

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

November 16, 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:** Caroline Agosto, Stacie Ammerman, Andronikki Andrews, Brian Baddick, Elaine Bedell, Shelli Bird, Terrence Bomar, Brian Borosh, Jeanne Branigan, Debra Caamano, Maribel Cando, Tara Caplette, Maria Casciotta, Mike Catrillo, Lorraine Cavanaugh, Theresa Cavanaugh, Kathy Cramer, Hadiyah Crosswell, Charles Dailey, Nicole DeLuca, Eileen Early, Debra Ecenbarger, Eric Forsyth, Gail Francis, Sam Frevele, Khadijah Gilmore, Miriam Giove, Linda Gittens, Heather Gress, Michelle Hallet, Harriet Heath, Sue Hegarty, Andrea Hower, Colleen Huber, Jeremiah Hughes, Shahida Jones, Alisa Keiper, Diane Kelly, Phillip Kerzner, Jackie Kitt, Ninette Kurtz, Jacilyn Leonard, Maddalena LoPresti, Kristin Lord, Trenee Lurry, Jennifer Marmo, Anthony Massa, Denise Matrisciano, Kathy Mattern, Holly McFarlane, Thomas McIntyre, Rachel Meola, Susan Mertz, Lisa Minnichbach, Venus Morales, Alexandra Moucha, Rachel Newallo, Alison North, Trish O'Brien, Erin Picciano, Ginger Pursell, Jeff Reichl, Deborah Rennekamp, William Riker, Kimberly Riley, Gloria Rivadeneira, Bernadette Rodriguez, Denise Rogers, Patricia Rosado, Viola Rue, Tammy Schroeder, Kelly Schuon, David Scott, Alexis Shamey, Alyssa Shetler, Michelle Siptroth, Jennifer Smith, Susan Steakin, Renee Stevens, Kerry Sullivan, Sandra Turner, Catherine VanWinkle, Samantha Varkanis, Dana Venslosky, Jacqueline Visser, William Vitulli, Tim Wagner, Valerie Wickberg, Vala Wiesenberg, Cori Wood, Stephen Zall and Santina Zayas. Christopher Brown, Solicitor.
 - IV. **Community members present:** Monica Brant, Jody Boushell, Lori Bowers, Tammi Burke, Mallory Cannell, Jihan Colletta, Brianna Culleney, Amy Davis, Kristi Dellacona, Kate Eppler, Nicole Erichsen, Lisa Fish, Jennifer Floyd, Jen Fluck, Alan Frevele, April Gamble, Aida Garcia, Audry Garrett, Amanda Garris, Barbara Geiss, Joyce Gillard, Toni-Ann Gilmore, Meghan Heller, Rebecca Hilgert, Maria Hopkins, Cara Imbalzano, Lyndsey Indig, Keith Karkut, Marisa Kehr, Amanda Kerdzliev, Jaclyn Kreshock, Kerry Labar, Lauren Langdon, Chesla Ann Lenkaitis, Anne Marie Lieb, Randall Litts, Sharon Maly-Cramer, Nancy McKillop, William Miller, Vernon Mobley, Joyce Morgan, Vicky Ozgun, Camille Patrick, Michal Peterson, Keleisha Phillip-Stringer, Laura Pride, Elizabeth Root, Melissa Rossi, Darryl Sabino, Kim Schultz, Joseph Schuon, Sharon Sharma, Michelle Tharp, Demi Thompson, Ruben Torres, Laura W and Carol Wille.
- Other:** Dr. John P. Bart, DO
- V. **ANNOUNCEMENT OF EXECUTIVE SESSIONS**
 - a. An Executive Session was held on October 27, 2020, at 5:00 p.m. for the purpose of discussing personnel.
 - b. An Executive Session was held this evening before this meeting at 5:30 p.m. for the purpose of discussing personnel, litigation and negotiations.

VI. ADOPTION OF AGENDA

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to adopt this agenda for November 16, 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 George Andrews.

Motion was made by Rebecca Bear that the resignation of Angela Byrne to be omitted from tonight's agenda. Motion was seconded by Wayne Rohner.

Motion was made by Lisa VanWhy to add an item to the agenda for the district to go into full Virtual Learning from January 4, 2021 through January 15, 2021. Motion was seconded by George Andrews.

Motion was made by Rebecca Bear to add an item to the agenda to allow for winter sports to continue even when the district goes into full Virtual Learning. Motion was seconded by Lisa VanWhy.

All above mentioned motions were carried unanimously, 9-0.

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the minutes of the October 19, 2020 Board meeting. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

VIII. REPORTS

- a. Monroe Career & Technical Institute Update
Mrs. Lisa VanWhy said MCTI JOC members approved a payment of application from Myco Mechanical for the HVAC Project in the amount of \$110,421.55. They also accepted a credit change order number 1 for the HVAC Project in the amount of \$71,048.05. These transactions closed the project. Several appointments for 2020-21 School Year were approved. Next month's meeting was rescheduled to December 14, 2020 at 7 p.m. At that time, MCTI will complete their reorganization.
- b. Colonial IU 20 Update
Dr. Damary Bonilla said the IU 20 held their meeting on October 28th. Several topics were discussed. The Cultural Competency Training has begun. Some staff members have engaged in training for the past two weeks. The IU 20 plans to make it available to all staff during the 2020-21 School Year. They will continue training and acquiring resources around Diversity Equity and Inclusion. With respect to COVID 19, several staff members have been affected; one positive case, three are in isolation and several staff members are in quarantine. The IU 20 is keeping a close eye all situations including virtual learning and in-person training. Flu shots have been provided. As of the second week in November, 176 individuals received a flu shot. They will continue to share information and encourage participation. The front of the IU 20 Parking Lot Project is moving forward. An excavating company is replacing the stone for the entrance and exit areas only. They will continue to obtain a quote from other contractors for further work. A survey was sent out to families regarding remote learning to see if they want to continue. They received 179 responses and 85% said they would like to continue with virtual instruction at this time. They will continue to provide remote services to the families. The IU 20 received two grants as part of the Cares Act for Early Intervention. One grant was for the continuation of education for connectivity and technology and the other grant is for continuity of education for comprehensive education services. The next meeting is scheduled for December 9, 2020 at 730 p.m.
- c. Property/Facilities Committee Update
Mrs. Lisa VanWhy said the Property/Facilities Committee met on November 3rd. The Committee is recommending that the "D'Huy Engineering invoices a-e be approved by the Board for payment. The High School North Roof replacement project has a few punch list items left to be done. The Resica Water Filtration project is waiting on feedback from DEP. The High School North Sanitary Liners project is also waiting on feedback from DEP. Once they hear back the district will go out to bid. The J. T. Lambert and Resica Elementary Flooring project is done. A few additional invoices will be submitted in order for the project to be complete. The Underground Storage Tank project is pending for district signature and notice to proceed. This project will hopefully proceed before the winter begins. Cope Commercial Flooring submitted an Application

#4 for payment and a Change Order #1 in the amount (\$26,170) for unused project allowance for the Resica Flooring project. The Committee is awaiting bids for the High School South IT room for sprinkler fire safety. The D'Huy retainer's services was discussed but no action was taken at this time. Dr. Riker and some Administrators reported that they recently are exploring remedies to fix the slippery stadium situation. Hopefully, this issue will be resolved soon.

d. Education Programs & Resource Committee Update –

Dr. Damary Bonilla said the Education Programs & Resources Committee met on Wednesday, November 4, 2020. They held a discussion around the district's curriculum audit. They had a quick debrief on what was discussed in the previous month for the work that will tie around the DEI information that has been occurring. The DEI Committee presented an update about their monthly meetings in order to plan strategies and goals. This work needs to happen across the district and this conversation has been held for the past couple of months. The buy-in is very positive and it is growing. The Committee also had an update on crisis management regarding the number of students in ESACA, the approach and how they are supporting the families whether they are hybrid or in the ESACA program. The Committee discussed Brain Pop for elementary schools and Middlebury Language for the ELL Program. Both of these items were recommended to be forwarded onto the Finance Committee. There is no meeting set for December until the Board holds their Reorganization meeting on December 1st.

e. Finance Committee Update

Ms. Rebecca Bear said the Committee met on November 9th and approved the following items:

1. The printing of ESACA workbooks from Printing Press
2. 150 E-Dynamics Courses for ESACA
3. Replacement of an ice machine for High School North. This item did not go through the Property/Facilities Committee because when the Finance Committee did some investigating, they found out that the ice machine was 22 years old and needed to be replaced. Also, Larry Dymond said the price of \$6,218.00 was reasonable.
4. The quotes from Brain Pop and Middlebury Language.
5. The payment of bills that Mrs. VanWhy mentioned i.e. D'Huy Engineering and Cope Commercial Flooring
6. The Service Contract for Otis Elevators.

f. Policy Review Committee Update

Ms. Sharone Glasco said the Policy Review Committee met this evening and reviewed four policies as follows:

1. 118.1 Online Courses & The East Stroudsburg Area Cyber Academy
 2. 222 Tobacco and Vaping Products - Pupils
 3. 323 Tobacco and Vaping Products - Employees
- The above three policies will move forward for first reading and final approval at the December meeting.
4. 707 Use of Facilities – will be researched and discussed at another time.

