

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

October 18, 2021 - 7:00 p.m.

**Carl T. Secor Administration Center – Board Room,
H.S. South - Auditorium
and Via Zoom**

Minutes

- I. President, Richard Schlameuss called the meeting to order at 7:12 p.m. and led those present in the Pledge of Allegiance. Board Secretary, Patricia Rosado called the roll.
- II. **Board Members present at the Administration Center Board Room were:** George Andrews, Rebecca Bear, Dr. Damary Bonilla, Larry Dymond, Jason Gullstrand, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy were present.
- III. **School personnel present in the Board Room:** Stacie Ammerman, Terrence Bomar, Anthony Calderone, Marlene Camilleri-Yip, Juliana Casto, Patricia Chestnut, Robin Daning, Jacqueline Doyle, Donald Halker, Harriet Heath, Sue Hegarty, Amanda Hendricks-McGee, Scott Hnasko, Barry Krammes, Ray Lenhart, Frederick Mill, Craig Neiman, Debby Padavano, Joanne Peters, William Riker, Patricia Rosado, Matt Triolo, Sam Varkanis, Valerie Wickberg, Steve Zall and Ann Zannella. Christopher Brown, Solicitor.
- School personnel present in the Auditorium:** Lauren Arico, Mary Capulish, Louis Carbajal, Wayne Carson, Barbara Descavish-Bloom, Dareen Everett, Joe Formica, Kellie Fuehrer, Linda Gittens, Betsy Hargrave, Lydia Hess, Missy Hughes, Paul Kernan, Phillip Kerzner, Maria Lazowski, Philip Lazowski, Olivia Lesoine, Ryan Loughren, Christopher Ludwig, David Majeski, Samantha Mauro, Barbara A. Miller, Joseph Minnichbach, Lisa Minnichbach, Tom Rogers, Jessica Ruhl, Angela Schembeck, David Scott, Lori Soskil, Laureen Sperring, Scott Strain, Caitlin Sullivan, Gillian Turner, Tim Wagner, Shawn Wescott, Mary Winkler, Linda Wisneiski and Mary Zajac.
- School personnel attended via Zoom:** Debra Caamano, Ashley De LaRosa, Eric Forsyth, Scott Ihle, Amanda Kerdzaliev, Jennifer Marmo, Venus Morales, Rebecca Perri, Shirley Rodriguez, Kenneth Vetesy, Lisa Vitulli and Nadia Worobij.
- Student School Board Representatives via Zoom:** Isabella Iacono and Mohamed Abdellall.
- Other Via Zoom:** Maria Francis, Pocono Record
- IV. **Community members present in the Board Room:** Sue Andrews, Stephanie Bain, Ann Catrillo, Mike Catrillo, John Gerhardt, Jane Gullieb, Amelia Hnasko, Maury Molin, Gloria Schute, Charles J. Stecker, Jr., Ruben Torres and Kathy Williams.
- Community members present in the Auditorium:** Joy Gilmartin.
- Community members attended via Zoom:** Althea Aikens, Samantha Carmella, Jessie Castaldo, Justyne Cruz, Libby Donnelly, Shirley Fernandez, Jennifer Floyd, Marie Francis, K. Friend, Jane Gagliardo, Audry Garrett, Pamela Gurry, Nate Hill, Lauren Langdon, Steven Lurry, Keleisha Phillip-Stringer, and Nina Trubiano.
- V. **ANNOUNCEMENT OF EXECUTIVE SESSION(S)**
- a. An Executive Session was held on September 26, 2021 at 8:00 p.m. for the purpose of discussing negotiations.
 - 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 Debbie Kulick to adopt this agenda for October 18, 2021, as submitted, with the Board of Education reserving the right to add to the agenda, and take further action on any items raised in executive session where immediate action on such items is considered to be in the best interest of the District. Motion was seconded by Lisa VanWhy.

Motion was made by Debbie Kulick to add to the agenda to authorize administration to enter into a one-year agreement or agreements for snow plowing services with the lowest responsible provider. Motion was seconded by Lisa VanWhy and carried unanimously 9-0.

Mr. Brown said for Sunshine Law purposes, the motion that is being added is because it's a result of the proposals being received since the agenda was published. It is in the best interest of the district, and immediate action is required.

The agenda with additions was carried unanimously, 9-0.

VII. APPROVAL OF MINUTES

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the minutes of the September 20, 2021, Board meeting. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

VIII. REPORTS

- a. Monroe Career & Technical Institute Update
Mr. George Andrews said that Lisa VanWhy, Larry Dymond and he attended the JOC MCTI meeting on October 4th at 7:00 p.m. At the MCTI Board meeting, they discussed that MCTI is getting ready to prepare their 2020/2021 audit for October. They are also completing the roof project. They are awaiting the inspection from Karlise and the Township. MCTI's will be completing their draft of the Comprehensive Plan later this week. MCTI's current enrollment is 1,013 students and they have about 30 programs. Our district has about 273 students that are attending MCTI. There are 130 North students and 143 South students, which is 85% of our quota. There is still space for some more students to attend MCTI from our district. The enrollment for the adult education was stronger than expected. Most students are wearing masks. Out of 1,013 students, just 25 students opted out. They are looking for a residency program for the students and will see what works for them. They discussed the MCTI conference center and saw the drawings. The center will add a conference space as well as two classrooms in order to add to the number of courses.
- b. Colonial IU 20 Update
Dr. Damary Bonilla said that the CIU 20 Board meeting took place on September 29th at 7:30 p.m. She said they discussed a partnership with Moravian University and the IU 20. They are working with Moravian to offer an online autism K-12 endorsement for the fall. They are also researching other endorsements for all classifications of employees. Regarding The Check and Connect Program, Jackie Bartek and the Administrators as well as Human Resources have created a monthly program to ensure that moving forward newly-hired members have a sense of belonging, support system and are prepared to meet their job responsibilities. Thirty-minute virtual sessions will be available each month for newly hired team members in order to provide support, make connections and assist with any questions and concerns they may have. The IU 20 has begun the process of submitting an application to become a CDL Third Party testing examiner hoping that this will provide an option for the serving districts to increase bus drivers in the region. The Data Center's wiring has been completed. The project is progressing despite the inability to get parts and equipment. They anticipate that the project will be completed in early spring. In terms of the parking lot, they received the letter of credit from the bank and sent it to PENNDOT which will provide and allow final steps for it to be completed as well as have the secondary insurance completed. The upcoming IU 20 Board of Directors' meeting is scheduled for October 27th at 7:30 p.m.
- c. Property/Facilities Committee Update
Mrs. Lisa VanWhy said the Property/Facilities Committee met on October 5, 2021 at 5:30 p.m. On the agenda tonight, for the Board's consideration is a request to bid the 2023 Summer projects. These projects will be funded by the ESSERS grant. Included in the projects are the H.S. North/Lehman rooftop, HVAC Units and Resica Univents replacements. There may be more projects added as they explore possible additions to the list for 2023. Also on the agenda are D'Huy Engineering invoices, which are on page 24,

and Application for payments, which are on page 25 of the agenda. The next Property/Facilities Committee meeting is on November 2 at 5:30 p.m. and the Administration Center Board Room and on Zoom.

d. Education Programs & Resources Committee Update

Dr. Damary Bonilla said the Education Programs & Resources Committee meeting me on Wednesday, October 13th via Zoom. They discussed One District One Book, which they are excited since it will include not just their students and families, but also the broader community. More information on this to come. The Committee discussed recent teacher hires due to classroom sizes. The Committee reviewed the Pace survey, they received a transportation update, and discussed the Caregiver Academy, which is a new era service for parents. The Committee had a presentation on Equity for School Boards by Dr. Heather Bennett, who is the PSBA Director of Equity. Dr. Bonilla thanked the Board members who are not on the Committee but joined the meeting as well as members of the community who engaged in a fruitful discussion. She said they are excited to announce that the North High School student, Santos Rojas, will speak at the PSBA Equity Summit on October 25, 2021. It is a virtual survey that is part of the DEI update provided by our DEI Coach. They also had several staff members share why DEI is important to them. For those who do not know DEI is Diversity Equity and Inclusion. Several items came before the Committee that had been previously submitted to the Finance Committee

