

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – November 16, 2015
Carl T. Secor Administration Center – Board Room
7:00 p.m.**

Minutes

- I. **President**, William Searfoss called the meeting to order at 7:04 p.m. and led those present in the Pledge of Allegiance. **Board Secretary**, Patricia Rosado called the roll.

Board Members present: Ronald Bradley, Robert Cooke, Eileen Featherman, Robert Gress, Robert Huffman, Marjorie James, William Searfoss and Gary Summers.

Student School Board Representatives: Kenny Casals and Nadia Hussein

- II. **School personnel present:** Jeff Bader, Brian Borosh, Ben Brennehan, Angela Byrne, Anthony Calderone, Dawn Dailey, Larry Dymond, Lynda Hopkins, Joe Lalli, Sharon Laverdure, Frederick Mill, Kathy Parrish, Patricia Rosado, Paul Schmid, Michael Slesinski and Bob Sutjak. Christopher Brown, Solicitor.
- III. **Community members present:** Brett Coryell, David Crosby, Frank Johnson, Mary Kansfield, Debbie Kulick, Donna McKeilhan, Nelson McKeilhan, Michal Peterson, Angel Rivera, Wayne Rohner, Audrey Rooth, Theresa Rooth, Bridgette Searchwell, Jen Serowick, Sharon Tent, Nate Tsegay and Lisa VanWhy.

Lynn Ondrusek – Pocono Record

IV. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the minutes for the meeting of October 19, 2015, (pages 1-25). Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

V. **APPROVAL OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve this agenda for November 16, 2015, (pages 1-17), 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 Marjorie James and carried unanimously, 8-0.

- VI. **ANNOUNCEMENT OF EXECUTIVE SESSION** -- An executive session was held on October 26, 2015 for the purpose of discussing a personnel issue. An executive session was held this evening at 6:00 p.m. before this meeting for the purpose of discussing personnel and litigation issues.

VII. **ANNOUNCEMENTS BY THE BOARD**

None

VIII. **SUPERINTENDENT'S REPORT**

- A. Mr. Gary Summers stated that the Monroe Career & Technical Institute's (MCTI) JOC meeting was held on November 2nd. As he previously mentioned, the MCTI Director left to take a position in Bethlehem. They will have interviews on Monday with two potential candidates for the Director's position. They had a Career Awareness night for 8th and 9th graders that was well attended. The overall attendance for East Stroudsburg participants at MCTI is up 5% from last year. The overall attendance at MCTI is up from 907 to 987. They are getting closer to their attendance objectives.

- B. Mrs. Laverdure said the reason that we seem sparse in the audience it's because the elementary schools are having parent/teacher conferences tonight; therefore, the Administrators are in their buildings.
- C. Ms. Eileen Featherman said that at the Colonial IU 20 meeting, Dr. Brennan, Executive Director, said that she boosted up her cabinet. She added personnel to the Transportation Department, Business Office and Curriculum Department. Dr. Brennan is very happy with the results.
- D. Mr. Robert Cooke said that they were not able to have a Property/Facilities Committee meeting this month. They will not meet again until they decide at the December Reorganization. The Committee attempted to meet twice but were not able to due to various circumstances; therefore, the October minutes were not approved. Several financial issues will appear on the agenda since they bypassed the Property/Facilities Committee and the Finance Committee. The Board will review them on the agenda tonight. Mrs. Laverdure said at the time that the items are being considered, the Board may choose to discuss them or ask any questions.
- E. Mr. Robert Gress said that the Finance Committee was not able to meet this month either. They will discuss at the Reorganization Meeting when they should meet again. We are still waiting on the State to see what we are getting. The budget process is still moving along. Since the budget timeline requires that some items be approved in January, they will probably not meet until then. Several items are on the agenda for approval, like Mr. Cooke stated, and they can be discussed as they proceed with the agenda.
- F. Mr. William Searfoss said that the Policy Review Committee met today and are recommending the following policies for final approval:
 - a. #000, #001, #002, #003, #004, #004.1, #005, #006, #007, #008, and #011.

The following policies are going to be posted on the website tomorrow morning for a 30 day-review:

- #105.2 Exemption from Instruction
- #108 Adoption of Textbooks
- #110 Instructional Supplies
- #111 Lesson Plans
- #112 Guidance Program
- #118 Independent Study
- #119 Current Events
- #125 Adult Education
- #126 Class Size
- #130 Homework
- #146 Student Services
- #204.2 Non-District Sponsored Educational Trip or Tour

The Committee is also recommending the repeal of policy #120 - Human Development Program. Most are legal language changes to bring them up to date and to school code them.

- G. Miss Nadia Hussein, H. S. South Student Board Representative, said that at High School South, they had a busy month with the following activities:
 - The National Honor Society had an appreciation week for Veterans.
 - Last Friday they held a Casual for a Cause Day along with a food drive. They collected 700 cans and raised \$500 for the Salvation Army.
 - The Red Cross Blood Drive was successful.
 - The H.S. South Band participated in the Veteran's Parade.
 - They held a school-wide sporting event, where girls played football and the boys were cheerleaders.
 - A sports assembly was held to honor all fall sports especially the field hockey team which placed fifth at District Level.

