

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – April 18, 2016
Carl T. Secor Administration Center – Board Room
7:00 p.m.**

Minutes

- I. **President, Gary Summers** called the meeting to order at 7:00 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, Robert Gress, Robert Huffman, Debbie Kulick, Wayne Rohner, Gary Summers, Judy Summers and Lisa VanWhy.

Student School Board Representatives: Nadia Hussein and Kenny Casals.

School personnel present: Michelle Arnold, Jeff Bader, David Baker, Brian Borosh, Jeanne Branigan, Ben Brenneman, Anthony Calderone, Maria Casciotta, Michael Catrillo, Susan Cole, Robert Dilliplane, Larry Dymond, Joseph Formica, Eric Forsyth, Donald Halker, Tom Hendel, Colien Hendershot, Scott Hnasko, Scott Ihle, Ann Marie Kizer, Michelle Krajewski, Barry Krammes, Gail Kulick, Joe Lalli, Sharon Laverdure, Phil Lazowski, Frederick P. Mill, Debra Padavano, Rose Perkins, John Rosado, Patricia Rosado, Paul Schmid, Kim Stevens, Rick Stine, Catherine Tynemouth and Bill Vitulli. Thomas Dirvonas, Solicitor.

- II. **Community members present:** Pete Begley, Beth Brelje, Jasmine Brelje, Irene Cortes, Katelyn Frailey, Tyler Frailey, Allison Gonsalves, Bejan Gonsalves, Paul Gonsalves, Roy Horton, Christy Kirkwood, Ella Krajewski, Sharon Maly-Cramer, Aaron Palmer and Olivia Schneider.

Other: Rep. David Parker
Lynn Ondrusek – Pocono Record
Channel 13 News

III. **APPROVAL OF MINUTES**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the minutes for the meeting of March 21, 2016, (pages 1-23). Motion was seconded by Robert Huffman and carried unanimously, 9-0.

IV. **APPROVAL OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve this agenda for April 18, 2016, (pages 1-19), 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 Lisa VanWhy and carried unanimously, 9-0.

- V. **ANNOUNCEMENT OF EXECUTIVE SESSION** -- An Executive Session was held following the Special Board Meeting on April 6, 2016 to discuss a personnel issue. An executive session was held this evening before this meeting for the purpose of discussing negotiations, personnel and litigation.

VI. **ANNOUNCEMENTS BY THE BOARD**

None

VII. SUPERINTENDENT'S REPORT

- A. Mr. Robert Huffman said that Monroe Career & Technical Institute had their JOC meeting on April 4th. Their discussion included information about putting in new boilers for heat and water during the summer. This will insure that they have hot water and heat during the winter time.
- B. Mrs. Laverdure said that the Colonial IU 20 Board member position will be filled on this agenda for a term to begin in July 2016. Mr. Huffman has volunteered to fill this position. She thanked him for his service.
- C. Mr. Wayne Rohner said that the Property/Facilities Committee met on April 7th and there are several items on the agenda that the committee moved forward for final approval from the Board as follows:
1. Bognet was lowest bidder for the H.S. South library window at a cost of \$129,900. They will be replacing and repairing and it includes a new roof. He will make sure that they get borough permits.
 2. The Committee received four bids for the North Campus paving contract. Northeast Contractor was awarded the bid at \$132,021. The above two items are part of the five-year plan that was received months ago.
 3. The Service Agreement with Trane for Resica Elementary School in the amount of \$1,546
 4. The Committee received three quotes for the inspection of the North and South high school bleachers. The recommendation is to use Deglar Lighting in the amount of \$17,150.
 5. The lowest bidder for the repairs of the two water towers was from Southern Corrosion in the amount of \$60,085.
 6. The Committee is recommending alarm upgrades for J. M. Hill boilers and alarm notification for the North Campus boilers freezers and coolers.
 7. The Committee moved forward four seasonal summer-time employees for grounds and maintenance.
 8. The district received an extension until June 30, 2016 from Labor and Industry for the H.S. South elevator.
 9. Per the Committee's updated five-year plan, they moved forward the contract with D'Huy Engineering to conduct masonry investigations at J. T. Lambert Intermediate School and the brick wall by the H.S. North Natatorium.
- D. Mr. Gary Summers said that the Finance Committee met on April 11, 2016. Ninety-five percent of what was talked about are on the agenda for approval like Mr. Rohner mentioned. The Committee also discussed funding for the libraries. The Committee requested that Mr. Bader better acknowledge the libraries by putting more in the funding for the 2016/17 budget. However, there are two caveats: 1. The money budgeted should be adequately distributed to all schools. 2. After budget year is completed, the Committee would like to hear from one or more librarians of how money was used. Mr. Summers said at the last Board meeting he had asked everyone in the public to call the Governor regarding the State budget. Apparently, he listened because he did not veto the budget bill. It looks like there may be some relief on construction funding which Mr. Bader said looks like 1.5 million dollars may be allocated to our district. We might be able to get PlanCon construction refunding. We hope we are moving along in a better direction with Harrisburg.
- E. Mrs. Judy Summers said that the Policy Review Committee met earlier this evening and have recommended that administration post the following policies for public review during the month of April and subsequent Board action in May:
1. Policy #115 Vocational, Career & Technical Education, which is newly entitled "Career & Technical Education"
 2. Policy #124 Summer School newly entitled "Tuition-Based Summer Cyber Academy".
- The Committee will be discussing these policies at the May meeting.
- F. Miss Nadia Hussein, H.S. South Student Board Representative, said that at H.S. South, they had several Casual for a Cause days. One was for a family in need and another was for the Spring Gala for the special needs students. H.S. South had their Annual Musical Spring Production, Once Upon A Mattress, which had a successful turnout. All the students in the production worked hard and did a great job. The FBLA team competed in a State competition last week and four students made it to Nationals; Lilly McHugh, Jonathan Jean-Noel, Joey Fertig and Kyle Furst. Many students won their individual events at the State Competition. Last week, they had their Annual Theme Week, which is part of their Positive Behavior Support Program. The theme was "Know Your World and Know Yourself", which is about cultural diversity. The video that was played here tonight was made by Kayla Mercado, a High School South junior. Mrs. Laverdure asked Kayla to stand up and be recognized. Nadia said that H.S. South students came together to speak about different cultures. An alumni

came in to speak about accepting all cultures. H.S. South has a Culture Fair on Friday during the school day. Students came and spoke about their own nationality. High School South had a successful week and month.

Mr. Kenny Casals, H.S. North Student Board Representative, said that last week Alexandra Stangle, Joseph Schuon, Kassandra Patrick, Sage Magee and Jessica Geiger competed in the TSA States Competition. Over the weekend, they had their annual spring production entitled: Hair Spray, which was a huge success. He thanked the Board members for their continued support of their yearly production. H.S. North had some Casual for a Cause days for The Art Show and they raised \$551 for Reading is Fundamental, a non-profit organization, which helps our Reading Olympic Team. The Students Against Destructive Decisions (SADD) Club raised \$859 during a Hoops for Heart Students vs. Teachers Basketball Event. On April 20th, H.S. North 9th and 10th grade students will sit in on a presentation given by Charlie Brenneman to motivate them to do their best on their Keystone Exams. Some projects that are scheduled by the Key and Leo Clubs include a Blood Drive, 5-K Run event and a Super Smash Brothers tournament to benefit Relay for Life.

- G. Mr. Roy Horton said he is the General Manager of Raymour & Flanigan and a previous Board member. He said he had asked Mr. Keith Labar to come to Raymour & Flanigan to perform with students who were part of the Hair Spray Production. Mr. Horton presented Mr. LaBar and his students a check in the amount of \$1,000 to thank them for their performance. He said everyone at Raymour & Flanigan still speaks about their performance. Mr. LaBar and some of his students accepted the check. Mr. LaBar thanked Mr. Horton for the check which will help cover some expenses. He said last weekend, they had an unbelievable event at H. S. North supported by the whole community. Mr. LaBar said that Mrs. Laverdure, Mr. Zall and Mr. Lalli were incorporated into the show. H.S. North had the biggest crowd this year than in the past. The kids did a great job and worked hard. Mrs. Laverdure asked if some cast members were here at the meeting tonight. Two students introduced themselves, Annie who played Tracy Turnblad and Gary who played Link Larkin. Ms. Kulick said she saw the show and it was extraordinary. Mr. Summers said the whole Link Larkin production was outstanding. He previously saw Hairspray on Broadway many years ago and felt like he was back there. Mr. Horton said that he is looking forward to do regularly or yearly performances at Raymour & Flanigan and they love to give back to the community. If anyone has any ideas on fundraising, they can come see him at the store. He announced that on April 29th, 30th and May 1st, Raymour & Flanigan is having their Friends and Family day where they can get a 15% to 20% discount.
- H. Mrs. Laverdure said it's important that we continue to support music programs in our district and is the reason why we received the following award. Mr. Paul Bakner said he brought some students to speak about Music Education in America. Ms. Catherine Tynemouth said the National Association of Music Merchants is a non-for-profit association that promotes the pleasures and benefits of making music and strengthens the 17 billion dollar global music products industry. Mrs. Rose Perkins said the National Association of Music Merchants Foundation and the University of Kansas annually recognize school districts from around the United States with the 2016 Best Communities for Music Education Designation. Ella Krajewski said in the recognition program's 17th year, the program recognizes districts from outstanding efforts by teachers, administrators, parents, students and community leaders to make music education accessible to all students. Tyler Frailey said for the third consecutive year, the ESASD has been included on this prestigious list in large part because of the support in music education and music programs received in ESASD. Katelyn Frailey said we are here to thank the Board members for their support in the music programs at ESASD and present them with an award. Mrs. Laverdure accepted the plaque from the students. Mrs. Laverdure said that music has always and continues to be a large part of her life.
- I. Mr. Robert Gress said at the NSBA Conference, the district was recognized for the National Association of Music Merchants. The district was applauded and recognized for their teachers, students and staff's accomplishments. He spoke to other districts where they have cut and gutted programs but we haven't and it's the reason why we won this award. He read from his written report which will be included with the minutes. It was an excellent conference. It was very informative.

