replaces Joslyn Grube who has resigned.
- n. Pilz, David Chemistry Teacher - High School – North (TPE)
Annual Salary: \$31,827.00 Step 1 Column 1
Effective Date: August 22, 2002
David Pilz replaces Melissa Sherman who has resigned.
- o. Radler, Chad Special Education Teacher - J. T. Lambert Intermediate School – (TPE)
Annual Salary: \$32,252.00 Step 1 Column 2
Effective Date: August 22, 2002
Chad Radler replaces Shannon Mullins who has resigned.
- p. Reese, Rebecca Special Education Teacher - High School – South (TPE)
Annual Salary: \$36,074.00 Step 2 Column 6
Effective Date: August 22, 2002
Rebecca Reese replaces Christine Rogerson who will be transferring to Lehman as a librarian.
- q. Reiner, Emily Math Teacher - High School – North (TPE)
Annual Salary: \$31,827.00 Step 1 Column 1
Effective Date: August 22, 2002
Emily Reiner replaces Angeline Lombardo who has resigned.
- r. Siptroth, Michelle Special Education Teacher – Resica Elementary – (TPE)
Annual Salary: \$35,224.00 Step 2 Column 4
Effective Date: August 22, 2002
Michelle Siptroth replaces Karen Green who has resigned.
- s. Sotack, Kristen Special Education Teacher - J. T. Lambert Intermediate School (TPE)
Annual Salary: \$31,827.00 Step 1 Column 1
Effective Date: August 22, 2002
This is a new position.
- t. Stauffer, Robert Math Teacher - High School – South – (TPE)
Annual Salary: \$33,949.00 Step 2 Column 1
Effective Date: August 22, 2002
Robert Stauffer replaces Brian Seely who has resigned.
- u. Stein, Linda Science Teacher - Lehman Intermediate School – (TPE)
Annual Salary: \$33,952.00 Step 1 Column 6
Effective Date: August 22, 2002
Linda Stein replaces Robert Marushak.

- v. Swineford, Beth Biology Teacher - High School – North – (TPE)
Annual Salary: \$31,827.00 Step 1 Column 1
Effective Date: August 22, 2002
Beth Swineford replaces Richard Ader (.5), who has resigned, .5 new position.
- w. Varner, Amanda Grade One Teacher – Resica Elementary – (TPE)
Annual Salary: \$33,949.00 Step 2 Column 1
Effective Date: August 22, 2002
Amanda Varner replaces Christine Peterson.
- x. Wilson, Jennifer Special Education Teacher – Bushkill Elementary – (TPE)
Annual Salary: \$36,074.00 Step 2 Column 6
Effective Date: August 22, 2002
Jennifer Wilson replaces Eisenhower Au who has resigned.
- y. Wisneiski, Linda Grade 3 Teacher – Bushkill Elementary – (TPE)
Annual Salary: \$33,949.00 Step 2 Column 1
Effective Date: August 22, 2002
Linda Wisneiski replaces Nicole Besecker who transferred to Middle Smithfield.

(See pages 82-105)

15. Reappointment of Long-Term Substitute

Name	Appointment
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| a. Early, Eileen | School Nurse - Resica Elementary – (LTS)
Annual Salary: \$34,799.00 prorated Step 3 Column 3
Effective Date: August 22, 2002 through the end of the first semester of the 2002-2003 school year only.
Eileen Early replaces Susan Cole who is on a leave. |
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16. Appointments -- Long-Term Substitute - Subject to completion of all necessary pre-employment paperwork and obtaining all necessary positive clearances

Name	Appointment
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| a. Booth, Susan | Grade 1 - J. M. Hill Elementary (LTS)
Annual Salary: \$33,949 Step 2 Column 1
Effective Date: August 22, 2002 through the end of the 2002-2003 school year only.
Susan Booth replaces Anita Zaso who is on a leave. |
| b. Conniff, Melissa | Grade One Teacher - Smithfield Elementary (LTS)
Annual Salary: \$31,827.00 Step 1 Column 1
Effective Date: August 22, 2002 until the end of the 2002-2003 school year only.
Class size reduction grant. |
| c. Eberhart, Mary | Grade One Teacher - Middle Smithfield Elementary School (LTS)
Annual Salary: \$36,074.00 prorated Step 2 Column 7
Effective Date: August 22, 2002 until the end of the first semester of the 2002-2003 school year only.
Mary Eberhart replaces Barbara Miller who has been reassigned. |