Mr. Kenny Casals, H. S. North Student Board Representative, said that at High School North they had the following events/activities:

- They will have a Blood Drive on November 20th.
- Last Thursday, November 12th, they had a math ball tournament to raise money for the Arthritis Foundation.
- In the beginning of December, Ms. Schnatter, a teacher, will take a team to Metuchen, New Jersey for the Jingle Ball Run which is a 5K run or you can run a mile, to raise money for the Arthritis Foundation.

- On December 5th, they will have a Snowball Winter Semi-formal Dance and will crown an ice queen and king.
- Directly after the Christmas break, they will be preparing for the Keystone Exams.
- Two MCTI students have been sworn into DECA.
- They are having a food drive for the Bushkill Outreach and will collect items through Thanksgiving.

H. Ms. Angela Byrne, Keystone to Opportunity Project Director, said that the Teach Me To Read Workshops concluded on October 22nd and ran for five weeks. The program was part of the transition to kindergarten plan. It was extremely successful. They had 41 families compared to a dozen in previous years, which is a 200% increase. 14 families came to all 6 workshops and 65% or more came to 3 or more. Every week they received feedback through surveys and made adjustments along the way. They received overwhelmingly positive responses. She along with her partners, who could not be here tonight due to Parent/Teacher Conferences, prepared an I-movie to present tonight. In the I-movie she explained that these workshops were for preschool through kindergarten-age children. They taught parents and children skills that are necessary. Parents attended workshops on how they can help their children to succeed in school while children were involved with activities. Afterwards they got together for dinner. The evening ended with children selecting a book to take home.

Mrs. Laverdure asked Ms. Byrne to speak about the funding source for the Keystone to Opportunity Grant. Ms. Byrne said that this is year four of the five-year grant. There will be funding available for the 2016-17 school year. Her plan for this program is to continue it with the Title I funds, if they are available. We do have money in place for next year.

- I. Mrs. Sharon Laverdure said that she would like to speak about Veterans Day. All Board members received the list of activities that happened throughout the district. She is proud to report that the North and South Bands performed in the Veteran's Day Parade and they were great. She appreciates their hard work. The students marched on Sunday after the North Band had a long day on Saturday competing and winning First Place in the U.S. Bands National Championship. They came back on Sunday to march in the parade. She thanked their band directors. She said that Good Morning ESE was highlighted at the PSBA Conference. She will present today an excerpt of what ESE saw Veteran's Day morning. A student reported the history of Veterans Day and statistics of all Veterans in the United States. They asked everyone to thank a Veteran. Mrs. Laverdure held a moment of silence in memory of all Veterans. She asked any Veteran to stand up and receive a round of applause.
- J. Mrs. Sharon Laverdure said that this is the final meeting for some of our Board members so she wanted to thank them and recognized them for their services. We often speak about student history but School Board history is important, too. School Boards are part of the School Act of 1834, which marks the first permanent State interest in public education and the birth of the locally elected in the State of Pennsylvania. School Directors have a challenging job in our complex society giving more and more of their personal time to this non-paid volunteer effort. The newly elected Board members will see how much time it takes to do this job. Since 1983, Pennsylvania School Boards Association has been recognizing the contribution of dedicated School Directors of long-term services beginning at year 8. Mrs. Laverdure presented Mr. Searfoss a certificate of appreciation from PSBA for his 12 years of service. Mr. Searfoss has been on the Board since 2003 and Board President since 2011. Mrs. Laverdure also presented Mr. Searfoss with a small token of appreciation. She thanked Mrs. James and Mrs. Featherman for their time and dedication and presented them with a small token of appreciation.

Mrs. Laverdure welcomed back Mr. Huffman and Mr. Bradley and thanked them for continuing their services. She welcomed the newly-elected Board members: Ms. Lisa VanWhy, Mr. Wayne Rohner and Ms. Debbie Kulick.

- K. Mrs. Laverdure said that the Board received the report from the PSBA conference and will answer any questions that they may have. Mr. Searfoss thanked them for putting it in writing.
- L. Mr. Searfoss said this has been 12 interesting and great years. He is humbled that they asked him to serve as Board President. He has grown so much serving with them. It has been a pleasure. He thanked them for making his last four years the best that the Board has had. It was bittersweet when deciding not to run again. They have not raised taxes but lowered them. He thanked them all.

B. Support Staff

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the resignations, change of status, reassignments, leaves of absence, appointments, and workday hour changes for the support staff designated, in accordance with the approved applicable policies, procedures [subject to proper completion of all necessary documents and obtaining all necessary positive clearances] and contractual agreement. Motion was seconded by Robert Huffman and passed 6-1-1. Ronald Bradley voted no. William Searfoss abstained.

1. Resignations

Name	Position Held
a. Fiorot, Linda	Bus Driver - Transportation Effective Date: at the end of the workday on November 6, 2015.
b. Flickinger, Bryan	Temporary Paraprofessional - Smithfield Elementary Effective Date: at the end of the workday on December 18, 2015.

(See pages 18-19)

2. Change of Status

Name	Appointment
a. Vitulli, Susan	From: Payroll Clerk (BOP II) – Business Office To: Bookkeeper – Tax & Worker’s Compensation (Step 1) (BOP III) – Business Office Rate: \$20.32 Effective Date: December 7, 2015 Susan replaces Kathy Kroll who retired.