Mr. Wayne Rohner said as a new Board Director his approach was different than Mr. Gress'. He began the conference on Friday by taking a Boot Camp for New School Directors. He read highlights from his conference, which will be included with the minutes. He said that NSBA Conference was very informative. He wished others could have attended since it was highly educational.

Mrs. Laverdure thanked them for taking their time to attend.

- J. Mrs. Laverdure said that Paul Schmid was just elected as the new Regional Representative to SNA (School Nutrition Association) Region 2 and asked him to give some details about this accomplishment. Mr. Schmid thanked Mrs. Laverdure and the Board members for their support over the past six years. He said he was allowed to be on the National Organization on Nominations. He served as board member in 2000 but now he is a Regional 2 representative. This means visiting different chapters. They work with Pleasant Valley, Lehigh, and Dallas School Districts and meet four times a year in different schools. They have about 20 to 50 people that attend. It's a very important position and as Regional Representative, he will sit on the State Board and get into policies and work with different chapters.
- K. Mr. Schmid said that the Healthy Hunger Free Kids Act was signed by President Obama in 2010. This is the biggest change in school food services since 1946 when the federal funds came into effect. In 2010, he added, a 51% whole grain requirement, new standards for calories, fat, saturated fat, sodium levels and sugar levels. It also required a weighted average for all foods served by age category. It required school districts to conduct a nutritional analysis of every meal offered. It also required a child to take a fruit and vegetable with their meal. This became a waste problem in many districts but not so much in this district. This act added many restrictions to the program and many districts have suffered. School lunch participation has dropped 1.2 million a day from a high of 33 million. Some districts dropped off the program entirely especially in the high school level. The a la carte programs have suffered financially due to the limited types of foods and beverages that are allowed to be served to students. Some proposed rule changes are an additional two cent increase for breakfast reimbursement which is approximately \$6,000 increase for our district. The stricter limits on sodium levels change is being held for several years. They are also looking to exempt whole grain for certain cultural foods. They are also looking into food served in a typical lunch would also be allowed to be served as an a la carte item. There will be an administrative review from three to every five years. The Community Eligibility Provision from a threshold of 40% direct certification to 60% threshold is not supported by SNA. The Senate has some proposed changes. The Administrative Review will go from three years to five years. Whole grains offered must be a minimum of 80% of the time. Sodium levels will not change until further review. Eliminate the Price Equity Tool, which is very difficult to manage and decipher. The reauthorization will take up to one year to pass in both chambers. Up to now, the district has not had to raise prices for any of the meals. He was at a meeting where a person from PASBO spoke and maybe next year the new rules will be in effect. We see a lot of positive changes that are being recommended. He said he provided on the handout Senator Toomey and Congressman Marino's contact information in order for the community to reach out to them in support of all the changes. Mr. Schmid said that the National Organization and the State Organization are fully in favor of the majority of the changes. Mrs. Laverdure said that our Senator and Representatives appreciate hearing from their constituents about issues they support.
- L. Mrs. Laverdure asked Ms. Gail Kulick, Principal of Resica Elementary to come to the front of the Board Room to be alongside Mrs. Laverdure in order to recognize a Junior Level Spelling Bee Competition winner, Hardhik Mandadi, 5th grader at Resica Elementary. Mrs. Laverdure said that she was the Spelling Bee Director and is proud to present Hardhik with \$130 for winning 2nd place in the Junior Level. She also invited Mr. Joe Lalli, H.S. North Assistant Principal, to help her present a Senior Level Spelling Bee Competition winner, Bejan Gonsalves, 12th grader at H.S. North, a \$200 check for winning 1st place.
- M. Mr. Jeff Bader said the last time they talked about the budget was December. There have been some uncertainty on what funding the district will be receiving from the State this year; nonetheless, what we will receive next school year. The first budget presentation for the 2016/17 school year, had a 5.4 million-dollar deficit. Tonight's presentation include some adjustments. One goal that the Finance Committee discussed was not only not to raise taxes but to decrease the millage rate in Monroe County by 1.5. Because we have to balance our millage based on relative market value, it would decrease the millage in Pike County by 2.15. The change would decrease the revenue by about \$764,000. We have to absorb this loss of revenue during the process in looking at the 2016/17 school year budget. We have not yet had a State budget for 2015/16 for most of the winter so we budgeted very conservatively with the 2014/15 budget numbers. The State now has a budget; however, there are still some uncertainties. Step 2 is the fiscal code. Recently, legislators passed the fiscal code. Theirs was different from what the Governor proposed. The adjustments include what we anticipate getting this year. That would be an increase in revenue of about \$755,000 in Basic Ed subsidy for next year. We are looking to level funding for the next school year. The Governor proposed rolling the Ready to Learn Grant into the subsidy but the Legislators chose to pull it out as the Block Grant. The disadvantage of this is that as a Block Grant, the funding can go away any time but if it were part of the Ready to Learn Grant, it would be part of the subsidy. We received about \$261,000 more than last year. Title I, Title II and IDEA funds increased. In total the revenues increased by about \$452,000 more than the first draft. In the expense side the district's MCTI's portion had a savings of about \$55,000. Utilities have a cost savings of about \$16,000. The Special Ed IU Costs have a savings of about

\$101,000. Chapter 15 has an increase of \$15,000. Cyber Academy had a savings of about \$110,000. There is a reduction in salary and benefits for individuals that will be retiring, because they will hire at a lower starting salary. There was a small adjustment for the H.S. North budget. The Finance Committee suggested adding about \$150,000 for the Libraries. The total expenses include about \$573,000. Instead of a 5 million-dollar deficit, it is now about 4 million dollar deficit. We will continue to look at ways to save on expenditures. Hopefully, we will see movement on the 2016/17 State budget. Mr. Bader said he will bring another budget presentation in May. Act 1 requires that the Board approve a Proposed Final budget in May, which can still be amended. Act 1 also requires that a final budget be approved by June 30, 2016. There is still more to come. He encouraged everyone to call Harrisburg and ask for an increase in funding for the school district.

Mr. Gress said that the libraries asked for 2 million dollars of funding to help update the libraries within five years. Mr. Bader said this was their first step and then their budget can be increased as we go along. Mr. Gress said we built up the fund balance and we are still short about 4 million dollars. If we are going to increase anywhere, we should increase the senior rebate. We can continue to cut but we should include funds for additional school police in our schools.

VIII. PUBLIC PARTICIPATION -- Federal Programs
 Title I
 Title VI
 Other Concerns

- A. Mr. Barry Krammes said he's been teaching for 10 years and coaching for about 12 years in the district. He is part of the National Scholastic Athletic Foundation where he went to Finland for the past four years to learn the Finish style of javelin throwing. He said he's been involved with the Worldwide Javelin Festival in Finland. Last year, the Board granted him support by allowing him to have an American Javelin Festival here. He received support and help from everyone (Superintendent, Athletic Director, security, custodians, etc.). He hopes that he can have this event at the district for a second year. If anyone has any questions, when they are considering his item on the agenda, he is here to answer them.

IX. PERSONNEL ITEMS

A. Support Staff - Uncompensated Leave of Absence

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the uncompensated leave of absence to the support staff designated, in accordance with the approved applicable policies, procedures and contractual agreement. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

1. Uncompensated Leave of Absence – In Accordance with School Board Policy #539

Name	Position Held
a. Hudon, Donna	Cafeteria Aide - Resica Elementary Effective Date: February 19, 2016 Now through: the end of the 2015-2016 school year.

