

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING**

June 22, 2020 – 7:00 P.M.

VIA Zoom

Minutes

- I. **President** Richard Schlameuss called the meeting to order at 7:11 p.m. and led those present in the Pledge of Allegiance. **Board Secretary**, Patricia Rosado called the roll.
- II. **Board Members present:** George Andrews, Rebecca Bear, Dr. Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy.
- III. **School personnel present:** Brian Baddick, Paul Bakner, Brian Borosh, Chuck Dailey, Eric Forsyth, Bill Gouger, Scott Ihle, Gail Kulick, Kristin Lord, Thomas McIntyre, Ryan Moran, Amy Polmounter, William Riker, Denise Rogers, Patricia Rosado, William Vitulli and Steve Zall. Christopher Brown, Solicitor.

Community members present: Roseto Congregation, Audry Garrett, Maria Hopkins, Keleisha Phillip-Stringer and Darryl Sabino.

Mr. Schlameuss thanked all parents and caregivers for working with the district the last several months, which were rough but they made it to the end of the school year. “Stay safe all summer and enjoy your summer”. The Board is working with administration to see how school will look next year. There is a lot that has to be considered.

IV. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**

- a. Executive Sessions were held on May 26, 2020 and June 10, 2020 at 7:00 p.m. for the purpose of discussing personnel.
- b. An Executive Session was held this evening at 5:30 p.m. before this meeting for the purpose of discussing personnel, litigation and negotiations.

V. **ADOPTION OF AGENDA**

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to adopt this agenda for June 22, 2020, 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 Rebecca Bear.

Motion was made by Debbie Kulick to add on the agenda Dr. William Riker’s goals for the 2020-2021 SY. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

Motion was made by Wayne Rohner to remove from the agenda Policy 000-Board Policy Procedures/Administrative Regulations. Motion was seconded by George Andrews. A roll call vote was taken and failed 3-6. George Andrews, Larry Dymond and Wayne Rohner voted yes. Rebecca Bear, Dr. Damary Bonilla, Sharone Glasco, Debbie Kulick, Richard Schlameuss and Lisa VanWhy voted no.

The agenda as amended was carried unanimously, 9-0.

VI. APPROVAL OF MINUTES

ACTION BY THE BOARD: Motion was made by Lisa VanWhy to approve the minutes of the May 18, 2020 Board meeting. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

VII. REPORTS

- a. **Monroe Career & Technical Institute Update**
Mrs. Lisa VanWhy said at the JOC meeting they discussed that MCTI is anxiously waiting for the decision of the four school districts with reference to the education plan for the next school year. Mr. Dennis Virga informed them at the JOC meeting that MCTI's virtual award ceremony will be posted on the MCTI website tomorrow. Phase 1 of the roofing project is well under way. They are doing an excellent job due to the good weather. If the weather holds out, they should be done with the majority of the work by sometime in August.
- b. **Colonial IU 20 Update**
Dr. Damary Bonilla said that the IU 20 provided an opportunity for the all new School Board members to take their trauma-informed training online. When Dr. Bonilla completed her training, she received a certificate. If any Board member needs to complete his or her training, she can provide them with the information for this free training. IU 20 is preparing for their Extended School Year Program and their Summer Mental Health Program. Both programs will be held virtually. The IU 20 estimates to serve 400 students of the 13 sending districts that are part of the IU 20. The Colonial Academy parking lot project has been completed. If any Board member would like to see the photos, she can share them. Their Pandemic Planning Team continues to meet twice a week. They have committees prepared to handle certain issues. The Committee meets with PDE's Secretary Pedro Rivera and the Superintendents, which Dr. Riker is part of this group. The next IU 20 meeting is scheduled for this Wednesday June 24th.
- c. **Property/Facilities Committee Update**
Mrs. Lisa VanWhy said on the agenda tonight, the Board members will find the following recommendations from the Property/Facilities Committee:
 1. The replacement of the Lehman gym floor, which will be done by Miller Sports Construction in the amount of \$144,250.00 with an Alternate Power Vent Airflow in the amount of \$9,240.00.
 2. Four D'Huy Engineering invoices for the J.T. Lambert security camera installation, Resica & Middle Smithfield Elementary water filtration, J.T. Lambert/Resica flooring replacement and H.S. North sanitary liner replacement.
 3. An invoice from Kleinfelder for the H.S. North tennis courts investigation.
 4. Three Applications #1 for Resica flooring project, J. T. Lambert flooring project and J. T. Lambert camera installation project.
 5. They are working on getting specs for the South pool, which is a project scheduled to be completed during the summer. Since they will be starting later than expected, they hope to complete the job over the summer.
 6. They are also working on details for the Resica water filtration.
- d. **Education Programs & Resource Committee Update**
Dr. Damary Bonilla said the Committee met on June 3rd to discuss the high school programs. Part of the discussion focused on diversity and inclusion courses for students as well as the promotion of the college course option for students where they are able to earn college credits at a reduced price before they graduate high school. They want to make sure that many students take advantage of this opportunity. At this point, the Committee has reviewed an aspect for each of the grade levels for elementary, intermediate and high school. Next month, the committee hopes to finish the high school group. Their next plan is to work on the strategic goals for the Committee. They hope to continue to have the public participation that they have been having and to engage the community further as they move along with the process of the Committee.
- e. **Finance Committee Update**
Ms. Rebecca Bear said that the following items were discussed at the Finance Committee meeting and were placed on tonight's agenda:
 1. The proposal from Integra One to prevent cyber attacks.
 2. The proposal from K12 Tech Solutions for expanding and improving the wide-area network, which has not been done for about 20 years. The district is experiencing more use due to online learning.
 3. Food costs in regards the Summer Delivery Program.
 4. When the Committee met a couple of months ago, they asked for a three-year insurance contract but due to uncertainties that have occurred, the insurance company presented a one-year contract. The

contract includes an increase due to higher building values, increased number of vehicles, and an increase in sports claims.

5. Inservco provided a three-year contract to serve as the District's TPA for its Self-insured Workers' Compensation program, which is good because a one-year contract would have been more expensive.
6. The Committee agreed to increase the sub rate for the cafeteria workers.
7. The Committee also spoke about the Property/Facilities Committee items, which Mrs. VanWhy mentioned.

f. Policy Review Committee Update

Ms. Sharone Glasco said the Policy Review Committee met earlier this evening. Tonight they reviewed the edits to Policy 828 – Fraud and 829 – Whistleblower, which are on the agenda for adoption by the Board.

They moved forward for review on the website and Board approval at the July Board meeting the following policies:

Policy 201 – Admission of Students

Policy 233 – Suspension and Expulsion

The Committee will continue to discuss and review the following policies:

Policy 221 – Dress & Grooming

Policy 815 – Acceptable Use of Computers, Network, Internet, Electronic Communications and Information Systems student and parent sign-off form.

g. 2020-2021-Final Budget Presentation

Mr. Tom McIntyre said that on the May 18th meeting he presented a budget with a projected deficit of 5.9 million dollars. At that time, the Board approved the use of the Future Budget Expenditures, which is part of the fund balance, in order to cover the deficit. From December to now there have been budget summaries and the deficit ended up in the approximate amount from where the budget planning began. After the pandemic, revenues looked to be not performing as expected.

The revenue adjustments since May 18th are as follows:

Real Estate Taxes increased by \$1,526

State Basic Ed Subsidy decreased by (\$202)

State Property Tax Reduction decreased (\$1,731)

Title I decreased by (\$193,900)

Title II decreased by \$2,751

Title IV decreased by (\$692)

The district received the Cares Act Funding for Elementary & Secondary Relief in the amount of \$1,739,127. However, the funds can only be spent on related items to the pandemic, i.e. cleaning supplies, training, additional labor, etc. Qualified expenses from March through October can be allocated through this fund. The total revenues increase was \$1,541,377.

The investment adjustments since May 18th are as follows:

300 – Professional Services decreased by (\$24,522) – After IU20 costs final estimates

500 – Other Purchases Services increased by \$23,129 due to increase in insurance cost, which attributed to an increase in value of property and number of buses that were not included last year. We may see an additional increase in our insurance this year to the number of buses that were not included originally

800 - Other Objects increased by \$750,000. He put some of the Cares Act funds in this account because the district does not know how they will spend all the funds at this time. The district is not certain of what items will be covered under this Cares Act i.e. supplies, technology, etc.

Total increase of investments equaled \$748,607.

Final budget anticipated revenues = \$160,104,718

Anticipated investments = \$165,285,625

Deficit = (\$5,180,907), which will be covered through the Future Budget Expenditures, which currently has \$8,488,285, if needed only. Mr. Andrews said that the budget shows that the fund balance totals about 45 million dollars but a lot of that money is committed; therefore, in actuality the district only has about 9 million dollars that they can spend. Mr. McIntyre said the State will say it is 45 million dollars but it is committed for certain expenditures. The only figures that the district can spend total about 3 million dollars which is part of the unassigned fund. Mr. Andrews said that is true but the State Legislators say we have a

large fund balance but a lot of it is committed and only 9 million dollars is not committed. Mr. McIntyre said the State adds all of the numbers but the Board can move them around. Mr. Andrews asked if they can move the 18 million dollars from the Future Retirement Benefits into the Future Budget Expenditures. Mr. McIntyre said that is correct. Mrs. VanWhy said she understands what Mr. Andrews is saying but all of the money has not been spent yet. Once it is used, the funds will go down. Mr. McIntyre said the fund balance has been decreasing. Last school year, they had to move \$750,000 out of the fund balance. If they do this each year, the fund balance will continue to decrease very quickly. He said he will try to share with the Finance Committee Board members at the next meeting some figures for this school year's budget. They are still working the numbers to see where the district's figure will end up this school year. Mr. Andrews said the State keeps saying we have this large fund balance. Mrs. Bear said about 24 million dollars of the fund balance is committed for future retirement benefits and healthcare costs. Teachers who work for our district know that they will be taken care of.

Mr. McIntyre said the Tax Rate in Monroe County is at 30.72 mills, which has changed from this year due to reassessment. Pike County is at 123.66 mills, which is the same as this year.

VIII. PUBLIC PARTICIPATION

Limited to comments on this agenda by residents and taxpayers of the school district (3 min. ea.)

None

IX. UNFINISHED BUSINESS

None

X. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 003 – Functions

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to adopt the Board Policies listed. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

Policy 000 – Board Policy Procedures/Administrative/Regulations
Policy 616 – Payment of Bills
Policy 625 – Procurement Cards
Policy 718 – Service Animals In Schools
Policy 828 – Fraud
Policy 829 – Whistleblower Policy
Policy 913 – Non-school Organizations/Groups/Individuals

(See pages 41-64)

ii. 005 – Organization

1.

ACTION BY THE BOARD: Motion was made by Debbie Kulick to approve the following voting delegates, Rebecca Bear, Sharone Glasco and Lisa VanWhy and alternate/non-voting delegate, Dr. Damary Bonilla to attend the 2020 PSBA Delegate Assembly Meeting to be held on Saturday, November 7, 2020, at Mountain View Middle School – Cumberland Valley School, or via Zoom. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 65-69)

2.

ACTION BY THE BOARD:

Motion was made by Larry Dymond to appoint Diane Kelly as Board Treasurer for the period July 1, 2020 through June 30, 2021. The District shall pay the cost of the required bond. The Treasurer shall serve without compensation, other than mileage and actual expenses. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

b. PROGRAMS

i. 113 – Special Education

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Agreement between the East Stroudsburg Area School District and the parents of the student with case #RSA20200622A. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 70-71)

2.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the Settlement and Release Agreement between the East Stroudsburg Area School District and the parents of the student with case #RSA20200622B. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 72-82)

ii. 123 – Interscholastic Athletics

1.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner that the Directors of Athletics and Activities be authorized to approve overnight accommodations for student-athletes and/or full teams representing the school district for PIAA/PMEA District, Regional or State level competitions, during the 2020-2021 school year, if the site of the event is deemed to be a great enough distance to warrant an overnight stay. This is necessary should any student or team qualify to participate at such events between regularly scheduled Board meetings. A refund policy should be included in the hotel contract. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

Rich Schlameuss lost connection at 8:05 p.m. and reconnected into the meeting at 8:08 p.m.

2.

ACTION BY THE BOARD:

Motion was made by Sharone Glasco to approve the Athletics Health and Safety Plan as presented. Motion was seconded by Wayne Rohner. Motion was made by Debbie Kulick to include the following changes. Motion was seconded by Rebecca Bear and carried unanimously, 9-0. Original motion passed, 8-1. Debbie Kulick voted no.

1. Records will be kept of all training sessions including the name of each student and coach in attendance. (sign-in sheets, agendas, student ID#'s - for Contact Tracing are required).
2. The parent(s)/guardian(s) of any student athlete must attend a pre-training meeting prior to their student athlete being permitted to participate in any athletic activities. (A variety of times and methods of meeting will be provided to allow for flexibility with family schedules. Sign-in sheets are required to be maintained for each meeting. Virtual meeting attendance must be verified through a written email receipt from the parent/guardian to the coach and/or athletic director, and kept on file with all other sign-in sheets).
3. ALL coaches, assistant coaches, and volunteer coaches will be trained on the procedures outlined in the Athletic Health and Safety Plan (agendas, sign-in sheets will be maintained for each training session).
4. A document will be provided to all student athletes to indicate locations that serve as a Covid-19 testing site.
5. Educational resources and materials will be provided to all student athletes on health- related indicators, precautions and responsiveness associated with Covid-19.

6. Athletic Directors will be the point of contact for ALL contact tracing (when required and as directed by the Department of Health and/or local medical advisors).
7. All Athletic Directors, Coaches, and Assistant Coaches will get certified in contact tracing.
8. High touch point areas will be cleaned every 30-minutes during athletic practices. (Coaches and/or the athletic directors will coordinate practice schedules with the appropriate Supervisor of Custodial Services).
9. ALL trainings and requirements set forth in the Athletic Health and Safety Plan must be implemented in their entirety prior to any conditioning, workouts, or practices by any individual, small group, or team associated with the ESASD.

(See pages 83-96)

iii. **146 – Student Services**

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the Agreement to participate in the 2020-2021 Pennsylvania School Based ACCESS Program. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 97-98)

c. **PERSONNEL**

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Rebecca Bear and carried unanimously, 9-0. Debbie Kulick abstained from item g. Act 93 Administration Staff #24-Gail Kulick. Lisa VanWhy abstained from item iv. e. Support Staff Salary Compensation ff.-Custodians #71-Scott VanWhy.

[Subject to proper completion and receipt of all necessary documents and clearances, where applicable.]

i. **309/409/509 – Assignments and Transfers**

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Furhmann, Deborah	From: Special Education (emotional support) teacher – Bushkill Elementary To: Special Education (learning support) teacher – Smithfield Elementary This position was moved due to District needs.	Professional	No change	August 25, 2020
2.	Mendicino, Christina	From: Grade 5 teacher – Bushkill Elementary To: Kindergarten teacher – Smithfield Elementary Replaces Sally Yorke-Viney who retired.	Professional	No change	August 25, 2020
3.	Moretto, Destiny	From: Family & Consumer Science teacher – J. T. Lambert and Lehman Intermediate To: Family & Consumer Science teacher – Lehman Intermediate Replaces Susan Andrews who retired.	Professional	No change	September 8, 2020
4.	Simonds, Kevin	From: Grade 2 teacher – East Stroudsburg Elementary To: Grade 2 teacher – Smithfield Elementary Replaces Joyce Leonard who retired.	Professional	No change	August 25, 2020
5.	Gilmore, Khadijah	From: Student Aide (7 hour) - Lehman Intermediate To: Student Aide (7 hour) - J. T. Lambert Intermediate	Support	No change	August 26, 2020

		Replaces John Caldera who accepted a paraprofessional position.			
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ii. 335/435/535 – Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Carmeci, Dawn	Information Technologist II	Support	Technology Services	July 1, 2020 through June 30, 2021. This is an intermittent leave.
2.	Robinson, Tarjamond	School Police Officer	School Police Officer	East Stroudsburg Elementary	Now effective February 3, 2020 through May 16, 2020.
3.	O’Neill, Daniel	Maintenance II Worker	Support	Maintenance	May 28, 2020 through August 20, 2020.

iii. 339/439/539 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Duran, Mildred	Paraprofessional	Support	Lehman Intermediate	August 31, 2020 through December 23, 2020.
2.	McKeithan, Nelson	Paraprofessional	Support	High School North	May 16, 2020 now through June 11, 2020.
3.	Robinson, Tarjamond	School Police Officer	School Police Officer	East Stroudsburg Elementary	May 17, 2020 through July 31, 2020.