- d. Hamilton, Gail Special Education Teacher – North Courtland Elementary (LTS)
Annual Salary: \$33,952.00 Step 1 Column 6
Effective Date: August 22, 2002 to the end of the 2002-2003 school year only.
Gail Hamilton replaces Maureen Covart who will be on a leave.
- e. Henry, Christopher Vocal Music – High School – South/North Courtland Elementary (LTS)
Annual Salary: \$31,827.00 (prorated) Step 1 Column 1
Effective Date: August 22, 2002 to the end of the first semester 2002-2003 school year only.
Christopher Henry replaces Linda Schaller who was reassigned.
- f. Horn, Maria Kindergarten Teacher – Resica Elementary (LTS)
Annual Salary: \$33,952.00 (prorated) Step 1 Column 6
Effective Date: August 22, 2002 until the end of the first quarter of the 2002-2003 school year only.
Maria Horn replaces Bridget Buff who is on a leave.
- g. Horn, Maria Library Science Teacher – Resica Elementary (LTS)
Annual Salary: \$33,952.00 (prorated) Step 1 Column 6
Effective Date: The second quarter until the end of the 2002-2003 school year only.
Maria Horn replaces Barbara Nordmark who is on leave.
- h. Shoup, Anita Grade 8 Science Teacher – Lehman Intermediate School – (LTS)
Annual Salary: \$33,527.00 (prorated) Step 1 Column 5
Effective Date: August 22, 2002 to end of first semester of the 2002-2003 school year only.
Anita Shoup replaces Suzanne Franks who will be on a leave.
- i. Wacker, Richard Art Teacher – High School – South (LTS)
Annual Salary: \$31,827.00 (prorated) Step 1 Column 1
Effective Date: August 22, 2002 until the end of the first semester of the 2002-2003 school year only.
Richard Wacker replaces Celeste Pastal who is on a leave.

(See pages 106-114)

17. Appointments - Tenure in accordance with Article IX, Section 1121 of the Pennsylvania School Code:

Last Name	First Name	Location	Certification
Annunziata	Stephanie	Lehman	Spec. Ed.
Antolick	Lynn	Middle Smithfield	Music
Berke	Bruce	SH-North	H&PE
Dickerson	Stacy	Middle Smithfield	Elementary
Edwards	Sean	SH-North	Social Studies
Falzone	Robert	Bushkill	H&PE
Flicker	Matthew	Lehman	Music
Harris	Jenny	Bushkill	Spec. Ed.
Heitzzman	Vicki	Smithfield	Elementary
Jones	Jennifer	Lehman	Spec. Ed.
Jones	Deborah	JTL	Guidance
Kraker	Eva	Lehman	Spec. Ed.
Lagace	Suzanne	SH-North	French
Leap	Jason	Lehman	Social Studies
Markowski	Kimberly	Bushkill	Elementary
Metzgar	Dean	SH-North	Science
Michelin	Hayley	SH-South	Science
Miller	Christina	Lehman	English

Nicholson	Jennifer	Bushkill	Elementary
Pacuska	Kathryn	SH-North	English
Schoof	Susan	SH-North	Special Ed.
Sherman	Melissa	SH-North	Science
Stine	Richard	SH-North	Science
Trauschke	Billie	Middle Smithfield	Elementary
Wagner	Timothy	Lehman	Elementary
Wescott	Shawn	JMH	Elementary
Wolff	Susan	Bushkill	Elementary
Zasada	Edward	SH-North	Math

C. Substitute Pay Rate

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

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve the increase of the current per diem substitute teacher 30-day bonus from \$450.00 to \$500.00 for the 2002-2003 school year. The \$500.00 bonus will be in effect for every cumulative 30-days (does not have to be consecutive) of per diem substitute teaching. The daily rate of \$75.00 will remain in effect. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

1. Reappointments of Substitute Teachers for the 2002-2003 School Year

Last Name	First Name	Certification
Agosto	Caroline	Elementary
Arnone	Jeanette	(em) All Areas
Backus	Henry	(em) All Areas
Banks	Anne	Elementary
Battipaglia	Gloria	(em) All Areas
	Vivian	(em) All Areas All Areas
Bianchi		(em) Music All Areas
Biffen	Ann	(em) All Areas
	Clifford	Social Studies
Boorse	Julia	(em) All Areas
Booth	Susan	Elementary
Boutis	Darragh	(em) All Areas
Brackbill	Nancy	Elementary/Reading Specialist
Breining	Kathryn	(em) All Areas
Brennan	Karen	Elementary
Brush		Elementary
Burgoon	Lynn	Elementary
	Christina	(em) Music
Capizzi	Deborah	Elementary
Caponigro	Jonathan	(em) Social Studies
Chirco	Antonina	(em) All Areas
Constable		English
Cordova	Richard	(em) All Areas
Cozzi	Virginia	(em) All Areas
Cozzi	Philip	(em) All Areas
Craan	Jean-Marie	(em) All Areas
	Eleanor	(em) Physical Education

Last Name	First Name	Certification
DeLong	Ryan	(em) All Areas
DiMaria	Tanya	Elementary
Downey	Susan	Elementary
Early	Eileen	School Nurse
Eppley	Damon	Elementary
Fauber	Mildred	Elementary
Fonash	Charlene	Elementary/Reading Specialist
Frambach	Thomas	Physical Ed.
Francois	Jeannette	(em) All Areas
Fritz		Franch/Spanish
Gabriel	Sheila	(em) Elem All Areas
	Mary	(em) Elem All Areas
Garcia	Rosario	(em) All Areas
Genauer	Phyllis	Early Childhood
Gerhard	Beryl	Elementary
Govea	Maria	(em) All Areas
Griffin	Christine	Art
	Misty	(em) All Areas
Gunn		School Nurse
Hamilton	Gail	Elementary
	Richard	(em) All Areas
Hart		Elementary, Music
Hatfield	Kelly	(em) All Areas
	Susan	(em) All Areas
Heller	James	(em) All Areas
Hendricks	Leslie	Elementary
Hoback	John	(em) All Areas
Hobson		(em) All Areas
Hoover	Margaret	Elementary
	Barbara	English
Hund	Mary	Special Education
Hunt	Cornelia	(em) All Areas
Jablonski	Alison	(em) All Areas
Jones		(em) All Areas
Keiper	Holly	Elementary
	Carol	Elementary
Kessler	Laura	(em) All Areas
Kindred	Linda	English, Soc Stud, Science, Counselor
Klebez	Jason	(em) All Areas
Kochera		Home Economics
Krebs	Michele	Elementary
	Donna	Elementary
LaBar	Vicki	(em) All Areas
Lapczynski	Margarita	(em) All Areas
	Tina	Elementary
Lo		(em) All Areas
Maly	Deana	Health only (no PE)