g. COVID-19 Update

Dr. John P. Bart, DO, said he would like to start with brief statistics about the spread of COVID 19 in Pennsylvania (PA), what other school districts are doing and what triggers are causing them to help make these decisions for potential of the spread and entertain any questions from Board members regarding any specifics or changes to the Health and Safety Plan. There are two facets to put the disease in perspective. In June 2020, we were at 450 new cases of COVID 19 in PA. Last week we are experiencing on average 3,000 to 5,000 new cases per day in PA. It is a staggering affect with this second wave with COVID 19 occurring in PA and certainly with our neighboring States. Monroe County as of this Friday, has a count of roughly 2,600 cases and 135 deaths reported with 47 cases reported just yesterday. Pike County has 726 total with 23 deaths reported so far. The numbers are not that staggering in the Pocono but our neighbors in Hazleton, Wilkes-Barre, New Jersey and New York are experiencing more and more cases each day. We are right in the middle of the hot spots and it is expected that the numbers will rise. What will make it rise? It is not happening in school but it is more of a community spread. Individuals are picking up the disease without a known exposure to a sick person. It is not transmitting in school because of the Health and Safety plans that have been adopted. The Children's Hospital of PA released a statement this week which said not to be lulled into a false sense of ease that it is not transmitted in schools because they were concerned that the holiday breaks are going to be the major rate limiting factor in terms of what will happen in two weeks. If individuals commute to and from neighboring states during the holidays, it will significantly impact on the decision to go fully virtual or remain on a staggered approach. Dr. Bart said that Dr. Bonilla said it best, that it is the staff that has to

quarantine due to exposure. There is a concern about the community spread with the staff because will we be able to continue to do in-person instruction if the staff is quarantined or isolated. He said he contacted his colleagues in other school districts and some have decided not to return to classroom learning after the Thanksgiving Holiday until such time it is determined to go back to in-person instruction. Some are waiting until after the Thanksgiving Holiday while others hope to wait until January. Some of his colleagues are saying that due to COVID 19 and Influenza, it may cause a halt to it all. Right now there are 383 cases of influenza, which is low for this time of year. The Department of Health has determined that there is a low spread of influenza right now in the community. There has been one death for a person between the age of 54-64. The epidemiologists are predicting that with the temperature change and the holiday festivities, there could be some significant changes made. He said he heard that the district would like to go to fully virtual learning between January 4 to 15. He said he can support this decision medically and clinically. However, the Board members will need to make a decision before then because the community factors and disease rate may change significantly.

Mr. Schlameuss thanked Dr. Bart for being at the meeting tonight to answer their questions. Mrs. Bear said that based on the population of Monroe County being at 169,000, the spread is only at 13%. Dr. Bart said he believes it will spread significantly due to the neighboring areas' numbers rising and the fact that is occurring through a community spread. He believes the rate will not go down. Mrs. VanWhy asked if Dr. Bart knows the age group of the 47 cases in Monroe County. She said that Dr. Bart mentioned that out of 2,600 infected there was 153 deaths all together in Monroe County. Is this number from the beginning of this outbreak? Dr. Bart said 135 deaths is from the beginning of the outbreak. Mrs. VanWhy asked if there have been any new deaths aside from the flu. Is there any age group for the deaths in Monroe County? Dr. Bart said the age group of infected individuals is not released as it is for the flu, due to the flu having a tracking system because it is more advanced since it has been around longer than COVID-19. The age group of the 2,600 that have been affected is not known. Mrs. VanWhy asked if a large population of the death have been within the elderly. Dr. Bart said it has been as well as with the individuals with an immunocompromised condition. Ms. Kulick asked if the district were to suspend in-person learning, would he suggest that it be extended to all other activities including sports. Dr. Bart said he will agree if it will involve transportation and different type of services. He said a decision will need to be made if students will be transported in a confined space. The strongest recommendation is if the district pulls the trigger on in-person learning, that they pull the trigger on all transportation. If a parent can transport; otherwise, logistical factors will have to be taken into consideration. Some major universities are canceling winter sports and are stopping fall sports. Depending on the cases in their areas, individual decisions are being made. Mrs. VanWhy said Dr. Bart mentioned that he would support the closure from January 4-15 and knowing that if we had a tremendous outbreak after Thanksgiving break, would he support a closure after the holiday as well. Is that correct? Dr. Bart said she is correct. Dr. Bart said he would be happy to participate in any meetings to help make a decision all together. Ms. Bear asked if his concern with regard to sports is more about the students riding the school buses and not because they will be together during the sports. Dr. Bart said it is due to the confined space on the bus with the windows closed. The students will be in close contact with each other more than a 15-minute exposure time. We would be setting them up to incubating the virus if the student has any symptoms. Mrs. Bear asked if he is okay with the students playing sports as long as they are not transported on a bus. Dr. Bart said there is a plan in place for playing sports, where they can wear a mask and maintain distance. Mrs. Bear said how can it be done with wrestling. Dr. Bart said wrestling is close contact and it is not typical that an individual would last more than 15 minutes of close contact, but there is a chance of exposure. He said he is sure PIAA will be providing guidance for the wrestling season. Mrs. Bear asked if in his opinion, close proximity is okay. Dr. Bart said there would have to be procedures in place such as wiping the mats more frequently. More so than it has been done in the past. Dr. Bonilla said this procedure should already be in place. Dr. Bart said there is no right or wrong answer. The plan is fluid and decisions need to be made on what is best for the district. Each school district has their own unique challenges. Mrs. Bear asked what is Dr. Bart's thoughts after the Thanksgiving Holiday since we do not know where the families will go. Dr. Bart said he supports Dr. Levin's recommendation of staying home and doing a zoom holiday by not traveling, especially since the Poconos are so close to New York and New Jersey. It is best to stay indoors. It may be culturally and emotionally difficult, but it is the safest way at this time. The spread will all depend on how many constituents and residents follow the advice. Dr. Bart said, in summary, he will recommend going fully virtual after the Thanksgiving Holiday. Right now the evidence is premature. He asked if he will support in-person learning in January, he will need to wait for the evidence in the numbers in December. We need to follow all precautionary measures. Mrs. VanWhy said Dr. Bart supports the virtual learning in January but what numbers will be a trigger for virtual learning after the Thanksgiving Holiday. Dr. Bart said there would need to be a significant increase in positive cases in Monroe County and Pike County. Also, the increase of cases in the schools from student to student. More than one exposure in a building would be a trigger. The Department of Health would be telling the

district this information. Mr. Schlameuss asked Dr. Riker what is the threshold of when we close a school. Dr. Riker said they follow the matrix that the Department of Education provided for the level of community of transmission to see if it is low, moderate or substantial. Then they look at numbers to see if the case is isolated or related. They look at the number to see if it is at the higher level of the matrix as opposed to the lower level and whether there is evidence that there is connection of the positive cases occurring within the school. Mr. Schlameuss asked Dr. Bart to remain for the next part of the Board's discussion.

h. Health & Safety Plan Discussion – Board Members/Administrators

Mr. Schlameuss said he would like to hear from the discussion something that can be generated on the agenda in order for the public to have input before it is voted upon.

Dr. Riker said as the Board knows, the current Health and Safety Plan, as written and as approved, will require the district to go to a fully remote virtual model when there is a substantial level of community spread. The Department of Education recommends the fully remote virtual model after two consecutive weeks of being substantial. As of November 13th, Monroe County entered into that substantial level of community spread. Pike County is still below the number. The discussion at this point, is for the Board to deliberate on whether to continue to follow the current Health and Safety Plan of moving to remote virtual model, follow the Department of Education's recommendation of being in the substantial level for two consecutive weeks or change the language that is in the Health and Safety Plan.

Mrs. VanWhy asked what is the Board looking to do tonight. Mr. Schlameuss said that we need to come up with a decision on a consensus motion that allows them to put it on the agenda; such as, keep the Health and Safety Plan as is, or modify the numbers. Mrs. VanWhy said she would like to modify the plan in some way because Dr. Riker spoke about watching the numbers and see when closure is recommended. Currently, East Stroudsburg Area School District is doing a good job with the Health and Safety Plan. We put a percentage in the plan but now we should modify it in some respect in order to keep in-person learning somehow. It is important for kids to be in school if they are comfortable doing so. Parents will need to make the decision. Mrs. VanWhy recommended keeping the educational learning as is. Mrs. Bear said her biggest concern is with the Thanksgiving break. She cannot be assured that every family will keep with social distancing. She knows she and her family will, but she does not know who in the community will meet in big crowds or travel out of the State. She knows that the cases are picking up in her children's schools; therefore, it is not spreading just among the staff but also with the students. Her son had to be tested and another student tested positive. This is concerning because she sends her children to school and she does not want to worry each time they come home due to her immunocompromised condition. She is also sure that some parents do not want to have the same concern. Ms. Kulick said that there is significant spike in the area from where we were. If the district can offer the parents options to come in-person or study virtually, then the hybrid split should be offered. The parents would need to be responsible to not have their own child be exposed. Mr. Andrews said that Mrs. Bear is worried about the Thanksgiving break and he understands that, but he believes that we should remain open until December and then make a decision. If there is a holiday spike, then the Board should react. The district should not close at this time. Mr. Schlameuss said he would like to see the schools open for as long as they can safely be opened. Our children need to be in the classroom but it's a safety issue. What we need to be able to do is to provide a guidance to the district, parents, staff and students of what instruction will look like if we close down. What is the magic number? How will it look in the district? Right now, Middle Smithfield Elementary is shut down. If there are two other schools that have to shut down, will the district close if there is a fourth school. This way it will move us away from numbers in the community but helps us to deal with numbers within our school district. Dr. Bonilla asked to hear Dr. Bart's opinion on what was just said.