3. Reassignments

Name	Appointment
a. Ciucci, Margaret	From: Student Aide (6.5 hour) – Bushkill Elementary To: Student Aide (6.5 hour) – Bushkill Elementary Effective Date: October 22, 2015 Replaces Connie Butz who was reassigned.
b. Glynn, Gerardine	From: Student Aide (6.5 hour) – Resica Elementary To: Student Aide (6.5 hour) – Bushkill Elementary Effective Date: October 30, 2015 Moved with student.
c. Reveron, Evelyn	From: Paraprofessional (Reading) – Bushkill Elementary To: Paraprofessional (Reading) – J. M. Hill Elementary Effective Date: August 25, 2015 This position was moved due to District needs.

4. Appointments – Regular

- | Name | Appointment |
|------------------------|---|
| a. Caiazzo, Nancy | Health Room Nurse (Step 1) - High School North
Hourly Rate: \$16.27
Effective Date: November 18, 2015
Nancy replaces Cheryl Frei who resigned. |
| b. Hirsch, Andrew | Maintenance I Worker (Step 1) (2 nd shift) – Maintenance
Hourly Rate: \$14.68 (plus \$.40/per hour shift differential)
Effective: December 1, 2015
Andrew replaces Harold Metzgar who resigned. |
| c. Villanueva, Monique | Cafeteria Worker (part-time, 3 hour) (Step 1) – Middle Smithfield Elementary
Hourly Rate: \$12.42
Effective Date: November 2, 2015
Monique replaces Grace Halterman who retired. |

5. Appointments – Temporary

- | Name | Appointment |
|-------------------|--|
| a. Clarke, Lisa | Temporary Student Aide (6.5 hour) (Step 1) - Middle Smithfield Elementary
Hourly Rate: \$12.46
Effective Date: November 9, 2015 through the last student day of the 2015-2016 school year only.
This is a new position. |
| b. Simonds, Kevin | Temporary Paraprofessional (Step 1) - Bushkill Elementary
Hourly Rate: \$15.72
Effective Date: November 18, 2015 through the last teacher day of the 2015-2016 school year only.
This is a new position. |

6. Leaves of Absence - In Accordance with School Board Policy #535

- | Name | Position Held |
|--------------------|--|
| a. Carbajal, Louis | Information Technologist III – ITEC
Effective Date: December 16, 2015
Length of Leave: March 16, 2016 |
| b. Finver, Mary | Paraprofessional - Bushkill Elementary
Effective Date: November 2, 2015
Length of Leave: June 30, 2016
This is an intermittent leave. |

7. Workday Hour Changes

	Last Name	First Name	Position	Location	From:	To:	Effective:
a.	Cali	Charlotte	Student Aide	Lehman Intermediate	7.0 hours	6.75 hours	8/31/15
b.	Henry	Judy	Student Aide	Resica Elementary	6.75 hours	6.5 hours	8/27/15
c.	Meduri	Nancy	Student Aide	High School North	7.75 hours	7.25 hours	8/27/15

8. **Substitute Appointments**

Name	Position(s)
a. Arrigali, Elizabeth	Cafeteria Aide, Cafeteria Worker, Student Aide, Paraprofessional
b. Brantley, Emmanuel	Bus Driver
c. Brown, Denise	Cafeteria Aide, Custodian, Front Desk Receptionist, Student Aide, Paraprofessional
d. Bulay, Lisa	Cafeteria Aide, Cafeteria Worker, Paraprofessional, Student Aide
e. Escalet, Valerie	Cafeteria Worker
f. Etienne-Daniel, Tamara	Paraprofessional
g. Gray, Carolyn	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Student Aide, Secretary
h. Langlois-Sosa, Cindy	Cafeteria Aide, Cafeteria Worker, Front Desk Receptionist, Paraprofessional, Student Aide
i. Martinez, Aiden	Custodian
j. McClure, Katie	Paraprofessional
k. Mounts, Vyonne	Paraprofessional, Student Aide
l. Searfoss, George	Security Officer
m. Snow, Kathleen	Bus Driver
n. Torres, Evelyn	Bus Driver
o. Zall, Denise	Student Aide

C. **Professional Staff**

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the resignation, retirement, leaves of absence, and appointments for the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Marjorie James and carried unanimously, 8-0.

1. **Resignation**

Name	Position Held
a. Molinaro, Heidi	Building Substitute Teacher - High School South Effective Date: at the end of the workday on September 30, 2015.

(See page 20)

2. **Retirement**

Name	Position Held
a. Turtzo, Gayle	Dental Hygienist (part-time, .6) - High School North, Lehman Intermediate, Bushkill and Resica Elementary Effective Date: January 15, 2016

(See page 21)

3. **Leaves of Absence (Date Changes) - In Accordance with School Board Policy #435**

Name	Position Held
a. Alfano, Bronwyn	Grade 6 teacher - J. T. Lambert Intermediate Effective Date: August 26, 2015 Length of Leave now through: December 23, 2015

b. Francois, Maria Biology teacher - High School North
Effective Date now: November 16, 2015
Length of Leave through: end of the third marking period of the
2015-2016 school year.

c. Zimmerman, Lindsey ESL teacher – Middle Smithfield Elementary
Effective Date: September 14, 2015
Length of Leave now through: December 23, 2015

(Requests received)

4. Leave of Absence - In Accordance with School Board Policy #435

Name	Position Held
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a. Tasick, Denise	Spanish teacher – Lehman Intermediate Effective Date: November 2, 2015 Length of Leave through: December 14, 2015
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(Request received)