Last Name	First Name	Certification
Mangan	Brian	Social Studies
Marczak	Samantha	H&PE
Marsack	Debra	Health & Phys. Ed.
Martin	Lauren	(em) All Areas
McGowan	Maria	English
McIntyre	Danielle	Elementary
McKelvin	Wanda	Elem, Read Spec
McKinney	John	Elementary, Soc. St.
McMillan	Julie	Elementary
McRory	Eileen	(em) All Areas
McSweeney		(em) All Areas (Spanish)
Medina	Sandra	(em) All Areas
	Nina	Special Education
Meinking	Courtney	Elementary
Mesko	Judith	Marketing, Office Tech.
	Nighat	(em) All Areas
Morris		(em) All Areas
Mozzone	Ronald	(em) Elementary
	Cynthia	Elementary
Nordmark		Elem/Early Childhood
Ofoegbu	Ngozi (Patricia)	(em) All Areas
Ortiz	Rebeca	Special Ed (NJ)
Parris		(em) All Areas
Patouillet	Marlyn	Elementary/Early
	Walter	(em) All Areas
Patti		Elementary
Peck	Christina	Elementary
	Lowell	Emotional Disturbed
Peters		Elementary
Pouch	Janet	Elementary, Reading Specialist
	June	(em) All Areas
Primrose		School Nurse
Remsnyder	Devon	Elementary
	Cynthia	Physics
Riccardi		H&PE (NJ)
Robbins	Janet	Elementary
	Michael	Elementary
Roth		Elementary
Samson	Jennifer	English
	Barbara	Early Childhood/Elementary
Scheffel		Social Studies
Schmidt	Aubrey	(em) All Areas
	Linda	(em) All Areas
Sekellick		Social Studies
Shareef	Christine	(em) All Areas
	Anita	(em) All Areas
Skolnik		English, Marketing, Dist. Ed.

Last Name	First Name	Certification
Sonnenberg	Donna	(em) All Areas
Sousa	Wayne	English
Spering	Laureen	(em) All Areas
Stettler	Gail	Elementary
Swineford	Patricia	Biology/English
Terra	Christine	Elementary
Ullo	Christina	Elementary
Vauter	Denise	Special Ed.
Viernstein	Dale	(em) All Areas
Vinansky	Leona	(em) All Areas
Vincent	Paul	(em) All Areas
Walton	Jacqueline	(em) All Areas
Weiss	Danielle	(em) All Areas
Wiley	Janice	(em) All Areas
Wilson	Meghan	Elem/Spec Ed
Zepeda	Carmen	(em) All Areas

D. **Reappointments – Homebound Teachers**

Last Name	First Name	Certification
	Stacie	(em) Elem, Spec Ed
Anderson	Eric	English
Anderson	Marygrace	Art
Andrews	Susan	(em) Home Ec.
Beitmann	Madeleine	Business
Benjamin	Theresa	Elementary
Berke	Bruce	Health & Phys. Ed.
Boyer	Christina	English
Brush	Denise	Elementary
Bybee	Steven	Special Ed.
Calpin	Maryann	Social Studies & Reading Specialist
Carson	Wayne	Mathematics
Casciotta	Marialena	Elem/Spec. Ed.
Cassidy	Mary	Special Ed.
Conklin	Donna	Elementary
Connor	Jyl	Elementary
Covart	Maureen	Special Ed.
Darling	Violet	
David	Krista	Elementary
DeHart	Teri	Elementary
Dollar-Krell	Beverly	
Dreibelbis	Susan	Biology
Fears	Theresa	Elementary
Ferrara	Stephanie	Special Ed/Elementary
	Catherine	(em) French
Fisher	Marijo	Science
Flad	Ruthann	Biology, Science
Fornaciari	Dailynn	Elementary