Dr. Bart said our plan right now follows exactly what the Department of Education is recommending. The concern should be since we are in that substantial community phase, are we going to follow the plan exactly or modify it. From the discussion tonight, it sounds like the plan needs to be modified with further discussion on weighing the pro and cons of the situation. Such as when Mrs. Bear said she is concerned with the staff and students being infected and with those that are immunocompromised, while others commented that in-person instruction is best for the wellness of students and their growth. In terms of limiting how many buildings it should be, his colleagues are basing it on the percentage that was in the plan. When it rises to 10% or above, would that be the number trigger. He does not know if that would be per building or by the overall numbers. He would ask that Mr. Forsyth comment on this information.

Mr. Forsyth said right now the plan does not have specific numbers in there that identify it as a threshold for the entire district to close. It was based on community spread. He said that Mr. Schlameuss is asking what

percentage of school might translate to be an infected portion of the district's population. The Department of Health's index recommends closure for a period of time. The higher tier of closer is as Dr. Riker indicated. There are two tiers of closure for 2-4 infected individuals to close for 3-5 days under the low level spread and 5-7 days under the moderate level of spread. There is nothing above that unless you have a significant portion of your population impacted which is up to 5% that would be the current trigger to close the school down according to the Department of Health. We heard today, they anticipate having newer guidelines addressed. We do not have anything currently in the plan that gives us any guidance beyond week two that says shut down. We do not have that current threshold. Dr. Riker said our plan is based on substantial rate of community spread. It does not speak to after week two but that is the Department of Education's recommendation. The district is in the second week of substantial spread.

Mr. Schlameuss said he is concerned that we are not going to see a drop in numbers for months. Until there is a vaccine, we will be seeing transmission of the virus. If we close schools after the Thanksgiving break, we will not be open for a while. No one has the right answers. We are doing our best to help as many students, staff and families as we can. What is a good way for us to navigate this by building deductions and being attentive to the needs of our community?

Mrs. VanWhy said it has been said that we look at the percentage in community and consecutive piece of it. Maybe we need to change it to a percentage at each school. Why look at the community as opposed to by school? We look should look to shut down if it we close four schools.

Dr. Bart asked if it would be helpful to break it down by campus since Pike County has less cases. Mrs. VanWhy said she would like to see it per school and not by county. Mr. Schlameuss said he agrees with Mrs. VanWhy's suggestion.

Mr. Dymond said his thoughts are that the district has many at the poverty level and many special education students. He would want to keep schools open as long as we can. Students need to get their nourishment and see teachers for help. With the cold weather and riding on school bus is tough due to the flu and other sicknesses that may spread the germs. He believes that we are at the point to almost go virtual. Mrs. VanWhy said we have approximately 4,000 students in ESACA and there are a total of about 6,000 students. This means that we are already at less than half capacity of students attending in-person school. The number of students on a bus is low. She said that Dr. Bart said that he is comfortable with that unless numbers increase. We are okay right now and there is no need to go virtual because it can be done at any time but not right now.

Dr. Bonilla said part of providing a quality education includes a safe environment. Everyone has the right to their opinion and the majority will decide. Meals will continue to be provided. The special needs students have their IEP that is being closely monitored. She sits on the IU 20 Board and Dr. Riker meets with all Superintendents that will brief on following the best practices, procedures and sharing information to help the students. There are many IU staff members on quarantine. There is a concern with keeping up with in-person learning. We need to be ready to go if numbers skyrocket. Two weeks ago Middle Smithfield did not have any cases and now we are closed. It will happen quickly and we need to be ready.

Mrs. Glasco said she is definitely leaning on virtual learning due to safety reasons. Next week students will be out for Thanksgiving, and we do not want to manage and control, but there is no way of knowing who will be socializing and we will not know right away. Numbers will continue to incline. College students will be returning home. There is a lot to consider but we need to go to virtual mode. Parents will need school since they are working but she is not 100% that we can guarantee safety. She prefers to make the decision up front so that we do not land in a sense of urgency.

Mr. Andrews said he agrees with Mrs. VanWhy. Kids need to be in school. They are already off next week so the decision has to be made if they will go virtual in December but right now it is too early to decide. We may hear differently from the public tonight. Mr. Schlameuss said we need to create a motion for the public to be made aware of their plans.

Mrs. Bear asked Dr. Bart how long would it take for symptoms to appear. Dr. Bart said between two days to two weeks. Even though he Thanksgiving holiday will occur, you will not find out until after a week or two after everyone is back. That would be during the first or second week in December. Ms. Glasco said there is currently an increase in numbers. Mr. Schlameuss said the majority of the Board members seem to want to go fully virtual after the Thanksgiving break January 15th. Students will return on January 19th. This will give us a bunch a time for things to run their course and hopefully improve. My hope is to get through the end of this

week. The last day of education for the students before the break is this Friday. I don't agree but wonder what others think. Mrs. Kulick said she believes a motion should be created for parents to make their own decision on whether they want to go fully virtual or do the in-person learning. However, the trigger would be if we have an increase of a certain percentage of cases within the district or particular school. At least people will have a number. Mrs. VanWhy said she agrees with Ms. Kulick. This was an option given to the Board from Dr. Riker to let the parents make the decision. We are making the decision for the masses due to a few people. We are creating a different set of hardships during the Christmas holiday. Dr. Bart said he is fine with this decision. Mr. Schlameuss said we are trying to get a motion together in order for the Board members to discuss it further after public participation. Dr. Bonilla said she feels like Mrs. VanWhy is manipulating the situation because Dr. Bart is okay with closing through January. He was okay with going virtually directly after the Thanksgiving break. She said she is not opposed to parent's choice but when you are in a leadership role, sometimes you need to make hard choices. We need to be safe. If Dr. Bart would like to weigh in on this comment he can because she does not want to lock him into the decision of closing through the middle of January.

Dr. Bart said he would support the district whether to suspend in-person now or in January and adjusting it as needed in December. It's a fluid and dynamic process and difficult decisions need to be made. We are following the Department of Education's Guidelines and we are in the red. Now we need to define the trigger. It is not going to get better but worse. He said he will respect the Board's decision one way or another. We need to make a decision now regarding the Thanksgiving Break or make a decision in December. We can activate the plan when needed. Everyone is using words like skyrocket but we need to know that number that will turn it into fully virtual learning. This question needs to be answered first before any decision is made. Mr. Andrews said he agrees with Mrs. VanWhy to allow parents of the kids that want to go to school or if they don't, they should have that opportunity to decide. Students get so much more going to school and are at minimal risk. He said he would wait until December to make a decision. Mrs. Bear said that she struggles with just parent's choice because what about the staff. They worry, too. They cannot all go virtual. What about the bus drivers, the secretaries, the nurses, etc.? We have to remember everyone. The staff does not get a choice. Mr. Schlameuss said he agrees with Dr. Bart. We need to set a number. Are we there now or do we need to create one and how? Mrs. VanWhy asked Mr. Rohner's opinion of the matter since she has not heard from him. She said she is not manipulating the situation but we need to know the percentage of the school not the county. She understands being cautious but the reality is to just say that numbers are going to go up in Monroe County or in Pike County does not drive the decision. It should be one certain way and be comfortable with that decision. We need to develop a percent per school or district or decide a number. Mrs. VanWhy said that Dr. Riker said they are following the plan based on the guidance the Board gave them. Dr. Bonilla said the data in the school shows that the numbers are increasing, i.e. in schools and with the athletes. Ms. Glasco said in looking at the models of neighboring counties and States around us, numbers are quickly increasing. She said she is not cavalier about going fully virtual but the numbers are increasing. Mr. Rohner said that in his personal opinion, every family has the right to choose their child's form of education as well as allowing them to continue with extracurricular activities following the Health and Safety Plan, which is currently status quo. Dr. Bonilla said if that is the case, we would have to modify the Health and Safety Plan; otherwise, the district would be closed. Mrs. Bear agreed. Mr. Schlameuss said he did not want to keep the Health and Safety Plan as is but keep schooling as is. Mr. Rohner said parents should have the choice. Mr. Schlameuss said the Board members need to put something together.

Mr. Brown said the motion he crafted, based on tonight's comments is;
Motion to open the agenda to modify the Health and Safety Plan to direct Administration that the district will go to fully virtual learning beginning December 1st and ending January 15.