(Request Received)

B. Support Staff

ACTION BY THE BOARD:

Motion was made by Robert Huffman to approve the resignations, retirement, reassignments, leaves of absence and appointments to the support staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

1. Resignations

- | Name | Position Held |
|--------------------|---|
| a. Cortes, Leslie | Bus Driver - Transportation
Effective Date: end of the workday on April 1, 2016. |
| b. Tharp, Michelle | Payroll Clerk (BOP II) - Business Office
Effective Date: end of the workday on April 22, 2016. |

(See pages 20-21)

2. Retirement

- | Name | Position Held |
|----------------|---|
| a. Masi, Carol | Paraprofessional - J. M. Hill Elementary
Effective Date: end of the last teacher workday of the 2015-2016 school year. |

(See page 22)

3. Reassignments - Temporary

- | Name | Position |
|---------------------|--|
| a. Schmidt, Diane | From: Cafeteria Worker (part-time, 4 hour) - Smithfield Elementary
To: Cafeteria Worker (full-time, 7 hour) - Smithfield Elementary
Effective Date: November 24, 2015
Through: February 17, 2016
Diane replaces Tracy Tuminello who was temporarily reassigned. |
| b. Tuminello, Tracy | From: Cafeteria Worker (7 hour) - Smithfield Elementary
To: Cafeteria (Cook) Worker (7 hour) - Smithfield Elementary
Hourly: \$14.84 (plus \$1.75/per hour differential)
Effective Date: November 24, 2015
Through: February 17, 2016
Tracy replaces Lorrie Litts who was on a leave. |

4. Leaves of Absence (Date Changes) - In accordance with School Board Policy #535

- | Name | Position Held |
|--------------------|--|
| a. Fetherman, John | Security Officer (1 st shift) - High School South
Effective Date: March 2, 2016
Length of Leave now through: April 3, 2016 |
| b. Hayes, Denise | Bus Driver - Transportation
Effective Date: January 26, 2016
Length of Leave now through: April 13, 2016
This is an intermittent leave. |
| c. Litts, Lorrie | Cafeteria (Cook) Worker - Smithfield Elementary
Effective Date: November 24, 2015
Length of Leave now through: February 17, 2016 |
| d. Wells, Barbara | Bus Driver - Transportation
Effective Date: December 14, 2015
Length of Leave now through: March 8, 2016
This is an intermittent leave. |

(Requests Received)

5. Leaves of Absence - In accordance with School Board Policy #535

Name	Position Held
a. Flaherty, Stephanie	Reading Paraprofessional - Resica Elementary Effective Date: March 21, 2016 Length of Leave through: December 22, 2016 This is an intermittent leave.
b. Kishbaugh, Constance	Bus Driver - Transportation Effective Date: April 4, 2016 Length of Leave through: the end of the 2015-2016 school year. This is an intermittent leave.
c. Renna, Domenick	Custodian (1 st shift) - High School South Effective Date: March 7, 2016 Length of Leave through: March 28, 2016
d. Van Why, Rose	Cafeteria (Cook) Worker - High School South Effective Date: March 29, 2016 Length of Leave through: April 11, 2016

(Requests received)

6. Appointments – Regular

Name	Appointment
a. Bailey, Donnell	Bus Driver (6 hour) - Transportation Hourly: \$15.49 Hourly Rate: \$15.99 after satisfactory completion of the probationary period Effective Date: April 19, 2016 Donnell replaces Deborah Whittaker who resigned.
b. Brantley, Emmanuel	Bus Driver (6 hour) - Transportation Hourly: \$15.49 Hourly Rate: \$15.99 after satisfactory completion of the probationary period Effective Date: April 19, 2016 Emmanuel replaces Linda Fiorot who resigned.
c. Draksin, Peter	Bus Driver (6 hour) - Transportation Hourly: \$15.49 Hourly Rate: \$15.99 after satisfactory completion of the probationary period Effective Date: April 19, 2016 Peter replaces Isaul Rendon who resigned.
d. Garcia, Rachel	Bus Driver (6 hour) - Transportation Hourly: \$15.49 Hourly Rate: \$15.99 after satisfactory completion of the probationary period Effective Date: April 19, 2016 Rachel replaces Lori Thomas who retired.

- e. McFarlane, Holly
 Bus Driver (6 hour) - Transportation
 Hourly: \$15.49
 Hourly Rate: \$15.99 after satisfactory completion of the probationary period
 Effective Date: April 19, 2016
 Holly replaces Paula Carmella who was terminated.
- f. Snow, Kathleen
 Bus Driver (6 hour) - Transportation
 Hourly: \$15.49
 Hourly Rate: \$15.99 after satisfactory completion of the probationary period
 Effective Date: April 19, 2016
 Kathleen replaces Vincent Dildine who retired.
- g. Torres, Evelyn
 Bus Driver (6 hour) - Transportation
 Hourly: \$15.49
 Hourly Rate: \$15.99 after satisfactory completion of the probationary period
 Effective Date: April 19, 2016
 Evelyn replaces Matthew Hanna who resigned.
- h. Smith, Jamie
 Cafeteria Aide (3 hour) - High School North
 Hourly Rate: \$12.28
 Hourly Rate: \$12.78 after satisfactory completion of the probationary period
 Effective Date: April 7, 2016
 Jamie replaces Doris Albornoz who resigned.

7. Appointment – Long Term Substitute

- | Name | Appointment |
|--------------------|--|
| a. Bongiorno, Nora | Cafeteria Aide (3.25 hour) - Resica Elementary (LTS)
Hourly: \$12.28
Effective Date: March 21, 2016 through the last student day of the 2015-2016 school year only.
Nora replaces Linda Nubile who is on a leave. |

8. Substitute Appointments

- | Name | Position(s) |
|------------------------|--|
| a. Donegan, Siobhan | Custodian |
| b. Fallick, Elizabeth | Cafeteria Aide, Front Desk Receptionist, Student Aide, Secretary |
| c. Fulcinelli, Richard | Custodian, Maintenance |
| d. Scott, Malika | Custodian |
| e. Shaffer, Alicia | Cafeteria Aide, Paraprofessional, Student Aide |
| f. Tharp, Michelle | Business Office |
| g. VanderPlaat, Tina | Cafeteria Aide, Cafeteria Worker, Custodian, Front Desk Receptionist, Maintenance, Paraprofessional, Secretary, Student Aide |

C. Support Staff – Extended School Year

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the following support staff as student aides for the 2015-2016 Extended School Year (ESY) Program effective June 27, 2016 through July 21, 2016. Motion was seconded by Judy Summers and carried unanimously, 9-0.

1. Appointments - Summer Programs

	Name	Position	2015-2016 Fiscal Year Hourly Rate	2016-2017 Fiscal Year Hourly Rate
a.	Carey, Ronnise	Student Aide	\$12.96	\$13.46
b.	Conway, Karen	Student Aide	\$12.96	\$13.46
c.	Robilotta, Richard	Student Aide	\$12.96	\$13.46

D. Professional Staff

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the retirements, leaves of absence and appointments to the professional staff designated, in accordance with the approved applicable policies, procedures [*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*] and contractual agreement. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

1. Retirements

Name	Position Held
a. Kaelin, Barbara	Remedial Reading teacher - Lehman Intermediate Effective Date: August 15, 2016
b. Kern, Linda	Vocal Music teacher - Middle Smithfield Elementary Effective Date: end of the last teacher workday of the 2015-2016 school year.
c. Leight, Donna	Grade 6 teacher - Lehman Intermediate Effective Date: end of the last teacher workday of the 2015-2016 school year.

(See pages 23-25)

2. Retirements (Date Changes)

Name	Position Held
a. Martinelli, Armand	Driver's Ed/Health & Physical Education teacher - High School South Effective Date now: the end of the last teacher workday of the 2015-2016 school year.
b. Reese, Michele	Grade 1 teacher - East Stroudsburg Elementary Effective Date now: the end of the last teacher workday of the 2015-2016 school year.

(See pages 26-27)

3. Leave of Absence (Date Change) – In Accordance with School Board Policy #435

Name	Position Held
a. Buis, Karen	Dental Hygienist - District Effective Date: December 21, 2015 Length of Leave now through: March 22, 2016

(Request received)

4. Leaves of Absence – In Accordance with School Board Policy #435

Name	Position Held
a. Kern, Sara	Special Education teacher - J. T. Lambert Intermediate Effective Date: January 4, 2016 Length of Leave through: February 12, 2016
b. Panepinto, Carrie	Math teacher - J. T. Lambert Intermediate Effective Date: April 4, 2016 Length of Leave through: May 13, 2016
c. Stein, Linda	Science teacher - Lehman Intermediate Effective Date: April 7, 2016 Length of Leave through: end of the 2015-2016 school year.