5. Leaves of Absence - In Accordance with School Board Policy #435 and Childrearing Leave

Name	Position Held
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a. Brescancine, Stacey	Reading Specialist - High School North Effective Date: January 11, 2016 Length of Leave through: end of the 2015-2016 school year.
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b. DeFazio, Mary	English teacher - High School North Effective Date: January 25, 2016 Length of Leave through: end of the 2015-2016 school year.
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(Requests received)

6. Compensated Professional Development Leave of Absence - In Accordance with School Board Policy #439

Name	Position Held
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a. Schultz, Cathleen	Guidance Counselor – Resica Elementary Effective Date: October 21, 2015 Length of Leave: end of the 2015-2016 school year.
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(Request received)

7. Appointments (Date Changes) - Long Term Substitutes

Name	Appointment
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a. Albertson, Amy	ESL teacher – Middle Smithfield Elementary (LTS) Salary: \$61,949.00, prorated (Step 9 Column 15) Effective Date: September 28, 2015 now through the end of the workday on December 23, 2015 only. Amy replaces Lindsey Zimmerman who is on a leave.
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- b. Angelopoulos, Eleni Grade 6 teacher – J. T. Lambert Intermediate (LTS)
Salary: \$50,681.00, prorated (Step 4 Column 7)
Effective Date: August 26, 2015 now through the end of the workday on
December 23, 2015 only.
Eleni replaces Bronwyn Alfano who is on a leave.
- c. Popovice, Kristin Biology teacher - High School North (LTS)
Salary: \$42,599.00, prorated (Step 1 Column 1)
Effective Date now: November 19, 2015 through the end of the third
marking period of the 2015-2016 school year only.
Kristin replaces Maria Francois who is on a leave.

8. Appointment - Long Term Substitute

- | Name | Appointment |
|--------------------|---|
| a. Molinaro, Heidi | Art teacher – High School South (LTS)
Salary: \$44,789.00, prorated (Step 1 Column 6)
Effective Date: October 1, 2015 through the end of the workday on
January 15, 2016 only.
Heidi replaces Stephanie McIlvaine who is on a leave.
At the conclusion of this assignment, Heidi will return to her Building
Substitute Teacher position. |

(See page 22)

9. Building Substitute Teacher Appointment

- | Name | Building |
|--------------------|---|
| a. O'Brien, Samuel | Building Substitute Teacher - High School North
Effective: November 18, 2015 through the last student day of the
2015-2016 school year only.
Samuel replaces Patrick Fetherman who resigned. |

10. Homebound Appointment

- | Name | Certification |
|---------------------|----------------------------|
| a. Libecap, Charles | Elementary, Mid-Level Math |

11. Substitute Appointments

- | Name | Certification |
|------------------------|--|
| a. Maroni, Charles | Earth & Space Science, General Science |
| b. Nasirullah, Farhana | Emergency Permit |
| c. O'Brien, Samuel | Art |
| d. Vagie, Kimberly | Pre K-4 |

D. Salary Changes

ACTION BY THE BOARD:
Motion was made by Eileen Featherman to approve the following salary changes according to the 2014-2016 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. All salaries are *prorated* and effective December 31, 2015. Motion was seconded by Gary Summers and carried unanimously, 8-0.

	Name	From:	To:
a.	Bomar, Terrence	(\$47,880) Step 3, Col. 9	(\$48,446) Step 3, Col. 10
b.	Buis, Karen	(\$71,761) Step 15, Col. 8	(\$72,302) Step 15, Col. 9
c.	Christian, Cindy	(\$82,312) Step 16, Col. 11	(\$82,930) Step 16, Col. 12
d.	Englert, Lorraine	(\$79,612) Step 16, Col. 8	(\$81,720) Step 16, Col. 10
e.	Ennico, Melissa	(\$47,925) Step 4, Col. 2	(\$48,363) Step 4, Col. 3
f.	Farley-Picciano, Erin	(\$49,676) Step 4, Col. 6	(\$50,681) Step 4, Col. 7
g.	Francois, Maria	(\$49,239) Step 5, Col. 5	(\$49,676) Step 5, Col. 6
h.	Hower, Andrea	(\$69,803) Step 15, Col. 5	(\$70,241) Step 15, Col. 6
i.	McCombs, Tamara	(\$47,487) Step 4, Col. 1	(\$47,925) Step 4, Col. 2
j.	Meola, Rachel	(\$44,943) Step 3, Col. 4	(\$45,381) Step 3, Col. 5
k.	Muniz, Kathleen	(\$58,163) Step 7, Col. 9	(\$58,730) Step 7, Col. 10
l.	Oiler, Kathy (.73)	(\$71,761) Step 15, Col. 8	(\$72,302) Step 15, Col. 9
m.	Pecha, Kaitlin	(43,630) Step 2, Col. 1	(\$44,067) Step 2, Col. 2
n.	Pellington, Cynthia	(\$67,161) Step 10, Col. 9	(\$67,727) Step 10, Col. 10
o.	Segond, Angelic	(\$55,665) Step 9, Col. 5	(\$56,102) Step 9, Col. 6
p.	Siptroth, Michelle	(\$74,723) Step 13, Col. 13	(\$75,393) Step 13, Col. 14
q.	Vitulli, Lisa	(\$55,665) Step 9, Col. 5	(\$56,102) Step 9, Col. 6
r.	Walters, Jessica	(\$47,487) Step 5, Col. 1	(\$48,363) Step 5, Col. 3
s.	Zaso, Anita	(\$71,761) Step 14, Col. 8	(\$72,302) Step 14, Col. 9