- Reading Eggs to be paid by Title I Grant
- ESACA SWPBS for students to be paid by ESSERs grant,
- Title Crate in the amount of \$5,000 to be paid with Title I grant
- McGraw Hill Reading Wonders to be paid by Curriculum & Instruction

The next Education Programs & Resources Committee meeting is scheduled to be held on November 10th at 7:00 p.m. via Zoom.

e. Finance Committee Update

Mrs. Rebecca Bear said the Finance Committee met on October 12th. On the agenda you will find

- A John Deere Gator for J. T. Lambert's Athletics, which will be paid by St. Luke's Athletic Trainer Services Agreement.
- An ice machine for Lehman Athletics which will be paid by St. Luke's Athletic Trainer Services Agreement.
- Hometown for Event Management and Digital Ticketing Software for families to use.
- North High School Swim Timing System
- Emergency Connectivity Fund Agreement
- Snow plowing services with the lowest responsible provider, which was just added to this agenda.
- BerkOne for services related to Act 1 Homestead/Farmstead, which increased by \$63 from last year. The annual renewal of Sapphire Software
- The agreement with Dude Solutions for the annual renewal of Dude Software
- The agreement with Zonar Systems Inc. for the annual renewal of Software
- The quote from Edmentum for the annual renewal of Reading Eggs
- The quote from Reading Wonders for the annual renewal of Special Ed/ESL content
- The quote from Title Crate, for Grant management software
- The quote from Visual Sound, for Hovercam Document Cameras for Elementary Schools to be paid by ESSERs.
- The use of ESSER III funding to support ESACA SWPBS

The next Finance Committee meeting is scheduled for November 8 at 5:30 p.m. in person in the Administration Center and via Zoom.

f. Policy Review Committee Update

Ms. Debbie Kulick said the Policy Review Committee met earlier this evening. The Committee reviewed the following policies to be posted on the website for public review:

- Policy 313.1 – Evaluation of Professional Employees (Repeal 412)
- Policy 313.2 – Evaluation of Temporary Professional Employees (Repeal 413)
- Policy 313.3 – Evaluation of Support Employees (Repeal 512)
- Policy 324 – Personnel Files (Repeal 424 and 524)
- Policy 325 – Dress and Grooming (Repeal 425 and 525)

The Next Policy Review Committee meeting is scheduled to be held on November 15th at 4:30 p.m. in the Administration Center Board Room as well as via Zoom.

- g. Student School Board Representatives – Miss Isabella Iacono, High School North, said it has been an exciting start to the school year for our Timberwolves. Many students are happy to be back in-person attending classes with their friends. Miss Iacono reported as follows:

To start the year, we had a motivational guest speaker, Mr. Charlie Brenneman, who spoke about perseverance through his professional experiences of teaching, wrestling, fighting, speaking, podcasting, and book writing viewpoints. Many students were excited to ask questions and talk with him one-on-one later in the cafeteria.

There was also an activity fair for all students so that everyone had an opportunity to sign up for a variety of clubs and activities.

The North Side Cafe has opened and is serving coffee and hot chocolate daily. The Timberwolf Pantry is back to distributing food for students who are in need. A special thank you to the East Stroudsburg Presbyterian Church who has donated food to the Timberwolf Pantry.

Our counseling department is organizing numerous college and technical school virtual visits for students. Some of the colleges and universities that students have had the opportunity to visit virtually include: ESU, Temple, University of Pittsburgh, Villanova, Moravian, Washington College, and Kutztown. Additionally, they have organized a virtual college admissions night and Financial Aid night for students and families.

Many students participated in PSATs on October 13th. Students also have the opportunity to participate in the ASVAB test on November 2nd.

We are continuing our Timberwolf Togetherness Days at the school. Two Tuesdays a month we are supporting a theme to show unity and come together as a school community. For September we wore Purple and Turquoise in support of Suicide Prevention Month. For October, we wore Pink in support of Breast Cancer Awareness Month and on October 26th, we will wear North Apparel in preparation for our North/South Football Game scheduled for Friday, October 29th.

We also have had three building-wide Casual for a Cause events to benefit the Timberwolf Pantry, Big Brothers/Big Sisters, and Pocono Parents of Down Syndrome Students.

In athletics, the T-wolves have been practicing, fighting hard, and many are coming to the end of their fall seasons. The Girls Soccer team beat South 2-0 during their senior night. They ended their season with a 4-0 win over Dieruff on October 15th.

The North Volleyball team finished the season with a 3-0 win over South on October 14th.

Sarah Farah and Jayna Penn are representing North High School today at Lehigh University to compete in the District 11 Girls Tennis 2A Doubles Tournament.

The North Cross Country teams will be competing at the EPC Championships tomorrow, October 19th and at the District 11 Championships on October 27th (both at DeSales University).

In North Band news, the North marching band completed a successful band camp and was featured in a news story by Blue Ridge Cable's Nightly News. The North band and choirs will perform a wonderful return concert in the North auditorium on Thursday, October 21st. The concert begins at 7:00 p.m. and is open to the public. Audience members are asked to wear a mask while inside the building.

Students from the High School North Mixed Choir traveled to Penn State University to participate in the "Men of Song" Choral Festival under the direction of Dr. Christopher Kiver.

The North band, cheerleaders, and football team will celebrate our seniors during senior night on Friday, October 29th when North plays South in the football stadium.

Many students are looking forward to the upcoming Dorney Haunt Trip, hosted by the Class of 2023, as we bring in this spooky season.

Earlier this month, Mr. Anthony Massa's Multicultural Class had the honor of hosting Mr. Jacob Morris, President of the Harlem Historical Society. Students also had the opportunity to participate in a virtual simulation called "Traveling While Black" where they learned about the life and times of African Americans in the 50's/60's; as they visited diners during their travels.

There were many fun and exciting homecoming activities as we celebrated homecoming in a big way this year.

On Saturday, October 2nd, over 300 students signed up to attend our homecoming dance. Thank you to everyone who helped setup and work the event. During the night's festivities, we introduced this year's homecoming court to include: Evan Bear & Kim Aseng, Andre Weeks & Gilyse Rivera, Jonathan Joseph & Drelina Booth, Shalom Abu & Jonah Lurry. Students had a great time dancing the night away.

Throughout the following week, many staff and students participated in our daily theme days which included: character day, meme day, jersey day, jocks vs nerds' day, and blackout day.

Also during the week, students worked as grade level teams to decorate our hallways. Congratulations to the sophomore class for being voted best hallway this year!

On Friday, October 8th, Bushkill Fire and Ambulance, Bushkill Elementary, Lehman Intermediate, and High School North all participated in our Homecoming Parade from Bushkill Elementary to the stadium. At the conclusion of the parade, H.S. North and Bushkill Elementary participated in a pep rally in the stadium where we recognized our Fall Sports Teams, Senior Fall Sports Mentors, Homecoming Court, and were entertained by student group and team performances.

After school, we had over 170 students sign up to attend our tailgate activities in the Lehman Gym where we had games, food, and festivities leading into the Homecoming Game.

Lastly, during the homecoming game, we had a positive and energetic student section. Congratulations to Gilyse Rivera and Andre Weeks for being named 2021 Homecoming Queen & King.

Mr. Mohamed Ahmed Abdellall, High School South Class of 2022 President, reported as follows:

We had an amazing first month and everyone is really excited to get back into going to school five days a week. We kicked off our school year with our activity fair, which was an overwhelming success. We had many freshmen and upperclassmen joining in on our multitude of clubs here at South.

South had a homecoming game which was an amazing experience against Parkland. The week prior we had our homecoming dance, in which hundreds of kids attended in the gym as well as attended the game. Feedback from the students reveals that it was an overwhelmingly positive experience for all. Prior to game night, South held a spirit week, which was centered around a board game theme.

Congratulations to the juniors for winning the hallway decorating contest with their unique display of monopoly.

South is looking forward to this Friday's Little Brown Jug Game. It's going to be our blackout themed game vs. Stroudsburg in our home stadium. We had an amazing pep rally hosted outside on the field. It was split up into two pep rallies. The juniors had a walk to Dansbury Park and Jimmy's. The PTO volunteered to pay for the juniors' ice cream.