(Requests received)

5. Substitute Appointments

Name	Certification
a. Rake, Joshua	Health & Physical Education
b. Shaffer, Alicia	Elementary

6. Homebound Appointment

Name	Certification
a. Fazekas, Autumn	PreK-4
b. Lopez, Kaitlin	Elementary
c. Lurry, Trene	Special Education, Elementary

E. Professional Staff Salary Adjustments for the 2015-2016 School Year

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the following salary adjustments in accordance with the 2014-2016 contractual agreement between the East Stroudsburg Area School District and the East Stroudsburg Education Association. All salaries are prorated. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

	Name	From:	To:	Effective:
a.	Chester, Christine	\$51,737 (Step 6, Column 9)	\$52,304 (Step 6, Column 10)	April 21, 2016
b.	Horne, Kevin	\$43,630 (Step 2, Column 1)	\$44,067 (Step 2, Column 2)	April 21, 2016
c.	Seeman, Deziree	\$53,514 (Step 6, Column 12)	\$54,518 (Step 6, Column 13)	April 21, 2016
d.	Schembeck, Angela	\$43,630 (Step 2, Column 1)	\$45,381 (Step 2, Column 5)	December 31, 2015
e.	Schembeck, Angela	\$45,381 (Step 2, Column 5)	\$45,819 (Step 2, Column 6)	April 21, 2016
f.	Sowers, Ann	\$79,093 (Step 16, Column 6)	\$80,097 (Step 16, Column 7)	April 21, 2016

F. Extended School Year

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve the following appointment for extended school year effective June 27, 2016 through July 21, 2016, in accordance with approved applicable policies and procedures (*subject to proper completion of all necessary documents and obtaining all necessary positive clearances*). Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

1. Appointment for the Summer of the 2015-2016 School Year

	Last Name	First Name	Position	Rate
a.	Govus	Diana	Teacher	\$28.56 per hour

G. Extra Responsibility Positions

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the appointments in accordance with the terms of the District's existing collective bargaining agreements as amended and supplemented. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

1. Appointments for the 2015-2016 School Year

	Last Name	First Name	Position	Building	Rate
a.	Dolph	Tyler	Intramural Art Advisor	High School North	\$23.46/hour (48 hour maximum)
b.	Picchianti	Darlene	Intramural Spring Swim Co-Advisor	High School South	\$23.46/hour (12 hour maximum)
c.	Saffer	Michele	Intramural Spring Swim Co-Advisor	High School South	\$23.46/hour (12 hour maximum)
d.	Munch	Gregory	Intramural Weight Room Advisor (summer season, 1 st half)	High School South	\$23.46/hour (48 hour maximum)
e.	Munch	Gregory	Intramural Weight Room Advisor (summer season, 2 nd half)	High School South	\$23.46/hour (48 hour maximum)
f.	Frevele	Alan	Volunteer Swim Coach	High School South	not applicable
g.	Bowers	Christopher	Volunteer Baseball Coach	J. T. Lambert Intermediate	not applicable
h.	Van Winkle	Catherine	Intramural Boys' Soccer Co-Advisor	Lehman Intermediate	\$23.46/hour (12 hour maximum)
i.	Van Winkle	Zachary	Intramural Boys' Soccer Co-Advisor	Lehman Intermediate	\$23.46/hour (12 hour maximum)

2. Appointments for the 2016-2017 School Year (compensations reflect 2015-2016 Schedule B Pay Schedule)

	Last Name	First Name	Position	Building	2015-16 Rate	Longevity Stipend
a.	Dailey	Charles	Associate Athletic Director	High School North	\$7,214.15	(plus \$250.00 longevity stipend)
b.	Fuller	Joshua	Boys' Soccer Head Coach	High School North	\$4,612.89	
c.	Prothro	Aileen	Cheerleading Head Coach (fall)	High School North	\$2,324.81	
d.	Deibler	Sharon	Cross Country Head Coach	High School North	\$3,416.31	
e.	Clouse	Denise	Field Hockey Head Coach	High School North	\$4,612.89	(plus \$250.00 longevity stipend)
f.	Dailey	Charles	Football Head Coach (11 or more years)	High School North	\$7,750.72	
g.	Popovice	Kristin	Girls' Soccer Head Coach	High School North	\$4,622.89	
h.	Leizens	Leticia	Girls' Tennis Head Coach	High School North	\$2,738.97	
i.	Patascher	Daniel	Golf Head Coach	High School North	\$2,738.97	
j.	Rogers	Denise	Associate Athletic Director	High School South	\$7,214.15	
k.	Martinelli	Armand	Athletic Trainer	High School South	\$11,826.02	(plus \$250.00 longevity stipend)
l.	Bybee	Steven	Cross Country Head Coach	High School South	\$3,416.31	(plus \$250.00 longevity stipend)
m.	McCormick	Cara	Field Hockey Head Coach	High School South	\$4,612.89	(plus \$250.00 longevity stipend)
n.	Segond	Angelic	Girls' Soccer Head Coach	High School South	\$4,612.89	(plus \$250.00 longevity stipend)

	Last Name	First Name	Position	Building	2015-16 Rate	Longevity Stipend
o.	McGee	Amanda	Girls' Volleyball Head Coach	High School South	\$4,612.89	(plus \$250.00 longevity stipend)
p.	Kolcun	Brian	Golf Head Coach	High School South	\$2,738.97	(plus \$250.00 longevity stipend)
q.	Moskovitz	Scott	Girls' Volleyball Head Coach	J. T. Lambert Intermediate	\$2,117.73	
r.	Watson	Mark	Girls' Volleyball Head Coach	Lehman Intermediate	\$2,117.73	(plus \$250.00 longevity stipend)

H. Memorandum of Understanding – Support (Furst and Rose)

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the Memorandum of Understanding regarding \$.50 per hour salary increases for Pamela Furst and Tracy Rose. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See page 28)

I. Athletic Event Worker's Pay Scale for the 2016-2017 School Year

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the following event worker pay rates effective with the 2016-17 fiscal year, in accordance with the recommendation of the Finance Committee. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

Position:	Hourly Rate
Game Manager	\$18.00
Ticket Manager	\$16.50
Concession Manager	\$16.50
Scoreboard Operator	\$16.50
Statistician	\$16.50
Ticket Seller	\$16.50
Announcer	\$16.50
Chain Crew	\$16.50
Ticket Taker	\$15.00
Faculty Security/Event Worker	\$15.00
Speech and Debate Judge	\$15.00
Other Event Worker(s)	\$15.00

J. Administrative Staff

ACTION BY THE BOARD:

Motion was made by Judy Summers to appoint Dr. William Riker as District Superintendent for a term of four years effective July 1, 2016, at a starting salary of \$167,000.00, and to approve the Employment Contract with Dr. Riker as presented. Motion was seconded by Debbie Kulick. A roll call vote was taken and passed 6-3. Ronald Bradley, Debbie Kulick, Wayne Rohner, Gary Summers, Judy Summers and Lisa VanWhy voted yes. Robert Cooke, Robert Gress and Robert Huffman voted no.

(See pages 29-57)

X. CONTRACTS

1.

ACTION BY THE BOARD:

Motion was made by Judy Summers to rescind the following contract that was approved on November 16, 2015 at the request of the affected employee due to a conflict of interest. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Kachmar, Steven	Educational Evaluation	Not to Exceed \$3,500.00	Special Education	11/1/15 through completion of evaluation

(See pages 58-59)

2.

ACTION BY THE BOARD:

Motion was made by Robert Cooke 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 Wayne Rohner and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	4ever Young Photoboosts	Photo Booth Rental for the Prom	\$1,175.00	H.S. North Class of 2016	5/7/16
2.	Allen Sign Language Services	Educational Evaluation in collaboration with Dr. Shillabeer	Up to \$50 per hour	Special Education	2/10/16 through completion of evaluation
3.	Bianchi, Vinnie	Live Musical Performance as part of Celebration of the Arts	\$500.00	Resica Elementary	5/13/16
4.	Brenneman, Charlie	Student Assembly program in support of making positive decisions and striving for one's goals	\$500.00	H.S. North	4/20/16
5.	IU 20	One to One Associate Teachers	Not to Exceed \$9,490.95	Special Ed/District Funds	3/29/16 – 6/30/16
6.	Law Sound & Lighting (MJ Law)	Sound, Lighting, Staging and Pipe & Drape Background for 2016 graduation.	\$4,150.00	H.S. North	6/1/16
7.	Munch, Laura	Using First in Math	\$137.50	Professional Development	3/19/16
8.	Primiano, George	High School South Football Physician	\$3,000.00	Athletic Department	7/1/16 – 6/30/17
9.	Prothro, Robert	D.J. Services for the Prom	\$1,500.00	H.S. North Class of 2017	5/6/17
10.	Reed, Nancy & Spencer	Musical Performance as part of Celebration of the Arts	\$300.00	Resica Elementary	5/13/16
11.	Richardson, Will (Connective Learning Group)	Provide keynote speech and workshop	\$3,000.00	Professional Development	8/25/16
12.	Shillabeer, Richard	Educational Evaluation	Not to Exceed \$4,000	Special Education	2/10/16 through completion of evaluation

13.	Silvoy, Mike	Decorating, sound system, video system, chair arrangement and stage management for H.S. South graduation (set up and take down).	\$2,000.00	H.S. South	5/26/16-6/3/16
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(See pages 60-81)

3.