E. Trainings With Respect to the I.U. #13 Grant

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the following teachers to attend Concrete Representation-Abstract (CRA) Day: Multiplication and Division, Addition and Subtraction training at PaTTAN, Harrisburg, PA on July 20, 21, and/or 22, 2015, in accordance with approved applicable policies and procedures. The costs for attending trainings are fully funded by the I.U. #13 Grant. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

	Last Name	First Name	Position	Rate
a.	Espinoza	Marilyn	District Math Coach	\$28.56/per hour (not to exceed 14 total hours)
b.	Hatcher	Kevin	Teacher	\$28.56/per hour (not to exceed 7 total hours)
c.	O'Malley	Letitia	Teacher	\$28.56/per hour (not to exceed 14 total hours)

F. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the rescissions and appointments in accordance with the terms of the District's existing collective bargaining agreements as amended and supplemented. Motion was seconded by Eileen Featherman and passed 7-1. Ronald Bradley voted no.

1. Rescissions

Name	Position
a. Andrews, Andronikki	Intramural K-Kids Club Advisor – J. M. Hill Elementary
b. Bedell, Elaine	Intramural Tennis Advisor - J. T. Lambert Intermediate
c. DeHart, Terry	Kids Club Co-Advisor – J. M. Hill Elementary
d. Matos, Rafael	Boys' Basketball Junior Varsity Coach – High School North
e. Moretto, Destiny	Intramural Cooking Group Advisor – Lehman Intermediate
f. Moskovitz, Scott	Intramural Winter Sports Advisor (Monday & Wednesday) – Smithfield
g. Tynemouth, Catherine	Kids Club Co-Advisor – J. M. Hill Elementary

(See pages 23-29)

2. Appointments for the 2015-2016 School Year

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
a.	a Suarez	Matthew	Baseball Head Coach	High School North	\$4,879.14	
b.	Krupski	David	Boys' Track and Field Head Coach	High School North	\$4,937.28	(plus \$250.00 longevity stipend)
c.	Bomar	Terrence	Boys' Track and Field Varsity Assistant Coach	High School North	\$3,587.69	
d.	Reith	Daryl	Boys' Track and Field Varsity Assistant Coach	High School North	\$3,587.69	
e.	Clouse	Denise	Girls' Track & Field Varsity Assistant Coach	High School North	\$3,587.69	(plus \$250.00 longevity stipend)
f.	Metzger	Jillian	Girls' Track & Field Varsity Assistant Coach	High School North	\$3,587.69	
g.	Leap	Jason	Girls' Track and Field Head Coach	High School North	\$4,937.28	(plus \$250.00 longevity stipend)
h.	Bomar	Terrance	Intramural Girls' Basketball Co-Advisor	High School North	\$23.46/hour (12 hour maximum)	
i.	Lehr	John	Intramural Girls' Basketball Co-Advisor	High School North	\$23.46/hour (12 hour maximum)	
j.	McCombs	Tamara	Intramural Keystone Bootcamp Biology Advisor (shared position)	High School North	\$23.46/hour (16 hour maximum split between all Biology advisors)	
k.	Sanker	Donald R.	Marching Band Instructor	High School North	\$1,862.70	
l.	Gonda	George	Science Olympiad Club Advisor	High School North	\$1,090.49	
m.	Noonan	Danae	Volunteer Girls' Basketball Coach	High School North	not applicable	
n.	Werth	John	Wrestling Varsity Assistant Coach	High School North	\$4,102.84	
o.	Farley-Picciano	Erin	Assistant Co-Director of School Productions (fall)	High School South	\$1,418.96 (prorated)	
p.	Hunter	Virginia	Assistant Co-Director of School Productions (fall)	High School South	\$1,418.96 (prorated)	
q.	Furst	Kane	Baseball Head Coach	High School South	\$4,879.14	
r.	Pawlowski	Walter	Baseball Junior Varsity Coach	High School South	\$3,100.08	
s.	Boylan	Brian	Baseball Varsity Assistant Coach	High School South	\$3,560.15	
t.	Kolcun	Brian	Boys' Tennis Head Coach	High School South	\$2,738.97	(plus \$250.00 longevity stipend)
u.	Gallagher	Carly	Girls' Basketball Varsity Assistant Coach	High School South	\$4,102.84	
v.	Farley-Picciano	Erin	Intramural Gay & Straight Alliance Advisor	High School South	\$23.46/hour (48 hour maximum)	
w.	Skeldon	Heather	Scholastic Scrimmage Head Coach	High School South	\$1,738.25	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
x.	Bedell	Elaine	Softball Head Coach	High School South	\$4,879.14	(plus \$250.00 longevity stipend)
y.	Schembeck	Angela	Softball Junior Varsity Coach	High School South	\$3,100.08	
z.	Ruhl	Steven	Softball Varsity Assistant Coach	High School South	\$3,560.15	(plus \$250.00 longevity stipend)
aa.	Frevele	Samantha	Volunteer Swimming Coach	High School South	not applicable	
bb.	Menio	Gregory	Volunteer Track & Field Advisor	High School South	not applicable	
cc.	Fetherman	John	Volunteer Wrestling Coach	High School South	not applicable	
dd.	Mitchell	Daniel	Baseball Head Coach	J. T. Lambert Intermediate	\$2,117.73	
ee.	Zerfoss	Jon	Girls' Basketball Assistant Coach	J. T. Lambert Intermediate	\$2,069.78	
ff.	Moskovitz	Scott	Girls' Basketball Head Coach	J. T. Lambert Intermediate	\$2,985.83	
gg.	Griseto	Vincent	Intramural Homework Co-Advisor	J. T. Lambert Intermediate	\$23.46/hour (additional 48 hours split between advisors)	
hh.	West	Melissa	Intramural Homework Co-Advisor	J. T. Lambert Intermediate	\$23.46/hour (additional 48 hours split between advisors)	
ii.	Bedell	Elaine	Intramural Tennis Co-Advisor	J. T. Lambert Intermediate	\$23.46/hour (12 hour maximum)	
jj.	Hargrave	Betsy	Intramural Tennis Co-Advisor	J. T. Lambert Intermediate	\$23.46/hour (12 hour maximum)	
kk.	Rodriguez	Laura	Boys' Track and Field Head Coach	Lehman Intermediate	\$2,117.73	(plus \$250.00 longevity stipend)
ll.	Beckworth	Douglas	Girls' Basketball Assistant Coach	Lehman Intermediate	\$2,069.78	
mm.	Zelinski	Jan	Intramural Computer Club Advisor	Lehman Intermediate	\$23.46/hour (48 hour maximum)	
nn.	Matos	Rafael	Intramural Boys' Basketball Advisor (eff 10/22/15-11/5/15)	Lehman Intermediate	\$23.46/hour (10 hour maximum)	
oo.	Spering	Laureen	Softball Head Coach	Lehman Intermediate	\$2,117.73	
pp.	Hogan	Mathew	Wrestling Assistant Coach	Lehman Intermediate	\$2,985.83	
qq.	Pacheco	Amy	Intramural Ski Group Co-Advisor	Bushkill Elementary	\$23.46/hour (24 hour maximum)	
rr.	Leonard	Jacilyn	Intramural ESU with JMH ("E" with "J") Program Advisor	J. M. Hill Elementary	\$23.46/hour (48 hour maximum)	
ss.	Andrews	Andronikki	Kids Club Tri-Advisors	J. M. Hill Elementary	\$1,090.49 (prorated)	
tt.	DeHart	Theresa	Kids Club Tri-Advisors	J. M. Hill Elementary	\$1,090.49 (prorated)	
uu.	Tynemouth	Catherine	Kids Club Tri-Advisors	J. M. Hill Elementary	\$1,090.49 (prorated)	
vv.	Hogan	Karen	Mentor for Cynthia Newport (eff 9/21/15-end 1 st semester)	Smithfield Elementary	\$612.06 (prorated)	