Last Name	First Name	Certification
Franks	Suzanne	Elementary
Gavalis	Russell	Mathematics
Gonda	Claudia	Elementary
Grabin	Jennifer	English
Heeter	Patricia	Elementary
Heitzman	Vicki	Elementary
Honadel	Janis	Special Education
Hund	Mary	Special Education
Husson	Jennifer	Elementary
Karpen	Jeffrey	Spec Ed., H&PE
Kernan	Paul	
Kerstetter	Donna	Elementary
Kindred	Linda	English, SS, Science, Guidance
Kuhne	George	Science/Biology
Kule	Jay	Elem/Guidance
Langan	Brooke	English
Leshnower	Kristina	
Levandowski	Brenda	Elementary
Lortz	Patricia	Elem/Reading
Maranilli	James	
Mathiesen	Carla	German
McCool	Suzanne	Elementary
Miller	Christina	
Morro	Sherri	Special Ed.
Murphy	Cheryl	Special Ed.
Polizzotto	Maryann	
Reiche	Amanda	(em) Home Ec - only
Reith	Daryl	Special Ed/Elem
Robinson	Nicole	
Rourke	Jenny	Elementary
Scanlan	Barbara	Early C./Elementary
Schwartztrauber	Nicole	
Sciarabba	Marisa	Elementary
Skolnik	Walter	English
Smith	Susan	Elementary
Stinger	Gloria	Special Ed.
Suprys	Thomas	Reading
Taylor	Kathryn	Spanish
Turner	Patricia	English
Weinstein	Ellen	Special Ed.
Zacharias	Deborah	Elementary

1. **Substitute Appointments -- Subject to completion of all necessary pre-employment documents and obtaining all necessary positive clearances**

Name	Certification	Address
a. Ader, Richard	Emergency – All Areas	R. R. #2, Box 10E Bushkill, PA 18324
b. Koster, David	Biology	P. O. Box 380 Saylorsburg, PA 18353

2. **Substitute Appointment -- Permanent \$75.00 Per Diem Substitute Teacher - Subject to completion of all necessary pre-employment documents and obtaining all necessary positive clearances**

Name	Building
a. Battipaglia, Gloria	Bushkill Elementary School
b. Burgoon, Lynn	J. M. Hill Elementary School
c. Caponigro, Jonathan	High School - South
d. Craan, Jean-Marie	Lehman Intermediate School
e. Gabriel, Sheila	Resica Elementary School
f. Garcia, Rosario	High School - South
g. Hobson, Bernard	Lehman Intermediate School
h. Keiper, Holly	Bushkill Elementary School
i. Meinking, Courtney	North Courtland Elementary
j. Presley, June	J. T. Lambert Intermediate School
k. Romanyshyn, Michael	J. T. Lambert Intermediate School
l. Roth, Susan	Resica Elementary School

E. **Salary Change Payments**

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

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the following salary change payments to be approved, in accordance with the 2000 through 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 Date
a. Ammerman, Stacie	\$32,960.00 (Step 2 Column 1)	\$33,385.00 prorated (Step 2 Column 2)	December 20, 2001
b. Reiter, Andrea	\$40,102.00 (Step 1 Column 16)	\$42,224.00 (Step 2 Column 16)	August 22, 2002
c. Richardson, Aimée	\$31,827.00 (Step 1 Column 1)	\$33,952.00 (Step 1 Column 6)	August 22, 2002

F. **Extra Responsibility Positions**

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

ACTION BY THE BOARD:

Motion was made by Arthur Moeller to approve the rescission, resignations and/or 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.	Bostwick, Nathan	Associate Athletic Director - Lehman Intermediate School
b.	Bostwick, Nathan	Boys' Track and Field – Head Coach - High School - North
c.	Callahan, William	Boys' Basketball Head Coach - High School - South
d.	Seely, Brian	Math Department Chairperson - High School – South

2. **Appointments for the 2002-2003 School Year**

	Name	Position	Salary
a.	Camaerei, Al	Volunteer Football Coach - High School - South	N/A
b.	Carmeci, Dawn	Assistant Fall Cheerleading Coach - High School – North	\$1,040.00
c.	Clouser, Heather	Assistant Athletic Trainer - High School – South	\$5,500.00
d.	Falzone, Hollie	Assistant Soccer Coach - Lehman Intermediate	\$1,225.00
e.	Heller, Lynn	Volunteer Field Hockey Coach - Lehman Intermediate	N/A
f.	Kopechny, Kenneth	Associate Athletic Director - Lehman Intermediate	\$3,200.00
g.	Pomana, Jamie	Head Soccer Coach - Lehman Intermediate	\$1,750.00
h.	Sayer, Steve	Volunteer Soccer Coach - High School - South	N/A

IX. **CONTRACTS**

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

ACTION BY THE BOARD:

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

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Abazzio, Marie	Student Evaluations	\$3,200.00	IDEA Funds	7/16-26/02
2.	Abazzio, Marie	Student Evaluations	\$1,600.00	IDEA Funds	8/5-9/02
3.	Abazzio, Marie	Student Evaluations	\$4,000.00	IDEA Funds	8/12-16/02
4.	Benz, Bill	Audiological Evaluation	Max. \$5,000.00	IDEA Funds	7/1/02-6/30/03
5.	Carson, Wayne	Math and Technology II	\$1,145.00	TLCF Grant	8/5-9/02
6.	Conklin, Donna	Math and Technology II	\$1,145.00	TLCF Grant	8/5-9/02
7.	Educare's Crossroads	Tutoring of Students \$84.00 per day, per student	\$75,600.00	Special Education	8/26/02-6/13/03
8.	Jordan, Ken	Math and Technology II	\$1,145.00	TLCF Grant	8/5-9/02
9.	Milenkovic, Patricia	Math and Technology II	\$1,145.00	TLCF Grant	8/5-9/02
10.	Mayers, Deanna	Math and Technology II	\$1,145.00	TLCF Grant	8/5-9/02
11.	Page, Manvel	Math and Technology II	\$1,145.00	TLCF Grant	8/5-9/02
12.	Staples, Wanda	Technology Training	\$132.00	Professional Development	7/23, 8/8, 9/10 & 14/02
13.	Seidel, Maureen	Math and Technology II	\$1,145.00	TLCF Grant	8/5-9/02
14.	Steigerwalt, Jan	Math and Technology II	\$1,145.00	TLCF Grant	8/5-9/02