(See pages 99-100)

iv. 303/404/405/504/505 - Employment

a. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Cabrera, Courtney	Grade 7 ELA teacher	Professional	Lehman Intermediate	June 2, 2020 (end of workday)
2.	Horne, Kevin	Instrumental Music teacher	Professional	J. T. Lambert Intermediate	June 2, 2020 (end of workday)
3.	Kingston, Christa	Grade 2 teacher	Professional	Smithfield Elementary	June 3, 2020
4.	Beam, Curtis	First Level Supervisor	First Level Supervisor	Maintenance	June 19, 2020 (end of workday)

(See pages 101-104)

b. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Arnold, Michelle	Principal	Act 93	J. M. Hill Elementary	October 31, 2020
2.	O’Malley, Letitia	Special Education teacher	Professional	J. M. Hill Elementary	June 2, 2020 (end of workday)
3.	Michaels, Kristine	Secretary	Support	Resica Elementary	August 14, 2020 (end of workday)

(See pages 105-107)

c. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Hess, Lydia	Special Education teacher (TPE) Replaces Gwendolyn Jones who retired.	Professional	High School South	\$49,564.00 Step 1 Column 7	August 25, 2020
2.	Houck, Tara	School Nurse (TPE)	Professional	Notre Dame	\$48,114.00 Step 1 Column 5	August 25, 2020

		Replaces Lynn Pappalardo who retired.				
3.	Radlowski, Hadley	Special Education (supplemental learning support) teacher (TPE) Replaces Mary Montes who retired.	Professional	High School South	\$58,893.00 Step 7 Column 7	August 25, 2020
4.	Witte, Sarah	Science teacher (TPE) Replaces Holly Chitundu who resigned.	Professional	Lehman Intermediate	\$46,353.00 Step 1 Column 1	August 25, 2020
5.	Borici, Stevenie	Cafeteria Worker (4 hour) – Itinerant This is a new position.	Support	Itinerant	\$13.82/hour	August 26, 2020
6.	Serio, Amy	Cafeteria Aide (3.25 hour) – Resica Elementary Replaces Mary Horn who retired.	Support	Resica Elementary	\$13.48/hour	August 31, 2020
7.	Ednie, Sean	Custodian (2 nd shift) – LTS Replaces employee #2493 who was terminated.	Support/LTS	J. T. Lambert Intermediate	\$15.88/hour (plus \$.40/per hour shift differential)	July 1, 2020 now through December 30, 2020 (end of workday).

(See pages 108-111)

d. School Counselor 2020-2021 Fiscal Year Salary Compensations. These salaries are effective July 1, 2020 through June 30, 2021.

	Last Name	First Name	Step	Column	2020-2021 Salary
1.	Christian	Cynthia	16	12	\$87,173.00
2.	Formica	Joseph	16	8	\$84,808.00
3.	Kule	Jay	16	10	\$85,938.00
4.	Peeke	Lachlan	16	16	\$89,960.00

e. Support Staff 2020-2021 Salary Compensations

aa. Business Office Personnel

	Last Name	First Name	Position	Classification	2019-2020	2020-2021
1.	Burch	Sonya	Bookkeeper	BOP II	\$21.77	\$22.22
2.	DeJesus	Jonathan	Bookkeeper	BOP II	\$21.77	\$22.22
3.	Haraldsen	Kiomarice	Bookkeeper	BOP II	\$21.52	\$21.97
4.	LaFemina-Adams	Annmarie	Accounts Payable	BOP I	\$18.97	\$19.42
5.	Lohmann	Jessie	Registration Secretary	BOP I	\$18.27	\$18.72
6.	Morabito	Deana	Accountant	BOP II	\$21.77	\$22.22
7.	Quinn	Jill	Payroll Clerk	BOP I	\$19.42	\$19.87
8.	Rosado	John	Accounts Payable	BOP I	\$20.23	\$20.68
9.	Vazquez	Daisy	Payroll Clerk	BOP I	\$18.27	\$18.72
10.	Vitulli	Susan	Bookkeeper	BOP II	\$22.67	\$23.12
11.	Werkheiser	Paige	Payroll Clerk	BOP I	\$18.27	\$18.72
12.	Wescott	Jeanne	Bookkeeper (.5)	BOP II	\$32.03	\$32.48

bb. Bus Drivers

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Abrams	Donna	Bus Driver	\$16.94	\$17.39
2.	Almodovar	Matilde	Bus Driver	\$18.48	\$18.93
3.	Anderson	Diane	Bus Driver	\$17.84	\$18.29
4.	Bader	Vicky	Bus Driver	\$21.76	\$22.21

5.	Bailey	Donnell	Bus Driver	\$17.39	\$17.39
6.	Been	Brianna	Bus Driver	\$16.94	\$17.39
7.	Bernabel	Quisqueya	Bus Driver	\$16.69	\$17.14
8.	Bisbing	Charlene	Bus Driver	\$23.69	\$24.14
9.	Blaha	Timothy	Bus Driver	\$17.84	\$18.29
10.	Boswell	Neffatiti	Bus Driver	\$16.69	\$17.14
11.	Brenner	Vivianna	Bus Driver	\$17.84	\$18.29
12.	Cando	Maribel	Bus Driver	\$17.84	\$18.29
13.	Carter	Bernadette	Bus Driver	\$17.84	\$18.29
14.	Cavanaugh	Lorraine	Bus Driver	\$20.20	\$20.65
15.	Class	Flor	Bus Driver	\$17.84	\$18.29
16.	Conklin	Cheryl	Bus Driver	\$19.07	\$19.52
17.	Counterman	Boyd	Bus Driver	\$31.80	\$32.25
18.	Cramer	Kathaleen	Bus Driver	\$17.39	\$17.84
19.	Curran	James	Bus Driver	\$17.39	\$17.84
20.	Curras	Odette	Bus Driver	\$19.40	\$19.85
21.	Curtis	Joseph	Bus Driver	\$17.84	\$18.29
22.	Daly-Rispin	Mary	Bus Driver	\$17.84	\$18.29
23.	Donovan	Sharon	Bus Driver	\$17.84	\$18.29
24.	Draksin	Peter	Bus Driver	\$17.84	\$18.29
25.	Eccleston	Barbara	Bus Driver	\$16.94	\$17.39
26.	Fahl	Sharon	Bus Driver	\$20.88	\$21.33
27.	Fennell-Raby	Beverly	Bus Driver	\$17.84	\$18.29
28.	Ferdinand	Marc	Bus Driver	\$17.84	\$18.29
29.	Francis	Donald	Bus Driver	\$17.39	\$17.84
30.	Fylstra	Stephen	Bus Driver	\$21.76	\$22.21
31.	Gallo	Vincent	Bus Driver	\$17.84	\$18.29
32.	Garcia	Rachel	Bus Driver	\$17.84	\$18.29
33.	Gargan	Michael	Bus Driver	\$18.48	\$18.93
34.	Gawlik	Irena	Bus Driver	\$18.48	\$18.93
35.	Giannolla	Janice	Bus Driver	\$20.20	\$20.65
36.	Gonzalez	Jeffrey	Bus Driver	\$17.84	\$18.29
37.	Gramberg	Karen	Bus Driver	\$18.48	\$18.93
38.	Graver	Clifford	Bus Driver	\$21.76	\$22.21
39.	Halsell	Michael	Bus Driver	\$16.94	\$17.39
40.	Hamilton	Crystal	Bus Driver	\$21.76	\$22.21
41.	Harding	Peter	Bus Driver	\$17.39	\$17.84
42.	Hedgelon	Denise	Bus Driver	\$19.07	\$19.52
43.	Hendel	Marianne	Bus Driver	\$19.07	\$19.52
44.	Holva	Michelle	Bus Driver	\$17.84	\$18.29
45.	Honicker	Nona	Bus Driver	\$17.84	\$18.29
46.	Huber	Colleen	Bus Driver	\$16.69	\$17.14
47.	Johnson	Annie	Bus Driver	\$20.20	\$20.65
48.	Kishbaugh	Constance	Bus Driver	\$20.20	\$20.65
49.	Kishbaugh	Maureen	Bus Driver	\$17.84	\$18.29
50.	Knitter	Jefferey	Bus Driver	\$18.48	\$18.93
51.	Kurtz	Ninette	Bus Driver	\$18.48	\$18.93
52.	Lane	Michael	Bus Driver	\$16.69	\$17.14
53.	Lanese	Benjamin	Bus Driver	\$17.39	\$17.84
54.	Lanese	Chad	Bus Driver	\$17.39	\$17.84
55.	Lebar	Edward	Bus Driver	\$28.40	\$28.85
56.	Ludwig	Christopher	Bus Driver	\$17.84	\$18.29
57.	Lynch	Linda	Bus Driver	\$21.76	\$22.21

58.	Madera	Wanda	Bus Driver	\$17.84	\$18.29
59.	Mahan	Eileen	Bus Driver	\$17.84	\$18.29
60.	Marx	Claudia	Bus Driver	\$17.84	\$18.29
61.	Mattern	Kathy	Bus Driver	\$17.39	\$17.84
62.	McFarlane	Holly	Bus Driver	\$17.84	\$18.29
63.	Molloy	Nannette	Bus Driver	\$18.48	\$18.93
64.	O'Grady	Joseph	Bus Driver	\$19.07	\$19.52
65.	Olsen	Danielle	Bus Driver	\$17.39	\$17.84
66.	Ortiz	Michelle	Bus Driver	\$17.84	\$18.29
67.	Ortiz	Nersy	Bus Driver	\$17.84	\$18.29
68.	Parciasepe	Rudolph	Bus Driver	\$17.84	\$18.29
69.	Peters	Kimberlee	Bus Driver	\$17.39	\$17.84
70.	Phillips	Joshua	Bus Driver	\$16.69	\$17.14
71.	Phillips	Natalia	Bus Driver	\$16.69	\$17.14
72.	Presco	Debra	Bus Driver	\$22.59	\$23.04
73.	Prunkel	Jennifer	Bus Driver	\$17.84	\$18.29
74.	Ramirez	Marlene	Bus Driver	\$17.84	\$18.29
75.	Resto	Enid	Bus Driver	\$17.39	\$17.84
76.	Reyes	Samuel	Bus Driver	\$16.94	\$17.39
77.	Roberts	Michele	Bus Driver	\$16.69	\$17.14
78.	Roberts	Elaine	Bus Driver	\$21.76	\$22.21
79.	Rodriguez	Bernadette	Bus Driver	\$18.48	\$18.93
80.	Rogers	Charlene	Bus Driver	\$20.88	\$21.33
81.	Rosario	Maryann	Bus Driver	\$16.94	\$17.39
82.	Schmidt	Elizabeth	Bus Driver	\$17.84	\$18.29
83.	Schroeder	Tammy	Bus Driver	\$19.07	\$19.52
84.	Schuler	Patrick	Bus Driver	\$17.39	\$17.84
85.	Scott	Malika	Bus Driver	\$17.84	\$18.29
86.	Smith	Kesha	Bus Driver	\$17.39	\$17.84
87.	Snow	Kathleen	Bus Driver	\$17.84	\$18.29
88.	Soto	Lourdes	Bus Driver	\$19.07	\$19.52
89.	Stang	Jennene	Bus Driver	\$17.84	\$18.29
90.	Steimer	Cheryl	Bus Driver	\$20.20	\$20.65
91.	Stofik	Jennifer	Bus Driver	\$17.84	\$18.29
92.	Strunk	Geraldine	Bus Driver	\$20.20	\$20.65
93.	Sullivan	Kerry	Bus Driver	\$17.39	\$17.84
94.	Thomas	Glenn	Bus Driver	\$19.07	\$19.52
95.	Trabucco	Richard	Bus Driver	\$17.84	\$18.29
96.	Tullo	Richard	Bus Driver	\$17.84	\$18.29
97.	Turner	Cory	Bus Driver	\$30.02	\$30.47
98.	Turner	Sandra	Bus Driver	\$23.69	\$24.14
99.	Vanvoorhis	Carl	Bus Driver	\$16.94	\$17.39
100.	VanWhy	Carrie	Bus Driver	\$16.94	\$17.39
101.	Venslosky	Dana	Bus Driver	\$17.39	\$17.84
102.	Walsh	Robert	Bus Driver	\$17.84	\$18.29
103.	Warlix-Williams	Kathy	Bus Driver	\$17.84	\$18.29
104.	Wells	Barbara	Bus Driver	\$20.20	\$20.65
105.	Wilczewski	Bogdan	Bus Driver	\$17.84	\$18.29
106.	Wills	Natasha	Bus Driver	\$16.69	\$17.14
107.	Wolfe	Ellen	Bus Driver	\$20.20	\$20.65

cc. Cafeteria Aides

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Barvig	Eileen	Cafeteria Aide	\$14.63	\$15.08
2.	Blackmore	Helen	Cafeteria Aide	\$17.34	\$17.79
3.	Bongiorno	Nora	Cafeteria Aide	\$14.63	\$15.08
4.	Brown	Michelle	Cafeteria Aide	\$14.18	\$14.63
5.	Burnett	Jolita	Cafeteria Aide	\$13.73	\$14.18
6.	Caputo-Cottone	Linda	Cafeteria Aide	\$14.63	\$15.08
7.	Corey	Gail	Cafeteria Aide	\$14.63	\$15.08
8.	De La Rosa	Ashley	Cafeteria Aide	\$14.18	\$14.63
9.	Goorahoo	Reshma	Cafeteria Aide	\$14.18	\$14.63
10.	Hezel	Deborah	Cafeteria Aide	\$17.34	\$17.79
11.	Jordan	Dina	Cafeteria Aide	\$13.48	\$13.93
12.	Kluz	Diana	Cafeteria Aide	\$14.63	\$15.08
13.	Komorowski	Ellen	Cafeteria Aide	\$14.63	\$15.08
14.	Kump	Lucia	Cafeteria Aide	\$14.63	\$15.08
15.	Leung	Louise	Cafeteria Aide	\$13.73	\$14.18
16.	Monke	Marion	Cafeteria Aide	\$15.12	\$15.57
17.	Montague	Margaret	Cafeteria Aide	\$18.27	\$18.72
18.	Nigro	Kathy	Cafeteria Aide	\$17.34	\$17.79
19.	Nubile	Linda	Cafeteria Aide	\$15.90	\$16.35
20.	Ocker	Jacqueline	Cafeteria Aide	\$14.18	\$14.63
21.	Oke	Toyin	Cafeteria Aide	\$14.18	\$14.63
22.	Orley	James	Cafeteria Aide	\$20.61	\$21.06
23.	Ortiz	Jackeline	Cafeteria Aide	\$13.73	\$14.18
24.	Paolucci	Lucy	Cafeteria Aide	\$14.63	\$15.08
25.	Roberts	Tammy	Cafeteria Aide	\$14.63	\$15.08
26.	Schuon	Kelly	Cafeteria Aide	\$15.12	\$15.57
27.	Stys	Patricia	Cafeteria Aide	\$13.48	\$13.93
28.	Touma	Denise	Cafeteria Aide	\$14.63	\$15.08
29.	Vander Plaat	Tina	Cafeteria Aide	\$13.48	\$13.93
30.	Vitale	Luciana	Cafeteria Aide	\$15.90	\$16.35
31.	Walsh	Linda	Cafeteria Aide	\$14.63	\$15.08
32.	Zicaro	Crystal	Cafeteria Aide	\$14.63	\$15.08

dd. Cafeteria Workers

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Anderson	Dawn	Cafeteria Worker	\$15.27	\$15.72
2.	Berlin	Lori	Cafeteria Worker	\$13.87	\$14.32
3.	Bonser	Janie	Cafeteria Worker	\$14.77	\$15.22
4.	Brown	Velma	Cafeteria Worker	\$14.77	\$15.22
5.	Bulay	Lisa	Cafeteria Worker	\$14.32	\$14.77
6.	Carmel	Lisa	Cafeteria Worker	\$15.97	\$16.42
7.	Casals	Jennifer	Cafeteria Worker	\$14.77	\$15.22
8.	Craig	Theresa	Cafeteria Worker	\$14.77	\$15.22
9.	Cuff	Lena	Cafeteria Worker	\$14.77	\$15.22
10.	De Silva	Marianie	Cafeteria Worker	\$14.77	\$15.22
11.	Dekmar	Bonnie	Cafeteria Worker	\$16.69	\$17.14
12.	Diaz	Denise	Cafeteria Worker	\$14.77	\$15.22
13.	Drakos	Nuriya	Cafeteria Worker	\$14.77	\$15.22
14.	Etienne-Poulis	Marcella	Cafeteria Worker	\$14.32	\$14.77
15.	Foley	Cindy	Cafeteria Worker	\$16.69	\$17.14
16.	Ford	Tara	Cafeteria Worker	\$13.87	\$14.32