Mr. Brown said we do not need to identify specific numbers. Mr. Schlameuss said five Board members are considering keeping the district open after the Thanksgiving break. Therefore, if numbers go poorly, we will have the mechanics to indicate schools will become all virtual by a certain number or percentage by the County. Dr. Riker said the thresholds are provided by the Department of Health in conjunction with PDE. In deciding a number, the Board members will change what has been provided by the Department of Health. In his opinion that is not the right direction to go. He said he heard a lot of conversation of parents having choice. He would like to clarify, because he is not sure if the Board members realize, that if parents are given the choice, the elementary model for in-person instruction for all students will occur on Thursdays and Fridays. Monday, Tuesday and Wednesday will be for virtual learning. If in-person will be on Thursday and Fridays for all students. The Elementary model does not work well in-person because this will increase the numbers of students in a class not allowing for six feet of social distancing in the classrooms. He is not trying to prevent the Board from going in that direction but parents need to know. This is due to the large number of

staff members going to instruction in our ESACA program. Our community needs to be informed of this situation. As far as what number to look at for fully virtual learning, if you do not look at the community rate of transmission of 100%, which was provided by the Department of Health, you will need to apply the matrix that is already there and being applied on a daily basis. This matrix determines when buildings need to closed based on the number of positive cases reported in that building. The Board members can choose to follow the matrix through December and then decide what to do after the December winter break. If they are deciding not to go fully virtual, he does not know why you would not let the district apply the matrix that it is already being used. Mrs. Bear said if the district goes virtual, will there be synchronized learning with the current teachers and not Edgenuity. Dr. Riker said that is correct. Mr. Brown said he agrees with Dr. Riker that the Board should not manipulate the numbers that the Department of Health already categorized. Dr. Riker said he is saying that the decision may be whether to go fully virtual beginning December 1 through January 15 or to continue applying the matrix after December 1 –23 and then decide if the Board members want to go fully virtual from January 4 through the 15. Mrs. VanWhy said what she is hearing that no modification needs to be made to the plan. Mr. Schlameuss said if we make no modification, we use the same matrix to determine the number of days that the schools are closed. Mr. Andrews said if we make no modifications, we need to be shut down. Dr. Riker said the Board members can provide parent's choice but there will be an impact at the elementary level. Mr. Schlameuss said he is in favor of choice but does not know what impact it will have on parents wanting fully virtual. Dr. Riker said he will notify the families as to the number of students that will be in their child's class when the decision is made. If that number is a concern to them, then they can move their child/children to virtual mode. Mr. Brown said the Board members do not have to decide on a motion right now. They can hear the public first and then decide what to vote on.

IX. PUBLIC PARTICIPATION

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

- A. Ms. Michelle Tharp said she does not think that we can go by the numbers because the majority of the students are in Monroe County and we also have schools in Pike County. As of right now the numbers are increasing on a steady basis. Why would the Board want to wait for a major outbreak to occur causing it to infect the students, staff and community in addition to what we already have? The Board needs to consider the amount of people that the outbreak would affect.
- B. Ms. Maria Hopkins said over the summer, in August, the Board created and approved a Health & Safety Plan. She and her family took every effort to understand the entire plan. She chose hybrid for her children based on what was previously decided. Now they are trying to change what is in the plan. The numbers will not go down during this pandemic; therefore, we need to take action now before it becomes a bigger and greater problem.
- C. Mr. Keith Karkut said he discussed his opinion before the school year started. He would like to reiterate that the Board is in a position right now that they have to take two counties into consideration. The district is basing their decision on what is going on in Middle Smithfield Elementary but it is considered a North school. Pike County is low in numbers; therefore, you would not be closing right now. Everyone is saying that it is bad but we do not know that it will affect the whole district. If you go virtual until January 15th, then when do we open because then we need to consider Presidents' Day, Mardi Gras, and all other holidays. He said Mrs. VanWhy mentioned that there are 4,000 students in ESACA and Dr. Riker said there are 2,800. What is the right number vs. how many students are in live classrooms? The situation at hand is a difficult one but we do not know what will happen what will continue to happen now and during Christmas break. We have a plan in effect now, our kids have Chrome Books and some students are being sent home with extra work just in case. I have one student in the hybrid model and one in ESACA. We need to keep the students in the hybrid model if the staff can tolerate it. We should keep the students in school and continue to reevaluate. A Connect Ed message can be sent out anytime announcing a change. He said that what frustrated him is that the Board is here tonight talking about whether or not to send students to school but the Board will not come into the building to meet in person. He understands that they have to make the meeting accessible to all of the public but why can't the whole Board meet in-person in a room. We need to keep schools open because this is best for their education. The students are not getting a full education right now and closing would not help them. He said he appreciates the Board's time and gives them credit for addressing this situation.

- D. Mr. Jeff Reichl said he spoke early in the year when it was being decided and he was a big proponent of sending his children to school. He disagrees with Mr. Karkut with not knowing what will happen because we have a model of the numbers to look at. If you look at the district website, you see the Daily COVID Report, at the beginning of the school year, there were a total of 11 cases. Within the last two weeks we are at 21. This number speaks volumes. It is clear that the numbers are skyrocketing. Dr. Bart and other medical professionals are saying that it will get worse, especially over the holidays. Clearly, he does not understand why the Board will wait to go fully virtual until after the winter recess, when it will be bad after Thanksgiving. Mr. Reichl said that Dr. Riker mentioned that there are 17 instructional days in December. What would be the harm to close through the middle of January, as Dr. Riker is recommending, and then reassess the situation? He said Dr. Riker said that Monroe County is currently at the substantial stage and at the end of the week it will be two consecutive weeks in that stage. According to the plan, we need to go to remote learning. Mr. Reichl said he recommends starting directly after the Thanksgiving Holiday through the middle of January.
- E. Ms. Laura Pride said she would like to speak in support of the letter submitted by the PTO for High School South and J. T. Lambert Intermediate requesting that students be able to opt into virtual learning from today until November 20th and then through January 4th. She said she expresses her gratitude to the Board and PTO for their leadership and honest efforts to collaborate and do what is best for the children during these trying times. Decisions should not be taken lightly and respects all decisions that the parent makes on behalf of their children. She was touched personally by COVID by having had deaths with individuals she knows. The emotions and decisions that drive people to make their decision for their child is compelling and they are because we all want what is best for the children and extended families. She has two sons in 11th grade and they would like to go virtual. Her sons said they are not learning more in the classroom than if they are learning virtually. She said she is concerned with the lack of concern for staff by some Board members. According to the Health and Safety Plan, the Red Phase should be initiated when there is a substantial spread. The Department of Education indicates that Monroe County must be above a 10% spread and today it was 10.1%. Currently, the district has 32 total cases including the staff and students. Based on these facts alone and Dr. Bart's comments earlier, she said she is imploring the Board to do their due diligence and initiate the Red Phase according to the Health and Safety Plan immediately through the end of the second marking period. We are not the only district going through this. There will be ramifications for the entire country. This too will pass and she hopes we can look back and have no regrets.
- F. Ms. Darryl Sabino said she was also a parent that agreed to send the students back to school when the Health and Safety Plan was being discussed in August. We are not here tonight talking about this again because things are going well. Between Sunday and today PA reported 9,675 positive COVID cases, which is more than 3,000 to 5,000 a day. The PA Department of Education recommends fully remote learning for counties with substantial transmission. Last week, the State's teachers' union urged schools with counties that have substantial spread of COVID 19 to go to remote instruction. As of Friday, PA has a 35-state travel ban and we are not supposed to go to any State that is attached to us. She said she suggests going into remote learning through Thanksgiving until after the Christmas break. This would be six days for hybrid students. She said Mr. Schlameuss said we may be closed for longer but we are not closing randomly. Because it is Thanksgiving, people will not stay home. It seems that the kids are able to follow directions but our adults are not. They are coming into the schools and bringing the cases in. What number will you need? We have 3 cases at North, 7 cases at Middle Smithfield Elementary and 3 cases at High School South. Ms. Sabino said that Dr. Riker said they are looking to close if it is 2-4 cases and this is more. When individuals are going to get tested they should go home to quarantine and wait for the results and not be going out to dinner with other individuals. She would like her son to back to high school and walk down the halls without a mask or sanitizer. If we all want this, then we should start acting like there is a pandemic and take precautions. Adults should stop being foolish and stop bringing the virus back into the schools. She thanked the Board for everything that has been done in helping to keep the students safe. Our district is doing better compared to other districts.
- G. Ms. Toni-Ann Gilmore said she is a parent of a senior student and a junior student. Her son is on the football team and has had to be tested. She and her younger son had to stay away and quarantine. They all tested negative but both sons and herself are at high risk. She chose to send them into brick and mortar and she commends the Board/district for keeping her children safe. She said for them to continue to do so since the numbers are too high. Why are we not closing down and waiting until after Thanksgiving? She received a phone call today and thought the district was shutting down. The call should have said that the students are going virtual. The district should be closed as of today. Numbers are increasing and people will go away for the holidays and go to work and they will spread the virus in the schools.

- H. Mr. Ruben Torres said the district has been doing very well so far. The plans that are in place have proven to be good and worked so far. We are in the Red Phase right now. We should be shut down according to the plan. We do not want to go backwards. The Board has been putting lives and safety on the forefront. We are in a pandemic and we need to be safe. It is a hard choice and decision to make. We need to follow the plan that has worked. It is time to shut down and not play games or modify the plan. Lives are in danger. Numbers are rising. He said he hopes the Board will take his recommendation into consideration to shut down now.
- I. Mr. Joseph Schuon said he was a North student but his mom works in the district and is high risk. Don't make the decision unless you are ready to look people in the eye and apologize for a death of their loved one due to the fact of the decision that you made. This is not a joke people's lives matter. You can get a year of education back but not a life. Even if there are no deaths, there are lasting complications in students and adults. Numbers will not go down. It will not get better. Schools should be closed.
- J. Ms. Rebecca Hilgert said there are two different ways of thinking. We can be proactive or be reactive. Whether we are shutting down for a short period of time and not waiting until numbers are too high, we should have consistency. In the long run, we knew COVID was here we put this plan in place. If we had any question if the plan was good, we should have visited it earlier instead of waiting for tonight due to the numbers high. If we are questioning let's be proactive not reactive. Let's close for the Holidays. If these numbers are not good, then what numbers should we look at such as number of cases in the hospitals or numbers of and not just positive cases of non-symptomatic people. We should do that now and not when it is happening. It is okay to have fluid plans in place but not to react in the moment. We should continue to follow with everything that we are doing. We should worry about every one not just the immunocompromised individuals.
- K. Ms. Valerie Wickberg said she believes that we have been doing very well. There was a little outbreak at Middle Smithfield Elementary School. She is asking tonight that the Board not close. If they close now, they will not reopen. Just like Mr. Karkut said if we close for the holidays now, they will continue to close for something else. This will be dramatic for the children and staff. Let the parents decide. If you want to close from January 4-15, that is an option but do not close the schools now.
- L. Ms. Kerry Sullivan said she is a bus driver and cannot do her job virtually. She takes students on a bus for about 50 minutes and does not want to get sick. If we are supposed to close at 10% and are at 10.1% then the district should close.
- M. Ms. Alyssa Shetler said she is eight-months pregnant and she has been relying on the plan that was put in place. Do not change the plan now that they have been counting on because new things come up. A lot of employees are scared but do not want to speak up. There are other teachers in the district who are pregnant and others who are at high risk. She would like someone to stand up for them. It really means a lot for those who have. We have a plan in place for a reason so I hope you stick to it like you expect us to stick to our classroom rules and policies.