X. **TEMPORARY DEVELOPMENT MORATORIUM HOUSE BILL 2704**

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

ACTION BY THE BOARD:

Motion was made by Arthur Moeller to support House Bill 2704 (Temporary Development Moratorium), if enacted as law, would amend the Pennsylvania Municipalities Planning Code by adding Article VIII-B. Motion was seconded by Roland Featherman and carried unanimously, 7-0.

(See page 115)

XI. **ESL/BILINGUAL PROGRAM**

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

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the ESL/Bilingual Program as part of the East Stroudsburg Area School District's Strategic Plan. Motion was seconded by Roland Featherman and carried 6-1. Arthur Moeller voted No.

(See page 115 A)

XII. BOARD POLICIES

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

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve the board policies listed for use in the East Stroudsburg Area School District. Motion was seconded by Robert Huffman and carried unanimously, 7-0.

000 LOCAL BOARD PROCEDURES

- 000 Introduction
- 001 Name And Classification
- 002 Authority And Powers
- 003 Functions
- 004 Membership
- 005 Organization
- 006 Meetings
- 007 Distribution
- 008 Organization Chart
- 009 Formulation Of Policies
- 010 Formulation/Adoption Of Administrative Regulations
- 100 Strategic Plan
- 101 District Mission Statement/Belief Statements
- 102 Academic Standards
- 103 Nondiscrimination In School! Classroom Practices
- 104 Nondiscrimination In Employment! Contract Practices
- 105 Curriculum Development
- 105.1 Curriculum Review By Parents And Students
- 105.2 Exemption From Instruction
- 106 Guides For Planned Instruction
- 107 Adoption Of Planned Instruction
- 108 Adoption Of Textbooks
- 109 Resource Materials
- 110 Instructional Supplies
- 111 Lesson Plans
- 112 Guidance Counseling
- 113 Special Education
- 113.1 Discipline Of Students With Disabilities
- 113.2 Behavior Management
- 114 Gifted Education
- 115 Vocational Technical Education
- 116 Tutorial Instruction
- 117 Homebound Instruction
- 118 Independent Study
- 119 Current Events
- 120 Human Development Program
- 121 Field Trips
- 122 Extracurricular Activities
- 123 Interscholastic Athletics
- 124 Summer School
- 125 Adult Education
- 126 Class Size
- 127 Assessment Of Educational Program
- 130 Homework
- 137 Home Education Programs
- 140 Charter Schools
- 200 PUPILS
- 201 Admission Of Students
- 202 Eligibility Of Nonresident Students
- 202.1 Academic Eligibility
- 203 Communicable Diseases And Immunization
- 203.1 HIV Infection
- 204 Attendance
- 204.1 Student Excusal
- 204.2 NonSchool District Sponsored Educational Trip Or Tour
- 204.3 Credit Denial
- 205 Postgraduate Students
- 206 Assignment Within District
- 207 Confidential Communications Of Students
- 208 Withdrawal From School
- 209 Health Examinations
- 209.1 Pediculosis
- 210 Use Of Medications
- 211 Student Accident Insurance
- 212 Reporting Student Progress
- 213 Assessment Of Student Progress
- 214 Class Rank
- 215 Promotion And Retention
- 216 Student Records
- 216.1 Supplemental Discipline Records
- 217 Graduation Requirements
- 218 Student Discipline
- 218.1 Weapons
- 218.2 Terroristic Threats/Acts
- 218.3 Gangs
- 219 Student Complaint Process
- 220 Student Expression
- 221 Dress And Grooming
- 221.1 School Academic Attire or Standard Dress
- 222 Tobacco Use
- 223 Use Of Bicycles/Motor Vehicles
- 224 Care Of School Property
- 225 Relations With Law Enforcement Agencies
- 226 Searches
- 226.1 Audio And Video Surveillance
- 226.2 Use Of Metal Detectors
- 227 Controlled Substances
- 228 Student Government Association
- 229 Student Fundraising
- 230 Public Performances By Students
- 231 Social Events And Class Trips
- 232 Student Involvement In Decision-Making
- 233 Suspension And Expulsion
- 234 Pregnant Students
- 235 Student Rights/Responsibilities
- 236 Student Assistance Program
- 237 Electronic Devices
- 239 Foreign Exchange Students
- 247 Hazing
- 248 Unlawful Harassment