17.	Galicki	Joanna	Cafeteria Worker	\$13.62	\$14.07
18.	Gallagher	Cathy	Cafeteria Worker	\$14.77	\$15.22
19.	Glatt-Kitt	Jacquelynn	Cafeteria Worker	\$13.62	\$14.07
20.	Green	Regina	Cafeteria Worker	\$14.32	\$14.77
21.	Harlander	Janette	Cafeteria Worker	\$16.69	\$17.14
22.	Hicks	Donna	Cafeteria Worker	\$14.77	\$15.22
23.	Hossain	Denise	Cafeteria Worker	\$14.27	\$14.72
24.	Iacono	Rosanna	Cafeteria Worker	\$14.77	\$15.22
25.	Ivory	Georgina	Cafeteria Worker	\$14.77	\$15.22
26.	Jesus	Carmen	Cafeteria Worker	\$15.27	\$15.72
27.	Jezowski	Alicja	Cafeteria Worker	\$16.69	\$17.14
28.	Johnson	Kay	Cafeteria Worker	\$15.97	\$16.42
29.	Kastner	Justine	Cafeteria Worker	\$14.32	\$14.77
30.	Kleiner	Bonnie	Cafeteria Worker	\$15.97	\$16.42
31.	Lanese	Rachael	Cafeteria Worker	\$13.62	\$14.07
32.	Langlois-Sosa	Cindy	Cafeteria Worker	\$14.77	\$15.22
33.	Liao	Lyudmila	Cafeteria Worker	\$14.77	\$15.22
34.	Litts	Anne	Cafeteria Worker	\$16.69	\$17.14
35.	Magdziak	Malgorzata	Cafeteria Worker	\$14.77	\$15.22
36.	Majestic	Sandra	Cafeteria Worker	\$14.77	\$15.22
37.	Maldonado	Jacqueline	Cafeteria Worker	\$14.32	\$14.77
38.	Marsach	Miriam	Cafeteria Worker	\$14.77	\$15.22
39.	Medina	Angela	Cafeteria Worker	\$15.97	\$16.42
40.	Mora	Nellie	Cafeteria Worker	\$14.32	\$14.77
41.	Ng	Miriam	Cafeteria Worker	\$14.77	\$15.22
42.	Pollack	Tamara	Cafeteria Worker	\$14.77	\$15.22
43.	Reyes	Olatunde	Cafeteria Worker	\$13.62	\$14.07
44.	Rios-Ortega	Diane	Cafeteria Worker	\$14.77	\$15.22
45.	Rogalinski	Kathleen	Cafeteria Worker	\$15.27	\$15.72
46.	Sargent	Veronica	Cafeteria Worker	\$14.77	\$15.22
47.	Sasso	Deborah	Cafeteria Worker	\$14.77	\$15.22
48.	Scalercio	Susan	Cafeteria Worker	\$16.69	\$17.14
49.	Schmidt	Diane	Cafeteria Worker	\$14.77	\$15.22
50.	Shamey	Carol	Cafeteria Worker	\$16.69	\$17.14
51.	Shevlin	Daisy	Cafeteria Worker	\$14.77	\$15.22
52.	Stasolla	Deborah	Cafeteria Worker	\$15.97	\$16.42
53.	Strube	Regina	Cafeteria Worker	\$13.62	\$14.07
54.	Trebilcock	Colleen	Cafeteria Worker	\$13.62	\$14.07
55.	Tumminello	Tracy	Cafeteria Worker	\$16.69	\$17.14
56.	Van Why	Susan	Cafeteria Worker	\$16.69	\$17.14
57.	Villanueva	Monique	Cafeteria Worker	\$14.77	\$15.22
58.	Wickberg	Valerie	Cafeteria Worker	\$14.77	\$15.22
59.	Zayas	Santina	Cafeteria Worker	\$14.77	\$15.22

ee. Cafeteria Cooks (plus an additional \$1.75/per hour cook differential)

	Last Name	First Name	Position	2019-2020 Base Rate	2020-2021 Base Rate
1.	Beaulieu	Amy	Cafeteria Cook	\$14.77	\$15.22
2.	Krueger	Rosanne	Cafeteria Cook	\$16.69	\$17.14
3.	Litts	Lorrie	Cafeteria Cook	\$16.69	\$17.14
4.	Mayo	Eileen	Cafeteria Cook	\$14.77	\$15.22
5.	Searfoss	Barbara	Cafeteria Cook	\$16.69	\$17.14

6.	Smith	Eileen	Cafeteria Cook	\$15.27	\$15.72
7.	Stockman	Susan	Cafeteria Cook	\$14.77	\$15.22
8.	VanWhy	Rose	Cafeteria Cook	\$15.97	\$16.42

**ff. Custodians (2nd shift = plus an additional \$.40/per hour)
(3rd shift = plus an additional \$.50/per hour)**

	Last Name	First Name	Position Description	2019-2020 Base Rate	2020-2021 Base Rate
1.	Avelino	Alexander	Custodian 2nd Shift	\$15.93	\$16.38
2.	Bachelder	Lorne	Custodian 2nd Shift (Tues-Sat)	\$16.83	\$17.28
3.	Bass	James	Custodian 1st Shift	\$19.70	\$20.15
4.	Bell	Morris	Custodian 3rd Shift	\$16.83	\$17.28
5.	Benfield	David	Custodian 3rd Shift	\$19.70	\$20.15
6.	Bentzoni	Kyle	Custodian 1st Shift	\$19.70	\$20.15
7.	Bergmann	Michael	Custodian 3rd Shift	\$15.68	\$16.13
8.	Bompane	Gregory	Custodian 3rd Shift	\$16.83	\$17.28
9.	Burrows	Nicole	Custodian 1st Shift	\$15.68	\$16.13
10.	Cardillo	Gerard	Custodian 2nd Shift	\$19.70	\$20.15
11.	Cross	Donald	Custodian 3rd Shift	\$19.70	\$20.15
12.	Daye	Regine	Custodian 1st Shift	\$16.83	\$17.28
13.	Del Guercio	Anthony	Custodian 1st Shift	\$19.70	\$20.15
14.	Doyle	John	Custodian 2nd Shift	\$20.88	\$21.33
15.	Figueroa	Anthony	Custodian 2nd Shift	\$19.70	\$20.15
16.	Fredette	Christopher	Custodian 3rd Shift	\$16.38	\$16.83
17.	Fuzio	Antonio	Custodian 2nd Shift	\$19.70	\$20.15
18.	Gannon	Michael	Custodian 3rd Shift	\$16.83	\$17.28
19.	Gaines	Ann	Custodian 2nd Shift	\$15.68	\$16.13
20.	Garris	Randy	Custodian 3rd Shift	\$24.57	\$25.02
21.	Garris	Richard	Custodian 1st Shift	\$17.42	\$17.87
22.	Garris	Steven	Custodian 2nd Shift	\$22.90	\$23.35
23.	Gatpo	Wilma	Custodian 2nd Shift	\$18.79	\$19.24
24.	Gatpo	Reynaldo	Custodian 2nd Shift	\$16.83	\$17.28
25.	Gomez	Brenda	Custodian 2nd Shift	\$17.42	\$17.87
26.	Goodridge	Marcia	Custodian 2nd Shift	\$16.83	\$17.28
27.	Gould	Richard	Custodian 2nd Shift	\$16.83	\$17.28
28.	Halker	Donald	Custodian 1st Shift	\$16.83	\$17.28
29.	Harris	Deann	Custodian 2nd Shift	\$16.83	\$17.28
30.	Houghtaling	Richard	Custodian-Food Services (1 st Shift)	\$19.70	\$20.15
31.	Johnson	Robert	Custodian 2nd Shift	\$16.83	\$17.28
32.	Jones	Thomas	Custodian 2nd Shift	\$19.70	\$20.15
33.	Kelly	James	Custodian 2nd Shift	\$16.83	\$17.28
34.	Kraeber	Jeanie	Custodian 2nd Shift	\$16.83	\$17.28
35.	Lapping	Thomas	Custodian 1st Shift	\$16.83	\$17.28
36.	Lassiter	Wayne	Custodian 2nd Shift	\$19.70	\$20.15
37.	Liatto	Cheryl	Custodian 3rd Shift	\$16.83	\$17.28
38.	LoPresti	Flippo	Custodian 3rd Shift	\$15.68	\$16.13
39.	Martinez	Hector	Custodian 3rd Shift	\$16.83	\$17.28
40.	Miller	Thomas	Custodian 2nd Shift	\$16.83	\$17.28

41.	Montalvo	Eric	Custodian 2nd Shift	\$18.89	\$19.34
42.	Montuori	Jason	Custodian 1st Shift	\$19.70	\$20.15
43.	Nagele	Michael	Custodian 3rd Shift	\$16.83	\$17.28
44.	Nannery	William	Custodian 2nd Shift	\$16.83	\$17.28
45.	Napodano	Anthony	Custodian 2nd Shift	\$16.83	\$17.28
46.	Parton	Matthew	Custodian 1st Shift	\$16.83	\$17.28
47.	Philhower	Kyle	Custodian 1st Shift	\$16.83	\$17.28
48.	Piccoli	Arthur	Custodian 2nd Shift	\$16.83	\$17.28
49.	Pollack	Victor	Custodian 1st Shift	\$16.83	\$17.28
50.	Prothro	Robert	Custodian 1st Shift	\$16.83	\$17.28
51.	Prothro	Clotelda	Custodian 2nd Shift	\$16.83	\$17.28
52.	Rivera	Ana	Custodian 2nd Shift (part-time .4 hour)	\$16.38	\$16.83
53.	Romanowski	Joseph	Custodian 2nd Shift	\$17.44	\$17.89
54.	Rosado	John	Custodian 2nd Shift	\$16.83	\$17.28
55.	Rosado	Annette	Custodian 2nd Shift	\$16.38	\$16.83
56.	Rosenberger	Jeffrey	Custodian 3rd Shift	\$16.83	\$17.28
57.	Santiago	George	Custodian 2nd Shift	\$19.70	\$20.15
58.	Schmid	Justin	Custodian-Food Services 1st Shift	\$16.38	\$16.83
59.	Schmidt	James	Custodian (3rd Shift)	\$15.93	\$16.38
60.	Schoonover	Jonathan	Custodian 2nd Shift	\$19.70	\$20.15
61.	Schubert	Edwin	Custodian 3rd Shift	\$16.83	\$17.28
62.	Shoemaker	Michael	Custodian 3rd Shift	\$18.79	\$19.24
63.	Siptroth	Kenneth	Custodian 2nd Shift	\$16.83	\$17.28
64.	Smith	Yolanda	Custodian 2nd Shift	\$19.70	\$20.15
65.	Spannagel	Edward	Custodian 2nd Shift	\$16.83	\$17.28
66.	Suarez	Nicholas	Custodian 2nd Shift	\$16.83	\$17.28
67.	Sympson	Pageette	Custodian 2nd Shift	\$16.83	\$17.28
68.	Townsend	Johnathan	Custodian 1st Shift (ESE)	\$16.83	\$17.28
69.	Townsend	Johnathan	Custodian 2nd Shift (JTL)	\$16.38	\$16.83
70.	Transue	Scott	Custodian 1st Shift	\$16.83	\$17.28
71.	VanWhy	Scott	Custodian-Courier (1 st Shift)	\$16.83	\$17.28
72.	Velez	Arquelio	Custodian-Food Services (1 st Shift)	\$18.79	\$19.24
73.	Vezzosi	Salvatore	Custodian 1st Shift	\$16.83	\$17.28
74.	Vitale	Thomas	Custodian 3rd Shift	\$16.83	\$17.28
75.	Wickberg	Arthur	Custodian 2nd Shift	\$16.38	\$16.83

gg. Front Desk Receptionists

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Albornoz	Doris	Front Desk Receptionist	\$14.15	\$14.60
2.	Barrett	Maureen	Front Desk Receptionist	\$14.15	\$14.60
3.	Beniamino	Robin	Front Desk Receptionist	\$14.15	\$14.60
4.	Brown	Denise	Front Desk Receptionist	\$13.00	\$13.45
5.	Clare	Linda	Front Desk Receptionist	\$14.15	\$14.60
6.	Couchon	Christina	Front Desk Receptionist	\$13.00	\$13.45
7.	Furst	Pamela	Front Desk Receptionist	\$15.04	\$15.49
8.	Newallo	Rachel	Front Desk Receptionist	\$13.00	\$13.45
9.	Scozzafava	Theresa	Front Desk Receptionist	\$13.70	\$14.15
10.	Williams	Vivian	Front Desk Receptionist	\$14.15	\$14.60

hh. Health Room Nurses

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Fritz	Andrea	Health Room Nurse	\$18.95	\$19.40
2.	Jones	Melanie	Health Room Nurse	\$18.70	\$19.15
3.	Leeds	Dorothylee	Health Room Nurse	\$19.29	\$19.74
4.	Nicholls	Rhonda	Health Room Nurse	\$20.92	\$21.37
5.	Reilly	Margaret	Health Room Nurse	\$18.95	\$18.95
6.	Shamey	Alexis	Health Room Nurse	\$18.70	\$19.15

ii. Information Technologists

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Arnone	James	Information Technologist I	\$23.42	\$23.87
2.	Baehr	Jordan	Information Technologist I	\$23.42	\$23.87
3.	Booth	Steven	Information Technologist I	\$23.87	\$24.32
4.	Calderone	Anthony	Information Technologist II	\$25.85	\$26.30
5.	Carbajal	Louis	Information Technologist II	\$27.57	\$28.02
6.	Carmeci	Dawn	Information Technologist I	\$24.32	\$24.77
7.	Chamberlin	James	Information Technologist II	\$26.75	\$27.20
8.	Cooper	David	Information Technologist II	\$26.75	\$27.20
9.	Fitzpatrick	Brad	Information Technologist II	\$30.46	\$30.91
10.	MacMahon	Gary	Information Technologist II	\$26.75	\$27.20
11.	Malave	Edwin	Information Technologist II	\$30.46	\$30.91
12.	Page	Manvel	Information Technologist II	\$27.57	\$28.02

jj. Maintenance Workers (plus an additional \$.40/per hour shift differential when working 2nd shift)