Many students signed up for the PSATs. Many juniors picked up the opportunity for a chance to prepare for the SATs.

South will be having Dorney Haunt on October 29th, which will be hosted by the district South seniors. It will be taking place Friday after school.

South has implemented a system, which many may know, is the Wellness Wednesday System, where we take an hour to focus on our wellbeing, wellness and mindfulness. It's been an amazing experience, where you can really connect with yourself and your fellow students by taking a break from what seems to be a really rushed life.

I would just want to end off by thanking the support staff and teachers for their endless support of students through these hard times. They are the backbone who are taking care of the students and the schools by making sure that no child feels like they are alone during these hard times. Thank you for having me and I wish you all of the best.

- h. 2020-2021 Financial Results Presentation – Mr. Craig Neiman
Mr. Neiman presented the 2020-21 General Fund Financial Results as follows, which is the same information he presented at the Finance Committee meeting last week:

Page 2 – 2020-21 Highlights

- Revenues 8.5% higher than Budget
- Expenditures 0.7% less than Budget

Page 3 – Actual Results compared to Budget

	2020-21 Budget	2020-21 Actual	Variance \$	Variance %
Revenue	\$160,104,718	\$173,724,481	\$13,619,763	8.5%
Expenditures	\$165,285,625	\$164,124,237	\$1,161,388	0.7%
Revenue over Expenditures	(\$5,180,907)	\$9,600,244	\$14,781,151	
Beginning Fund Balance	\$49,144,941	\$49,144,941		
Ending Fund Balance	\$43,964,034	\$58,745,185		

Page 4 – 2020-21 Revenue Summary

	2020-21 Budget	2020-32 Actual	Variance \$	Variance %
Local	\$104,042,108	\$109,500,642	\$5,458,534	5.3%
State	\$47,828,977	\$51,309,056	\$3,480,079	7.3%
Federal	\$6,783,207	\$11,653,519	\$4,870,312	71.8%
Other	\$1,450,426	\$1,261,263	(\$189,163)	-13.0%
Total Revenue	\$160,104,718	\$173,724,481	\$13,619,763	8.5%

Page 5 – Local – Current Real Estate Tax Trend

- 2020-21 Actual Falls short of budget
- Budget shortfall of \$2 million (\$87.2 Actual/\$89.2 Budget)
- Budget based on STEB assessed value and Board approved millage
- Concerning trend of declining current Real Estate tax collections
- Monroe County reassessment has generated almost \$2.0 million in assessment appeals

Page 6 – Local – Delinquent Real Estate Tax Trend

- 2020-21 Actual significantly exceeds budget
- \$5.5 million favorable to budget (\$14.0 Actual/\$8.5 Budget)
- Significantly exceeds recent trend
- Strong local Real Estate Market
- Suspension of Sheriff Sales in 2020 due to COVID-19 generates pent up inventory

Page 7 – Local – Transfer Tax Trend

- 2020-21 Actual almost triples budget
- \$1.2 million favorable to budget (\$1.9 Actual/\$0.75 Budget)
- Significantly exceeds recent trend
- Strong local Real Estate Market
- Major concern at the onset of the COVID-19 pandemic

Page 8 – Local – Earned Income Tax Trend

- 2002-21 Actual significantly exceeds budget
- \$0.6 million favorable to budget (\$4.0 Actual/\$3.4 Budget)
- Significantly exceeded recent trend
- Strength of local employment
- The Biggest concern at the onset of the COVID-19 pandemic (reflected in 2020-21 Budget)

Page 9 – Federal & State Revenue Highlights

- State Revenue exceeds Budget by \$3.5 million or 7.3%
- Federal Revenue exceeds Budget by \$4.9 million or 71.8%

Page 10 – 2020-21 Expenditure Highlights

- Expenditures favorable to Budget by \$1.2 million or 0.7%
 - Charter School tuition payments more than doubled compared to budget and prior year. (\$9.3 million paid versus \$4.4 million budget)
 - Budgetary reserve of \$1.1 million not used
 - Transportation costs favorable to Budget \$0.8 million
 - CIU20 and MCTI costs favorable to Budget \$0.7 million
 - Non-Charter Tuition payments favorable to Budget \$0.5 million
 - Building Principals favorable to Budget \$0.4 million
 - Athletics favorable to Budget \$0.3 million
 - Utilities favorable to Budget \$0.1 million

Page 11 – Capital Reserve Trend

- As of June 30, 2021 Capital Reserve Balance is \$9.7 million
- On average, District spends \$3.7 million per year on Capital initiatives
- Summer 2021 project cost not included in chart
- District “self-funds” Capital initiatives
- Recommend discussing strategic Capital plan in December and annual transfers to balance Capital needs
- ESSER III Funds will also support select Capital initiatives
- Recommends transferring \$10 million from General Fund to Capital Reserve effective June 30, 2021.

Page 12 – Financial Statement impact of the \$10 million transfer

	General Fund	Capital Reserve
Balance as of June 30, 2021 – Prior to Transfer	\$58,745,185	\$9,677,524
Fund Transfer	(\$10,000,000)	\$10,000,000
Balance as of June 30, 2021 – After Transfer	\$48,745,185	\$19,677,524

- Accounting entry will be back dated to be effective as of June 30, 2021 (Financial Statement impact)
- Bank posting will be effective based on date it occurs after Board vote (Cash/Bank Statement impact).

Page 13 – Recommended October Board Motions

That the Board of School Directors:

- Approve the transfer of \$10,000,000 from the General Fund to the Capital Reserve for future capital improvements.
- Approve the General Fund Balance commitment of \$18,000,000 for PSERS Rate Stabilization and \$6,000,000 for Future Healthcare costs.
- Approve the General Fund Balance assignment of \$4,528,817 to be used as revenue to balance the 2021-22 Budget deficit, \$5,000,000 for Future Budget Expenditures and \$6,000,000 for Future Educational Programs.

Page 14 – 2022-23 Budget Timeline

- October 18th (This evening) – School Board meeting; 2020-21 Fund Balance motions to close out the fiscal year.
- November 8th – Finance Committee meeting; Zelenkofske Axelrod present 2020-21 Audit results.
- November 15th – School Board meeting; Zelenkofske Axelrod present 2020-21 Audit results.
- By November 30th – 2020-21 Annual Financial Report (AFR) submitted to PDE.
- December Finance Committee meeting – Review Capital Reserve balance and long-term capital needs. Discuss 2022-23 Act 1 Index.
- December 20th School Board meeting; motion not to exceed 2022-23 Act 1 Index (pending Finance Committee discussion).

IX. PUBLIC PARTICIPATION

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

- A. Mr. Charles J. Stecker, Jr. said he is the Executive Director and Board President of the Pocono Mountain Region Home and is a certified counselor who helps individuals purchase homes, intervene with those losing their homes and helps those renting to buy homes. He said they mainly help with homeless intervention. He is here to let you know that they will be rebranding to a new name, Envision Home, Integra Home Counseling and will be relocating near Smithfield Elementary School. He said he just wanted to introduce himself to make everyone aware that they are here to serve everyone.
- B. Mr. Maury Molin said he is a retired educator from the ESASD. He said he is here tonight to thank the ESASD for having students work on their logo. Tyler Dolph and other students at H.S. North designed the award-winning logo. Yesterday they concluded the anniversary with a gathering at the Elks. As Chair for 30 months of this celebration, he talked to the Mayor today and said to him that they are finally putting the anniversary celebration to bed, although they still have other events planned. He gave kudos to Mr. Barry Krammes and Miss Lois Groff for having students who won an essay contest showing the diversity of the district. North won the logo contest and south won the essay contest. Marcus Ruiz, gave an elegant rendition of his essay when we had our opening for the 150th Anniversary celebration. Yesterday was the 150th plus one day of celebration from May to October. He handed out to Dr. Riker some invitations for administrators and the Board members to attend a video production of everything that occurred throughout the celebration. It was phenomenal the many things they hosted. The 150th Anniversary Film will take place at Pocono Cinema, which includes different residents of the community. The event will take place on November 10 at 6:30 p.m. He said he appreciates the diversity and everything that the school district has given and the support from the teachers. Mr. Molin said he also has another issue that he will speak with Mr. Vitulli regarding an in-service speaker. He thanked the Board and the district for supporting his efforts.
- C. Mr. Michael Catrillo said he is resident of Price Township and recently retired 30-year veteran of the District. He said it saddens him tonight to once again see our teachers out on the street in order to advocate for a fair contract. He said he would like to remind the Board of all of the amazing job and outstanding work from the teachers this past school year. In March of 2020, it was our teachers who, in a two-week time planned and implemented and unprecedented Learn from Home Program. Their hard work and creative effort, ensured that all of our students' education continue. Again in the 2020-2021 school year, even with constant changes and sometimes unclear directives from the Central Office, it was our teaching staff that implemented a mega K-12 Cyber School, while simultaneously creating a hybrid school that required previously untapped technology skills and self-guided professional development. Once again the teachers showed unyielding professionalism. I know because I was there to witness it. Again, now in the 2021-2022 school year, teachers took on transitioning students back to school maneuvering a basket full of classrooms filled with student anxiety and parent concerns. Teachers are doing a phenomenal job of that even at the risk of their own health. When I last checked online, it showed that about 50 teachers contracted COVID so far this school year. With stress,