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the contracts listed for its specific service, rate and effective date 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 Debbie Kulick and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Bart, John	School Physician; State-mandated physicals; athletic physicals; ACCESS IEP review sign-off; district consultation and advisement on general health issues and team physician for North home football games.	\$32,750.00 per year (No change since 2009/2010 school year)	Pupil Services/Athletics Department and Nursing Department	7/1/16-6/30/19

(See pages 82-83)

4.

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve the contract listed for its specific service, rate and effective date prorated on the basis of the per diem rates as presented to the District by the individual providers for the period of services rendered, not to exceed the total yearly amount as set forth below. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

	NAME	SERVICE	NOT TO EXCEED YEARLY AMOUNT	PAYMENT FROM	EFFECTIVE DATE
1.	Sinclair, Ionie	Contract Transportation	\$6,000	Transportation Dept.	2015/2016 School Year

XI. STUDENT ITEMS

A. 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 proposals and itineraries for the field trips meet the required Board Policy #121. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

	Name	Activity	Location	Dates
1.	Gavitt, Kym (#6606)	H.S. South Anatomy & Biology Classes to the Mutter Museum	Philadelphia, PA	5/25/16
2.	Roadhouse, Andrea	J. T. Lambert Choir to Music in the Park	Hershey, PA	5/21/16

3.	Toth, Donald (#6613)	J. T. Lambert Students to State Middle School Computer Fair at Dickinson College	Carlisle, PA	5/25/16
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(See pages 84-86)

B. Waiver of FAPE/Camp Agreement

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the Waiver of FAPE/Reimbursement for Camp Agreements between the East Stroudsburg Area School District and the parents of students with case #15060403 and #15160604 in the amount of five hundred and forty dollars (\$540.00) each. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 87-92)

XII. OLD AND NEW BUSINESS

New Business
Capital Plan Update

(See page 93)

XIII. REQUEST TO ESTABLISH A SPECIAL ACTIVITY

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve the request to establish a special activity for ESHS North Band Uniform Fund. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 94)

XIV. BOARD POLICIES

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve the board policies listed for use in the East Stroudsburg Area School District. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

1. Policy #325 – Dress & Grooming – Administrative Employees
2. Policy #425 – Dress & Grooming – Professional Employees
3. Policy #525 – Dress & Grooming – Support Staff Employees
4. Policy #824 – Maintaining Professional Adult/Student Boundaries
5. Policy #909 – Municipal Government Relations
6. Policy # 916 – Volunteers

(See pages 95-115)

XV. APPOINTMENT TO THE COLONIAL I.U. #20 BOARD

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to appoint Robert Huffman to serve a three-year term, from July 1, 2016 through June 30, 2019, on the Colonial I.U. #20 Board. Motion was seconded by Robert Gress and carried unanimously, 9-0.

XVI. FISCAL ITEMS

A. General Obligation Bonds

ACTION BY THE BOARD: Motion was made by Robert Cooke to approve the following motions. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

1. Series of 2016

Motion to authorize the Administration to work with Public Financial Management as Financial Advisor, Rhoads & Sinon as Bond Counsel, and the Solicitor on the issuance of General Obligation Bonds Series of 2016, to be issued via a competitive bond sale, the proceeds to be used towards the advance refunding of a portion of the School District's General Obligation Bonds, Series of 2008 at a minimum net savings target of \$258,000, in accordance with the recommendation of the Finance Committee.

2. Series A of 2016

Motion to authorize the Administration to work with Public Financial Management as Financial Advisor, Rhoads & Sinon as Bond Counsel, and the Solicitor on the issuance of General Obligation Bonds Series A of 2016, to be issued via a competitive bond sale, the proceeds to be used towards the current refunding of the School District's General Obligation Bonds, Series of 2011 and General Obligation Bonds Series A of 2011 at a minimum net savings target of \$118,000, in accordance with the recommendation of the Finance Committee.

3. Series of 2017

Motion authorize the Administration to work with Public Financial Management as Financial Advisor, Rhoads & Sinon as Bond Counsel, and the Solicitor on the issuance of General Obligation Bonds Series of 2017, to be issued via a competitive bond sale, the proceeds to be used towards the advance refunding of a portion of the School District's General Obligation Bonds, Series of 2008 at a minimum net savings target of \$248,700, in accordance with the recommendation of the Finance Committee.

(See pages 116-139)

B. HP 3 PAR StoreServ 8200

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve a forty-eight (48) month lease of an HP 3 PAR StoreServ 8200 data storage device with related equipment, software and license with Insight Financial Services, LLC, at an annual rental payment of \$99,036.91 with the terms and conditions of the lease documents to be subject to the review, revision and approval of the Solicitor, Bond Counsel and Chief Financial Officer, in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and passed 8-1. Robert Gress voted no.

(See pages 140-149)

C. 89 Zonar GPS Kits

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the purchase of 89 Zonar GPS kits for installation in District school buses. The purchase will be funded by a grant received from Zonar in the amount of \$49,742.10 and \$3,161.45 from the Transportation Department budget, in accordance with the recommendation of the Finance Committee. Motion was seconded by Ronald Bradley and passed 8-1. Gary Summers voted no.

(See pages 150)

D. Zonar

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve a three year service and inspection agreement with Zonar related to the 89 Zonar GPS units to be installed in District buses at a cost of \$24,564.00 per year, in accordance with the recommendation of the Finance Committee. Motion was seconded by Judy Summers and passed 8-1. Gary Summers voted no.

(See pages 151)

E. Edgenuity Learning Management System

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the proposal from the Colonial Virtual Program through Colonial IU20 for a one year agreement for the licensing of the Edgenuity learning management system at a cost of \$78,495, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Huffinan and carried unanimously, 9-0.

(See pages 152-153)

F. IU Joint Purchasing Board

ACTION BY THE BOARD:

Motion was made by Robert Cooke to confirm the award of bids by the IU Joint Purchasing Board for paper and Custodial supplies effective July 1, 2016 for a period of one year in the estimated quantities and at the unit prices as presented, in accordance with the recommendation of the Finance Committee. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See page 154)

G. Award of Bids

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the award of bids for Athletic, Custodial, Medical, and Tech Ed supplies to the lowest responsible bidders as presented, in accordance with the recommendation of the Finance Committee. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 155-165)

H. Natural Gas Basis Pricing

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the award of bids for natural gas basis pricing for three year terms effective July 1, 2016 through June 30, 2019 to Direct Energy at a rate of \$0.460/DTH for High Volume Transport and to South Jersey Energy at a rate of \$0.767/DTH for Low Volume Transport, the respective lowest responsible bidders, in accordance with the recommendation of the Finance Committee. Motion was seconded by Judy Summers and carried unanimously, 9-0.

(See pages 166-167)

I. Four-day Summer Work Schedule

ACTION BY THE BOARD:

Motion was made by Judy Summers to direct the Administration to continue to investigate moving to a four-day summer schedule and to work with the Support Staff Union to prepare an appropriate MOU setting forth the necessary changes, in accordance with the recommendation of the Finance Committee. Motion was seconded by Robert Gress and passed 8-1. Lisa VanWhy voted no.

J. H.S. South Library Window

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the award of bid for the replacement of the High School South Library Window to Bognet, the lowest responsible bidder, in the amount of \$129,900, subject to the review, revision, and approval of the final contract by the Administration and the Solicitor, in accordance with the recommendations of the Property and Facilities and Finance Committees. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See page 168)

K. Phase I Paving Project

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the award of bid for the Phase I paving project at the North Campus to Northeast Site Contractors, the lowest responsible bidder, in the amount of \$132,021, subject to the review, revision, and approval of the final contract by the Administration and the Solicitor, in accordance with the recommendations of the Property and Facilities and Finance Committees. Motion was seconded by Robert Gress and carried unanimously, 9-0.