	Last Name	First Name	Position	2019-2020 Base Rate	2020-2021 Base Rate
1.	Bednarski	Robert	Maintenance II	\$21.45	\$21.90
2.	Buncich	Milan	Maintenance II	\$21.45	\$21.90
3.	Counterman Jr	Boyd	Maintenance II	\$21.45	\$21.90
4.	Furlong	Michael	Maintenance II	\$21.45	\$21.90
5.	Hafler	Douglas	Maintenance II	\$21.45	\$21.90
6.	Halas	Nondas	Maintenance II	\$21.45	\$21.90
7.	Hirsch	Matthew	Maintenance II	\$21.45	\$21.90
8.	Iannia	Joseph	Maintenance II	\$21.45	\$21.90
9.	Joseph	Jean	Maintenance II	\$21.45	\$21.90
10.	Klein	Donald	Maintenance I	\$19.18	\$19.63
11.	Lesoine	Frederick	Maintenance II	\$21.45	\$21.90
12.	Miller	John	Maintenance II	\$21.45	\$21.90
13.	Monik	Kevin	Maintenance I	\$17.03	\$17.48
14.	O'Neill	Daniel	Maintenance II	\$21.45	\$21.90
15.	Pearson	Glenn	Maintenance II	\$21.45	\$21.90
16.	Pena	Daniel	Maintenance II (LTS)	\$21.20	\$21.40
17.	Roberts	Jeffrey	Maintenance II	\$21.45	\$21.90
18.	See	Kenneth	Maintenance II	\$21.45	\$21.90
19.	Starkes	Alonzo	Maintenance I	\$19.18	\$19.63
20.	Teeple	Joshua	Maintenance II	\$21.45	\$21.90
21.	Tennis	Brendan	Maintenance II	\$21.45	\$21.90
22.	Trimboli	Joseph	Maintenance II	\$21.45	\$21.90
23.	Young	William	Maintenance II	\$21.45	\$21.90

kk. Mechanics

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Fleming	Timothy	Mechanic	\$21.19	\$21.64
2.	Pawlicki	Daniel	Mechanic	\$19.28	\$19.73

ll. Paraprofessionals

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Allen	Nichelle	Paraprofessional	\$18.07	\$18.52
2.	Ambrose	Joanne	Paraprofessional	\$19.57	\$20.02
3.	Andrews	Julie	Paraprofessional	\$18.07	\$18.52
4.	Aponte	Betty	Paraprofessional	\$20.78	\$21.23
5.	Azikiwe	Emmanuela	Paraprofessional	\$17.17	\$17.62
6.	Banks	Anne	Paraprofessional	\$19.57	\$20.02
7.	Bastian	Debra	Paraprofessional	\$18.70	\$19.15
8.	Berardi	Ann Marie	Paraprofessional	\$19.57	\$20.02
9.	Bergen	Lori	Paraprofessional	\$17.62	\$18.07
10.	Bianchi	Mary	Paraprofessional	\$18.07	\$18.52
11.	Bianco	Ellen	Paraprofessional	\$18.07	\$18.52
12.	Bigio	Camille	Paraprofessional	\$20.78	\$21.23
13.	Bioh	Magdalene	Paraprofessional	\$18.07	\$18.52
14.	Bleckler	Ronda	Paraprofessional	\$18.07	\$18.52
15.	Bogart	Jenny	Paraprofessional	\$20.35	\$20.80
16.	Boughton	Mary	Paraprofessional	\$16.92	\$17.37
17.	Branigan	Linda	Paraprofessional	\$20.78	\$21.23
18.	Burke	Michelle	Paraprofessional	\$16.92	\$17.37
19.	Caldera	John	Paraprofessional	\$16.92	\$17.37
20.	Cali	Barbara	Paraprofessional	\$20.78	\$21.23
21.	Camaerei	Albert	Paraprofessional	\$20.78	\$21.23
22.	Careri	Karen	Paraprofessional	\$18.07	\$18.52
23.	Castillo	Victoria	Paraprofessional	\$16.92	\$17.37
24.	Cavanaugh	Theresa	Paraprofessional	\$18.07	\$18.52
25.	Cepin	Marisol	Paraprofessional	\$20.78	\$21.23
26.	Clarke	Lisa	Paraprofessional	\$18.07	\$18.52
27.	Conforti	Susan	Paraprofessional	\$18.07	\$18.52
28.	Connors	Patricia	Paraprofessional	\$20.78	\$21.23
29.	Cruz	Lisa	Paraprofessional	\$17.17	\$17.62
30.	Degraffenreid	Jacqueline	Paraprofessional	\$17.62	\$18.07
31.	DeRosa	Susan	Paraprofessional	\$17.62	\$18.07
32.	Deuerlein	Alice	Paraprofessional	\$20.78	\$21.23
33.	DiCola	Michelle	Paraprofessional	\$18.07	\$18.52
34.	DiSanto	Patricia	Paraprofessional	\$16.92	\$17.37
35.	Donald	Dawn	Paraprofessional	\$17.62	\$18.07
36.	Donovan	Christine	Paraprofessional	\$17.17	\$17.62
37.	Douglas	Patricia	Paraprofessional	\$20.35	\$20.80
38.	Drake	Alexis	Paraprofessional	\$17.62	\$18.07
39.	Duran	Mildred	Paraprofessional	\$17.17	\$17.62
40.	Farber	Stephanie	Paraprofessional	\$18.07	\$18.52
41.	Ferebee	James	Paraprofessional	\$17.17	\$17.62
42.	Fetherman	Jane	Paraprofessional	\$18.70	\$19.15
43.	Finn	Kelly	Paraprofessional	\$17.17	\$17.62
44.	Finver	Maryellen	Paraprofessional	\$20.78	\$21.23
45.	Fonash	Charlene	Paraprofessional	\$18.07	\$18.52
46.	Francis	Gail	Paraprofessional	\$18.07	\$18.52

47.	Gallagher	Matthew	Paraprofessional	\$17.17	\$17.62
48.	Giove	Miriam	Paraprofessional	\$17.62	\$18.07
49.	Glinska	Izabella	Paraprofessional	\$16.92	\$17.37
50.	Greaves	Micanel	Paraprofessional	\$16.92	\$17.37
51.	Hall	Jacqueline	Paraprofessional	\$16.92	\$17.37
52.	Harris	Shoshanah	Paraprofessional	\$16.92	\$17.37
53.	Hatter	Kahlasia	Paraprofessional	\$16.92	\$17.37
54.	Hennings	Gina	Paraprofessional	\$19.57	\$20.02
55.	Hernandez	Belinda	Paraprofessional	\$19.57	\$20.02
56.	Hunt	Sabryna	Paraprofessional	\$17.17	\$17.62
57.	Hutchinson	Diana	Paraprofessional	\$17.62	\$18.07
58.	Illingworth	Sharon	Paraprofessional	\$20.78	\$21.23
59.	Israel	Alicia	Paraprofessional	\$18.70	\$19.15
60.	Jablonski	Alison	Paraprofessional	\$20.78	\$21.23
61.	Jagger	Darlene	Paraprofessional	\$20.78	\$21.23
62.	Johnson	Joann	Paraprofessional	\$20.78	\$21.23
63.	Keeler	Joanne	Paraprofessional	\$16.92	\$17.37
64.	Keesser	Bridget	Paraprofessional	\$18.07	\$18.52
65.	Kelly	Joni-Beth	Paraprofessional	\$18.07	\$18.52
66.	Kidwell	Yasmin	Paraprofessional	\$17.17	\$17.62
67.	Kizer	Ann Marie	Paraprofessional	\$20.78	\$21.23
68.	Leone	Pauline	Paraprofessional	\$18.07	\$18.52
69.	Locke	Gina	Paraprofessional	\$17.17	\$17.62
70.	Matthews	Ann	Paraprofessional	\$18.07	\$18.52
71.	McCue	Catherine	Paraprofessional	\$18.07	\$18.52
72.	McKeithan	Nelson	Paraprofessional	\$18.07	\$18.52
73.	McMahon	Beverly	Paraprofessional	\$18.70	\$19.15
74.	Melvin	Carmen	Paraprofessional	\$18.70	\$19.15
75.	Mignosi	Lisa	Paraprofessional	\$19.57	\$20.02
76.	Morales	Venus	Paraprofessional	\$17.62	\$18.07
77.	Morris	Gary	Paraprofessional	\$18.07	\$18.52
78.	Mounts	Yvonne	Paraprofessional	\$18.07	\$18.52
79.	Nicholls	Rhonda	Paraprofessional	\$20.92	\$21.37
80.	Noia	Donna	Paraprofessional	\$20.78	\$21.23
81.	O'Brien	Patricia	Paraprofessional	\$20.78	\$21.23
82.	Palmer	Michelle	Paraprofessional	\$17.17	\$17.62
83.	Parkes	Jo	Paraprofessional	\$18.07	\$18.52
84.	Pavlovsky	Anna	Paraprofessional	\$17.62	\$18.07
85.	Pearson	Eileen	Paraprofessional	\$20.78	\$21.23
86.	Peltz	Robin	Paraprofessional	\$16.92	\$17.37
87.	Peters	Karen	Paraprofessional	\$19.57	\$20.02
88.	Poloway	Mary	Paraprofessional	\$18.70	\$19.15
89.	Pursell	Ginger	Paraprofessional	\$18.70	\$19.15
90.	Rabelo-Keller	Zeina	Paraprofessional	\$17.17	\$17.62
91.	Rambone	Kelly	Paraprofessional	\$20.78	\$21.23
92.	Randall	Michele	Paraprofessional	\$17.17	\$17.62
93.	Rodriguez	Stephanie	Paraprofessional	\$17.62	\$18.07
94.	Rowinski	Lisa	Paraprofessional	\$20.78	\$21.23
95.	Sanita	Sharon	Paraprofessional	\$18.07	\$18.52
96.	Schoenmakers	Gwendolyn	Paraprofessional	\$17.62	\$18.07
97.	Scott	Jessica	Paraprofessional	\$16.92	\$17.37
98.	Shaffer	Alicia	Paraprofessional	\$17.62	\$18.07
99.	Sherman	Diane	Paraprofessional	\$20.78	\$21.23

100.	Shukaitis	Sandra	Paraprofessional	\$18.70	\$19.15
101.	Sileikis	Danine	Paraprofessional	\$17.17	\$17.62
102.	Slama	Susan	Paraprofessional	\$18.07	\$18.52
103.	Smith	Donna	Paraprofessional	\$19.57	\$20.02
104.	Snapp	Donna	Paraprofessional	\$19.57	\$20.02
105.	States-Delcane	Denise	Paraprofessional	\$18.70	\$19.15
106.	Struhala	Jennifer	Paraprofessional	\$17.62	\$18.07
107.	Sutton	Deanna	Paraprofessional	\$19.57	\$20.02
108.	Tassinari	Lori	Paraprofessional	\$18.07	\$18.52
109.	Thompson	Teresa	Paraprofessional	\$18.07	\$18.52
110.	Totero	Stacy	Paraprofessional	\$17.62	\$18.07
111.	Tritto	Joann	Paraprofessional	\$18.07	\$18.52
112.	Vigorito	Brenda	Paraprofessional	\$18.07	\$18.52
113.	Weber	Sarah	Paraprofessional	\$18.70	\$19.15
114.	Weiss	Donna	Paraprofessional	\$17.17	\$17.62
115.	Wetklow	Nancy	Paraprofessional	\$18.07	\$18.52
116.	Zepeda	Carmen	Paraprofessional	\$20.78	\$21.23

mm. Secretaries

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Antoni	Barbara	Secretary	\$17.94	\$18.39
2.	Behme	Beth Ann	Secretary	\$16.97	\$17.42
3.	Borer	Robin	Secretary	\$17.94	\$18.39
4.	Brown	Deborah	Secretary	\$17.94	\$18.39
5.	Bush	Tabitha	Secretary	\$14.76	\$15.21
6.	Butz	Jennifer	Secretary	\$14.76	\$15.21
7.	Chamberlin	Annemarie	Secretary	\$16.97	\$17.42
8.	Crowl	Maureen	Secretary	\$17.94	\$18.39
9.	Determan	Martha	Secretary	\$17.94	\$18.39
10.	Dolinish	Kris	Secretary	\$24.34	\$24.79
11.	Dunleavy	Susan	Secretary	\$15.91	\$16.36
12.	Ecenbarger	Debra	Secretary	\$15.91	\$16.36
13.	Fetherman	Christopher	Secretary	\$14.76	\$15.21
14.	Fuller	Jeanine	Secretary	\$15.91	\$16.36
15.	Grimaldi	Lynnette	Secretary	\$15.46	\$15.91
16.	Heitz	Maria	Secretary	\$15.91	\$16.36
17.	Holden	Kira	Secretary	\$15.91	\$16.36
18.	Huffman	Jennifer	Secretary	\$15.01	\$15.46
19.	Joseph	Coleen	Secretary	\$14.76	\$15.21
20.	Kirk	Joyce	Secretary	\$17.94	\$18.39
21.	Kirschner	Karen	Secretary	\$16.97	\$17.42
22.	Kolcun	Elizabeth	Secretary	\$17.94	\$18.39
23.	Konawalik	Leanne	Secretary	\$15.01	\$15.46
24.	Lopez	Rebecca	Secretary	\$15.91	\$16.36
25.	Lopresti	Maddalena	Secretary	\$15.01	\$15.46
26.	Males	Linda	Secretary	\$19.12	\$19.57
27.	Massaro	Ellen	Secretary	\$16.97	\$17.42
28.	McGrath	Francine	Secretary	\$15.91	\$16.36
29.	Menditto	Marguerite	Secretary	\$16.97	\$17.42
30.	Mertz	Susan	Secretary	\$14.76	\$15.21
31.	Michaels	Kristine	Secretary	\$22.81	\$23.26
32.	Nevin	Angela	Secretary	\$15.91	\$16.36
33.	Newberry	Jessica	Secretary	\$16.97	\$17.42