low morale and personal sacrifice, does our teaching staff deserve to be devalued with a poor contract offer? The Administrative Staff, and I was a part of an Act 93 contract, received a 3% plus raise. The Central Office Administrators were recipients of at least 3% or more in raises or salary deals. Remember, it has been your teaching staff on the front line, not your Principals, and not your Central Office people, many of which were sealed up in a locked fortress in a Central Administration office. Your teachers now need your support and encouragement more than ever before. They need to know that they are valued. Do the right thing. Keep them off the picket line and in their classroom. Offer them a fair contract that matches our administrative contract of 3% or more. Our students now need their teachers. Your teachers need to know that you care about them. I know that we are dealing with a bus driver shortage. Let's hope that in two years, because of a poor contract deal, we will not be dealing with a major teacher shortage.

- D. Mr. Ruben Torres said that he is a taxpayer and has two children in the district. He said at the last School Board meeting, he was characterized, during the extreme segment of the public participation, as a Thug. As a helpful union guy aka Thug, he still stands in support of the District's DEI Committee. DEI does not translate to CRT as some that say that they are advocating for liberty want you to believe. CRT is not taught in any K-12 Curriculum. As Dr. Damary and Dr. Riker have clearly stated numerous times CRT is not being taught in our district. Those spewing alternative facts, misinformation, racist and homophobic comments, need to reevaluate themselves. Our district is doing the right thing for our diverse community. Hate has no shelter in his home and should not have any shelter in our school system. His second comment is that he would like to ask the School Board to please settle the ongoing labor disputes with our support staff, bus drivers and teachers. These have been challenging times and many employed by the district stepped up to the challenges. They are overworked and under paid. With over a \$48 million or \$58 million surplus, money needs to be spent on wages and benefits to keep and attract the best diverse talents in the area. This needs to happen so that our children can flourish in a high performing safe environment. No one in our district or community wants to go through another strike.
- E. Mrs. Rebecca Bear said she would like to take a moment to thank the trainers from St. Luke's. She said, as a parent, she was very nervous about not having the same St. Luke's trainer coming in on a consistent basis. Tonight, I would like to speak about a very positive experience I had as a parent. Two weeks ago, my son was injured on the soccer field. There was a collision between a Pocono Mountain West student and my son and the goalie. My son's legs were swept out from under him. He went down on his wrist not making a fist as we taught him to do when he goes down. The West student fell on her son's arm breaking his wrist in two places. The St. Luke's trainers got him off the field quickly, put a temporary cast on him, called ahead to the emergency room and scheduled an appointment with an orthopedic surgeon for the very next day, even though, we didn't know if the wrist was broken, although we suspected. The next day my son had an appointment with Dr. Hercules, who was the orthopedist that we were assigned through St. Luke's. He was phenomenal and he casted my son up with a North blue cast. My son was able to play soccer three days later, because the trainer's actually put a bubble wrap around his arm. My son never missed a day of school. I am just grateful as a mom that I want to reiterate this experience to the parents who were concerned about not having Mr. Rossi in two places at one time. St. Luke's trainers are here for the kids and they do a phenomenal job. They are quick to react and made things go so much easier for me as a mom.

X. UNFINISHED BUSINESS

None

XI. NEW BUSINESS

a. LOCAL BOARD PROCEDURES

i. 003 – Functions

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to adopt the Board Policies listed. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

1. #006 Meetings
2. #826 Audio and Video Recording
3. #903 Public Participation in Board Meetings
(See pages 28-47)

ii. **004 – Membership**

1. **Conference Attendance**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the attendance of William Riker at the 2021 SAS Institute Conference in Hershey, PA from December 4, 2021 to December 8, 2021, in the approximate amount of \$1,247.00. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

b. **PROGRAMS**

i. **102 – Academic Standards**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick 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 George Andrews and carried unanimously, 9-0.

ii. **113.2 – Behavior Support**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to support the use of ESSER III funding to support ESACA SWPBS, in the amount of \$3,000, in accordance with the recommendation of the Finance Committee. Motion was seconded by George Andrews and carried unanimously, 9-0.

iii. **121 – Field Trips**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to authorize the field trip listed. Motion was seconded by Rebecca Bear and carried unanimously, 9-0.

75 Miles or More

	Name	Activity	Location	Dates
1.	Ellison, Aimee #08346)	High School South Special Olympics – Youth Summit Unified event at Daniel Boone High School.	Birdsboro, PA	10/19/21

(See pages 48-49)

c. PUPILS

i. 233 – Suspension and Expulsion

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the Recommendation to Modify Expulsion Requirement/Agreed Upon Expulsion, Waiver of School Board Hearing and Release Agreements for the cases listed in substantially the same form as presented at this meeting [contingent upon the receipt of any Manifestation Determinations indicating the infractions were not manifestations of a disability, where applicable], subject to final review by the school district’s administration and legal counsel. Motion was seconded by George Andrews and carried unanimously, 9-0.

1. #185221
 2. #185223
 3. #185313
- (See pages 50-58)

d. PERSONNEL

1. 301 – Professional Job Description

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the Professional Staff job description of Diagnostician. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 59-60)

2. 304 – Settlement Agreement

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the Settlement Agreement for employee #10451 as presented. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 61-65)

3.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the employment actions listed in accordance with the associated, applicable policies, procedures and contractual agreements. Motion was seconded by Debbie Kulick and carried unanimously, 9-0. Richard Schlameuss abstained from: i. 309-Assignments and Transfers #2. Madison Krajewski.

[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.	Perri, Rebecca	From: Grade 5 teacher (LTS) – J. M. Hill Elementary To: Grade 5 teacher (TPE) – J. M. Hill Elementary Replaces Kathleen Carr.	Professional	\$47,550.00 (prorated) Step 4 Column 1	September 20, 2021
2.	Krajewski, Madison	From: Paraprofessional (Reading) – Resica Elementary To: Grade 3 teacher (LTS) – J. M. Hill Elementary This LTS assignment is due to the effective start date of the permanent	Professional/LTS	\$46,353.00 (prorated) Step 1 Column 1	October 12, 2021 through November 24, 2021.

		employee. This is a new position due to student enrollment. At the conclusion of this assignment Madison will return to her paraprofessional position.			
3.	Santos, Rosie	From: Building Substitute teacher – J. M. Hill Elementary To: Kindergarten teacher (LTS) – Middle Smithfield Elementary Replaces Nancy Shaffer who is on a leave. At the conclusion of this assignment Rosie will return to her Building Substitute teacher position.	Professional/LTS	\$46,353.00 (prorated) Step 1 Column 1	October 1, 2021 through December 22, 2021
4.	Trapp, Matthew	From: Building Substitute teacher – High School North To: Building Substitute teacher – Smithfield Elementary	Professional/ Building Substitute teacher	No change	October 18, 2021
5.	DeLaRosa, Ashley	From: Cafeteria Aide (part-time – J. T. Lambert Intermediate To: Front Desk Receptionist (full-time, 7.5 hour) – Middle Smithfield Elementary Replaces Christina Couchon who resigned.	Support	\$13.40/hour	September 27, 2021
6.	Graziano, Amy	From: Student Aide – East Stroudsburg Elementary To: Paraprofessional (Reading) – East Stroudsburg Elementary Replaces Charlene Fonash who retired.	Support	\$17.32/hour	August 24, 2021
7.	Heller, Layton	From: Maintenance I Worker To: Maintenance II Worker (2 nd shift) Replaces Joseph Trimboli who resigned.	Support	\$21.60/hour (plus \$.40/hour shift differential)	To Be Determined.