300 ADMINISTRATIVE EMPLOYEES

- 301 Creating A Position
- 302 Employment Of Superintendent & Assistant Superintendent
- 303 Employment Of Administrators
- 304 Conflict Of Interest
- 308 Employment Contract
- 309 Assignment And Transfer
- 310 Abolishing A Position
- 311 Suspensions And Furloughs
- 312 Evaluation Of Superintendent
- 313 Evaluation Of Administrative Employees
- 314 Physical Examination
- 314.1 HIV Infection
- 316 Nontenured Employees
- 317 Conduct/Disciplinary Procedures
- 319 Outside Activities
- 320 Freedom Of Speech In Nonschool Settings
- 321 Political Activities
- 322 Gifts
- 323 Tobacco Use
- 324 Personnel Files
- 325 Dress And Grooming
- 326 Complaint Process
- 327 Management Team
- 328 Compensation Plan
- 331 Job Related Expenses
- 333 Professional Development
- 334 Sick Leave
- 335 Family and Medical Leaves
- 336 Personal Necessity Leave
- 337 Vacation
- 338 Sabbatical Leave
- 338.1 Compensated Professional Leaves
- 339 Uncompensated Leave
- 342 Jury Duty
- 346 Workers' Compensation
- 348 Unlawful Harassment
- 351 Drug And Substance Abuse

400 PROFESSIONAL EMPLOYEES

- 401 Creating A Position
- 404 Employment Of Professional Employees
- 404.1 Conflict Of Interest
- 405 Employment Of Substitute Professional Employment
- 406 Employment Of Summer School Staff
- 407 Student Teachers
- 408 Employment Contract
- 409 Assignment And Transfer
- 410 Abolishing A Position
- 411 Suspensions And Furloughs
- 412 Evaluation Of Professional Employees
- 413 Evaluation Of Temporary Professional Employees
- 414 Physical Examination
- 414.1 FHV Infection
- 421 Political Activities
- 422 Gifts
- 423 Tobacco Use
- 424 Outside Activities
- 425 Freedom Of Speech In Non-Instructional Settings

- 424 Personnel Files
- 425 Dress And Grooming
- 426 Complaint Process
- 428 Salary Determination
- 429 Substitute Compensation
- 431 Job Related Expenses
- 432 Working Periods
- 433 Professional Development
- 434 Sick Leave
- 435 Family And Medical Leaves
- 436 Personal Necessity Leave
- 438 Sabbatical Leave
- 438.1 Compensated Professional Leaves
- 439 Uncompensated Leave
- 440 Responsibility For Student Welfare
- 441 Jury Duty
- 446 Workers' Compensation
- 448 Unlawful Harassment
- 451 Drug And Substance Abuse

500 SUPPORT EMPLOYEES

- 501 Creating A Position
- 504 Employment Of Support Employees
- 504.1 Conflict Of Interest
- 505 Employment Of Substitute And Short-Term Employees
- 508 Employment Contract
- 509 Assignment And Transfer
- 511 Suspensions And Furloughs
- 512 Evaluation Of Support Employees
- 514 Physical Examination
- 514.1 HIV Infection
- 517 Conduct/Disciplinary Procedures
- 518 Penalties For Tardiness
- 519 Outside Activities
- 523 Tobacco Use
- 524 Personnel Files
- 525 Dress And Grooming
- 526 Complaint Process
- 528 Salary Determination
- 529 Substitute Compensation
- 530 Overtime
- 531 Job Related Expenses
- 532 Working Periods
- 534 Sick Leave
- 535 Family And Medical Leaves
- 536 Personal Necessity Leave
- 537 Vacation
- 539 Uncompensated Leave
- 541 Benefits For Part-time Personnel
- 542 Jury Duty
- 543 Paid Holidays
- 546 Workers' Compensation
- 548 Unlawful Harassment
- 551 Drug And Substance Abuse

600 FINANCES

- 601 Fiscal Objectives
- 602 Budget Planning
- 603 Budget Preparation
- 604 Budget Adoption
- 605 Tax Levy
- 606 Tax Collection
- 607 Tuition Income
- 608 Bank Accounts
- 609 Investment Of District Funds
- 610 Purchases Subject To Bid
- 611 Purchases Budgeted
- 612 Purchases Not Budgeted
- 613 Cooperative Purchasing
- 614 Payroll Authorization
- 615 Payroll Deductions
- 616 Payment Of Bills
- 617 Petty Cash
- 618 Student Activity Funds
- 619 District Audit
- 621 Local Taxpayer Bill Of Rights
- 622 GASB Statement 34

700 PROPERTY

- 701 Facilities Planning
- 702 Gifts, Grants, Donations
- 703 Sanitary Management
- 704 Maintenance
- 705 Safety
- 706 Property Records
- 707 Use Of School Facilities
- 708 Lending Equipment And Books
- 709 Building Security
- 710 Use Of Facilities By Staff
- 713 Vehicular Traffic On School Property
- 715 Use Of FAX Machines
- 716 Integrated Pest Management

800 OPERATIONS

- 801 Public Records
- 802 School Organization
- 803 School Calendar
- 804 School Day
- 805 Emergency Evacuation Of Schools
- 805.1 Emergency Plan
- 806 Child Student Abuse
- 807 Opening Exercises
- 808 Food Services
- 810 Transportation
- 810.1 Drug And Alcohol Testing —Covered Drivers
- 811 Bonding
- 812 Property Insurance
- 813 Other Insurance
- 814 Copyright Material
- 815 Acceptable Use Of Internet
- 818 Contracted Services
- 819 Suicide
- 825 State Mandate Waivers