34.	Oney	Kelli	Secretary	\$15.91	\$16.36
35.	Osmanski	Tammy	Secretary	\$17.94	\$18.39
36.	Piccoli	Barbara	Secretary	\$15.91	\$16.36
37.	Rivadeneira	Gloria	Secretary	\$15.91	\$16.36
38.	Romansky	Patricia	Secretary	\$15.91	\$16.36
39.	Rosado	Lorena	Secretary	\$15.91	\$16.36
40.	Rose	Tracy	Secretary	\$14.76	\$15.21
41.	Schaal	Denise	Secretary	\$15.91	\$16.36
42.	Schnaitman	Dana	Secretary	\$15.91	\$16.36
43.	Skidmore	Rose	Secretary	\$15.91	\$16.36
44.	Snyder	Amy	Secretary	\$19.12	\$19.57
45.	Sourwine	Judy	Secretary	\$17.94	\$18.39
46.	Varner	Lisa	Secretary	\$17.94	\$18.39
47.	Walck	Martha	Secretary	\$17.94	\$18.39
48.	Walsh	Tammy	Secretary	\$15.91	\$16.36
49.	Wright	Patricia	Secretary	\$17.94	\$18.39

nn. Student Aides

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Ace	Rebecca	Student Aide	\$13.91	\$14.36
2.	Antonesei	Liliana	Student Aide	\$13.66	\$14.11
3.	Butz	Connie	Student Aide	\$14.81	\$15.26
4.	Calascibetta	Joan	Student Aide	\$14.81	\$15.26
5.	Cali	Charlotte	Student Aide	\$14.81	\$14.81
6.	Carey	Ronnise	Student Aide	\$14.81	\$15.26
7.	Catalano	John	Student Aide	\$13.91	\$14.36
8.	Cherif	Amanda	Student Aide	\$13.66	\$14.11
9.	Ciucci	Margaret	Student Aide	\$14.81	\$15.26
10.	Cramer	Leslie Ann	Student Aide	\$15.47	\$15.92
11.	Cruz	Maryna	Student Aide	\$13.66	\$14.11
12.	Dalia	Teresa	Student Aide	\$15.47	\$15.92
13.	Duval	Elvira	Student Aide	\$15.47	\$15.92
14.	Eilers	Deborah	Student Aide	\$14.81	\$15.26
15.	Fish	Joy	Student Aide	\$15.47	\$15.92
16.	Foran	Widya	Student Aide	\$13.91	\$14.36
17.	Frevele	Samantha	Student Aide	\$14.81	\$15.26
18.	Gilmore	Khadijah	Student Aide	\$13.66	\$14.11
19.	Glynn	Gerardine	Student Aide	\$14.81	\$15.26
20.	Graziano	Amy	Student Aide	\$14.81	\$15.26
21.	Green	Kelly	Student Aide	\$13.66	\$14.11
22.	Guerra	Alainna	Student Aide	\$13.66	\$14.11
23.	Hanson	Jennifer	Student Aide	\$14.81	\$15.26
24.	Harris	Marianne	Student Aide	\$15.47	\$15.92
25.	Imbert	Lisa	Student Aide	\$15.47	\$15.92
26.	Jackson	Jacquelyn	Student Aide	\$14.81	\$15.26
27.	Johnson	Beverly	Student Aide	\$14.81	\$15.26
28.	Johnson	Mark	Student Aide	\$14.81	\$15.26
29.	Justiniano	Edward	Student Aide	\$14.81	\$15.26
30.	Lapping	Sarah	Student Aide	\$14.36	\$14.81
31.	Lopez	Myrna	Student Aide	\$14.81	\$15.26
32.	McDermott	Amy	Student Aide	\$14.81	\$15.26
33.	Meduri	Nancy	Student Aide	\$14.81	\$15.26
34.	Orenstein	Carol	Student Aide	\$17.29	\$17.74

35.	Ortiz	Gladys	Student Aide	\$15.96	\$16.41
36.	Parmer	Mary	Student Aide	\$14.81	\$15.26
37.	Perez	Wanda	Student Aide	\$15.47	\$15.92
38.	Perry	Raymond	Student Aide	\$15.47	\$15.92
39.	Pizzuto	Debra	Student Aide	\$13.66	\$14.11
40.	Rennekamp	Deborah	Student Aide	\$13.66	\$14.11
41.	Root	Maria	Student Aide	\$14.81	\$15.26
42.	Rue	Viola	Student Aide	\$16.83	\$17.28
43.	Saffer	Michele	Student Aide	\$14.36	\$14.81
44.	Salerno	Martene	Student Aide	\$14.81	\$15.26
45.	Shortino	Debra	Student Aide	\$16.83	\$17.28
46.	Syfor	Nicole	Student Aide	\$13.91	\$14.36
47.	Tayburn	Cynthia	Student Aide	\$14.81	\$15.26
48.	Tonkin	Lisa	Student Aide	\$17.29	\$17.74
49.	Wesselius	Kathleen	Student Aide	\$14.81	\$15.26
50.	Wilson	Robin	Student Aide	\$14.81	\$15.26

f. Non-Bargaining Unit 2020-2021 Fiscal Year Compensation. Effective July 1, 2020 through June 30, 2021.

aa. Crossing Guards

	Last Name	First Name	Shift/Position	2019-2020	2020-2021
1.	Orley	James	Crossing Guard	\$18.52	\$19.08
2.	Welter	Jean	Crossing Guard	\$19.37	\$19.95

bb. Security Officers

	Last Name	First Name	Shift/Position	2019-2020	2020-2021
1.	Altreche	Ricardo	1st shift, 10 month	\$17.70	\$18.23
2.	Careri	William	1st shift, 10 month	\$17.70	\$18.23
3.	Cicccone	Judy	1st shift, 10 month	\$19.91	\$20.51
4.	Fetherman	John	1st shift, 10 month	\$17.70	\$18.23
5.	Genovese	Patricia	1st shift, 10 month	\$17.70	\$18.23
6.	Huffman	Brooke	1st shift, 10 month	\$19.91	\$20.51
7.	Johnson	Robeen	1st shift, 10 month	\$17.70	\$18.23
8.	Long	Damon	1st shift, 10 month	\$17.70	\$18.23
9.	Malvagno (retire 7/15/20)	Victor	1st shift, 10 month	\$19.91	\$20.51
10.	Maye, Jr.	Riley	1st shift, 10 month	\$17.70	\$18.23
11.	Parham	Hasana	1st shift, 10 month	\$17.70	\$18.23
12.	Pietrofere	Maria	1st shift, 10 month	\$18.39	\$18.94
13.	Pinto	Carol	1st shift, 10 month	\$17.70	\$18.23
14.	Rafaniello	Ronald	1st shift, 10 month	\$17.70	\$18.23
15.	Reali	Susan	1st shift, 10 month	\$17.70	\$18.23
16.	Santi	Nathanael	1st shift, 10 month	\$17.70	\$18.23

cc. School Police Officers

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Cook	William	10 month, 1 st shift	\$20.53	\$21.15
2.	Cullen	Thomas	12 month, 3 rd shift (plus \$.50/per hour shift differential)	\$21.29	\$21.93
3.	Donohue	Robert	10 month, 1 st shift	\$20.53	\$21.15
4.	Fehrle	Richard	12 month, 1 st shift	\$20.53	\$21.15
5.	Gouger	William	12 month, 2 nd shift (plus \$.40/per hour shift differential)	\$23.35	\$24.05
6.	Grant	Roscoe	10 month, 1 st shift	\$20.53	\$21.15

7.	Harrison	Stacy	10 month, 1 st shift	\$20.53	\$21.15
8.	Hughes	Jeremiah	10 month, 1 st shift	\$20.53	\$21.15
9.	Milford, Jr.	Gregory	10 month, 1 st shift	\$20.53	\$21.15
10.	Robinson	Tarjamond	10 month, 1 st shift	\$20.53	\$21.15
11.	Smith	Albert	10 month, 1 st shift	\$20.53	\$21.15
12.	Zito	John	10 month, 1 st shift	\$20.53	\$21.15
13.	Sanchez-Rivera	Erica	10 month, 1 st shift	\$18.75	\$19.31
14.	Santos	Raquel	10 month, 1 st shift	\$18.75	\$19.31

dd. Administrative Assistants

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Cirnigliaro	Roseria	Administrative Assistant - Human Resources	\$23.58	\$24.28
2.	Farmer	Patricia	Administrative Assistant - Human Resources	\$29.36	\$30.24
3.	Horton	Marisela	Administrative Assistant – Business Office	\$24.46	\$25.20
4.	Mayrhauser	Christine	Administrative Assistant - Human Resources	\$23.58	\$24.28
5.	Rosado	Patricia	Administrative Assistant - Superintendent	\$29.10	\$29.97
6.	Schnaitman	Jennifer	Benefits Coordinator - Business Office	\$26.43	\$27.22
7.	Wisotsky	Debra	Administrative Assistant - Superintendent	\$24.46	\$25.20

ee. First Level Supervisors

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Flynn	Denise	Assistant Food Services Director - South (10 month position)	\$32.17	\$33.13
2.	Possinger	Marilyn	Assistant Food Services Director - North (10 month position)	\$32.17	\$33.13
3.	Moore	Mary Ann	Transportation Dispatcher (10 month position)	\$34.88	\$35.93
4.	Feal	Joseph	Custodial (Working) Supervisor	\$29.64	\$30.53
5.	Schantzen	Patrick	Mechanic (Working) Supervisor	\$32.78	\$33.77
6.	Miller	Daryle	Grounds Maintenance (Working) Supervisor /Transportation Dispatcher (12 month position)	\$33.75	\$34.76

g. Act 93 Administration Staff 2020-2021 Fiscal Year Salary Compensation. Effective July 1, 2020 through June 30, 2021.

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Krauss	Matthew	Access Coordinator	\$63,466.22	\$65,687.54
2.	Kelly	Diane	Assistant Financial Officer	\$74,259.18	\$76,858.25
3.	Bauer	Annamarie	Coordinator of Child Accounting	\$62,834.85	\$65,034.07
4.	Byrne	Angela	Coordinator of Federal Programs/Grants	\$77,397.30	\$80,106.21
5.	Dreisbach	Erin	Coordinator of Social Services (Elementary)	\$62,834.85	\$65,034.07
6.	Jones	Shahida	Coordinator of Social Services (Secondary)	\$62,834.85	\$65,034.07
7.	Forsyth	Eric	Director of Administrative Services	\$97,263.63	\$100,667.86
8.	Bradley	Tabitha	Director of Elementary Education	\$108,737.10	\$112,542.90
9.	Piperato	Heather	Director of Secondary Education	\$122,595.75	\$126,886.60
10.	Ihle	Scott	Director of Facilities	\$93,192.13	\$96,453.85
11.	Schmid	Paul	Director of Food Services (retire 7/31/20)	\$95,227.88	\$98,560.86
12.	Collevecchio	Melissa	Director of Food Services (effective 6/15/20)	\$79,600.80	\$79,600.80
13.	Borosh	Brian	Director of Instructional Technology	\$116,511.40	\$120,589.30
14.	Casciotta	Marialena	Director of Pupil Services K-5	\$116,600.49	\$120,681.51
15.	Olszewski	Mary	Director of Pupil Services 6-12	\$93,223.49	\$96,486.31

16.	Mill	Frederick	Director of School Police/School Safety & Security Coordinator	\$91,395.68	\$94,594.52
17.	Rohrer	Dawn	Director of Transportation (effective 3/2/20)	\$79,600.80	\$79,600.80
18.	Vitulli	William	East Stroudsburg Area Cyber Academy Principal	\$104,841.15	\$108,510.59
19.	Angelopoulos	Eleni	Elementary Assistant Principal	\$71,891.00	\$74,407.19
20.	Judd	Jeremy	Elementary Assistant Principal	\$71,891.00	\$74,407.19
21.	Moriarty	Jennifer	Elementary Assistant Principal (effective 4/27/20)	\$72,609.91	\$72,609.91
22.	Arnold	Michelle	Elementary Principal	\$113,159.30	\$117,119.68
23.	Baker	David	Elementary Principal	\$107,457.41	\$111,218.42
24.	Kulick	Gail	Elementary Principal	\$123,089.36	\$127,397.49
25.	Lenhart	Ray	Elementary Principal	\$97,107.84	\$100,506.61
26.	Lord	Kristin	Elementary Principal	\$91,762.00	\$94,973.67
27.	Sadowsky	Matthew	Elementary Principal	\$91,762.00	\$94,973.67
28.	Fuller	Joshua	High School Assistant Principal	\$92,289.55	\$95,519.68
29.	Polmounter	Amy	High School Assistant Principal	\$91,395.68	\$94,594.52
30.	Stevens	Renee	High School Assistant Principal	\$92,289.55	\$95,519.68
31.	Brenneman	Benjamin	High School Principal	\$114,801.86	\$118,819.92
32.	Catrillo	Michael	High School Principal	\$140,390.55	\$145,304.22
33.	Bohrman	Joanne	Intermediate Assistant Principal	\$93,192.13	\$96,453.85
34.	Crescenzo	JohnPaul	Intermediate Assistant Principal	\$78,040.00	\$80,771.40
35.	Rich	Lauren	Intermediate Assistant Principal	\$78,040.00	\$80,771.40
36.	Padavano	Debra	Intermediate Principal	\$106,959.24	\$110,702.81
37.	Reichl	Craig	Intermediate Principal	\$111,243.38	\$115,136.90
38.	Padula	Patricia	Supervisor of Special Education (K- 5)	\$71,891.00	\$74,407.19
39.	Deane-Gardner	Carol	Supervisor of Special Education (6-12)	\$84,761.65	\$87,728.30

h. Central Administration Staff 2020-2021 Fiscal Year Salary Compensation. Effective July 1, 2020 through June 30, 2021.

	Last Name	First Name	Position	2019-2020	2020-2021
1.	Baddick	Brian	Assistant Superintendent for Pupil Services K-12	3.5% increase	3.5% increase
2.	McIntyre	Thomas	Chief Financial Officer	3.5% increase	3.5% increase
3.	Zall	Stephen	Director of Human Resources	3.5% increase	3.5% increase

i. Tenure

	Last Name	First Name	Position	Location
1.	Briggs-Reichert	Alexandria	Family & Consumer Science	High School North
2.	Yeomans	Brett	Social Studies	High School South

j. Bus Drivers – Student Food Delivery Program effective June 3, 2020 through June 30, 2020, up to four hours per day.

	Name	2019-2020 Rate
1.	Almodovar, Matilde	\$18.48
2.	Bader, Vicky	\$21.76
3.	Carter, Bernadette	\$17.84
4.	Cavanaugh, Lorraine	\$20.20

5.	Class, Flor	\$17.84
6.	Conklin, Cheryl	\$19.07
7.	Cramer, Kathaleen	\$17.39
8.	Curtis, Joe	\$17.84
9.	Daly-Rispin, Mary	\$17.84
10.	Donovan, Sharon	\$18.84
11.	Fennell-Raby, Beverly	\$17.84
12.	Garcia, Rachel	\$17.84
13.	Gargan, Michael	\$18.48
14.	Giannolla, Janice	\$20.20
15.	Gramberg, Karen	\$18.48
16.	Hamilton, Crystal	\$21.76
17.	Hedgelon, Denise	\$19.07
18.	Holva, Michelle	\$17.84
19.	Johnson, Annie	\$20.20
20.	Kishbaugh, Costance	\$20.20
21.	Kishbaugh, Maureen	\$17.84
22.	Ludwig, Christopher	\$17.84
23.	Lynch, Linda	\$21.76
24.	Madera, Wanda	\$17.84
25.	Mattern, Kathy	\$17.39
26.	Molloy, Nannette	\$18.48
27.	O'Grady, Joseph	\$19.07
28.	Parciasepe, Rudolph	\$17.84
29.	Prunkel, Jennifer	\$17.84
30.	Ramirez, Marlene	\$17,84
31.	Roberts, Elaine	\$21.76
32.	Schmidt, Elizabeth	\$17.84
33.	Smith, Kesha	\$17.39
34.	Snow, Kathleen	\$17.84
35.	Sullivan, Kerry	\$17.39
36.	Trabucco, Richard	\$17.84
37.	Tullo, Richard	\$17.84
38.	Venlosky, Dana	\$17.39
39.	Warlix-Williams, Kathy	\$17.84
40.	Wells, Barbara	\$20.20

- k. Support Staff - Summer Staff for Food Services. Temporary summer cafeteria worker under the direction of the Director of Food Services. This appointment will be at different locations for the Seamless Summer Program effective June 22, 2020 through August 21, 2020. Rate is \$13.00 per hour.