X. UNFINISHED BUSINESS

None

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 002 – Authority and Powers

A motion was made by Dr. Damary Bonilla for the district to go fully virtual beginning Monday, November 23, 2020 through January 18, 2021 (total of 27 Instructional days). The students will have the option to attend the brick and mortar school or attend virtually for the remainder of this week. Motion was seconded by Sharone Glasco.

Mr. Dymond said he understands what is being proposed but he would like to add that if the numbers escalate, an emergency meeting can be called to make any changes.

Mr. Schlameuss said we have a motion and second to go virtual through January 18th. Mr. Forsyth added that the date should match the school calendar so the beginning date would be the first date of instruction that is affected and that is December 1, 2020. Dr. Bonilla said then the ending date would be January 18th. She asked Mr. Forsyth to suggest the

dates. Mr. Forsyth said he is not sure if we need to break them down specifically because as Mr. Brown said, what we have in the Health and Safety Plan is the Red Phase. The Red Phase says we should be in full virtual learning. Mr. Forsyth said he suggests the Board members pick a date of when it will begin because, according to Harrisburg, we are in the Red Phase. The question is when do you want to begin full virtual learning. He said that Dr. Bart said numbers will get worse so why do we want an end date. Mr. Brown said he suggests that, since Monroe County is in the highest substantial level for two weeks, we can move to full virtual now because we cannot go into a higher level according to what Harrisburg gave us. Dr. Bonilla said we should follow the plan beginning on December 1st. Mrs. Bear said she understands that, according to the plan, we would close when we are in the Red Phase for two consecutive weeks and this week will be two weeks. Dr. Riker said Mrs. Bear is correct but he would like an end date in order for the community and families to be aware. If not an end date, then at least an estimated date of when they expect for full virtual learning to end. The date can be changed if conditions get worse. The end date of January 19th is prior to the January 25th Board meeting. The Board members may need to have a special Board meeting prior to January 25th if they wish to extend the date. Mr. Andrews said having a special meeting does not have to be part of the motion; therefore, the original motion from Dr. Bonilla stands. Dr. Riker said the date of the motion would be from December 1st through January 15th because the 18th is a holiday. The return date would be January 19th. Mrs. VanWhy asked, for the record, are we following the PDE State numbers or are we following Monroe County numbers. Mr. Schlameuss said we are following Monroe County numbers. Mrs. VanWhy said he previously stated the State numbers. Mrs. Glasco said we are already in the Red Phase according to Monroe County numbers. Mrs. VanWhy said our area is expected to get worse. If we get better, do we go back to where we were? Does this include activities? Mr. Schlameuss said activities will be discussed separately. Dr. Riker said that the Department of Health has recommended that in order to come out of the substantial level or the virtual learning model, the county would have to be in the moderate level for two consecutive weeks. Otherwise, we cannot consider moving in the opposite direction. Mrs. VanWhy said this is her concern that we will not be able to get out of the substantial level. Mrs. Bear said since the Board members are considering closing down after Friday, do the staff report in-person next week for parent/teacher conferences. Ms. Glasco said if we are going virtual, why would they come back in. Dr. Riker said the motion is for going virtual as of December 1st. Administration has not deliberated about the safety of the staff or their concerns yet or if they need to relook at current practices of whether they will come in person or not. Administration will work with each union association to determine how we can do this in a favorable way for our staff. Mrs. VanWhy asked if the Board members have to discuss who will report and who does not. Do they have to discuss tonight the compensation of everyone? Dr. Riker said no that the Board has already decided this issue until the next Board meeting on January 25th. He said the district has an AR that speaks about who will have to report to work or not. The AR can be modified but it does not have to be part of this motion. Dr. Bonilla said she was under the impression that parent/teacher conference are already scheduled virtually. Does this decision need to be included in this motion? Dr. Riker said he believes the conference are virtual. If they were virtual before, they would stay that way. Dr. Riker said he was just informed by Mr. Zall that the conferences are all virtual. Mr. Dymond said we are in the Red Phase due to the numbers and we should stay fully virtual. He is concerned with the community and support staff workers. He does not want to be criticized by the County or State since we are in the Red Phase. Mr. Brown said that his understanding of the motion is that the Board members would like to do what the Health and Safety Plan says but beginning December 1st. The rest of the Health and Safety Plan remains the same.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla for the district to go fully virtual from Monday, December 1, 2020 through January 15, 2021 (total of 27 Instructional days). Motion was seconded by Sharon Glasco. A roll call vote was taken and passed 7-2. George Andrews, Rebecca Bear, Dr. Damary Bonilla, Sharone Glasco, Debbie Kulick, Wayne Rohner and Richard Schlameuss voted yes. Larry Dymond and Lisa VanWhy voted no.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to follow PIAA Standards with reference to athletics. Motion was seconded by Dr. Damary Bonilla. MOTION WITHDRAWN.

Mrs. Bear said the students should be allowed to practice. The games begin tentatively mid-December; therefore, practice should precede the games. Mrs. Glasco said that would need to include transportation so that complicates matters. Dr. Riker said that EPC (Eastern PA Conference) and PIAA has stated that practice begins November 20th. The first day of competition would be December 16th. The current plan that has been approved by the EPC is for competition to proceed between December 16th and December 23rd. Competitions would then be suspended through January and to restart on January 15th. As the Board members approved last month Phase 4 of the Athletics Health and Safety Plan, students would only be competing with Monroe County Schools. Mrs. Bear said parents would need to transport. Dr. Bonilla said she agrees with Dr. Bart's recommendation of not transporting students. Mr. Schlameuss said but do we have to provide transportation for students. Mrs. Bear said she believes they do for games but not for practices. Dr. Riker said the district

would transport to games in other districts or schools. Do you want the district to transport the students for practice? There would be no students being transported due to no in-person learning. Dr. Bonilla asked Mrs. Bear what is her motion? Mrs. VanWhy said she would like to say that they are not allowing students to come to school for learning but want them to go to athletic events. Mrs. Schlameuss asked should we provide transportation to activities. Mrs. Bear said that we do not know if students will have games to play at but should be allowed to practice or at least try out for sports. Dr. Bonilla said we should not provide transportation. Mrs. Bear said she agrees. Ms. Glasco said we should call the vote. Dr. Bonilla asked what is the motion. Mr. Schlameuss said the motion is to follow the PIAA rules for permitting practices. Should transportation be part of a separate motion or do we place it in the same motion? Mrs. Bear said when the fall tryouts were held in the summer, there was no transportation provided. Also, parents transported their student to practices. Ms. Glasco said we are missing the point here. If we are saying no in-person learning but we are supporting in-person sports. What is our priority? If a student cannot go to school, they should not be allowed to play sports. It has to make sense and we are not making sense at this time. We keep making concessions. Let's make a decision and stand by it. We can modify it later, if necessary. Dr. Bonilla said the Board already agreed on this decision but now would like to make changes. She suggested that they take the vote. Dr. Riker said you already approved this motion last month. He said to Dr. Bonilla's point, is the Board going to continue with this decision or are they voting to discontinue it. You already approved this model that he shared with them previously. He told the Board that their decision is to either continue with what they decided last month, then they would not have to do anything or do they want to suspend it, which means no athletic sports. Another option is to suspend it to start on January 5th. Mrs. Bear said her motion is to remain status quo. Dr. Bonilla said if someone does not agree, then they can make a motion for that. Mr. Brown said we do not need a new motion since we already have one on the table. Do we withdraw it? Mrs. Bear said she withdraws her motion.

ACTION BY THE BOARD:

Motion was made by Larry Dymond to suspend winter sports aligned with the virtual learning plan. Motion was seconded by Sharone Glasco. A roll call vote was taken and passed 7-2. Dr. Damary Bonilla, Larry Dymond, Sharone Glasco, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy vote yes. George Andrews and Rebecca Bear voted no.