(See pages 66-68)

ii. 335 – Family and Medical Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Condelli, Stephanie	Music teacher	Professional	High School North & Lehman Intermediate	September 7, 2021 through November 1, 2021.
2.	Piedra, Gisela	Spanish teacher	Professional	High School North	November 4, 2021 through January 31, 2022.
3.	Duran, Mildred	Special Education teacher	Professional/LTS	High School South	September 17, 2021 through December 5, 2021.
4.	Bergmann, Michael	Custodian	Support	High School South	June 28, 2021 through September 21, 2021.
5.	Bianchi, Mary	Paraprofessional	Support	Bushkill Elementary	May 5, 2021 now through October 8, 2021.
6.	Glinska, Izabella	Paraprofessional	Support	J. T. Lambert Intermediate	June 28, 2021 now through November 1, 2021.
7.	Gould, Richard	Custodian	Support	High School North	September 22, 2021 through November 19, 2021.
8.	Keeler, Joanne	Paraprofessional	Support	Lehman Intermediate	August 24, 2021 now through October 24, 2021
9.	Shamey, Alexis	Health Room Nurse	Support	High School South	August 24, 2021 now through October 18, 2021.

10.	Snow, Kathleen	Bus Driver	Support	Transportation	September 21, 2021 through the end of the 2021-2022 SY. This is an intermittent leave.
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iii. Military Leave

	Name	Effective Date(s)
1.	Employee #8497	August 6, 2021 and September 10, 2021

iv. 339 –Uncompensated Leaves

	Name	Position	Classification	Location	Effective Date(s)
1.	Bergmann, Michael	Custodian	Support	High School South	September 22, 2021 through a date to be determined.
2.	Schuon, Kelly	Cafeteria Aide	Support	High School North	August 30, 2021 through November 30, 2021.

v. 303/304/304.1/305/408/508 – Employment

a. Rescissions

	Name	Position	Classification	Location
1.	Fetherman, Christopher	Swim Head Coach	Schedule B	High School North
2.	Hartman, Sandra	Student Council Co-Advisor	Schedule B	Lehman Intermediate
3.	Heitzman, Vicki	Intramural Ski Group Advisor	Schedule B	Smithfield Elementary
4.	Kelly, Cody	Choral Director	Schedule B	High School South
5.	Mauro, Samantha	Intramural Yearbook Advisor	Schedule B	East Stroudsburg Elementary
6.	Mlodzienski, Lian	National Honor Society Advisor	Schedule B	High School North
7.	Schroth, Catherine	Intramural S.A.D.D. Advisor	Schedule B	High School North
8.	Summerville, Launie	Student Council Advisor	Schedule B	Lehman Intermediate

(See pages 69-76)

b. Resignations

	Name	Position	Classification	Location	Effective Date(s)
1.	Padula, Patricia	Supervisor of Special Education	Act 93	Special Education	November 18, 2021 (end of the workday)
2.	Rich, Loren	Assistant Principal	Act 93	J. T. Lambert Intermediate	December 3, 2021 (end of the workday)
3.	Devine, Carrie	School Psychologist	Professional	East Stroudsburg & Resica Elementary	December 3, 2021 (end of the workday)
4.	Fuhrmann, Deborah	Special Education teacher	Professional	Smithfield Elementary	December 9, 2021 (end of the workday)
5.	Glassman, Leslie	School Psychologist	Professional	Middle Smithfield & Resica Elementary	November 19, 2021 (end of the workday)
6.	Timpson, Daniel	Grade 6 teacher	Professional	J. T. Lambert Intermediate	November 3, 2021 (end of the workday)
7.	Bergoffen, Demetria	Building Substitute teacher	Professional/ Building Sub	Resica Elementary	September 20, 2021 (end of the workday)
8.	Curtis, Joseph	Bus Driver	Support	Transportation	September 22, 2021 (end of the workday)
9.	Kluz, Diana	Cafeteria Aide	Support	Lehman Intermediate	October 13, 2021 (end of the workday)
10.	Mahan, Eileen	Bus Driver	Support	Transportation	September 28, 2021 (end of the workday)
11.	Maldonado, Jacqueline	Cafeteria Worker	Support	High School South	September 17, 2021

12.	McFarlane, Holly	Bus Driver	Support	Transportation	September 27, 2021 (end of the workday)
13.	Pollack, Victor	Custodian	Support	High School South	October 20, 2021 (end of the workday)
14.	Tullo, Richard	Bus Driver	Support	Transportation	September 9, 2021 (end of the workday)
15.	Peckally, Jennifer	Paraprofessional (LTS)	Support/LTS	Lehman Intermediate	October 3, 2021

(See pages 77-91)

c. Retirements

	Name	Position	Classification	Location	Effective Date(s)
1.	Finley-Welsh, Susan	Special Education teacher	Professional	Resica Elementary	December 31, 2021
2.	Fahl, Sharon	Bus Driver	Support	Transportation	October 29, 2021 (end of the workday)
3.	Johnson, JoAnn	Paraprofessional	Support	Middle Smithfield Elementary	January 3, 2022 (end of the workday)
4.	Orenstein, Carol	Student Helper	Support	J. T. Lambert Intermediate	December 22, 2021 (end of the workday)
5.	Snyder, Amy	Secretary	Support	Pupil Services	January 7, 2022 (end of the workday)
6.	Strunk, Geraldine	Bus Driver	Support	Transportation	October 15, 2021 (end of the workday)

(See pages 92-97)

d. Salary Change

	Name	Classification	From:	To:	Effective
1.	Tassinari, Lori	Professional	\$48,177.00 (prorated) Step 2 Column 4	\$49,057.00 (prorated) Step 2 Column 6	September 20, 2021

e. Workday Hour Changes with respect to Grievance Resolution for #20-21-01 and 20-20-02

	Name	Position	Workday Hours	Effective Date:
1.	Abrams, Donna	Bus Driver	8 hour	September 28, 2020 through June 8, 2021.
2.	Cramer, Kathaleen	Bus Driver	8 hour	September 28, 2020 through June 8, 2021.
3.	Harding, Peter	Bus Driver	8 hour	September 28, 2020 through June 8, 2021.
4.	Mahan, Eileen	Bus Driver	8 hour	September 28, 2020 through June 8, 2021.
5.	McFarlane, Holly	Bus Driver	8 hour	September 28, 2020 through June 8, 2021.
6.	Resto, Enid	Bus Driver	8 hour	September 28, 2020 through June 8, 2021.
7.	Schuler, Patrick	Bus Driver	8 hour	September 28, 2020 through June 8, 2021.
8.	Sullivan, Kerry	Bus Driver	8 hour	September 28, 2020 through June 8, 2021.
9.	Venslosky, Dana	Bus Driver	8 hour	September 28, 2020 through June 8, 2021.

f. Appointments

	Name	Position	Classification	Location	Compensation	Effective Date(s)
1.	Castaldo, Joseph	School Counselor (PE) Replaces Tanya Spitzel who was reassigned	Professional	Bushkill and J. M. Hill Elementary	\$59,043.00 (prorated) Step 6 Column 12	To Be Determined.
2.	Catalano, Jessica	Grade 4 teacher (TPE) This is a new position due to student enrollment.	Professional	Middle Smithfield Elementary	\$48,177.00 (prorated) Step 2 Column 4	September 21, 2021