Appointment for the Summer of the 2019-2020 School Year

	Last Name	First Name
1.	Schmidt	Diane

l. Temporary Registration Secretaries

	Name	Position(s)	Effective Date(s)	Rate
1.	Bauer, Amy	Temporary Registration Secretary	To be determined through September 30, 2020	\$10.00/hour
2.	Hennion, Brandi	Temporary Registration Secretary	To be determined through September 30, 2020	\$10.00/hour

m. Temporary Summer Grounds Workers

	Name	Position(s)	Effective Date(s)	Rate
3.	Cloward, Micah	Summer Grounds Worker	To be determined through August 21, 2020	\$14.00/hour
4.	Fylstra, Stephen	Summer Grounds Worker	June 9, 2020 through August 21, 2020	\$14.00/hour
5.	Heller, Layton	Summer Grounds Worker	June 9, 2020 through August 21, 2020	\$14.00/hour
6.	McGrath, Gerard	Summer Grounds Worker	June 9, 2020 through August 21, 2020	\$14.00/hour
7.	Peters, Kimberlee	Summer Grounds Worker	June 9, 2020 through August 21, 2020	\$14.00/hour
8.	Reyes, Samuel	Summer Grounds Worker	June 9, 2020 through August 21, 2020	\$14.00/hour

n. 2020-2021 School Year Professional Substitute Rate

Position	Rate	Bonus
Teacher/School Nurse	\$100.00 per day	\$500.00 after thirty (30) days of professional substituting. The thirty (30) days do not have to be consecutive and are calculated for time substituted within the 2020-2021 school year and will not carry over to subsequent school years.

o. 2020-2021 Fiscal Year Support Substitute Rates

Position	Per Hour
Bus Driver	\$15.00
Bus Mechanic	\$13.00
Business Office	\$10.00
Cafeteria Aide	\$ 8.00
Cafeteria Worker	\$ 9.50
Crossing Guard	\$ 8.25
Custodian	\$ 9.75
Front Desk Receptionist	\$ 7.50

Position	Per Hour
Health Room Nurse	\$12.00
Information Technologist	\$11.00
Maintenance I Worker	\$10.50
Paraprofessional	\$11.00
Attendance Officer	\$13.00
School Police Officer	\$13.50
Secretary	\$ 9.50
Security Officer	\$10.00
Student Aide	\$10.00

p. School Nurses/Dental Hygienist Additional Hours for the Summer of the 2019-2020 School Year.

Rates are \$29.31 per hour, based on a 7.5 hour workday.

1. School Nurses – up to a maximum of 7 days
2. Dental Hygienist – up to a maximum of 5 days
3. Department Chairpersons – up to a maximum of 7 additional days

q. Supplemental Days for School Counselors/School Psychologists/Consultant for the 2020-2021 Fiscal Year.

1. Elementary School Counselors – up to a maximum of 13 days
2. Intermediate School Counselors – up to a maximum of 16 days

3. Secondary School Counselors – up to a maximum of 20 days
4. Out of District Consultant – up to a maximum of 20 days
5. Department Chairpersons – up to a maximum of 3 additional days
6. School Psychologists – up to a maximum of 10 days

r. Kindergarten Screening – Motion to approve the following teachers for the purpose of providing a screening for incoming Kindergarten students from July 6, 2020 to July 10, 2020. The screenings are funded by the Curriculum Office.

	Last Name	First Name	Location	Maximum Hours	Rate
1.	Christiansen	Marie	Bushkill Elementary	Not to exceed 15 hours	\$29.31 per hour
2.	Gittens	Linda	Bushkill Elementary	Not to exceed 15 hours	\$29.31 per hour
3.	Quire	Taylor	Bushkill Elementary	Not to exceed 15 hours	\$29.31 per hour
4.	Zabriskie	Lisa	Bushkill Elementary	Not to exceed 15 hours	\$29.31 per hour
5.	Greiner	Katie	East Stroudsburg Elementary	Not to exceed 15 hours	\$29.31 per hour
6.	Melendez	Dawn	East Stroudsburg Elementary	Not to exceed 15 hours	\$29.31 per hour
7.	Peters	Joanne	East Stroudsburg Elementary	Not to exceed 15 hours	\$29.31 per hour
8.	Prusik	Julia	East Stroudsburg Elementary	Not to exceed 15 hours	\$29.31 per hour
9.	Winkler	Mary	East Stroudsburg Elementary	Not to exceed 15 hours	\$29.31 per hour
10.	Leonard	Jacilyn	J. M. Hill Elementary	Not to exceed 15 hours	\$29.31 per hour
11.	Lowe	Angela	J. M. Hill Elementary	Not to exceed 15 hours	\$29.31 per hour
12.	Mercado	Aceneth	J. M. Hill Elementary	Not to exceed 15 hours	\$29.31 per hour
13.	Rogers	Maria	J. M. Hill Elementary	Not to exceed 15 hours	\$29.31 per hour
14.	Seeman	Deziree	Middle Smithfield Elementary	Not to exceed 15 hours	\$29.31 per hour
15.	Shaffer	Nancy	Middle Smithfield Elementary	Not to exceed 15 hours	\$29.31 per hour
16.	Marston-Roses	Dawn	Middle Smithfield Elementary	Not to exceed 15 hours	\$29.31 per hour
17.	Early	Eileen	Resica Elementary	Not to exceed 15 hours	\$29.31 per hour
18.	LeDuc	Wendy	Resica Elementary	Not to exceed 15 hours	\$29.31 per hour
19.	Newman	Shelley	Resica Elementary	Not to exceed 15 hours	\$29.31 per hour
20.	Reyes	Claudia	Resica Elementary	Not to exceed 15 hours	\$29.31 per hour
21.	Rodriguez	Janice	Resica Elementary	Not to exceed 15 hours	\$29.31 per hour
22.	Ruberto	Robin	Resica Elementary	Not to exceed 15 hours	\$29.31 per hour
23.	Daning	Robin	Smithfield Elementary	Not to exceed 15 hours	\$29.31 per hour
24.	Karas	Jillian	Smithfield Elementary	Not to exceed 15 hours	\$29.31 per hour

25.	Mendicino	Christina	Smithfield Elementary	Not to exceed 15 hours	\$29.31 per hour
26.	Weeks	Laura	Smithfield Elementary	Not to exceed 15 hours	\$29.31 per hour
27.	Seidel	Maureen	District	Not to exceed 12 hours	\$29.31 per hour
28.	Wescott	Shawn	District	Not to exceed 12 hours	\$29.31 per hour

- s. **Summer AcadeME Program.** Motion to approve the following appointments for the planning/preparation and delivery of the Summer AcadeME 2020 virtual enrichment program. This is a new program in response to the mandatory school closure through June 30, 2020. These positions are fully funded by the Curriculum and Instruction budget and/or the Elementary & Secondary School Emergency Relief Fund (ESSER).

	Last Name	First Name	Session	Maximum hours	Rate
1.	Brotherton	Regina	1	Not to exceed 15 hours	\$29.31 per hour
2.	Bybee	Steven	1	Not to exceed 15 hours	\$29.31 per hour
3.	Carson	Jessica	1	Not to exceed 15 hours	\$29.31 per hour
4.	Cykosky	Tamara	2	Not to exceed 30 hours	\$29.31 per hour
5.	Gubernot	Joseph	1	Not to exceed 15 hours	\$29.31 per hour
6.	Hartman	Sandra	3	Not to exceed 45 hours	\$29.31 per hour
7.	Hnasko	Scott	4	Not to exceed 60 hours	\$29.31 per hour
8.	McMahon	Amy	0.5	Not to exceed 7.5 hours	\$29.31 per hour
9.	Muniz	Kathleen	1	Not to exceed 15 hours	\$29.31 per hour
10.	Symonies	Kerrie	4	Not to exceed 60 hours	\$29.31 per hour
11.	Tiernan	Patricia	0.5	Not to exceed 7.5 hours	\$29.31 per hour
12.	Turner	Gillian	1	Not to exceed 15 hours	\$29.31 per hour

- t. **Summer ESACA Elementary Planning.** Motion to approve summer hours through August 24, 2020 for the purpose of professional planning and preparation for elementary ESACA students for the 2020-2021 school year. This position is funded through the Curriculum and Instruction office.

	Last Name	First Name	Position	Location	Classification	Rate
1.	Stricker	Stefanie	Elementary teacher	ESACA	Professional	\$29.31 per hour, not to exceed a maximum of 30 hours

- u. **Summer Elementary Curriculum Mental Health Program Planning.** Motion to approve summer hours through August 24, 2020 for the purpose of professional planning and preparation for the new elementary mental health program for the 2020-2021 school year. These positions are fully funded through the ACCESS program. The total combined maximum hours will be 90.

	Last Name	First Name	Position	Location	Classification	Rate
1.	DeLuca	Nicole	Special Education teacher	Smithfield Elementary	Professional	\$29.31 per hour, not to exceed a combined maximum of 90 hours for all participating professional staff.
2.	Govus	Diana	Special Education teacher	Bushkill Elementary	Professional	\$29.31 per hour, not to exceed a combined maximum of 90 hours for all participating professional staff.
3.	Manieri	Suzanne	Special Education teacher	East Stroudsburg Elementary	Professional	\$29.31 per hour, not to exceed a combined maximum of 90 hours for all participating professional staff.
4.	Shaffer	Melanie	Special Education teacher	Bushkill Elementary	Professional	\$29.31 per hour, not to exceed a combined maximum of 90 hours for

						all participating professional staff.
5.	Wetherhold	Barbara	Special Education teacher	Smithfield Elementary	Professional	\$29.31 per hour, not to exceed a combined maximum of 90 hours for all participating professional staff.

v. Quick Start to Kindergarten Program, Summer 2020. Planning and training for professional staff will begin on June 23, 2020. Program dates: July 27, 2020 - August 7, 2020. Support staff will be paid at their 2020-2021 fiscal year rate. These appointments will be approved if and only if the program occurs. No appointment is hereby made in the event that this program is cancelled. These positions are fully funded by Title I.

	Name	Position	Classification	Location	Compensation
1.	Govus, Diana	Program Teacher	Professional	Bushkill Elementary	\$29.31 per hour, not to exceed 57 hours
2.	Jennings, Melissa	Parent Presentation Facilitator	Professional	Bushkill Elementary	\$29.31 per hour, not to exceed 27 hours
3.	Noia, Donna	Paraprofessional	Support	Bushkill Elementary	\$21.23 per hour, not to exceed 41 hours
4.	Greiner, Katie	Program Teacher	Professional	East Stroudsburg Elementary	\$29.31 per hour, not to exceed 57 hours
5.	Steakin, Susan	Parent Presentation Facilitator	Professional	East Stroudsburg Elementary	\$29.31 per hour, not to exceed 27 hours
6.	Schoenmakers, Gwendolyn	Paraprofessional	Support	East Stroudsburg Elementary	\$18.07 per hour, not to exceed 41 hours
7.	Leonard, Jacilyn	Program Teacher	Professional	J M Hill Elementary	\$29.31 per hour, not to exceed 57 hours
8.	Rogers, Maria	Parent Presentation Facilitator	Professional	J M Hill Elementary	\$29.31 per hour, not to exceed 27 hours
9.	Hennings, Gina	Paraprofessional	Support	J M Hill Elementary	\$20.02 per hour, not to exceed 41 hours
10.	Seeman, Deziree	Program Teacher	Professional	Middle Smithfield Elementary	\$29.31 per hour, not to exceed 57 hours
11.	Bioh, Magdalene	Parent Presentation Facilitator	Professional	Middle Smithfield Elementary	\$29.31 per hour, not to exceed 27 hours
12.	Giove, Miriam	Paraprofessional	Support	Middle Smithfield Elementary	\$18.07 per hour, not to exceed 41 hours
13.	Iannazzo, Julia	Program Teacher	Professional	Resica Elementary	\$29.31 per hour, not to exceed 57 hours
14.	Marrone, Ashley	Parent Presentation Facilitator	Professional	Resica Elementary	\$29.31 per hour, not to exceed 27 hours
15.	Mignosi, Lisa	Paraprofessional	Support	Resica Elementary	\$20.02 per hour, not to exceed 41 hours

16.	Munch, Laura	Program Teacher	Professional	Smithfield Elementary	\$29.31 per hour, not to exceed 57 hours
17.	Conti, Ronda	Parent Presentation Facilitator	Professional	Smithfield Elementary	\$29.31 per hour, not to exceed 27 hours
18.	Kelly, Joni-Beth	Paraprofessional	Support	Smithfield Elementary	\$18.52 per hour, not to exceed 41 hours

w. **2020 Title I Virtual STEAM*R Summer Enrichment Program.** Effective June 8, 2020 to allow for pre-planning, training, and preparation. Program dates: June 29, 2020 – July 23, 2020. These positions are fully funded by Title I and Title IV grants. These appointments are subject to sufficient student enrollment in the program.

	Name	Position	Classification	Location	Compensation
1.	English, Elizabeth	Floating Teacher	Professional	Bushkill Elementary	\$29.31 per hour, not to exceed 93 total hours.
2.	Gittens, Linda	Program Teacher	Professional	Bushkill Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
3.	Osborne, Debbie	Program Teacher	Professional	Bushkill Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
4.	Shaffer, Melanie	Specialist Teacher	Professional	Bushkill Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
5.	Summerville, Launie	Program Teacher	Professional	Bushkill Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
6.	Wisneiski, Linda	Program Coordinator	Professional	Bushkill Elementary	\$29.31 per hour, not to exceed 96.5 total hours.
7.	Aulisio, Lindsay	Specialist Teacher (P/T)	Professional	East Stroudsburg Elementary	\$29.31 per hour, not to exceed 58.5 total hours.
8.	Capulish, Mary	Program Teacher	Professional	East Stroudsburg Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
9.	Greiner, Katie	Program Teacher	Professional	East Stroudsburg Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
10.	Hegarty, Susan	Program Coordinator	Professional	East Stroudsburg Elementary	\$29.31 per hour, not to exceed 96.5 total hours.
11.	Patrick, Lauren	Floating Teacher	Professional	East Stroudsburg Elementary	\$29.31 per hour, not to exceed 93 total hours.
12.	Steakin, Susan	Program Teacher	Professional	East Stroudsburg Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
13.	Yohe, Zahra	Program Teacher	Professional	East Stroudsburg Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
14.	Gagnon, Diane	Specialist Teacher (P/T)	Professional	East Stroudsburg Elementary	\$29.31 per hour, not to exceed 58.5 total hours.
15.	Hogan, Karin	Program Coordinator (P/T)	Professional	J M Hill Elementary	\$29.31 per hour, not to exceed 52.5 total hours.

16.	Hogan, Karin	Floating Teacher (P/T)	Professional	J M Hill Elementary	\$29.31 per hour, not to exceed 44 total hours.
17.	Ilch, Erin	Art Teacher (P/T)	Professional	J M Hill Elementary	\$29.31 per hour, not to exceed 58.5 total hours.
18.	Krajewski, Michelle	Program Teacher	Professional	J M Hill Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
19.	Munch, Laura	Floating Teacher (P/T)	Professional	J M Hill Elementary	\$29.31 per hour, not to exceed 44 total hours.
20.	Munch, Laura	Program Coordinator (P/T)	Professional	J M Hill Elementary	\$29.31 per hour, not to exceed 52.5 total hours.
21.	Santos, Rosie	Program Teacher	Professional	J M Hill Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
22.	Tynemouth, Catherine	Music Teacher (P/T)	Professional	J M Hill Elementary	\$29.31 per hour, not to exceed 58.5 total hours.
23.	Gress, Heather	Program Teacher	Professional	J M Hill Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
24.	Bioh, Magdalene	Program Teacher	Professional	Middle Smithfield Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
25.	Hutchinson, Diana	Program Coordinator	Professional	Middle Smithfield Elementary	\$29.31 per hour, not to exceed 96.5 total hours.
26.	Jennings, Jill	Program Teacher	Professional	Middle Smithfield Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
27.	Parr, Nelliann	Specialist Teacher	Professional	Middle Smithfield Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
28.	Reid, Victoria	Program Teacher	Professional	Middle Smithfield Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
29.	Tobin, Snoann	Program Teacher	Professional	Middle Smithfield Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
30.	Trauschke, Billie	Program Teacher	Professional	Middle Smithfield Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
31.	Winkler, Mary	Floating Teacher	Professional	Middle Smithfield Elementary	\$29.31 per hour, not to exceed 93 total hours.
32.	Ammerman, Stacie	Program Coordinator	Professional	Resica Elementary	\$29.31 per hour, not to exceed 96.5 total hours.
33.	Bergoffen, Demi	Program Teacher	Professional	Resica Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
34.	Cruz, Carolyn	Program Teacher	Professional	Resica Elementary	\$29.31 per hour, not to exceed 110.5 total hours.