(See page 169)

L. Water Towers

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the award of bid for the maintenance and repair of the water towers located at the North Campus and Resica Elementary School to Southern Corrosion, the lowest responsible bidder, in the amount of \$60,085, in accordance with the recommendations of the Property and Facilities and Finance Committees. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See pages 170-171)

M. Bleachers & Athletic Equipment

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposals from Degler-Whiting in the amount of \$17,150 for the inspection of the bleachers and athletic equipment at the North and South High Schools, in accordance with the recommendations of the Property and Facilities and Finance Committees. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See pages 172-175)

N. Service Agreement

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve a four month service agreement with Trane for Resica Elementary School for the period March 1, 2016 through June 30, 2016 in the amount of \$1,546, in accordance with the recommendations of the Property and Facilities and Finance Committees. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 176-177)

O. Alarm Notifications

1. J. M. Hill Elementary School

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the proposal from Trane in the amount of \$2,530 to set up alarm notifications for the boiler at JM Hill Elementary School, in accordance with the recommendations of the Property and Facilities and Finance Committees. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See page 178)

2. H.S. North/Lehman Intermediate School

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the proposal from Trane in the amount of \$3,795 to set up alarm notifications for the boilers, freezer, and cooler at High School North/Lehman Intermediate School, in accordance with the recommendations of the Property and Facilities and Finance Committees. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See page 179)

P. Masonry Investigations

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the proposal from D'Huy Engineering in the amount of \$48,900 to conduct masonry investigations at JT Lambert Intermediate School and of the brick wall at the Natatorium at Lehman Intermediate School, in accordance with the recommendations of the Property and Facilities and Finance Committees. Motion was seconded by Ronald Bradley and carried unanimously, 9-0.

(See pages 180-184)

Q. Summer Helpers

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve hiring three summer helpers at a rate of \$8.00/hr. and one summer helper at \$10.00/hr. to assist the maintenance staff, in accordance with the recommendations of the Property and Facilities and Finance Committees. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

R. Attachment A

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve Attachment A, Notice of Adoption of Policies, Procedures and Use of Funds by School District as presented and authorize the District Superintendent to execute the same and submit it to Colonial IU 20. This documentation is required in connection with the IDEA Part B sub-grantee agreement between the District and Colonial IU 20. Motion was seconded by Debbie Kulick and passed 7-1. Mr. Bradley voted no. (Robert Gress was not present during the vote).

(See page 185) (Policies and Procedures posted on the Website)

S. Use of Facilities

1.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the requests for use of facilities as listed for Class 1 school-related activities (no facility or personnel fees will be incurred as per Policy #707). Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

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

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
HS South	Girls on the Run	5K Run	5/20/16 (Friday)	No	No
HS South	American Red Cross	Lifeguarding Course for ESASD students	5/10/16-5/25/16 (Monday-Friday)	No	No
HS South	Pocono YMCA- Youth Soccer League	Outdoor Practices & Games	6/20/16-7/28/16 (Monday-Thursday)	No	No
JMH	ESYA T-Ball	Outdoor Practices & Games	5/3/16-7/3/16 (Tuesday-Thursday)	No	No
JTL	Pocono Fire AAU	Indoor Youth Basketball Practice	4/19/16-6/17/16 (Tuesdays)	No	No
Resica	Girls Scouts	Troop Meetings	4/19/16-5/31/16 (Wednesdays)	No	No

(See page 186-191)

2.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the requests for use of facilities as listed for Class 3 Non-School Related Use of Facilities. (There are no facility fees for the use of outside practice fields as per Policy #707). Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
HS South	Speed Advantage Training Inc.*	Youth Speed & Agility Training Camp	6/7/16-7/28/16 (Tuesday & Thursday)	No	No
HS South	Pocono Family YMCA	Adult (Women) Softball League	6/7/16-8/4/16 (Tuesday & Thursday)	No	No

*Ed Ruisz Speed Advantage Training Inc. will be offering a \$15 discounted camp registration fee to ESASD students.

(See pages 192-193)

3.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Penn State is NOT requesting a waiver of facility fees for their culinary training session. ESASD food service employees will be participating in the training; therefore, no personnel fees will be assessed. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
JTL	Penn State University	Food Service Employees--Culinary Training Session	7/28/16-7/29/16 (Thursday & Friday)	Yes	No

(See page 194)

4.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Game Face Basketball is requesting a WAIVER OF FACILITY AND PERSONNEL FEES for the use of Middle Smithfield Elementary gymnasium for their basketball camp (see attached letter). Game Face will be making a donation to the HS-South Girls Basketball Team and the Middle Smithfield PTO. Motion was seconded by Lisa VanWhy and passed, 8-1. Gary Summers voted no.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

B. Facility & Personnel Fees Waived

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
M. Smithfield	Game Face Basketball (previously Catalyst)	Indoor Youth Basketball Camp	6/13/16-6/17/16 (Monday-Friday)	No	No

(See pages 195-196)

5.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Buck Hill Skytop Music Festival is requesting a WAIVER and/or DISCOUNTED RATE ON FACILITY AND PERSONNEL FEES for their summer Performing Arts Camp. Buck Hill Skytop has held their summer camp at the South Campus in the past. Motion was seconded by Ronald Bradley and passed 8-1. Gary Summers voted no.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

C. Facility Fees Waived/Personnel Fees Assessed

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
HS South	Buck Hill Skytop Music Festival	Performing Arts Camp	7/25/16-8/5/16 (Monday-Sunday)	No	Yes

(See pages 197-198)

6.

ACTION BY THE BOARD:

Motion was made by Robert Gress to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Jersey Surf Drum & Bugle Corps is requesting a PARTIAL WAIVER OF FACILITY AND PERSONNEL FEES for their annual summer band camp. For the past eight years, Jersey Surf has held their spring training camp at the North Campus while holding educational sessions for North & South band members and offering free performances to the community. Jersey Surf is offering \$10,000 to offset the cost of their stay. Motion was seconded by Robert Cooke. A roll call vote was taken and passed 5-4. Ronald Bradley, Robert Gress, Robert Huffman, Debbie Kulick and Lisa VanWhy voted yes. Robert Cooke, Wayne Rohner, Gary Summers and Judy Summers voted no.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

CHOOSE FROM MOTION A, B or C:

B. Facility & Personnel Fees Waived but accept \$10,000 donation

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
Lehman	Jersey Surf Drum & Bugle Corps	Summer Band Camp	6/19/16-6/30/16 (Monday-Sunday--24/7)	No	No

(See pages 199-200)

T. Budget Transfers, Payment of Bills and Treasurer’s Report

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve the Budget Transfers, Payment of Bills and Treasurer’s Report listed in this agenda for 2015-2016 fiscal years, 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 Robert Gress and passed 8-1. Ronald Bradley voted no.

1. Budget Transfers - (See pages 201-208)
2. Payment of Bills - (See pages 209-232)
3. Treasurer’s Report - (See pages 233-260)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING – April 18, 2016**

Carl T. Secor Administration Center – Board Room

7:00 P.M.

Addendum A

IX. PERSONNEL ITEMS

K. Salary Changes for the 2015-2016 Fiscal Year – Support Staff Retirees

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve salary compensations for the designated retired support staff for the 2015-2016 fiscal year as follows. Motion was seconded by Robert Gress and carried unanimously, 9-0.

	Last Name	Position/Building	Retire Date	2015-2016 (eff. 7/1/15)
a.	Dunn, Rita	Secretary/Administration	7/31/15	\$22.49
b.	Kroll, Kathy	Tax Clerk/Business Office	11/10/15	\$25.79
c.	Pettinato, Bernice	Student Aide/High School South	12/23/15	\$12.96
d.	Simerson, Carol	Secretary/High School North	9/11/15	\$15.12
e.	Trojak, Oliver	Information Technologist	10/2/15	\$22.47

L. Crossing Guards – Compensation Plan for 2015-2016 through 2018-2019

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve the Crossing Guards' Compensation Plan for 2015-2016 through 2018-2019 as presented at this meeting. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

(See pages 7-25)

M. Crossing Guards Salary Compensations (Non-Bargaining Unit)

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve salary compensations for crossing guards for the 2015-2016 fiscal year as follows. Motion was seconded by Robert Gress and carried unanimously, 9-0.

1. Crossing Guards

	Last Name	First Name	Hours	2015-2016 (eff. 7/1/15)
a.	McKellick (through 1/22/16)	Debora	6.0 hour	\$12.96
b.	Orley	James	5.0 hour	\$16.48
c.	Palaia (effective 1/4/16)	Karen	6.0 hour	\$14.68
d.	Palaia (after satisfactory completion of the probationary period)	Karen	6.0 hour	\$15.18
e.	Welter	Jean	6.0 hour	\$17.31

N. Security Officers – Compensation Plan for 2015-2016 through 2018-2019

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Security Officers Compensation Plan for 2015-2016 through 2018-2019 as presented at this meeting. Motion was seconded by Lisa VanWhy and passed 8-0-1 abstention. Robert Huffman abstained.