3.	Natale, Matthew	Grade 2 teacher (TPE) This is a new position due to student enrollment.	Professional	Smithfield Elementary	\$46,353.00 (prorated) Step 1 Column 1	September 21, 2021
4.	Peckally, Jennifer	Grade 5 teacher (TPE) This is a new position due to student enrollment.	Professional	Bushkill Elementary	\$47,358.00 (prorated) Step 3 Column 1	October 4, 2021
5.	Schock, Kristen	Grade 3 teacher (TPE) This is a new position due to student enrollment.	Professional	J. M. Hill Elementary	\$46,855.00 (prorated) Step 2 Column 1	November 30, 2021
6.	Struble, Alyssa	Speech & Language teacher (PE) This is a new position fully funded ACCESS.	Professional	District	\$53,474.00 (prorated) Step 5 Column 7	November 30, 2021
7.	Castelli, Maria	Cafeteria Aide (3.75 hour) Replaces Diana Kluz who was reassigned.	Support	Lehman Intermediate	\$13.88/hour	October 15, 2021
8.	Hernandez, Jose	Paraprofessional (Special Education) Replaces Magdalene Bioh who resigned.	Support	Middle Smithfield Elementary	\$17.32/hour	October 7, 2021
9.	Hudak, Pamela	Accountant/Bookkeeper (BOP II) Replaces Susan Vitulli who retired.	Support	Business Office	\$21.92/hour	November 1 2021
10.	Nelson, Mary	Cafeteria Aide (3.75 hour) Replaces Willie Gray who was reassigned.	Support	Lehman Intermediate	\$13.88/hour	November 1, 2021
11.	Stella, Keannie	Secretary Replaces Ellen Massaro who retired.	Support	High School North	\$15.16/hour	October 4, 2021
12.	Quinones, Lilliana	Cafeteria Aide (3 hour) Replaces Willie Gray who was reassigned.	Support	High School South	\$13.88/hour	October 12, 2021
13.	Bergoffen, Demetria	Paraprofessional (LTS) Replaces Sabryna Christenson who is on leave.	Support/LTS	Smithfield Elementary	\$17.32/hour	September 21, 2021 through the last 2021-2022 paraprofessional workday.
14.	Moya, Lynn	Paraprofessional (Reading) (LTS) Replaces Kahlasia Hatter who is on leave.	Support/LTS	Smithfield Elementary	\$17.32/hour	October 4, 2021 through June 8, 2022 .
15.	Celis, Lisa	Temporary Student Aide (8 hour) This is a new position fully funded by ACCESS.	Support/Temporary	High School North	\$14.06/hour	September 29, 2021 through the last student day of the 2021-2022 SY.

(See pages 98-103)

g. Building Substitute Teachers

	Name	Location	Effective Date(s)
1.	Howery, Taylor	High School North	October 18, 2021 through the last 2021-2022 student day.
2.	Maraventano, Maria	Resica Elementary	September 20, 2021 through the last 2021-2022 student day.
3.	Patrick, Lauren	East Stroudsburg Elementary	August 25, 2021 through the last 2021-2022 student day.
4.	Zall, Denise	High School South	August 24, 2021 through the last 2021-2022 student day.

h. Substitute Appointments

	Name	Position(s)	Classification	Effective Date(s)
1.	Grayuski, Nicole	Substitute teacher	Professional	2021-2022 School Year
2.	Musaeva, Zhyldyz	Substitute teacher	Professional	2021-2022 School Year
3.	Woolard, Margaret	Cafeteria Aide, Front Desk Receptionist, Paraprofessional	Support	2021-2022 School Year
4.	Grayuski, Nicole	Paraprofessional, Student Aide	Support	2021-2022 Fiscal Year
5.	Tullo, Richard	Bus Driver	Support	2021-2022 Fiscal Year

i. Support Substitute Reappointments

Substitute Bus Drivers

	Last Name	First Name
1.	Class	Omar
2.	Gonzalez	Jeffrey
3.	Rothwell	George
4.	Stofik	Kevin
5.	Trabucco	Richard
6.	Williams	James

Substitute Business Office

	Last Name	First Name
1.	Arnold	Dora
2.	Bauer	Amy
3.	Hennion	Brandi
4.	Kinsella	Kattie
5.	Reyes	Ryan

Substitute Bus Mechanic

	Last Name	First Name
1.	Alcamo	Charles
2.	Harding	Peter
3.	Liptak	Magnus

Substitute Cafeteria Aides

	Last Name	First Name
1.	Almonte	Jessica
2.	Arrigali	Elizabeth
3.	Boothe	Carolyn
4.	Conant	Janet
5.	Conti	Michele
6.	Cox	Veronica
7.	Dougher	Laura
8.	Finnerty	Stacy
9.	Frugieule	Alberta
10.	Gray	Carolyn
11.	Harding	Joshua
12.	Hilgert	Norma
13.	Kanterman	Claire
14.	Krumanocker	Catherine

	Last Name	First Name
15.	Manfredi-Mazur	Stacey
16.	Montoya	Jennie
17.	Moon	Richard
18.	Mora	Nancy
19.	Nevin	Bernadette
20.	Perez	Yolanda
21.	Peters	Nancy
22.	Picchianti	Darlene
23.	Pizarro Bultron	Abioyle
24.	Reali	Susan
25.	Richterich	Karen
26.	Rizzi-Nagora	Serafina
27.	Schena	Denise
28.	Schinas	Athena
29.	Shaw	Eloise
30.	Smith	Towanda
31.	Sonvico	Heather
32.	Stepien	Karl
33.	Tagliaferri	Dorothy
34.	Uszal	JoAnn
35.	Vaughan	Kristen
36.	Vilinsky	Maria
37.	Villano	Lisa
38.	Wearing	Felicia

Substitute Cafeteria Workers

	Last Name	First Name
1.	Almonte	Jessica
2.	Arrigali	Elizabeth
3.	Castelli	Maria
4.	Conant	Janet
5.	Conti	Michele
6.	Cox	Veronica
7.	Dougher	Laura
8.	Gray	Carolyn
9.	Harding	Joshua
10.	Kanterman	Claire
11.	Kataw	Rosario
12.	Montoya	Jennie
13.	Moon	Richard
14.	Mora	Nancy
15.	Nevin	Bernadette
16.	Peters	Nancy
17.	Pizarro Bultron	Abioyle
18.	Richterich	Karen
19.	Rizzi-Nagora	Serafina
20.	Schinas	Athena

	Last Name	First Name
21.	Shaw	Eloise
22.	Smith	Towanda
23.	Sonvico	Heather
24.	Stepien	Karl
25.	Tagliaferri	Dorothy
26.	Vaughan	Kristen
27.	Vilinsky	Maria
28.	Villano	Lisa

Substitute Custodians

	Last Name	First Name
1.	Abrams	Donna
2.	Bartron	Barry
3.	Beniamino	Robin
4.	Brown	Denise
5.	DeLaRosa	Ashley
6.	Dinnen	Sylvie
7.	Dougher	Laura
8.	Ednie	Sean
9.	Fritz	Andrea
10.	Harding	Joshua
11.	Harper	Georgio
12.	Hoffman	Aurelia
13.	Iaconetti III	Angelo
14.	Ivory	Georgina
15.	Jackson	Jacquelyn
16.	Jordan	Dina
17.	Leung	Louise
18.	Lopez	Daniel
19.	McClosky	Christopher
20.	McGrath	Gerard
21.	Molloy	Nannette
22.	Moon	Richard
23.	Pizarro Bultron	Abioyle
24.	Reali	Susan
25.	Romagno	Virginia
26.	Rosado	John
27.	Sayles	Keith
28.	Schmidt	James
29.	Smith	Towanda
30.	Vazquez	Rosemary
31.	Williams	Vivian
32.	Wilson	Robin