900 COMMUNITY

- 901 Public Relations Objectives
- 902 Publications Program
- 903 Public Participation In Board Meetings
- 904 Public Attendance At School Events
- 905 Citizen Advisory Committees
- 906 Public Complaints
- 907 School Visitors
- 908 Relations With Parents/Guardians
- 909 Municipal Government Relations
- 910 Community Relations
- 911 News Media Relations
- 912 Relations With Educational Institutions
- 913 Relations With Special Interest Groups
- 914 Relations With Intermediate Unit
- 916 School Volunteers
- 917 Parent/Family Involvement

XIII. STUDENT ITEMS

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

ACTION BY THE BOARD:

Motion was made by Horace Cole to approve the following amendment to the 2002-2003 school district attendance calendar in accordance with Section 1504 (Act 80) of the Pennsylvania School Code: *Instructional Time and Act 80 Exceptions*. The school attendance calendar shall be amended in accordance with appended parent-teacher conference and curriculum planning and development dates for the district schools and grades as indicated. The students in those designated buildings and grades will not be in attendance on parent-teacher conference and curriculum planning and development dates. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

(See pages 116-120)

XIV. NOVELS AND TEXTBOOKS

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

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve the curriculum listed for use in the East Stroudsburg Area School District for the 2002 -2003 school year. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

A. Mathematics Planned Course – Grades 6-8	B. Elementary Physical Education Planned Course – Grades K-5
C. Health Planned Course – Grades K-5	D. Mathematics Planned Course – Grades 9-12

XV. ADMINISTRATIVE STAFF

A. Administrators Contracts

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

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the employment contracts effective July 1, 2002 for the following: Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

	Name	Position
a.	Douglas C. Arnold	Assistant Superintendent for Pupil Services
b.	Michael W. Michaels	Assistant Superintendent for Personnel
c.	Gregory L. Naudascher	Assistant Superintendent for Curriculum and Instruction

B. Superintendent

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

ACTION BY THE BOARD:

Motion was made by Arthur Moeller to approve the attendance of Kenneth G. Koberlein at the following conferences. Motion was seconded by Roland Featherman and carried unanimously, 7-0.

1. PSBA School Leadership Conference 2002 – Hershey, PA – October 1-4, 2002 at the cost of \$255.00
2. Lehigh University School Study Council – Boston, Massachusetts - October 29-November 1, 2002 at the cost of \$1,100.00

XVI. PSBA 2003 LEGISLATIVE POLICY COUNCIL

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

ACTION BY THE BOARD:

Motion was made by Arthur Moeller to approve Roland Featherman and Robert Huffman to be named as voting delegates to the PSBA 2003 Legislative Policy Council. Motion was seconded by Bet Hays and carried unanimously, 7-0.

XVII. ORGANIZATIONAL CHART

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

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the revised Administrative Staff Organizational Chart, effective August 20, 2002. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

(See page 121)

XVIII. FISCAL ITEMS

A. Resolution Regarding Bond Refundings

ACTION BY THE BOARD:

Motion was made by Roland Featherman to 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 \$12,935,000 General Obligation Bonds, Series A of 2002, for the purpose of current refunding the Series A of 1996, Series A of 1997 and Series of 1998 Bonds. 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 and Don Motts. Motion was carried. TALLY: Yes 7 No 0 Absent: 2.

B. Resolutions Regarding 115 Maple Avenue

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

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve that the Board authorize the Superintendent to establish a reserve or upset price with regard to the public auction sale of the property owned by the District located at 115 Maple Avenue, East Stroudsburg, Pennsylvania, pursuant to Section 707(2) of the School Code, and that the Board further authorize the Superintendent to accept such other price as shall bid at such auction as the Superintendent shall, in his discretion, deem to be acceptable in the best interest of the District. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve that the terms and conditions of the public auction sale of the property owned by the District located at 115 Maple Avenue, East Stroudsburg, Pennsylvania, shall be as set forth in the proposed advertisement as presented to the Board and attached to the minutes of this meeting. Motion was seconded by Roland Featherman and carried unanimously, 7-0.

C. Bond Payment

ACTION BY THE BOARD:

Motion was made by Horace Cole 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: \$359,064.53

Motion was seconded by Don Motts and carried unanimously, 7-0.

(See pages 122-123)

D. Waiver of Use of Facilities Fees

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

ACTION BY THE BOARD:

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

Tae Kwon Do Center
Middle Smithfield Elementary
Teach Tae Kwon Do to Students, United Way Benefit
2002-2003 school year

Kiwanis Club
East Stroudsburg Senior High School – South
Annual Kiwanis Pancake Day
November 8-9, 2002

Pocono Family YMCA
All Usage
October 2002-May 2003

(See pages 124-126)

E. Checking Account

ACTION BY THE BOARD:

Motion was made by Don Motts to approve the opening of a checking account at PNC Bank, N.A. for the purpose of Smithfield Elementary School Principal Special Activity account. Motion was seconded by Bet Hays and carried unanimously, 7-0.