35.	Longo, Nicole (pending paperwork)	Floating Teacher	Professional	Resica Elementary	\$29.31 per hour, not to exceed 93 total hours.
36.	Marrone, Ashley	Program Teacher	Professional	Resica Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
37.	Paradis, Lindsay	Program Teacher	Professional	Resica Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
38.	Scott, Jessica	Specialist Teacher	Professional	Resica Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
39.	Shaffer, Alicia	Program Teacher	Professional	Resica Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
40.	Zaso, Anita	Program Teacher	Professional	Resica Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
41.	DeLuca, Nicole	Program Coordinator	Professional	Smithfield Elementary	\$29.31 per hour, not to exceed 96.5 total hours.
42.	Farber, Stephanie	Program Teacher	Professional	Smithfield Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
43.	Henritzy, Heather	Floating Teacher	Professional	Smithfield Elementary	\$29.31 per hour, not to exceed 93 total hours.
44.	Moskovitz, Scott	Specialist Teacher (P/T)	Professional	Smithfield Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
45.	Souffrant, Fabiola	Program Teacher	Professional	Smithfield Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
46.	Trapp, Matthew	Program Teacher	Professional	Smithfield Elementary	\$29.31 per hour, not to exceed 110.5 total hours.
47.	Witcraft, Laura	Program Teacher	Professional	Smithfield Elementary	\$29.31 per hour, not to exceed 110.5 total hours.

- x. **2020 Title I Virtual STEAM*R Summer Enrichment Program.** Effective June 8, 2020 to allow for district-level planning of the virtual summer enrichment program. Program dates: June 29, 2020 – July 23, 2020. These positions are fully funded by the Title I grant. These appointments comprise the 300 hours previously approved on the May 18, 2020 agenda.

	Name	Position	Classification	Compensation
1.	Ammerman, Stacie	K-2 Coordinator	Professional	\$29.31 per hour, not to exceed 29 hours
2.	DeLuca, Nicole	3-5 Coordinator	Professional	\$29.31 per hour, not to exceed 29 hours
3.	Greiner, Katie	KG Core Teacher	Professional	\$29.31 per hour, not to exceed 19 hours
4.	Hegarty, Susan	K-2 Coordinator	Professional	\$29.31 per hour, not to exceed 29 hours
5.	Hogan, Karin	K-2 Coordinator	Professional	\$29.31 per hour, not to exceed 29 hours
6.	Hutchinson, Diana	3-5 Coordinator	Professional	\$29.31 per hour, not to exceed 29 hours
7.	Munch, Laura	P/T Coordinator and 3rd Core Teacher	Professional	\$29.31 per hour, not to exceed 29 hours

8.	Osborne, Debora	1st Core Teacher	Professional	\$29.31 per hour, not to exceed 19 hours
9.	Scott, Jessica	2nd Core Teacher	Professional	\$29.31 per hour, not to exceed 19 hours
10.	Souffrant, Fabiola	5th Core Teacher	Professional	\$29.31 per hour, not to exceed 19 hours
11.	Trauschke, Billie	4th Core Teacher	Professional	\$29.31 per hour, not to exceed 19 hours
12.	Wisneiski, Linda	3-5 Coordinator	Professional	\$29.31 per hour, not to exceed 29 hours

y. **2020 Title I Virtual STEAM*R Summer Enrichment Program.** Effective June 8, 2020 to allow for district-level planning of the virtual summer enrichment program. Program dates: June 29, 2020 through July 23, 2020. These positions are fully funded by the Title IV grant.

	Name	Position	Classification	Compensation
1.	Aulio, Lindsay	Librarian	Professional	\$29.31 per hour, not to exceed 19 hours
2.	Gagnon, Diane	Health & Physical Education Teacher	Professional	\$29.31 per hour, not to exceed 19 hours
3.	Gulstrand, Marjory	Librarian	Professional	\$29.31 per hour, not to exceed 10 hours
4.	Ilch, Erin	Art Teacher	Professional	\$29.31 per hour, not to exceed 19 hours
5.	Moscovitz, Scott	Health & Physical Education Teacher	Professional	\$29.31 per hour, not to exceed 19 hours
6.	Seidel, Maureen	Technology Integration Specialist	Professional	\$29.31 per hour, not to exceed 42.5 hours
7.	Shaffer, Melanie	STEM Teacher	Professional	\$29.31 per hour, not to exceed 19 hours
8.	Tynemouth, Catherine	Music Teacher	Professional	\$29.31 per hour, not to exceed 19 hours
9.	Wescott, Shawn	Technology Integration Specialist	Professional	\$29.31 per hour, not to exceed 42.5 hours

z. **Summer District Athletes Return to Practice Plan.** Approve up to 60 hours up to the curriculum rate of \$29.31 per hour for the implementation of the District's Athletes Return to Practice Plan. These positions will be fully funded by the ESSR grant.

aa. **2020-2021 School Year (Department Chairpersons)**

	Last Name	First Name	Position	School(s)	Compensation
1.	Gress	Heather	First Grade/Communication Arts	all elementary schools	\$3,925.00
2.	Ludwig	Suzanne	Second Grade/Communication Arts	all elementary schools	\$3,925.00
3.	Clark	Stephanie	Third Grade/Math	all elementary schools	\$3,925.00
4.	Perini	Brenda	Fourth Grade/Science	all elementary schools	\$3,925.00
5.	Hnasko	Scott	Fifth Grade/Technology	all elementary schools	\$3,925.00
6.	Leonard	Jacilyn	Kindergarten/Social Studies	all elementary schools	\$3,925.00
7.	Osmun	Jonathan	School Counselor	all elementary schools	\$3,925.00
8.	Miller	Barbara	Reading K-5	all elementary schools	\$3,925.00
9.	Heeter	Patricia	MTSS	all elementary schools	\$3,513.00
10.	Tynemouth	Catherine	Vocal Music	all schools	\$3,925.00

11.	Keiper	Alisa	English as a Second Language	all schools	\$3,925.00
12.	Cole	Susan	Health Services	all schools	\$3,925.00
13.	Shermansky	Mercy	Art	all schools	\$3,925.00
14.	Schroth	Catherine	Library Co-Chairperson	all schools	\$3,925.00 (prorated)
15.	Gullstrand	Marjory	Library Co-Chairperson	all schools	\$3,925.00 (prorated)
16.	Ellison	Aimee	Health and Physical Education	all schools	\$3,925.00
17.	Bakner	Paul	Instrumental Music	all grades 4 through 12	\$3,925.00
18.	Brotherton	Regina	Family & Consumer Science	all secondary schools	\$3,925.00
19.	Mathiesen	Carla	World Language	all secondary schools	\$3,925.00
20.	Long	Craig	Technology Education	all secondary schools	\$3,925.00
21.	Nace	Kevin	Social Studies	High School North	\$3,925.00
22.	Marmo	Jennifer	English	High School North	\$3,925.00
23.	Mochan	Karen	Math	High School North	\$3,925.00
24.	Soskil	Lori	Science	High School North	\$3,925.00
25.	Minnichbach	Lisa	Special Education	High School North	\$3,925.00
26.	Signorello	Amanda	English	High School South	\$3,925.00
27.	Carson	Wayne	Math	High School South	\$3,925.00
28.	Hughes	Melissa	Science Co-Chairperson	High School South	\$3,925.00 (prorated)
29.	Scott	David	Science Co-Chairperson	High School South	\$3,925.00 (prorated)
30.	Coffman	Adam	Social Studies Co-Chairperson	High School South	\$3,925.00 (prorated)
31.	Groff-Yarnall	Lois	Social Studies Co-Chairperson	High School South	\$3,925.00 (prorated)
32.	Mooney	Edward	Special Education	High School South	\$3,925.00
33.	Hopstetter	Jessica	Business Education Co-Chairperson	High Schools North & South	\$3,925.00 (prorated)
34.	O'Malley	Annette	Business Education Co-Chairperson	High Schools North & South	\$3,925.00 (prorated)
35.	Kerzner	Phillip	Guidance Co-Chairperson	J T Lambert & HS South	\$3,925.00 (prorated)
36.	Formica	Joseph	Guidance Co-Chairperson	J T Lambert & HS South	\$3,925.00 (prorated)
37.	Ruhl	Jessica	English	J T Lambert Intermediate	\$3,925.00
38.	Grindle	Aliya	Reading	J T Lambert Intermediate	\$3,925.00
39.	Panepinto	Carrie	Math	J T Lambert Intermediate	\$3,925.00
40.	Fisher	Marijo	Science	J T Lambert Intermediate	\$3,925.00
41.	LaBar	Robert	Social Studies	J T Lambert Intermediate	\$3,925.00
42.	Ostroski	Deana	Special Education	J T Lambert Intermediate	\$3,925.00
43.	Falbo	David	Guidance	Lehman & HS North	\$3,925.00
44.	Pellington	Cynthia	English	Lehman Intermediate	\$3,925.00
45.	Feuhrer	Kellie	Reading	Lehman Intermediate	\$3,925.00

46.	Libecap	Charles	Math	Lehman Intermediate	\$3,925.00
47.	Fluhr	Joseph	Science	Lehman Intermediate	\$3,925.00
48.	Mitchell	Brian	Social Studies	Lehman Intermediate	\$3,925.00
49.	Cruz	Iveliz	Special Education	Lehman Intermediate	\$3,925.00

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the following Schedule B appointments if and only if the programs occur. No appointment is hereby made in the event that the respective programs are cancelled. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

[Subject to proper completion and receipt of all necessary documents and clearances, where applicable.]

Summer of the 2019-2020 School Year

	Last Name	First Name	Position	Building	Rate
1.	Bakner	Paul	Summer Band Advisor	High School North	\$29.31/hour (not more than 50 hours)
2.	Clogg	Katy	Summer Band Advisor	High School South	\$29.31/hour (not more than 40 hours)
3.	Flicker	Matthew	Summer Band Advisor	Lehman Intermediate	\$29.31/hour (not more than 54 hours)
4.	Perkins	Rose	Summer Band Advisor	Bushkill, J. M. Hill and Resica Elementary	\$29.31/hour (not more than 54 hours)
5.	Shamp	Melodie	Summer Band Advisor	East Stroudsburg, Middle Smithfield and Smithfield Elementary	\$29.31/hour (not more than 55 hours)
6.	Whitney	Matthew	Summer Band Advisor	J. T. Lambert Intermediate	\$29.31/hour (not more than 49 hours)

2020-2021 School Year

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
1.	Reith	Daryl	Track and Field-Boys Varsity Assistant Coach	High School North	\$4,027.00	(plus \$250.00 longevity stipend)
2.	Fetherman	Christopher	Wrestling Varsity Assistant Coach	High School North	\$5,000.00	
3.	Munford	Shawn	Basketball-Boys Head Coach	High School South	\$7,906.00	(plus \$250.00 longevity stipend)
4.	Whitney	Meghan	Basketball-Girls Freshman Coach	High School South	\$4,141.00	
5.	DeLuca	Nicole	Field Hockey Varsity Assistant Coach	High School South	\$3,663.00	
6.	Weber	Sarah	Intramural Girls' Tennis Advisor	High School South	\$24.46/hour (24 hour maximum)	
7.	Bybee	Steve	Track and Field-Boys Varsity Assistant Coach	High School South	\$4,027.00	
8.	Yeomans	Brett	Track and Field-Boys Varsity Assistant Coach	High School South	\$4,027.00	(plus \$250.00 longevity stipend)
9.	Finelli, Jr.	John	Track and Field-Girls Head Coach	High School South	\$6,187.00	(plus \$250.00 longevity stipend)
10.	Leap	Jason	Track and Field-Girls Varsity Assistant Coach	High School South	\$4,027.00	

	Last Name	First Name	Position	Building	Rate	Longevity Stipend
11.	Whitney	Meghan	Volleyball-Girls Varsity Assistant Coach	High School South	\$3,331.00	
12.	Watkins, Jr	Willie	Volunteer Football Advisor	High School South	not applicable	
13.	Moskovitz	Scott	Basketball-Boys Assistant Coach	J. T. Lambert Intermediate	\$2,969.00	
14.	Zerfoss	Jon	Basketball-Girls Head Coach	J. T. Lambert Intermediate	\$3,697.00	
15.	Avvento	Amanda	Football Assistant Coach	J. T. Lambert Intermediate	\$2,356.00	
16.	Santos	David	Football Assistant Coach	J. T. Lambert Intermediate	\$2,356.00	
17.	Zerfoss	Jon	Soccer-Boys Head Coach	J. T. Lambert Intermediate	\$2,837.00	
18.	Carbajal	Louis	Soccer-Girls Head Coach	J. T. Lambert Intermediate	\$2,837.00	
19.	Gouger III	William	Wrestling Assistant Coach	J. T. Lambert Intermediate	\$3,650.00	

v. 346 – Workers Compensation

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the proposal from Inservco to serve as the District’s TPA for its Self-insured Workers’ Compensation program for a three (3) year term at a cost of \$13,110 for 2020-21, \$13,505 for 2021-22, and \$13,910 for 2022-23 in accordance with their proposal dated May 1, 2017, and in accordance with the recommendation of the Finance Committee. Motion was seconded by Sharone Glasco and carried unanimously, 9-0.

(See pages 112-120)

vi. 404 - Memorandum of Understanding – Blended School Teachers for the 2020-2021 School Year

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the Memorandum of Understanding between the East Stroudsburg Education Association and the East Stroudsburg Area School District with respect to Blended School Teachers for the 2020-2021 School Year. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 121-122)

Memorandum of Understanding – External Cyber School Teachers for the 2020-2021 School Year

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Memorandum of Understanding between the East Stroudsburg Education Association and the East Stroudsburg Area School District with respect to External Cyber School Teachers for the 2020-2021 School Year. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 123-124)

Memorandum of Understanding – Internal Cyber School Teachers for the 2020-2021 School Year

3.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the Memorandum of Understanding between the East Stroudsburg Education Association and the East Stroudsburg Area School District with respect to Internal Cyber School Teachers for the 2020-2021 School Year. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 125-126)

vii. Non-Bargaining Groups – Unused Vacation Carry-Over Days

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve current employees within the Crossing Guard, Security Officer, School Police, First Level Supervisor and Administrative Assistant non-bargaining groups will be able to carry over up to eight (8) unused vacation days as of June 30, 2020 to the 2020-2021 Fiscal Year must be used no later than December 31, 2020. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

d. FINANCES

i. 604 – Budget Adoption (ROLL CALL VOTE)

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla that the East Stroudsburg Area School District does hereby adopt its General Fund Budget for the 2020-21 fiscal year in the amount of \$165,285,625 in the amounts and categories as attached, posted and advertised in accordance with the law and in accordance with the recommendation of the Finance Committee. The General Fund Budget includes funds from state and federal governments in addition to the taxes hereafter levied, after proper additions and amendments. Motion was seconded by Debbie Kulick. A roll call vote was made and carried unanimously, 9-0. George Andrews, Rebecca Bear, Dr. Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

(See pages 127-155)

ii. 605 – Tax Levy (ROLL CALL VOTE)

1.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the tax rates listed below for the 2020-21 fiscal year. These rates represent a millage adjustment for Monroe County, due to the reassessment and a 0.00 mill increase for Pike County, in accordance with the recommendation of the Finance Committee. Motion was seconded by Lisa VanWhy. A roll call vote was made and carried unanimously, 9-0. George Andrews, Rebecca Bear, Dr. Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted yes.