G. Act 93 Staff

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the resignation of the Act 93 staff designated in accordance with approved applicable policies, procedures and Act 93 Compensation Plan. Motion was seconded by Marjorie James and carried unanimously, 8-0.

1. **Resignation**

Name

Position Held

a. Flickinger, Kimberly

Assistant Principal - High School North

Effective Date: at the end of the workday on December 31, 2015.

(See page 30)

XI. CONTRACTS

1.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the contracts listed for their specific services, rates and effective dates totaling under \$10,000, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Gary Summers and passed 7-0-1. Robert Gress abstained.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	4ever Young Photo booths	Photo Booth Rental for H.S. South Prom	\$750.00	H.S. South Class of 2016 Student Account	4/30/16
2.	Allen Sign Language Service (Cynthia Allen)	Sign Language Interpreter	\$45/hour, not to exceed \$600.00	District	10/26/15-6/1/16 or upon graduation in June 2016
3.	Briener, Robert	Go Formative training for secondary staff	\$300.00	Professional Development	11/17/15
4.	Colonial IU 20	Discovery Education Streaming Plus	Not to Exceed \$2,768.80	Technology Services	11/1/15-6/30/16
5.	DJ Sounds Entertainment (Louis Santiago)	DJ Services for H.S. North Pride Pack Dance	No Cost	N/A	12/5/15
6.	Gress, Heather	Facilitation of sharing instructional resources, models, and practices	\$225.00	Professional Development	10/12/15
7.	Hilliard, Quincy	Compose, conduct and rehearse with the North Instrumental Music Department Band	\$3,900.00	Instrumental Music Department	12/2015 & 2/29/16-3/1/16
8.	Kachmar, Steven	Educational Evaluation	Not to Exceed \$3,500	Special Education	11/1/15 through completion of evaluation
9.	Kishell, Danielle	Interpreting IEPs training for ESASD support staff	\$350.00	Professional Development	11/16/15
10.	Leonard, Jacilyn	Facilitation of sharing instructional resources, models, and practices	\$225.00	Professional Development	10/12/15
11.	Ludwig, Suzanne	Facilitation of sharing instructional resources, models, and practices	\$225.00	Professional Development	10/12/15

12.	McCombs, Tamara	Classroom Flipping for secondary staff	\$150.00 (co-presenter)	Professional Development	11/17/15
13.	Scranton-Lackawanna Human Development Agency, Inc.	Revised Contract for the Early Childhood Education Services	Not to Exceed \$3,800.00	KtO Grant	9/1/15-8/31/16
13.	Soskil, Lori	Classroom Flipping for secondary staff	\$150.00 (co-presenter)	Professional Development	11/17/15
14.	Stricker, Stefanie	Screencapture	\$225.00	Professional Development	10/12/15
15.	Tschleschlog, Helene	Google Classroom training for secondary staff	\$300.00	Professional Development	11/17/15
16.	Vitulli, Lisa	Getting reacquainted with Google	\$150.00	Professional Development	10/29/15

(See pages 31-54)

2.