Substitute Front Desk Receptionists

	Last Name	First Name
1.	Almonte	Jessica
2.	Bauer	Amy
3.	Bergoffen	Demetria
4.	Boothe	Carolyn
5.	Caputo	AnneMarie
6.	Castelli	Maria
7.	Celis	Lisa
8.	Conant	Janet
9.	Conti	Michele
10.	Corey	Gail
11.	Cox	Veronica
12.	Dougher	Laura
13.	Finnerty	Stacy
14.	Flores-Perito	Franky
15.	Gray	Carolyn
16.	Hilgert	Norma
17.	Jean-Mary	Luashy
18.	Jordan	Dina
19.	Kaminski	Izabella
20.	Krumanocker	Catherine
21.	Leung	Louise
22.	Manfredi-Mazur	Stacey
23.	Messana	Amy
24.	Montoya	Jennie
25.	Mora	Nancy
26.	Nevin	Bernadette
27.	Perez	Yolanda
28.	Peteroy	Lucinda
29.	Picchianti	Darlene
30.	Prendergast	Frances
31.	Rafaniello	Christina
32.	Reali	Susan
33.	Richterich	Karen
34.	Rizzi-Nagora	Serafina
35.	Schena	Denise
36.	Schinas	Athena
37.	Shaw	Eloise
38.	Smith	Towanda
39.	Sonvico	Heather
40.	Tagliaferri	Dorothy
41.	Torres	Vanessa
42.	Vaughan	Kristen
43.	Vilinsky	Maria
44.	Villano	Lisa
45.	Williams	Vivian

	Last Name	First Name
46.	Wolbert	Anna
47.	Woolard	Margaret

Substitute Health Room Nurses

	Last Name	First Name
1.	Fernandez	Harmony
2.	Little	Joann
3.	Long	Sandi

Substitute Maintenance Workers

	Last Name	First Name
1.	Alcamo	Charles
2.	Cloward	Micah
3.	Harper	Georgio
4.	McGrath	Gerard
5.	Sourwine	Arthur

Substitute Paraprofessionals

	Last Name	First Name
1.	Abbas	Nadia
2.	Almonte	Jessica
3.	Arrigali	Elizabeth
4.	Autar	Leah
5.	Bergoffen	Demetria
6.	Boothe	Carolyn
7.	Camaerei	Albert
8.	Caputo	AnneMarie
9.	Celis	Lisa
10.	Cherif	Amanda`
11.	Conant	Janet
12.	Conti	Michele
13.	Corey	Gail
14.	Cox	Veronica
15.	Dougher	Laura
16.	Feld	Marcus
17.	Finnerty	Stacy
18.	Flores-Perito	Franky
19.	Gray	Carolyn
20.	Griffin Jr	Larry
21.	Hampton	Cheryl
22.	Hilgert	Norma
23.	Jean-Mary	Luashy
24.	Jordan	Dina
25.	Kaminski	Izabella
26.	Krumanocker	Catherine
27.	Leung	Louise
28.	Manfredi-Mazur	Stacey
29.	Messana	Amy

	Last Name	First Name
30.	Montoya	Jennie
31.	Moya	Lynn
32.	Nevin	Bernadette
33.	Oni	Helen
34.	Orsargos	Joseph
35.	Perez	Yolanda
36.	Peteroy	Lucinda
37.	Picchianti	Darlene
38.	Pizarro Bultron	Abioyle
39.	Rafaniello	Christina
40.	Reid	Victoria
41.	Reyes	Ryan
42.	Richterich	Karen
43.	Rider	Georgie
44.	Rizzi-Nagora	Serafina
45.	Robinson	Amber
46.	Schena	Denise
47.	Schinas	Athena
48.	Semente	Denice
49.	Shaw	Eloise
50.	Smith	Towanda
51.	Sonvico	Heather
52.	Soodeen	Lance
53.	Stackhouse	Ashley
54.	Sullivan	Natalie
55.	Tagliaferri	Dorothy
56.	Vaughan	Kristen
57.	Vazquez	Rosemary
58.	Vidal	Joann
59.	Vilinsky	Maria
60.	Villano	Lisa
61.	Viola	Joanne
62.	Wearing	Felicia
63.	Williams	Heather
64.	Wolbert	Anna

Substitute Secretaries

	Last Name	First Name
1.	Almonte	Jessica
2.	Arnold	Dora
3.	Arrigali	Elizabeth
4.	Bauer	Amy
5.	Beniamino	Robin
6.	Bergoffen	Demetria
7.	Boothe	Carolyn
8.	Caputo	AnneMarie
9.	Castelli	Maria

	Last Name	First Name
10.	Celis	Lisa
11.	Ciucci	Margaret
12.	Conant	Janet
13.	Conti	Michele
14.	Corey	Gail
15.	DeLaRosa	Ashley
16.	Dinnen	Sylvie
17.	Dougher	Laura
18.	Finnerty	Stacy
19.	Flores-Perito	Franky
20.	Fritz	Andrea
21.	Gray	Carolyn
22.	Green	Kelly
23.	Hennion	Brandi
24.	Hilgert	Norma
25.	Jean-Mary	Luashy
26.	Jordan	Dina
27.	Kaminski	Izabella
28.	Kinsella	Kattie
29.	Krumanocker	Catherine
30.	Manfredi-Mazur	Stacey
31.	Messana	Amy
32.	Molloy	Nannette
33.	Montoya	Jennie
34.	Moya	Lynn
35.	Nevin	Bernadette
36.	Newallo	Rachel
37.	Oni	Helen
38.	Perez	Yolanda
39.	Peteroy	Lucinda
40.	Picchianti	Darlene
41.	Pizarro Bultron	Abioyle
42.	Pryce	Maxieen
43.	Rafaniello	Christina
44.	Reali	Susan
45.	Reyes	Ryan
46.	Richterich	Karen
47.	Rider	Georgie
48.	Rizzi-Nagora	Serafina
49.	Root	Maria
50.	Schena	Denise
51.	Shaw	Eloise
52.	Sileikis	Danine
53.	Sonvico	Heather
54.	Strube	Regina
55.	Tagliaferri	Dorothy
56.	Tayburn	Cynthia

	Last Name	First Name
57.	Torres	Vanessa
58.	Vaughan	Kristen
59.	Vazquez	Rosemary
60.	Vilinsky	Maria
61.	Villano	Lisa
62.	Viola	Joanne
63.	Williams	Vivian
64.	Wilson	Robin
65.	Wolbert	Anna

Substitute Student Aides

	Last Name	First Name
1.	Almonte	Jessica
2.	Arrigali	Elizabeth
3.	Bergoffen	Demetria
4.	Boothe	Carolyn
5.	Caputo	AnneMarie
6.	Celis	Lisa
7.	Cherif	Amanda`
8.	Conant	Janet
9.	Conti	Michele
10.	Corey	Gail
11.	Cox	Veronica
12.	Dougher	Laura
13.	Finnerty	Stacy
14.	Flores-Perito	Franky
15.	Gray	Carolyn
16.	Griffin Jr	Larry
17.	Harding	Joshua
18.	Hilgert	Norma
19.	Jean-Mary	Luashy
20.	Jordan	Dina
21.	Kaminski	Izabella
22.	Krumanocker	Catherine
23.	Leung	Louise
24.	Manfredi-Mazur	Stacey
25.	Messana	Amy
26.	Montoya	Jennie
27.	Nevin	Bernadette
28.	Orsargos	Joseph
29.	Perez	Yolanda
30.	Peteroy	Lucinda
31.	Peters	Karen
32.	Picchianti	Darlene
33.	Pizarro Bultron	Abioyle
34.	Reali	Susan
35.	Reyes	Ryan

	Last Name	First Name
36.	Richterich	Karen
37.	Rizzi-Nagora	Serafina
38.	Robinson	Amber
39.	Schena	Denise
40.	Schinas	Athena
41.	Semente	Denice
42.	Shaw	Eloise
43.	Sonvico	Heather
44.	Soodeen	Lance
45.	Stackhouse	Ashley
46.	Sullivan	Natalie
47.	Tagliaferri	Dorothy
48.	Vilinsky	Maria
49.	Villano	Lisa
50.	Viola	Joanne
51.	Wearing	Felicia
52.	Wolbert	Anna