Mrs. Bear asked if sports can resume on January 15th. Ms. Glasco said it would depend on the county numbers of infected individuals. Dr. Bonilla asked if Mrs. Bear is asking to resume on January 15th. Mrs. Bear said she is. Dr. Bonilla said Mr. Dymond can add this suggestion to the motion. Mrs. VanWhy asked what is being voted upon. Dr. Bonilla said they are voting to suspend winter sports until January 15th. Mr. Forsyth said that the Athletic Health and Safety Plan does not allow for sports to operate during the Red Phase anyway. It will be reactivated during the Yellow Phase. Dr. Bonilla said she was under the impression that other plans were put in place during a meeting that she could not attend, which indicated that during the Red Phase there will be no sports allowed. Mr. Schlameuss said there is no harm in voting for this motion in order to make a clear decision. Mrs. VanWhy said, for the record, she said yes to the motion but she would like students to play sports and be in school. Mr. Rohner said he wants the community to know that South would love to play a Turkey-Day game against Parkland School District. He wants to make sure everyone knows how emotionally tormented this community is with respect to COVID 19 and how much student athletes want to compete. He said he voted yes to the motion because it is the right thing to do but there are people emotionally hurting right now because they cannot compete.

ii. 003 – Functions

ACTION BY THE BOARD:

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

- 113.1 – Discipline of Students with Disabilities
 - 113.2 – Behavior Support
 - 122 – Extracurricular Activities
 - 123 – Interscholastic Athletics
 - 123.2 – Sudden Cardiac Arrest
 - 309 – Assignment and Transfer
- (See pages 14-36)

b. **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.

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

i. **309 – Assignments and Transfers**

	Name	Change in Assignment/Transfer	Classification	Compensation	Effective Date(s)
1.	Stevens, Renee	From: Assistant Principal – High School North To: Principal – ESACA Replaces Dr. William Vitulli who was reassigned.	Act 93	\$98,000.00 (prorated)	November 17, 2020
2.	Osmun, Laura	From: School Counselor – Middle Smithfield Elementary To: School Counselor – Smithfield Elementary (.5) / Middle Smithfield (.5)	Professional	No change	November 4, 2020
3.	Tassinari, Lori	From: Paraprofessional – Resica Elementary To: Grade 4 teacher – Bushkill Elementary (LTS) Replaces Jennifer Peruso who is on a leave. Lori will return to her paraprofessional position at the conclusion of this temporary assignment.	Professional/LTS	\$46,353.00 (prorated) Step 1 Column 1	September 10, 2020 now through November 24, 2020 (end of workday).
4.	Hirsch, Matthew	From: Maintenance II Worker – Maintenance To: Maintenance (Working) Supervisor – Maintenance Replaces Curtis Beam who resigned.	First Level Supervisor	\$26.00/hour	November 17, 2020
5.	Ace, Rebecca	From: Student Aide – Resica Elementary To: Student Aide – High School South Replaces Deborah Eilers who was reassigned.	Support	No change.	November 12, 2020
6.	Green, Kelly	From: Student Aide – Bushkill Elementary To: Student Aide – East Stroudsburg Elementary Due to District needs.	Support	No change.	November 9, 2020
7.	Jackson, Jacquelyn	From: Student Aide – Middle Smithfield To: Student Aide – Bushkill Elementary Replaces Debra Pizzuto who was reassigned.	Support	No change.	October 26, 2020
8.	Lopez, Rebecca	From: Secretary – Facilities To: Registration Secretary (BOP I) – Administrative Services Replaces Jessie Lohmann who was reassigned.	Support	\$18.47/hour	November 16, 2020
9.	Pizzuto, Debra	From: Student Aide – Bushkill Elementary To: Reading Paraprofessional (Title I) – Resica Elementary Replaces Michele Randall who was reassigned.	Support	\$17.12/hour	October 26, 2020

ii. 335 – Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Eden, Susan	Gifted teacher	Professional	East Stroudsburg/ J. M. Hill/Resica & Middle Smithfield Elementary/ESACA	October 14, 2020 through December 4, 2020. This is an intermittent leave.
2.	Fekula, Bridget	Art teacher	Professional	Lehman Intermediate	February 22, 2021 through April 30, 2021.
3.	Fekula, Nathan	Science teacher	Professional	J. T. Lambert Intermediate	February 22, 2021 through March 12, 2021.
4.	Kesselring, William	Grade 4 teacher	Professional	Middle Smithfield Elementary	August 24, 2020 now through November 18, 2020.
5.	Morro, Sherry	Special Education teacher	Professional	J. T. Lambert Intermediate	October 9, 2020 through the end of the 2020-2021SY. This is an intermittent leave.
6.	Peruso, Jennifer	Grade 4 teacher	Professional	Bushkill Elementary	Now effective August 24, 2020 through November 20, 2020.
7.	Prince, Samantha	Social Studies teacher	Professional	High School North	October 7, 2020 through December 23, 2020. This is an intermittent leave.
8.	Anderson, Diane	Bus Driver	Support	Transportation	July 30, 2020 now through August 3, 2020.
9.	Andrews, Julie	Paraprofessional – Special Education	Support	Lehman Intermediate	October 1, 2020 through June 30, 2021. This is an intermittent leave.
10.	Benfield, David	Custodian	Support	High School North	January 7, 2020 now through September 15, 2020 is an intermittent leave. September 16, 2020 through December 9, 2020 is consistent.
11.	Eccleston, Barbara	Bus Driver	Support	Transportation	August 31, 2020 through December 4, 2020.
12.	Francis, Gail	Paraprofessional	Support	Lehman Intermediate	November 2, 2020 through January 28, 2021. This is an intermittent leave.
13.	Sourwine, Judy	Secretary	Support	Transportation	October 6, 2020 through October 20, 2020.
14.	Tennis, Brendan	Maintenance II Worker	Support	Maintenance	August 22, 2020 now through November 10, 2020.

iii. 339/439/539 – Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Eccleston, Barbara	Bus Driver	Support	Transportation	December 5, 2020 through May 1, 2021.
2.	Pearson, Glenn	Maintenance II Worker	Support	Maintenance	March 4, 2020 now through November 30, 2020.
3.	Craig, Theresa	Cafeteria Worker	Support	East Stroudsburg Elementary	August 26, 2020 now through November 4 2020.

iv. 303/305/404/406/504 – Employment

a. Rescissions

	Name	Position	Classification	Location
1.	Bruswitz, Stephen	Custodian (1 st shift (LTS)	Support/LTS	Bushkill Elementary
2.	Saffer, Michele	Swim Team Varsity Assistant Coach	Schedule B	High School South

(See page 37)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	McIntyre, Thomas	Chief Financial Officer	Administrator	Central Administration	To be determined.
2.	Whitney, Meghan	Building Substitute	Professional	East Stroudsburg Elementary	November 6, 2020 (end of workday)

(See pages 38-40)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Benfante, Jean	Elementary Teacher	Professional	Resica Elementary	December 31, 2020
2.	Pietroferre, Maria	Security Officer	Support	High School North	The last student day of the 2020-2021 school year.

(See pages 41-42)

d. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Ramos, Jessica	Itinerant Special Education teacher (PE) Replaces Hadiyah Crosswell who resigned.	Professional	Resica Elementary	\$67,021.00 (prorated) Step 10 Column 7	January 19, 2021
2.	Bennett, Monica	Special Education teacher (LTS) Replaces Katina Aiello who is on leave.	Professional/LTS	Middle Smithfield Elementary	\$46,353.00 (prorated) Step 1 Column 1	October 15, 2020 through December 23, 2020 only.
3.	Bioh, Magdalene	Grade 1 teacher (LTS) Replaces Erin Hewitt who is on leave.	Professional/LTS	Middle Smithfield Elementary	\$49,564.00 (prorated) Step 1 Column 7	October 26, 2020 through February 1, 2021 only.
4.	Cruz, Carolyn	Biology teacher (LTS) Replaces Ryan DeLong.	Professional/LTS	High School North	\$50,626.00 (prorated) Step 1 Column 9)	October 1, 2020 now through December 23, 2020 only.
5.	Scott, Jessica	Grade 1 teacher (LTS) Replaces Lindsay Paradis who is on leave.	Professional/LTS	Resica Elementary	\$46,353.00 (prorated) Step 1 Column 1	October 26, 2020 through November 19, 2020 only.
6.	Scott, Jessica	Grade 3 teacher (LTS) Replaces Elizabeth Suarez who is on leave.	Professional/LTS	Resica Elementary	\$46,353.00 (prorated) Step 1 Column 1	December 1, 2020 through March 26, 2021 only.
7.	Johnston, James	Bus Driver (6 hour) Replaces Baron Lewis who retired.	Support	Transportation	\$16.89/hour	November 17, 2020
8.	Palys, Amanda	Secretary Replaces Barbara Piccoli who retired.	Support	J. T. Lambert Intermediate	\$14.96/hour	November 16, 2020
9.	Picciano, Jason	Information Technologist I Replaces James Arnone who resigned.	Support	High School North	\$23.37/hour	December 1, 2020

10.	Garcia–Ruiz, Alexis	Custodian (1 st Shift) (LTS) Replaces Jason Montouri who is on leave.	Support/LTS	Bushkill Elementary	\$15.88/hour	November 9, 2020 through December 16, 2020 only.
11.	Moon, Richard	Custodian (2nd shift) (LTS) Replaces Nicholas Suarez who is on a worker's compensation leave.	Support/LTS	Resica Elementary	\$15.88/hour (plus \$0.40/hour shift differential)	November 2, 2020 through November 25, 2020 only.
12.	Pena, Daniel	Maintenance II Worker (2 nd shift) (LTS) Replaces Glenn Pearson who is on a leave.	Support/LTS	Maintenance	\$21.40/hour (plus \$.40.hour shift differential.	March 17, 2020 now through November 25, 2020 only.
13.	Romagno, Daniel	Maintenance II Worker (1 st shift) (LTS) Replaces Matthew Hirsch who was temporarily reassigned to a 1 st Level Supervisor position..	Support/LTS	Maintenance	\$21.40/hour	August 25, 2020 now through December 21, 2020 only.
14.	Villano, Lisa	Paraprofessional – Special Education (LTS) Replaces Lori Tassinari who was temporarily reassigned.	Support/LTS	Resica Elementary	\$17.12/hour	September 10, 2020 through November 20, 2020 only.