(See pages 26-48)

O. Security Officers Salary Compensations (Non-Bargaining Unit)

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve salary compensations for security officers for the 2015-2016 fiscal year as follows. Motion was seconded by Debbie Kulick and passed 8-0-1 abstained. Robert Huffman abstained.

1. Security Officers

	Last Name	First Name	Location	Shift/Position	2015-2016 (eff. 7/1/15)
a.	Altreche	Ricardo	High School South	1st shift, 10 month	\$14.68 (eff 2/8/16)
b.	Altreche (after satisfactory completion of the probationary period)	Ricardo	High School South	1st shift, 10 month	\$15.68
c.	Careri	William	High School North	1st shift, 10 month	\$15.68
d.	Ciccone	Judy	High School North	1st shift, 10 month	\$17.83
e.	Fetherman	John	High School South	1st shift, 10 month	\$15.68

f.	Genovese	Patricia	High School South	1st shift, 10 month	\$15.68
g.	Huffman	Brooke	J T Lambert Intermediate	1st shift, 10 month	\$17.83
h.	Johnson	Robeen	J T Lambert Intermediate	1st shift, 10 month	\$15.68
i.	Livingston	Kenneth	Administration	1st shift, 12 month	\$16.35
j.	Malvagno	Victor	Lehman Intermediate	1st shift, 10 month	\$17.83
k.	Maye Jr	Riley	High School South	1st shift, 10 month	\$15.68
l.	McKellick (after satisfactory completion of the probationary period)	Debora	High School South	1st shift, 10 month	\$15.68
m.	McKellick (effective 1/25/16)	Debora	High School South	1st shift, 10 month	\$14.68
n.	Moran	Donald	J T Lambert Intermediate	1st shift, 10 month	\$19.00
o.	Munch	Gregory	High School North	1st shift, 10 month	\$15.68
p.	Murphy (retired 1/4/16)	Linda	High School South	1st shift, 10 month	\$17.83
q.	Palaia (through 12/23/15)	Karen	High School South	1st shift, 10 month	\$15.68
r.	Parham	Hasana	High School North	1st shift, 10 month	\$15.68
s.	Pietrofere	Maria	High School North	1st shift, 10 month	\$16.35
t.	Rafaniello	Ronald	Lehman Intermediate	1st shift, 10 month	\$15.68
u.	Sarer	Janet	Lehman Intermediate	1st shift, 10 month	\$17.83
v.	Sochinsky	Dorothy	High School South	1st shift, 10 month	\$15.68

P. School Police Officers (Non-Bargaining Unit) – Compensation Plan for 2015-2016 to 2018-19

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the School Police Officer Compensation Plan for 2015-2016 to 2018-2019 as presented at this meeting. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 49-61)

Q. School Police Officers – 2015-2016 Year Salary Compensations

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve salary compensations for School Police Officers for the 2015-2016 fiscal year as follows. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

1. School Police Officers

	Last Name	First Name	Location	Position	2015-2016 (effective 7/1/15)
a.	Cullen	Thomas	District	(12 month, 3 rd shift)	\$16.28
b.	Fehrle	Richard	Lehman Intermediate	(12 month, 1 st shift)	\$15.58
c.	Feinberg	Terre	District	(12 month, 1 st shift)	\$15.58
d.	Gangaware	Adam	High School North	(12 month, 1 st shift)	\$15.58
e.	Gouger	William	District	(12 month, 2 nd shift)	\$18.17
f.	Iannazzo	Marc	J. T. Lambert Intermediate	(10 month, 1 st shift)	\$15.58
g.	Sutter	Robert	High School South	(12 month, 1 st shift)	\$15.58
h.	Zito	John	District	(10 month, 1 st shift)	\$15.58

2nd shift differential: \$.40/per hour

3rd shift differential: \$.50/per hour

R. Administrative Assistant Staff – Compensation Plan for 2015-2016 through 2018-2019

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Administrative Assistant Compensation Plan for 2015-2016 through 2018-2019 as presented at this meeting. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 62-72)

S. Administrative Assistants – 2015-2016 Fiscal Year Salary Compensations

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve salary compensations for Administrative Assistants for the 2015-2016 fiscal years as follows. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

1. Administrative Assistants

	Last Name	First Name	Position	2015-2016 (effective 7/1/15)
a.	Burns	Deborah	Administrative Assistant - Human Resources	\$26.32 (through 8/17/15)
b.	Cirnigliaro	Roseria	Administrative Assistant - Human Resources	\$19.03
c.	Farmer	Patricia	Administrative Assistant - Human Resources	\$24.18
d.	Horton	Marisela	Administrative Assistant - Business Manager	\$19.83
e.	Mayrhauser	Christine	Administrative Assistant - Human Resources	\$19.03 (eff 9/2/15)
f.	Rosado	Patricia	Administrative Assistant – Superintendent	\$23.94
g.	Schnaitman	Jennifer	Benefits Coordinator - Business Manager	\$21.56
h.	Wisotsky	Debra	Administrative Assistant – Superintendent	\$19.83

T. First Level Supervisors – Compensation Plan for 2015-2016 through 2018-2019

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the First Level Supervisors Compensation Plan for 2015-2016 through 2018-2019 as presented at this meeting. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

(See pages 73-84)

U. First Level Supervisors – 2015-2016 Fiscal Year Salary Compensations

ACTION BY THE BOARD:

Motion was made by Robert Cooke to approve salary compensations and stipends for First Level Supervisors for the 2015-2016 fiscal years as follows. Motion was seconded by Robert Huffman and carried unanimously, 9-0.

1. First Level Supervisors

	Last Name	First Name	Position	2015-2016 (effective 7/1/15)	2015-2016 Stipend
a.	Flynn	Denise	Assistant Food Service Director - South (10 month position)	\$28.58	
b.	Possinger	Marilyn	Assistant Food Service Director - North (10 month position)	\$28.58	
c.	Moore	Mary Ann	Transportation Dispatcher (North)	\$30.99	
d.	Harris	Timothy	Head Custodian (Working)	\$28.38	\$500.00
e.	Feal	Joseph	Head Custodian (Working)	\$26.34	\$500.00
f.	Pryor	Kieran	Head Custodian (Working)	\$32.94	\$500.00
g.	Beam	Curtis	Supervisor - Maintenance	\$26.34	\$500.00

h.	LaBar	Ronald E.	Supervisor - Mechanics (retire at end of workday on 7/1/16)	\$33.22	
i.	Miller	Daryle	Supervisor - Grounds Maintenance	\$29.98	\$500.00
j.	Mill	Frederick	Chief of School Police	\$30.92	

V. Act 93 Staff

ACTION BY THE BOARD:

Motion was made by Judy Summers to approve an administrative leave of absence of the designated Act 93 Staff. Motion was seconded Wayne Rohner and carried unanimously, 9-0.

1. Administrative Leave of Absence

Name	Position Held
a. Evans, David	Assistant Principal - High School South Effective Date: April 19, 2016 Length of Leave: to be determined

XVI. FISCAL ITEMS

S. Use of Facilities

7.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. (There are no facility fees for the use of outside practice fields as per Policy #707). Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
M. Smithfield	Pocono Marketplace LLC	Overflow Parking for Car Show -- Fundraiser for Valor Clinic	5/15/16 (Rain date 5/22/16)	No	No

(See page 85-86)

8.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the requests for use of facilities as listed for Class 3 Non-School Related Use of Facilities. Hoop Group is requesting a waiver of Facility and personnel fees for the use of HS South gym in the event of inclement weather for their basketball camp. In return, Hoop Group will be offering 8 full scholarships (a total dollar value in excess of \$4,400 to be used at our discretion--see attached letter requesting a waiver.) Motion was seconded by Wayne Rohner and passed 7-2. Gary Summers and Judy Summers voted no.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
HS South	Hoop Group Skills	Basketball Camp	6/11/16-6/12/16 (Saturday-Sunday)	No	No
HS South	Hoop Group Skills	Basketball Camp	8/14/16-8/16/16 (Sunday-Tuesday)	No	No

(See pages 87-89)

9.

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the request for use of facilities as listed for Class 3 Non-School Related Use of Facilities. National Scholastic Athletic Foundation’s American Jav Fest is requesting a waiver of facility and personnel fees for the use of HS South auditorium, gymnasium, stadium and fields for their javelin competition and javelin school. In return, American Jav Fest will be offering this program free to ESASD students and donation to HS South Athletic Programs. (See attached letter requesting a waiver.) Motion was seconded by Robert Gress and passed 8-1. Gary Summers voted no.

CLASS 3 – NON-SCHOOL RELATED USE OF FACILITIES

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
HS South	National Scholastic Athletic Foundation’s American Jav Fest	Javelin Competition and Javelin School	7/29/16-7/31/16 (Friday, Saturday, Sunday)	Yes/No	Yes/No

(See pages 90-91)

XVII. GREATER PIKE GRANT

ACTION BY THE BOARD:

Motion was made by Ronald Bradley to approve the grant agreement with the Greater Pike Community Foundation, as presented. Motion was seconded by Robert Cooke and carried unanimously, 9-0.