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the contracts listed for their specific services, rates and effective dates totaling over \$10,000, subject to the review and recommendations of the Solicitor and approval of the Administration regarding the terms and conditions of any final contract, other than price or cost. Motion was seconded by Gary Summers and carried unanimously, 8-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial IU 20	One to One Associate Teacher	Not to Exceed \$31,214.68	Special Ed/District Funds	10/7/15-6/30/16

(See page 55)

XII. STUDENT ITEMS

A. Overnight Field Trips

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the overnight field trips listed. The proposal and itineraries for the field trips meet the required Board Policy #121. Motion was seconded by Marjorie James and carried unanimously, 8-0.

	Name	Activity	Location	Dates
1.	DeJesus, Jon	H.S. North Varsity Basketball Boys to Christmas Tournament	Altoona, PA	12/29/15-12/30/15
2.	Litts, Randy	H.S. South Wrestling students to a tournament	Mount Joy, PA	12/19/15-12/20/15

(See pages 56-58)

B. Field Trips – 75 Miles or More

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the 75 miles or more field trips listed. The proposal and itinerary for the field trips meet the required Board Policy #121. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

	Name	Activity	Location	Dates
1.	LaBar, Keith (#6295)	H.S. North Chorale and Brass Ensemble will be performing in the PA Capital Building as part of the PMEA Music in our Schools Month.	Harrisburg, PA	3/8/16
2.	Schnatter, Dawn (#6325)	H.S. North students to Jingle Bell 5K Run	Metuchen, NJ	12/6/15

(See pages 59-60)

C. Tuition Student

ACTION BY THE BOARD:

Motion was made by Robert Huffman to permit a Stroudsburg Area School District student to attend the East Stroudsburg Area School District - Virtual Academy as a tuition student, and to direct the administration and solicitor to formulate an appropriate agreement with Stroudsburg Area School District for the payment of the student's tuition by Stroudsburg and pursuant to Policy 607. Motion was seconded by Gary Summers and carried unanimously, 8-0.

XIII. OLD AND NEW BUSINESS

- A. Mr. Gress thanked the Board members who are leaving for their years of service to the community and students.
- B. Mrs. Laverdure said she neglected to congratulate and welcome Mrs. Judy Summers on the Board.

XIV. REQUESTS TO ESTABLISH STUDENT/SPECIAL ACTIVITIES

1.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the request to establish a student activity fund as listed for Lehman Intermediate- Science Olympiad Club. Motion was seconded by Gary Summers and carried unanimously, 8-0.

(See page 61)

2.

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the request to establish a special activity fund as listed for H.S. North Girls Soccer. Motion was seconded by Gary Summers and carried unanimously, 8-0.

(See page 62)

XV. BOARD POLICIES

1.

ACTION BY THE BOARD:

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

1. #000 – Board Policy/Procedure/Administrative Regulations (formerly Introduction)
2. #001 – Name and Classification
3. #002 – Authority and Powers
4. #003 – Functions
5. #004 – Membership
6. #004.1 – Student School Board Representatives
7. #005 – Organization
8. #006 – Meetings
9. #007 – Policy Manual Access
10. #008 – Administrative Organization
11. #011 – Code of Conduct

(See pages 63-98)

2.

ACTION BY THE BOARD:

Motion was made by Gary Summers to repeal the Board policies listed. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

1. #009 – Formulation of Policies
2. #010 – Formulation/Adoption of Administrative Regulations
3. #204.3 – Credit Denial

(See pages 99-102)

XVI. EAST STROUDSBURG AREA SCHOOL DISTRICT COMPREHENSIVE PLAN

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the East Stroudsburg Area School District (ESASD) Comprehensive Plan as submitted. The ESASD Comprehensive Plan will encompass July 1, 2016 – June 30, 2022. Motion was seconded by Gary Summers and carried unanimously, 8-0.

XVII. BUS DRIVER HANDBOOK

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the East Stroudsburg Area School District Bus Driver Handbook, as revised, for the 2015-16 school year. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

(See page 103)

XVIII. STROUD REGION OPEN SPACE & RECREATION COMMISSION

1.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to reappoint Mr. Steven Bybee as a member of the Stroud Region Open Space and Recreation Commission from January 2016 – December 2018. Motion was seconded by Marjorie James and carried unanimously, 8-0.

2.

ACTION BY THE BOARD:

Motion was made by Gary Summers to appoint Ms. Eileen Early as an alternate member of the Stroud Region Open Space and Recreation Commission from January 2016 – December 2018. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

XIX. FISCAL ITEMS

A. Tyler Technologies

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the contract with Tyler Technologies for financial software at an annual cost of \$128,219.40, subject to review, revision, and approval of the proposed Agreement by the Solicitor, Superintendent and Chief Financial Officer. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

(See pages 104-144)

B. PlanCon K

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve PlanCon K for the GO Note Series 2015 in the form as presented for submission to PDE. Motion was seconded by Gary Summers and carried unanimously, 8-0.