F. Bid For Drilling Test

ACTION BY THE BOARD:

Motion was made by Roland Featherman to approve the award of the bid for the drilling of test borings and sub-surface evaluation for the High School – South renovation project to Advantage Engineering, LLC for \$15,975.00. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

(See page 127)

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

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the Budget Transfers, Payment of Bills and Treasurer's Report listed in this agenda for the 2002-2003 fiscal year, in accordance with Section 687 of the Public School Code, recent directives from the Department of Education, and interpretations made by the Auditor General. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

1. Payment of Bills - (See pages 128-155)
2. Treasurer's Report - (See pages 156-158)

XIX. **ADJOURNMENT** – 9:45 p.m.

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
August 19, 2002**

ADDENDUM

VIII. PERSONNEL ITEMS

A. Support Staff

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

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the resignation 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.

2. Resignations

Name	Position Held
m. DiPillo, Lisa	Cafeteria Aide - Resica Elementary Effective Date: August 19, 2002

B. Professional Staff

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

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the appointment to the Professional 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 certificate(s)] and contractual agreement. Motion was seconded by Roland Featherman and carried unanimously, 7-0.

6. Appointments -- Regular - Subject to completion of all necessary pre-employment paperwork and obtaining all necessary positive clearances

Name	Appointment
z. Camilleri-Yip, Marlene	Special Education Teacher - Bushkill Elementary (TPE) Annual Salary: \$32,677.00 Step 1 Column 3 Effective Date: August 22, 2002 Marlene Camilleri-Yip replaces Aubrey Gaines who has resigned.

XIII. STUDENT ITEMS

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

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the following handbooks for the 2002-2003 school year. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

- A. Elementary Student Handbook
- B. J. T. Lambert Intermediate School Handbook
- C. Lehman Intermediate School Handbook
- D. High School – North Handbook
- E. High School – South Handbook
- F. Elementary Guidance Handbook

XVIII. Bids for Supplies

ACTION BY THE BOARD:

Motion was made by Bet Hays to approve the award of bids for the following areas as per bids and quotations received May 17, 2002, for the 2002-2003 school year to the lowest responsible bidders as listed. Motion was seconded by Arthur Moeller and carried unanimously, 7-0.

A.	CLASSROOM SUPPLIES		
	BIDDER	# of ITEMS	AWARD
1.	Elgin School Supply Co, Inc., Chico, CA	15	\$5,732.59
2.	Kurtz Bros., Clearfield, PA	100	24,616.96
3.	Office Service Company, Reading, PA	19	14,188.22
4.	Phillips Supply Co., Plymouth, PA	46	8,277.34
5.	School Specialty, Mansfield, OH	36	2,897.75
6.	Standard Stationary Supply, Wheeling, IL	46	7,404.25
	TOTAL	262	\$63,117.11
B.	CUSTODIAL SUPPLIES		
	BIDDER	# of ITEMS	AWARD
1.	American Janitor & Paper Supply, Scranton, PA	1	\$177.12
2.	Certified Chemical Co., Easton, PA	3	118.04
3.	Eagle Maintenance Supply, Inc., Pennsauken, NJ	12	1,476.20
4.	INDCO, Inc., Gloucester City, NJ	10	1,850.58
5.	Interboro Packaging Corp, Montgomery, NY	4	6,661.82
6.	Lehigh Valley Janitorial, Inc., Lehigh Valley, PA	1	130.00
7.	Master Chemical Products, Inc., Buffalo, NY	14	1,898.68
8.	Northeast Chemical & Supply Co. Inc., Lansford, PA	1	8,051.25
	TOTAL	46	\$20,363.69
C.	INDUSTRIAL TECHNOLOGY		
	BIDDER	# of ITEMS	AWARD
1.	Almart Enterprises, Inc. Pittsburgh, PA	14	\$1,682.30
2.	Estemerwalt Lumber Co, Honesdale, PA	1	549.50
3.	Mann and Parker Lumber Co., New Freedom, PA	11	6,975.00
4.	METCO Supply Inc., Leechsburg, PA	56	2,317.10
5.	Midwest Technology Products, Sioux City, IA	117	5,352.81
6.	Modern School Supplies, Inc., Hartford, Ct	26	1,423.80
7.	O’Shea Lumber Co., Glen Rock, PA	4	8,470.00
8.	Paxton/Patterson, Chicago, IL	22	1,598.89

9.	Phillips Bros. Supply, Inc., Amherst, NY	38	3,246.93
10.	SATCO, St. Paul, MN	60	2,913.39
11.	Saw Sales and Machinery Co., Gibsonia, PA	<u>37</u>	<u>2,162.25</u>
		<u>386</u>	<u>\$36,691.97</u>
D.	LAMPS		
	BIDDER	# of ITEMS	AWARD
1.	Friedman Electric, Stroudsburg, PA	17	\$3,020.40
2.	Graybar Electric, Allentown, PA	4	611.40
3.	Stokes Electric, Easton, PA	4	<u>248.20</u>
	TOTAL	<u>25</u>	<u>\$3,880.00</u>

Respectfully Submitted,

Robert C. Huffman
Board Secretary