(See pages 43-48)

e. Workday Hour Change

	Last Name	First Name	Position	Building	From:	To:	Effective
1.	Draskin	Peter	Bus Driver	Transportation	6	8	September 28, 2020 through October 18, 2020.

f. Building Substitute Teacher

	Name	Location	Effective Date (s)
1.	Patrick, Lauren	East Stroudsburg Elementary	November 9, 2020 through the last 2020-2021 student day.

g. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Schena, Denise	Cafeteria Aide, Front Desk Receptionist, Paraprofessional, Secretary, Student Aide	Support	2020-2021 Fiscal Year
2.	Stackhouse, Ashley	Paraprofessional, Student Aide	Support	2020-2021 Fiscal Year
3.	Torres, Vanessa	Secretary	Support	2020-2021 cal Year

h. Cyber Academy Facilitators Appointments for 2020-2021 School Year – Elementary. ESACA related Schedule B positions for the school year of 2020–2021 with the following stipulations related to enrollment fluctuations as a result of the COVID-19 pandemic:

- Compensation: \$29.56/hour up to 350 hours per school year (not to exceed 350 hours including training)
- Approval by the board does not guarantee that this position will exist for the entire 2020 – 2021 school year.
- Approval by the board does not guarantee adjustments will not be made to course assignments based on pandemic related ongoing enrollments.

	Last Name	First Name	Position
1.	Capuano	Meredith	Elementary
2.	Daning	Robin	Elementary

- i. **Cyber Academy Facilitators Appointments for 2020-2021 School Year – Secondary.** ESACA related Schedule B positions for the school year 2020-2021 with the following stipulations related to enrollment fluctuations as a result of the COVID-19 pandemic:

- Compensation: \$29.56/hour up to 90 prorated hours per school year. (not to exceed 90 hours including training) for “Full-Credit” courses and up to 38 hours (not exceed 43 hours including training) for “Quarter or Half-Credit” courses, depending on student enrollment per course as stipulated by the current Memorandum of Understanding.
- Approval by the board does not guarantee that this position will exist for the entire 2020-2021 school year.
- Approval by the board does not guarantee adjustments will not be made to course assignments based on pandemic related ongoing enrollments.
- (*) Quarter or Half-Credit course

	Last Name	First Name	Assignment	Position
1.	Francois	Maria	High School	Biology
2.	Stout	Melissa	High School	Strategies for Academic Success
3.	Rutkowski	Rebecca	Intermediate	Health/PE 7
4.	Metzgar	Richard	Intermediate	8th Social Studies
5.	Muniz	Kathleen	Intermediate	8th Science
6.	Libecap	Charles	Intermediate	8th Math

- j. **S.T.A.R. Intramurals.** Schedule B Position Appointments. These positions are fully funded by the Curriculum Office.

	Last Name	First Name	Position	Building	Rate
1.	Campbell	Bridget	Intramural S.T.A.R. Co-Advisor	High School North	\$24.46/hour (48 hour maximum split between advisors)
2.	Lapadula	Salvatore	Intramural S.T.A.R. Co-Advisor	High School North	\$24.46/hour (48 hour maximum split between advisors)

- k. **Schedule B Position Appointments** –Schedule B appointments if and only if the programs occur. No appointment is hereby made in the event that the respective programs are cancelled.

2020-2021 School Year

	Last Name	First Name	Position	Building	Rate
1.	Miller	Barbara	Mentor for Michele Randall (effective 10/26/20)	Middle Smithfield Elementary	\$625.00 (prorated)
2.	Rayhon	Dannielle	Mentor for Jessica Purser (effective 10/6/20)	High School South	\$625.00 (prorated)
3.	Kiesling	Martha	Mentor for Chesla Lenkaitis (effective 10/1/20 through 2/26/21)	High School South	\$625.00 (prorated)
4.	Scott	Jennifer	Choral Director	Bushkill Elementary	<u>Correction:</u> \$1,757.00 (plus \$250.00 longevity stipend)
5.	Kealey	Patrick	Band Director	J. T. Lambert Intermediate	\$2,281.00

	Last Name	First Name	Position	Building	Rate
6.	Sullivan	Timothy	Head Softball Coach	J. T. Lambert Intermediate	\$2,837.00
7.	Rosado	Lorena	Intramural – Builder’s Group Co-Advisor	J. T. Lambert Intermediate	\$24.46/hour (15 hour maximum)
8.	Varner	Lisa	Intramural – Builder’s Group Co-Advisor	J. T. Lambert Intermediate	\$24.46/hour (15 hour maximum)
9.	Mengel	Justin	Intramural Cavalier Voices Advisor	J. T. Lambert Intermediate	\$24.46/hour (60 hour maximum)
10.	Kealey	Patrick	Jazz Band Director	J. T. Lambert Intermediate	\$1,927.00
11.	Lopes	Andre	Basketball-Boys Assistant Coach	Lehman Intermediate	\$2,969.00
12.	Heller	Layton	Baseball-Junior Varsity Coach	High School North	\$4,040.00
13.	Monik	Kevin	Baseball-Varsity Assistant Coach	High School North	\$4,154.00
14.	Thompson	Demitra	Basketball-Girls Varsity Assistant Coach	High School North	\$5,134.00
15.	Parham	Hasana	Intramural Dance Advisor	High School North	\$24.46/hour (48 hour maximum)
16.	Miller	Lynda	Intramural Faith Club Advisor	High School North	\$24.46/hour (48 hour maximum)
17.	Korb	Michael	Intramural Technology Student Association Advisor	High School North	\$24.46/hour (48 hour maximum)
18.	Fetherman	Christopher	Intramural Wrestling Co-Advisor	High School North	\$24.46/hour (12 hour maximum)
19.	Hogan	Mathew	Intramural Wrestling Co-Advisor	High School North	\$24.46/hour (12 hour maximum)
20.	Myers	John	Rifle Team Varsity Assistant Coach	High School North	\$2,220.00
21.	Harris	Shoshanah	Swim Team Head Coach	High School North	<u>Correction:</u> \$6,1245.00 \$6,245.00
22.	Campbell	Bridget	Volunteer Aavidum Co-Advisor	High School North	Not applicable
23.	Cruz	Carolyn	Volunteer Aavidum Co-Advisor	High School North	Not applicable
24.	Adams	Kye	Basketball-Girls Freshman Coach	High School South	\$4,141.00
25.	Gallagher	Carly	Basketball-Girls Head Coach	High School South	\$7,906.00 (plus \$250.00 longevity stipend)
26.	Hernandez	Jose	Basketball-Girls Varsity Assistant Coach	High School South	\$5,134.00
27.	Munford	Shawn	Intramural Boys Basketball Advisor	High School South	\$24.46/hour (24 hour maximum)
28.	Gallagher	Carly	Intramural Girls Basketball Advisor	High School South	\$24.46/hour (24 hour maximum)
29.	Munford	Samantha	Intramural Swim Advisor	High School South	\$24.46/hour (24 hour maximum)
30.	Litts	Randall	Intramural Wrestling Advisor	High School South	\$24.46/hour (24 hour maximum)
31.	Oliver	Donovan	Swim Team Varsity Assistant Coach	High School South	\$4,001.00
32.	Caldera	John	Volunteer Boys Basketball Coach	High School South	Not Applicable
33.	Wood	Cori	Volunteer Girls Basketball Coach	High School South	Not Applicable
34.	Rayhon	Dannielle	Volunteer Red Cross Advisor	High School South	Not applicable
35.	Madeira	Carlos	Volunteer Soccer Coach	High School South	Not applicable
36.	Saffer	Michele	Volunteer Swim Coach	High School South	Not applicable
37.	Fetherman	John	Volunteer Wrestling Coach	High School South	Not Applicable

	Last Name	First Name	Position	Building	Rate
38.	Cole	Zachary	Weight Room Tri-Advisor (Winter Season)	High School South	\$24.46/hour (30 hour maximum)
39.	Ellison	Aimee	Weight Room Tri-Advisor (Winter Season)	High School South	\$24.46/hour (30 hour maximum)
40.	Furst	Kane	Weight Room Tri-Advisor (Winter Season)	High School South	\$24.46/hour (30 hour maximum)

1. 408/508 – Employment Contract

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the following Memorandum of Understandings and/or Settlement Agreements. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

1. **Memorandum of Understanding – Internal Teachers of Virtual Classroom (revision).** Memorandum of Understanding between East Stroudsburg Board of Education and East Stroudsburg Education Association with respect to Internal teachers of Virtual Classroom.
(See pages 49-50)
2. **Memorandum of Understanding – Mechanic Starting Wages.** Memorandum of Understanding between East Stroudsburg Area School District and East Stroudsburg Area Education Support Professional Association with respect to 2020-2021 and 2021-2022 Fiscal Year Mechanic starting wages as set forth in Appendix B in the Agreement between East Stroudsburg Board of Education and East Stroudsburg Area Education Support Professional Association for 2017-2018 to 2021-2022.
(See page 51)
3. **Settlement Agreement – Employee #3552.** Settlement Agreement between East Stroudsburg Area Support Professional Association and East Stroudsburg Area School District with respect to Grievance #18-19-14 and employee number 3552.
(See pages 52-53)
4. **Settlement Agreement and Memorandum of Understanding – Bus Driver Two Additional Vacation Days.** Settlement Agreement and Memorandum of Understanding between East Stroudsburg Area School District and East Stroudsburg Area Support Professional Association with respect to Bus Driver two additional vacation days as set forth in Article X – Vacations, Item G in the Agreement between East Stroudsburg Board of Education and East Stroudsburg Area Education Support Professional Association for 2017-2018 to 2021-2022.
(See pages 54-55)

m. 508 – Employment Contract

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to waive the stipulation set forth in the Agreement between East Stroudsburg Board of Education and East Stroudsburg Area Education Support Professional Association for 2017-2018 to 2021-2022, as contained in Article XII – Sick Leave, Item F which requires that “written notice of retirement must be made prior to January 1 of the applicable year”, as authorized “in special cases” by the same Agreement for Deborah Eilers whose retirement date was November 2, 2020. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See page 56)

c. **FINANCES**

i. **610 – Purchases Subject to Bid**

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to accept the quote from Edgenuity Inc. in the amount of \$14,100.00 for 150 E-Dynamics Courses, in accordance with the recommendation of the Finance Committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 57-61)

2.