(See pages 145-179)

C. Verizon Wireless

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the License Agreement with Verizon Wireless to place a cell antenna on one of the light posts at 50 Vine St. for a five-year term with an annual payment to the District in the initial amount of \$4,800 with annual 2% increases (subject to additional five-year extensions). Motion was seconded by Gary Summers and carried unanimously, 8-0.

(See pages 180-199)

D. Waste Management

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to accept the lowest responsible proposal from Waste Management for a five year contract for municipal solid waste and recycling services for the period beginning December 1, 2015 to June 30, 2020 at a total base cost of \$572,282. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See page 200)

E. Cintas

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the proposal from Cintas for Custodial and Maintenance uniform services at a weekly cost of \$584.47, subject to review, revision, and approval of the proposed Agreement by the Solicitor, Superintendent and Chief Financial Officer. Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

(See pages 201-211)

F. Emergency Systems Service Co.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the Planned Maintenance Agreement with Emergency Systems Service Co. for the annual service of the District's emergency generators for a one year period beginning November 15, 2015 to November 15, 2016 at a cost of \$13,178.85. Motion was seconded by Gary Summers and carried unanimously, 8-0.

(See pages 212-216)

G. FieldTurf USA, Inc.

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve Pay Application #5 - Final from FieldTurf USA, Inc. in the amount of \$101,382.02 for work on the High School North Turf field project. The release of this payment is subject to the approval of the site stabilization work by the Pike County Conservation District. Motion was seconded by Gary Summers and carried unanimously, 8-0.

(See pages 217-220)

H. C & D Waterproofing

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve Pay Application #5 - Final from C&D Waterproofing in the amount of \$2,045 for work on the Bushkill snow guard/gutter replacement project. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See pages 221-222)

I. Multiscape – Change Order

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve Change Order #1 from Multiscape for a contract reduction of \$2,040 for the Northsite Concrete project. Motion was seconded by Gary Summers and carried unanimously, 8-0.

(See pages 223-225)

J. Multiscape – Final

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve Pay Application #4 - Final from Multiscape in the amount of \$71,602.70 for work on the Northsite Concrete project. Motion was seconded by Gary Summers and carried unanimously, 8-0.

(See pages 226-227)

K. Lehigh Learning Academy

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the agreement with Lehigh Learning Academy for placement of students with special needs and at-risk youth. This agreement replaces the agreement approved at the September 21, 2015 Board meeting. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

(See pages 228-231)

L. Use of Facilities

1.

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the requests for use of facilities as listed for Class 1 school-related activities (no facility fees will be incurred as per Policy #707). Motion was seconded by Eileen Featherman and carried unanimously, 8-0.

CLASS 1 – SCHOOL-RELATED USE OF FACILITIES – (Sports Feeder Programs/Student Educational Enrichment Programs)

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
E. S. E.	FC Pocono	Indoor Soccer Practice	1/04/16-3/18/2016 (Fridays)	No	No
HS South	JYD Wrestling Club	Wrestling Practice	11/17/15-6/20/16 (Tuesdays & Thursdays)	No	No
M. Smithfield	2 Out Rally Baseball	Indoor Baseball Practice	12/1/15-4/11/16 (Fridays)	No	No
M. Smithfield	FC Pocono	Indoor Soccer Practice	1/4/16-3/31/16 (Mondays & Tuesdays)	No	No
Smithfield	FC Pocono	Indoor Soccer Practice	1/4/16-3/16/16 (Mondays & Wednesdays)	No	No
Smithfield	2 Out Rally Baseball	Indoor Baseball Practice	12/1/15-4/11/16 (Tuesdays)	No	No
J. T. L.	FC Pocono	Indoor Soccer Practice	1/4/16-5/18/16 (Mondays & Wednesdays)	No	No

(See pages 232-238)

2.

ACTION BY THE BOARD:

Motion was made by Gary Summers to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Bushkill Inn & Conference Center/YDE High School is requesting to hold a basketball game. As per Policy 707, facility and personnel fees will be assessed. Motion was seconded by Robert Huffman and carried unanimously, 8-0.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
Bushkill	Bushkill Inn & Conference Center	YDE High School Basketball Game	12/26/15 (Saturday)	Yes	Yes

(See page 239)

3.

ACTION BY THE BOARD:

Motion was made by William Searfoss to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Pocono Community Church is requesting to hold their weekly Sunday services. As per Policy 707, facility and personnel fees will be assessed. Motion was seconded by Robert Huffman and passed 7-0-1. Robert Cooke abstained.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
JTL	Pocono Community Church	Sunday Service	12/20/15-6/30/17	Yes	Yes

(See pages 240-241)

M. Budget Transfers, Payment of Bills and Treasurer’s Report

ACTION BY THE BOARD:

Motion was made by Eileen Featherman to approve the Budget Transfers, Payment of Bills and Treasurer’s Report listed in this agenda for the 2015-2016 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 Marjorie James and passed 7-1. Ronald Bradley voted no.

1. Budget Transfers - (See pages 242-251)
2. Payment of Bills - (See pages 252-285)
3. Treasurer’s Report - (See pages 286-299)

XX. ANNOUNCEMENTS/INFORMATION

- A. Mrs. Laverdure thanked everyone for their service on the Board.
- B. Mr. Gress wished everyone a Happy Thanksgiving.

XXI. ADJOURNMENT - 8:18 P.M.

Respectfully submitted,

Patricia L. Rosado
Board Secretary