(See pages 93-94)

XVIII. ANNOUNCEMENTS/INFORMATION

Mr. Summers said that everyone may have heard the Board discuss property tax reassessment. The County Commissioners are holding a meeting to discuss, what they say is, the county-wide reassessment issue. It will be held in the Monroe County Commissioners room on June 1st at 1:30 p.m. If anyone is interested in getting an update, he suggests you attend this meeting.

XIX. The meeting was adjourned at 9:11 p.m., at which time it was determined that there was a remaining item of business to be considered. The meeting was reconvened by majority consent at 9:12 p.m.

XX. FISCAL ITEMS

S. Use of Facilities

10.

ACTION BY THE BOARD:

Motion was made by Gail Kulick to approve the request for use of facilities as listed for Class 2 Governmental Agency (no facility fees will be incurred as per Policy #707). Motion was seconded by Robert Cooke and passed 8-0-1 abstention. Robert Gress abstained.

CLASS 2 – NON-SCHOOL RELATED USE OF FACILITIES

BUILDING	ORGANIZATION	EVENT	DATE TO/FROM	FACILITY FEES	PERSONNEL FEES
JTL	Monroe County Children & Youth	Teaching Cooking Skills to Foster Care Youth	4/19/16 & 4/26/16 (Tuesdays)	No	No

(See page

XXI. ADJOURNMENT 9:14 P.M.

Respectfully submitted,

Patricia L. Rosado,
Board Secretary

CONFERENCE REPORT FORM

Be sure to obtain a receipt if you pay for your registration! When you have returned from your conference:

- Indicate the actual expenses on the bottom of the white copy of the "Request to Attend Educational Conference" and sign the form.
- Submit to your immediate supervisor for approval and payment:
- ⇒ this Conference Report Form
- ⇒ white copy of the Request to Attend
- ⇒ green copy of the purchase order
- ⇒ all original receipts

NAME: Robert Gress BUILDING: N/A

CONFERENCE: NSBA -

LOCATION: Boston, MA DATE(S): 4/8 - 4/11
(from - to)

Highlights of the Conference:

See Attached

Benefits you derived from attendance:

See Attached

Remarks:

See Attached

Signature: [Signature] Date: 4/14/16

IND
 Curriculum Office File

EAST STROUDSBURG AREA SCHOOL DISTRICT

CONFERENCE REPORT FORM

Highlights of Conference: the highlights of the conference included the attending the General Session featuring the NASB President John Tuttle, David Schuler, President AASA, NSBA Executive Director Tom Gentzel , with a musical performance by the Jazz Chords of Calloway School and Keynote address by Dan Rather. Sessions attended included safety, safety plan/school shooting, ESSA requirements and excessive testing of our students.

It was great to hear the assorted issues/opportunities/challenges facing our public schools from the perspective of the various speakers and presenters as well as discussion with board members, business mangers and superintendents from districts throughout the country. It was a very enlightening experience with the following major points that I took away from the conference were:

1. We, the school board, are not a special interest group, as some legislators and others believe. Rather we are elected officials, often the most assessable and available to our constituents and public. We must remind those in the state capital of this. Yearly meetings should be held. We are stuck following the laws and regulations that are passed, often with little or no sustained funding.
2. Public education is doing more for our students than ever before in the history of this great country. We educate all children (K-12) regardless of race, religion, national origin, wealth or health. Excessive testing is the norm. Concern over the loss of teaching for learning to the teaching to pass a test is something that needs to be reviewed and even stopped. Some of the top countries in educational successes do not test at all. Finland was given as an excellent example.
3. Public schools and public education is the reason for all that we have and will have. Doctors, inventors, emergency services, writers, law enforcement, soldiers, engineers, bankers, scientists, accountants, actors, artists, politicians, etc. are because of public education. Educators in many countries are praised and held in high esteem. In recent years- America is seeing a decline in the top students becoming teachers due to, reduced benefits, public attack on teaching and the judging of schools on a test. Dan Rather recited all of his elementary teachers by name and the importance public education plays in all of our lives.
4. Schools must tout their successes. The press and public is all too often writing about the bad news as this is what creates news and sells papers. We continue to graduate the highest % of students in the history of our country. The continued success of our country is an educated citizenry.

Benefits I derived from attendance:

The benefits I derived from the conference include the following:

1. Importance of SRO's in the schools- whether high school, middle school, or elementary- deterrence could prevent a shooter from even going to a school- Chardon High School shooting details- Principal, Coach Hall stressed the importance of a safety plan and the need for SRO's.
2. I met numerous individuals regarding issues facing students and schools. I spoke with and met board members and a business manager from a school district in North Dakota with 232 students. A board member from Arizona with about 11,000 students, a board member and superintendent from a suburb of Cleveland with about 1,700 students. A board member and chief of police from Texas with 110,000 students and 128 schools.
3. Energy Efficient retrofits using ESCO or performance contracting to install/upgrade our security/fire alarms/cameras and lighting. 3 companies all said it should be done at one time and ASAP for savings and for safety.
4. Time study/review of our cleaning, maintenance and engineering departments to review proper training and staffing levels.
5. Funding of schools is an issue in PA and in all states as elected officials at the state and federal levels is often more worried about getting reelected than doing what is best for the students. Schools are literally falling apart in many areas (infrastructure) due to the lack of funding to repair or renovate schools. The gap between the haves and have not's has never been more extreme. Budget cuts continue to gut school budgets and programs.
6. Importance of the arts and music programs in our schools- these are often the first to go- yet provide the most benefits to the student/community and learning. Our 3 consecutive NAMM recognition was noted at the opening ceremony and at 2 booths on the conference floor.
7. Further appreciate the planning and budgeting we at the ESASD has completed over the past 10 years. Most districts as we know- continue to cut programs and delay repairs-.
8. The changes coming to schools with the new ESSA Every Students Succeeds Act- replacing the No Child left Behind- adds flexibility for districts while still being accountable. Like any law- the details are many and will have impacts in assorted ways.

Remarks:

The NSBA has much to offer. The Keynote addresses were empowering, educational and enlightening. The assorted general sessions had numerous topics that covered every area of schools, community and safety. The study halls provided shorter informational topics. The Exhibit Hall provided an opportunity to meet and talk to representatives for nearly every school related program, activity or specialty. Vendors/specialists provided needed information and ideas for future consideration.

Signature: _____



Date: _____

4/14/16

NSBA
Boston
April 8 – 11, 2016

April 18, 2016

Summary Report of the NSBA Conference for Public Education Leaders.

A. Friday – April 8

1. Pre-conference Session – New School Board Member Boot Camp
 - a. Ethics, Board Meetings, and the Role of a School Board Member
 - Accountability
 - Must follow Policy & Procedure
 - Transparency
 - Roberts Rules of Order
 - Communication
 - Trust

B. Saturday – April 9

1. Opening General Session
 - a. Keynote Speaker was Dan Rather
2. The Latest in School Law
 - a. Transgender – North Carolina law
 - b. School Resource Officers
 - c. Title IX
 - d. Title VII – Office of Civil Rights
3. Study Hall Session
 - a. Five Safety Rules to Help Children Speak Up and Be Safe about Abuse
4. Policing Our Schools? The Role of School Resource Officers in Public Schools
 - a. Training
5. Board Docs trip to the John F. Kennedy Library & Museum

C. Sunday – April 10

1. School Shootings and Security, the Chardon High School Tragedy, and the Need for School Resource Officers
 - a. Coach Frank Hall
 - b. Three students shot in head while in cafeteria.

2. Second General Session

a. Keynote speaker Robin Roberts

- Her message was..."Your mess, is your message".
- It is important to me then to tell people what my mess is, so that my message is understood and that someone will never have to endure abuse of power and the violation of my civil rights.
- My life has been turned upside down, simply because I did my job in a professional manner. As it turned out, I was placed into a lose, lose situation. Having integrity and ethics within the scope of my job duties became an economically fatal decision within the political power structure that exists within Monroe County. I stand before all those involved. My pledge of allegiance...with liberty and justice for all.

3. What You Need to Know about the Office for Civil Rights

- a. Transgender
- b. Title VII
- c. Equality

4. Accommodating LGBT Students and Staff; Where is the Law Today and Where is it Heading?

D. Monday – April 11

1. Board Meeting Effectiveness; The Planning, the Meeting & Thereafter

- Great power point presentation.

2. How to Hire & Manage Legal Services For School Districts

- "You own the Files"
- The solicitor works for the School Board Members.

A handwritten signature in black ink, appearing to read "Wayne R. Baker". The signature is written in a cursive style with a large, sweeping initial "W".