- a. Be it resolved that a tax of 30.72 mills be proposed on real estate in the Monroe County portion of the East Stroudsburg Area School District for the 2020-21 fiscal year; and
- b. Be it resolved that a tax of 123.66 mills be proposed on real estate in the Pike County portion of the East Stroudsburg Area School District for the 2020-21 fiscal year; and
- c. Be it resolved that the 1% Earned Income Tax be proposed to remain in effect and be placed on all residents of the District for the 2020-21 fiscal year, of which 0.5% is shared with local municipalities; and
- d. Be it resolved that the \$10.00 Occupational Privilege Tax be proposed to remain in effect and to be placed on all workers in the District for the 2020-21 fiscal year; and
- e. Be it resolved that the 1% Real Estate Transfer Tax be proposed to remain in effect for the 2020-21 fiscal year, of which 0.5% is shared with the municipalities

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the formal resolution as presented to the Board for the 2020 Homestead and Farmstead Exclusion. This will result in a maximum tax reduction of \$441.57 for each approved homestead and farmstead within the School District for the 2020 tax year. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 156-157)

iii. **608 – Bank Accounts**

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the appointment of the following depositories for the accounts listed for the 2020-2021 fiscal year. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

1. ESSA Bank and Trust, East Stroudsburg, PA – General Fund, Payroll, Tax Collections, Tax Escrow, Workers’ Comp Escrow, Scholarship Accounts, Special Activity Accounts (North and South), Student Activity Accounts (North and South), Cafeteria Fund, Concession Fund, and PayPal
2. Pennsylvania School District Liquid Asset Fund, Lancaster, Pa – General Fund.
3. Pennsylvania Local Government Investment Trust, Harrisburg, Pa – General Fund, Cafeteria Fund, and Capital Reserve.

iv. **610 – Purchases Subject to Bid**

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy 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 recommendations of the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 158-191)

2.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to accept the proposal from Frontline Technologies to provide Absence Management and Time and Attendance Software for a three (3) year term at a cost of \$41,359.85 for 2020-21, \$43,014.24 for 2021-22, and \$44,734.81 for 2022-23, in accordance with the recommendation of the Finance Committee. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See page 192)

v. **613 – Cooperative Purchasing**

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve a one-year agreement with GovConnection, Inc. for the use of Adobe Creative Cloud Suite as per the Lancaster Lebanon IU #13 contract in the amount of \$19,680.00, in accordance with the recommendation of the Finance Committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 193-195)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to accept the proposal from Miller Sports Construction in the amount of \$144,250.00 for the replacement of the Lehman gym floor with Alternate Power Vent Airflow in the amount of \$9,240.00, in accordance with the recommendation of the Property and Facilities and Finance Committees. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 196-199)

vi. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Budget Transfers, Payment of Bills and Treasurer’s Report listed in this agenda for 2019-2020 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 Rebecca Bear and carried unanimously, 9-0.

1. Budget Transfers - (See pages 200-209)
2. Payment of Bills - (See pages 210-229)
3. Treasurer’s Report - (See page 230-256)

2.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the payment of the following invoices for services rendered, in accordance with the recommendations of the Property & Facilities and Finance Committees. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

- D’HUY ENGINEERING INVOICES
 - Invoice #51087 \$890.00 – JT Lambert Security Camera Installation
 - Invoice #51085 \$1,950.01 – Resica & Middle Smithfield Elementary Water Filtration
 - Invoice #51088 \$11,569.50 - JT Lambert/Resica Flooring Replacement
 - Invoice #51086 \$3,685.02 – HS North Sanitary Liner Replacement
(See pages 257-260)
- KLEINFELDER INVOICE
 - Invoice #20201002 \$2,500.00 – HS North Tennis Courts Investigation
(See pages 261-268)

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve Pay Application #1 from Cope Commercial Flooring in the amount of \$119,970.00 for work on the Resica Flooring Project, in accordance with the recommendation of the Property & Facilities Committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 269-273)

4.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve Pay Application #1 from Lehigh Valley Flooring in the amount of \$50,575.50 for work on the JT Lambert Flooring Project, in accordance with the recommendation of the Property & Facilities Committee. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

(See pages 274-275)

5.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve Pay Application #1 from Guyette Communications Industries in the amount of \$44,564.40 for work on the JT Lambert Camera Installation Project, in accordance with the recommendation of the Property & Facilities Committee. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

(See pages 276-277)

vii. **627 – Tax Assessment Appeals**

1.

ACTION BY THE BOARD:

Motion was made by Larry Dymond to approve the settlement of the tax assessment appeal indexed to Monroe County Court of Common Pleas No. 8215 CV 2019 as set forth on the Stipulation presented, and to authorize the Solicitor to sign the Stipulation on behalf of the school district. Motion was seconded by Sharone Glasco and carried unanimously, 9-0.

(See pages 278-279)

2.

ACTION BY THE BOARD:

Motion was made by Larry Dymond to approve the settlement of the tax assessment appeal indexed to Monroe County Court of Common Pleas No. 8622 CV 2016, 8549 CV 2019 and 8552 CV 2019 as set forth on the Stipulation presented, and to authorize the Solicitor to sign the Stipulation on behalf of the school district. Motion was seconded by Wayne Rohner and carried unanimously, 9-0.

(See pages 280-286)

e. **PROPERTY**

i. **701 – Facilities Planning**

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the proposal from IntegraOne in the amount of \$95,936 for the Fortinet FortiSIEM, in accordance with the Finance Committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 287-294)

2.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the proposal from K12 Tech Solutions in the amount of \$13,300.00 to redesign the district's Wide Area Network, in accordance with the recommendations of the Finance Committee. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 295-305)

3.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the proposal from Debra Kriete, Esq. in the amount of \$7,500.00 for the redesign of the district's Wide Area Network and E-Rate funding, in accordance with the recommendations of the Finance Committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 306-307)

f. **OPERATIONS**

i. **805.2 – School Security Personnel**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the agreement with the National Association of School Resource Officers for provision of the 40-hour Basic SRO training course, as presented. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See page 308)

ii. **808 – Food Services**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the extension of food delivery by the Food Services and Transportation departments until August 31, 2020, in accordance with the recommendations of the Finance Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

iii. **812 – Property Insurance**
813 – Other Insurance

ACTION BY THE BOARD:

Motion was made by Larry Dymond to approve the 2020-21 insurance providers and premiums as presented in the total amount of \$740,328.00. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See page 309)

iv. **818 – Contracted Services**

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the contracts listed for their specific services, rates and effective dates, 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. Debbie Kulick abstained from # 2 and #3 Bushkill Emergency Corps.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Behavioral Health Associates	Renew Contract for alternative and special education day programming.	General Education- \$105.00 per day, Special Education- \$153.00 per day, Autistic Support- \$232.00 per day, Dual Diagnosis Support- \$325.00, Intensive Self-Management Support- \$345.00 per day, Positively Reinforced Individually Directed	Pupil Services and Special Education	7/1/20-6/30/21

			Education Program- \$232.00 per day		
2.	Bushkill Emergency Corps.	Standby Ambulance Coverage for designated home varsity, Freshman & Junior Varsity football games at the North stadium	\$110.00 per game/15 Games Approximately \$1,650.00	Athletics Dept.	8/28/20, 9/8/20, 9/11/20, 9/21/20, 9/25/20, 10/5/20, 10/10/20, 10/19/20, 10/26/20, 10/30/20
3.	Bushkill Emergency Corps.	Standby Ambulance Coverage for designated home football games at Lehman Intermediate	\$110.00 per game/7 Games \$770.00	Athletics Dept.	9/9/20, 9/17/20, 9/23/20, 9/30/20, 10/8/20, 10/15/20, 10/22/20
4.	Carbon Lehigh Intermediate Unit 21	Non-member School district/charter school intergovernmental agreement for special education services	\$90 per day for S.I.T.E.S. program and services	Pupil Services and Special Education	7/1/20-6/30/21
5.	Celebration Fireworks, Inc.	Fireworks display during H.S. North's graduation.	\$2,550.00	H.S. North	6/13/20
	Celebration Fireworks, Inc.	Fireworks display during H.S. South's graduation.	\$2,550.00	H.S. South	6/13/20
6.	Colonial IU 20	One to one associate teacher/staff services for student attending/participating in the ESASD Special Olympics Unified Track and Field Program	\$31.62 per hour Not to Exceed \$1,612.62 (cost/rate is prorated due to the school closure and season being cancelled)	Pupil Services and Special Education	3/3/20-5/23/20
7.	Colonial IU 20	Online CPR/First Aid Certification account to purchase online CPR/First Aid Certifications	\$25.99 per Certification Approximately \$519.80	ACCESS Funds	7/1/20-6/30/21
8.	Lehigh Valley Health Network Home Care & Hospice – Pocono	Bushkill Elementary, East Stroudsburg Elementary, J.M. Hill Elementary, Middle Smithfield Elementary, Resica Elementary, Smithfield Elementary, J. T. Lambert Intermediate, Lehman Intermediate, and High School North, H.S. South, East Stroudsburg Area Cyber Academy; 24-hour crisis hotline/crisis intervention, anger management support, anxiety/depression/coping strategies, normalization of loss/grief, staff development	MOU is to establish a relationship between the district and the Agency and the services provided by the Agency. MOU does not constitute a pay rate or contract.	Pupil Services and Special Education	7/1/20 – 6/30/21
9.	Preventive Measures, LLC	Outpatient Mental Health Services/Clinic for the ESASD North Campus. Psychosocial assessments and treatment recommendations, psychiatric evaluations and diagnosis individual/family/group psychotherapy, psychoeducation, medication management and community referrals.	MOU is to establish a relationship between the district and the Agency and the services provided by the Agency. MOU does not constitute a pay rate or contract.	Pupil Services and Special Education	7/1/20-6/30/21

10.	The ReDCo Group	Psychiatric outpatient services, evaluations, medication management, therapy services, and tele mental health services.	MOU is to establish a relationship between the district and the Agency and the services provided by the Agency. MOU does not constitute a pay rate or contract.	Pupil Services and Special Education	7/1/20 – 12/31/20
11.	The Scranton-Lackawanna Human Development Agency, Inc.	Head Start Supplemental Assistance Program Agreement Renewal	N/A	N/A	7/1/20-6/30/21
12.	Suburban EMS	Standby Ambulance Coverage for designated Varsity, Freshman, and Junior Varsity football Games at South stadium.	\$55 per hour (4 hours per game) Approximately \$2,300.00	Athletics Dept.	8/28/20, 9/14/20, 9/18/20, 9/25/20, 10/5/20, 10/9/20, 10/19/20, 10/23/20, 11/2/20 and possible post season game-date 11/6/20
13.	Suburban EMS	Standby Ambulance Coverage for designated football Games at J. T. Lambert Intermediate.	\$55 per hour (16 hours) Approximately \$880.00	Athletics Dept.	9/10/20, 9/16/20, 9/24/20, 9/30/20, 10/8/20, 10/15/20, and 10/21/20
14.	Victim's Intervention Program	Bushkill Elementary, Middle Smithfield Elementary, Lehman Intermediate, and High School North; 24-hour crisis hotline/crisis intervention, medical accompaniment, legal accompaniment, individual/group counseling, Rural Advocacy Project, Economic Empowerment Program, relocation assistance, legal representation, human resources, legal advocacy, Medical Advocacy Project and staff development	MOU is to establish a relationship between the district and the Agency and the services provided by the Agency. MOU does not constitute a pay rate or contract.	Pupil Services and Special Education	7/1/20 – 6/30/21
15.	The Women's Resources	Prevention/Intervention services on domestic and sexual assault, crisis and individual counseling, prevention strategies, safety planning, mobile advocacy, training, Healthy Relationship Project curricula	MOU is to establish a relationship between the district and the Agency and the services provided by the Agency MOU does not constitute a pay rate or contract.	Pupil Services and Special Education	7/1/20-6/30/21

(See pages 310-364)

Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Carbon-Monroe-Pike Drug and Alcohol Commission, Inc.	Drug & Alcohol Prevention Specialist in the district for A2E Program, consultation services to SAP Core Team, school based aftercare program, D&A Screening, D&A group/individual prevention programming, parent/teacher meetings.	5 days per week over 38 weeks of the school year \$35,000.00	Pupil Services	9/8/20-5/28/21
2.	Edgenuity	Licensing for the learning management system for the Elementary-Level Cyber Academy Program.	\$21,400.00	ESA Cyber Academy	2020/2021 School Year
3.	Edulink, Inc.	Electronic teacher evaluation portal to be used by the ESASD to manage the teacher evaluation process for its teachers and supervisors, SLO.	\$15,925.00	Human Resources	7/1/20-6/30/21

(See pages 365-369)

2.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the contract listed for its specific service, rate and effective date, 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 George Andrews and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Scranton Printing Co.	Printing of 9,000 copies of the 2020/2021 School Year Calendar	\$3,735.00	Superintendent's Office	TBD

(See pages 370-372)

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the contract listed for its specific service, rate and effective date, 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 Lisa VanWhy and carried unanimously, 9-0.

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Sun Litho Print Inc.	Printing of 7,400 copies of the 2019/2020 School Year Code of Student Conduct	\$8,436.00	Superintendent's Office	TBD

(See page 373-375)

g. **Community**

i. **910 – Community Relations**

ACTION BY THE BOARD:

Motion was made by Sharone Glasco to approve the resolution presented commending Blue Ridge Communications for its community service during the COVID-19 Pandemic. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See page 376)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
June 22, 2020
Via Zoom
7:00 P.M.
ADDENDUM A**

b. **PROGRAMS**

iv. **102 – Academic Standards**

ACTION BY THE BOARD:

Motion was made by George Andrews to approve revisions to the timelines for the ATSI (Additional Targeted Support and Improvement) plans for High School North and High School South. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

c. **PERSONNEL ITEMS**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

[Subject to proper completion and receipt of all necessary documents and clearances, where applicable.]

iv. **303/404/405/504/505 – Employment**

c. **Appointments**

	Name	Position	Classification	Location	Compensation	Effective Date(s)
8.	Correa, Veronica	School Psychologist (TPE) Replaces Stuart Bader who resigned.	Professional	Bushkill Elementary/ Lehman Intermediate	\$49,564.00 Step 1 Column	August 25, 2020
9.	Musselman, Mary	Spanish teacher (TPE) Replaces Anna Marie Wallen who retired.	Professional	South High School	\$49,564.00 Step 1 Column 7	August 25, 2020

(See pages 2-3)

- f. **Non-Bargaining Unit 2020-2021 Fiscal Year Compensation.** Effective July 1, 2020 through June 30, 2021

ee. First Level Supervisors

	Last Name	First Name	Position	2019-2020	2020-2021
7.	Romagno	Robert	Custodial (Working) Supervisor	\$26.00	\$26.78

- g. **Act 93 Administration Staff 2020-2021 Fiscal Year Salary Compensation.** Effective July 1, 2020 through June 30, 2021.

	Last Name	First Name	Positon	2019-2020	2020-2021
40.	Bomar	Terrance	High School Assistant Principal	\$85,000.00	\$87,975.00

viii. 407 - Student Teachers

1. Bloomsburg University

ACTION BY THE BOARD: Motion was made by Dr. Damary Bonilla to approve the affiliation agreement between Bloomsburg University and East Stroudsburg Area School District for use as a student teaching site. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 4-9)

ACTION BY THE BOARD: Motion was made by Dr. Damary Bonilla to approve Dr. William Riker's objective performance standards for the 2020/2021 School Year. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

ACTION BY THE BOARD: Motion was made by Dr. Damary Bonilla to adjourn. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

XI. ADJOURNMENT: 9:30 P.M.

Respectfully Submitted,

Patricia L. Rosado
Board Secretary