ACTION BY THE BOARD:

Motion was made by Larry Dymond to accept the quote from Working Dog Press in the amount of \$12,794.00 for the printing of workbooks for ESACA students K-5, in accordance with the recommendations of the Finance Committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 62-68)

3.

ACTION BY THE BOARD:

Motion was made by Larry Dymond to accept the quote from Brain Pop in the amount of \$8,007.48 for the purchase of educational software, in accordance with the recommendations of the Education Programs & Resources and the Finance Committees. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 69-73)

4.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to accept the quote from Middlebury ELL Program in the amount of \$5,800.00 for the purchase of video creation software, in accordance with the recommendations of the Education Programs & Resources and the Finance Committees. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 74-78)

ii. **613 – Cooperative Purchasing**

ACTION BY THE BOARD:

Motion was made by Larry Dymond to approve the quote from Commercial Refrigeration in the amount of \$6,218.00 for the replacement and installation of a new ice machine, in accordance with the recommendation of the Finance Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 79-84)

iii. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the Budget Transfers, Payment of Bills and Treasurer's Report listed in this agenda for 2020-2021 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 Dr. Damary Bonilla and passed 6-3. George Andrews, Larry Dymond and Wayne Rohner voted no.

1. Budget Transfers - (See pages 85-91)
2. Payment of Bills - (See pages 92-113)
3. Treasurer's Report - (See page 114-140)

2.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the payment of the following invoices for services rendered, in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by Sharone Glasco and carried unanimously, 9-0.

D'HUY ENGINEERING INVOICES

- a. Invoice #51734 \$30,000.43 - High School North Roof Replacement
- b. Invoice #51735 \$15,250.00 - Resica Elementary/Middle Smithfield Elementary Water Filtration
- c. Invoice #51736 \$14,589.65 - High School North Sanitary Liner Replacement
- d. Invoice #51737 \$2,938.50 - J.T. Lambert/Resica Elementary Flooring Replacement
- e. Invoice #51738 \$4,639.55 - Transportation Building Underground Storage Tank Removal

(See pages 141-146)

3.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve Pay Application #4 from Cope Commercial Flooring in the amount of \$18,193.50 for work on the Resica Flooring Project, in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See pages 147-148)

4.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve Change order #1 from Cope Commercial Flooring in the amount of (\$26,170.00) for unused project allowances for the Resica flooring replacement, in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

(See page 149)

iv. 618/618.1 –Student Activity Funds

1.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the requests to renew the already established student activity funds listed. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

1. East Stroudsburg H.S. North – AEVIDUM
2. East Stroudsburg H.S. South – Class of 2021
3. East Stroudsburg H.S. South – Spirit Club
4. East Stroudsburg H.S. South – Student Government

2.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the requests to renew the already established special activity funds listed. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

1. East Stroudsburg Elementary – Principal Account
2. East Stroudsburg Elementary – School-Wide Positive Behavior
3. J. T. Lambert Intermediate – Student Council
4. East Stroudsburg H.S. North – Faith Club

5. East Stroudsburg H.S. North – Technology Student Association
6. East Stroudsburg H.S. South – Cheer

v. **627 – Tax Assessment Appeals**

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the tax assessment appeal settlement stipulation presented, and to authorize the Solicitor to execute the stipulation on behalf of the school district. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 150-155)

d. **PROPERTY**

i. **704 – Maintenance**

ACTION BY THE BOARD:

Motion was made by Sharone Glasco to approve the five-year proposal from Otis Elevator Company in the amount of \$224,867.45 for the service and maintenance of the District's elevators, in accordance with the recommendation of the Property & Facilities and Finance Committees. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See pages 156 – 167)

e. **OPERATIONS**

i. **818 – Contracted Services**

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick 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 Lisa VanWhy and carried unanimously, 9-0.

1. Contracts Totaling Under \$10,000

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Broadway Plus VIP Services, LLC	Four half-hour sessions via Google Meet with two Broadway stars, from Hamilton or Disney Cast, per session. Students will ask questions to the performers regarding their Broadway life experience.	\$1,300 (\$650 per hour)	Vocal Account J.T. Lambert Intermediate School	12/1/20
2.	Kern, Lee, Dr. (Lehigh University)	Renewal-consulting and conducting school/district based data collection of the effectiveness of the Adaptive Intervention Framework focused on the student Check In Check Out (CICO) within the Multi-Tier System of Support (MTSS) model at: Bushkill, Middle Smithfield Resica, East Stroudsburg,	MOU is to establish a relationship between the district and Lehigh University and the services provided by Lehigh University. MOU does not	The ESASD Pupil Service Dept. and Lehigh University are working collaboratively as a research partner on the extensive experience implementing School Wide Positive Behavior Support under a	11/17/20-6/30/21

		Smithfield, and JM Hill Elementary school(s).	constitute a pay rate or contract.	\$22 million dollar grant for multi-years of funded research secured by Lehigh University.	
3.	Santiago, Moniqua	Will perform school psychoeducational evaluations. These evaluations will consist of the following: cognitive testing, achievement testing, parent input, behavior rating scales (if needed) summary, and recommendations. The contractor will review the findings with the parent. The report will comply with the PA Department of Education Evaluation/Reevaluation Report guidelines. Primarily Middle Smithfield Elementary; Lehman Intermediate; other district schools as needed.	\$700.00 per initial report; \$650.00 for gifted report	Pupil Services and Special Education	11/17/20-6/30/21
4.	Shapiro, Alex	One-hour master class and question/answer session for the North High School Band Students.	\$150.00	Instrumental Music	11/17/20
5.	Sherman, Stephanie/Larick, Kirsten Pocono Environmental Ed. Center	PEEC 4 th Grade Outreach Programs. PEEC into the Classroom	\$100.00	PEEC Grant	10/26/20 & 10/30/20

(See pages 168-181)

2. Contracts Totaling \$10,000 or More

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Colonial Intermediate Unit 20	Student placement and services at Pleasant Valley Intermediate School-Physical Support Program	Not To Exceed \$33,913.88	Pupil Services and Special Education	10/26/20-6/30/21
2.	Sadin, Melissa, Dr. Ducks and Lions: Trauma Sensitive Resources, LLC	Virtual Professional Development in creating a trauma sensitive school program.	\$10,500.00	PCCD School Safety & Security Grant	12/2/20 1/6/21 1/20/21 1/27/21 2/10/21 2/24/21
3.	Sweet, Stevens, Katz & Williams LLP.	Renewal-Legal Service Consultation Agreement for district level special education legal training, consultation, PDE & ESSA compliance assistance, student civil rights compliance assistance.	\$20,000.00	Pupil Services and Special Education-ACCESS Program	2020-2021 School Year

(See pages 182-186)

2.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to approve the appointment of Lyman & Ash as Special Construction Counsel for an additional one-year term pursuant to the terms of the Letter of Agreement between the District and Lyman & Ash dated October 16, 2018. Motion was seconded by Larry Dymond.

Motion was made by Lisa VanWhy to make the following revisions to the Letter of Agreement. Motion was seconded by Dr. Damary Bonilla and passed 7-2. Larry Dymond and Wayne Rohner voted no.

(See page 187-188)

1. Remove Michael Sweeney's name and add Maura Lynch.
2. Lyman and Ash will report to the East Stroudsburg Area School District Board of Education by way of the Superintendent or his designee. The Property/Facilities Committee will be informed as needed.

f. COMMUNITY

i. 910 – Community Relations

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the resolution presented commending Highmark Blue Cross Blue Shield for their community service during the COVID-19 Pandemic. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See page 189)

2.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the letter to the NAACP and the Pocono Mountains United Way concerning racial equity in education, as presented. Motion was seconded by George Andrews and carried unanimously, 9-0.

(See page 190)

**EAST STROUDSBURG AREA SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
November 16, 2020 - 7:00 P.M.
Via Zoom**

ADDENDUM A

b. PERSONNEL

n. 408 – Employment Contract

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the Memorandum of Understanding between East Stroudsburg Board of Education and East Stroudsburg Education Association with respect to working from home under mandated quarantine. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See page 2)

c. **FINANCES**

vi. **602 – Budget Planning**

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve PlanCon K for GO Bonds, Series of 2020. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

(See pages 3-46)

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to adjourn. Motion was seconded by George Andrews and carried unanimously, 9-0.

XII. **ADJOURNMENT: 10:32 P.M.**

Respectfully Submitted,

Patricia L. Rosado
Board Secretary