Substitute Teachers/School Nurses

	Last Name	First Name	Certification
1.	Acosta	Saraswati	Emergency Permit
2.	Banahene	Casandra	Grades 4-8, All subjects 4-6, ELA & Reading 7-8
3.	Bennett	Monica	Emergency Permit, Spec Ed (FLA)
4.	Bergoffen	Demetria	Emergency Permit
5.	Berkowitz	Kasie	PK-4
6.	Briegel	Patricia	Emergency Permit
7.	Catalano	Jessica	Grades 4-8
8.	Downey	Susan	Elementary
9.	Etienne-Daniel	Tamara	Emergency Permit
10.	Famoso	Thomas	H&PE
11.	Friedman	Marc	Emergency Permit
12.	Grayuski	Nicole	PK-4, & Special Ed PK-8
13.	Hampton	Cheryl	HPE
14.	Hoback	John	Emergency Permit
15.	Johnson	Patsy	Emergency Permit
16.	Kalimootoo	Chitrakha	Spec Ed, Rdg Spec, Elem K-6, ESL
17.	Little	Joann	School Nurse
18.	Longo	Nicole	Pk-4
19.	Lyons	Marlene	Elementary
20.	Maraventano	Maria	Special Ed
21.	McLaughlin	Diane	Health & PE
22.	Messana	Amy	Emergency Permit
23.	Morse	Kenneth	Emergency Permit
24.	Oni	Helen	Emergency Permit
25.	Orsargos	Joseph	Emergency Permit
26.	Pafnitzko	Joi	H&PE (NY)
27.	Papa	Eric	Music PK-12

	Last Name	First Name	Certification
28.	Papalardo	Lynn	School Nurse
29.	Patrick	Lauren	H&PE; Emergency Permit
30.	Peckally	Jennifer	Elementary K-6
31.	Phipps	Rachel	Elem PK-4 & Sped PK-8
32.	Purser	Jessica	Special Ed, English
33.	Putney	Seth	Emergency Permit
34.	Robinson	Amber	Prospective teacher
35.	Santos	Rosie	Grades PK-4; Emergency Permit
36.	Santos	David	Prospective teacher
37.	Sapienza	Dominique	Social Studies 7-12
38.	Simonds	Kevin	Elementary
39.	Soodeen	Lance	Science MidLevel 4-8
40.	Sullivan	Natalie	Prospective teacher
41.	Summerville	Launie	Elementary
42.	Trapp	Matthew	Grades 4-8, Math 7-8, SS 7-8
43.	Valdes	Jose	Social Studies, 7-12
44.	Vazquez	Rosemary	Emergency Permit
45.	Wichman	Maryann	Emergency Permit
46.	Woody	Vernon	Social Studies
47.	Zall	Denise	Emergency Permit

Homebound Reappointments

	Last Name	First Name	Certification
1.	Agosto	Caroline	Elem, Reading Spec, Library
2.	Allison	Diana	English
3.	Bakner	Paul	Music
4.	Bibler	Elizabeth	Guidance
5.	Bird	Shelli	Math
6.	Brescancine	Stacey	Special Education
7.	Broderick	Christine	Elementary
8.	Caamano	Debra	Special Ed
9.	Coke	Luciana	English
10.	Contino	Diane	Special Education
11.	Curry	Jessica	FCS
12.	Dobrowolski	Darren	Math
13.	Dreisbach	Ashley	Elementary
14.	Edelbaum	Jaqueline	Tech Ed
15.	Follis	Laura	Elementary
16.	Gambill	Geofrey	Special Ed/Elem
17.	Gittens	Linda	ESL
18.	Gouger III	William	Secondary
19.	Green	Karen	Special Education
20.	Hegarty	Susan	Elementary
21.	Kern	Sara	Elementary/Special Ed
22.	Kernan	Paul	Special Ed, Social Studies
23.	Koretski	John	Business, Computer/Info Tech K-12
24.	Lapadula	Salvatore	Elem/Special Ed

	Last Name	First Name	Certification
25.	Lazowski	Maria	Elem/Mid-Level Math
26.	Lewis	Tara	Elementary/Special Ed
27.	Libecap	Charles	Elem, Mid-Level Math 6-9
28.	Lowris	Joel	Elem, Tech Ed
29.	Lurry	Trene	Sped, Elem
30.	Malvagno	Catherine	Mid-Level Math
31.	Marmo	Jennifer	English
32.	Meglio	Stephen	Social Studies
33.	Millard	John	Special Ed
34.	Mooney	Edward	Special Ed
35.	Moretto	Destiny	Elementary
36.	Nichols	Monica	Elementary
37.	Nicoletta	Anna	Art/Home Ec.
38.	Ostroski	Deana	Elementary, English, Special Ed
39.	Panepinto	Carrie	Math
40.	Piedra	Gisela	Spanish
41.	Prusik	Julia	Elementary
42.	Reith	Daryl	Spec Ed, Elem, Prin K-12, English 7-12
43.	Ridner	Cara	Elementary
44.	Rogers	Thomas	Math
45.	Rothwell	Donna	Art, Special Education
46.	Sandy	Jasmine	Special Ed
47.	Schneider	Christian	Elementary
48.	Schulte	Gloria	Special Ed., English
49.	Smith	Susan	Elementary
50.	Smith	Kelly-Jo	Special Education
51.	Spering	Laureen	Elementary, Mid-Level Math
52.	Steakin	Susan	Elementary
53.	Stine	Richard	General Science/Physics
54.	Strain	Scott	Secondary
55.	Summerville	Launie	Elementary
56.	Tobin	Snoann	Elementary
57.	Turner	Gillian	English
58.	VanWinkle	Catherine	Mid-Level Math, Sci; Elem
59.	Vitulli	Lisa	Elementary
60.	Ware	James	English
61.	Weber	Sarah	Social Studies
62.	West	Melissa	Special Ed
63.	Wetherhold	Barbara	Special Ed
64.	Witcraft	Laura	Elem/Special Ed
65.	Yohe	Zahra	Elementary, Special Ed
66.	Zannella	Ann	Special Ed

j. ESACA External Virtual Teacher (Schedule B) Appointments for the 2021–2022 School Year – Elementary Approve the following professional staff for East Stroudsburg Area Cyber Academy (ESACA) related Schedule B positions for the 2021-2022 school year. These positions will be fully funded by the ESSERS III grant.

- Compensation: 2021-2022 Schedule B Curriculum rate up to 310 hours per academic year with a maximum of 20 students, as stipulated by the current Memorandum of Understanding.
- Approval by the Board does not guarantee that this position will exist in the 2021– 2022 school year.
- Approval by the Board does not guarantee adjustments will not be made to course assignments based on enrollment.

	Last Name	First Name	Grade Level	Program	Compensation (Based on 2020-2021 Schedule B Rate)
1.	Grindle	Aliya	1	Elementary	\$29.56/hour
2.	Melendez	Dawn	K	Elementary	\$29.56/hour
3.	Senior	Caren	K	Elementary	\$29.56/hour
4.	Vitulli	Lisa	4	Elementary	\$29.56/hour

k. ESACA External Virtual Teacher (Schedule B) Appointments for the 2021–2022 School Year – Elementary SUBSTITUTES

- Compensation: 2021-2022 Schedule B Curriculum rate up to 125 hours per academic year.
- Approval by the Board does not guarantee that this position will exist in the 2021– 2022 school year.
- Approval by the Board does not guarantee adjustments will not be made to course assignments based on enrollment.

	Last Name	First Name	Grade Level	Program	Compensation (Based on 2020-2021 Schedule B Rate)
1.	Greiner	Katie	K-5	Elementary	\$29.56/hour
2.	Stricker	Stefanie	K-5	Elementary	\$29.56/hour

l. ESL Professional Development Planning for the 2021-2022 School year for Core Teachers. These positions are fully funded through the **Title III Grant** for the purpose of planning high quality professional development for classroom teachers based on evidence-based research demonstrating effectiveness in increasing children’s’ English language proficiency. Compensation will be the 2021-2022 Schedule B rate, commencing October 18, 2021.

	Name	Position	Classification	Compensation
1.	Barry, Lori	ESL Teacher	Professional	\$29.56/hour (30 hour maximum)
2.	Gittens, Linda	ESL Teacher	Professional	\$29.56/hour (30 hour maximum)
3.	Keiper, Alisa	ESL Teacher	Professional	\$29.56/hour (30 hour maximum)
4.	Lowe, Angelica	ESL Teacher	Professional	\$29.56/hour (30 hour maximum)
5.	Matheis, Martina	ESL Teacher	Professional	\$29.56/hour (30 hour maximum)
6.	Reveron, Evelyn	ESL Teacher	Professional	\$29.56/hour (30 hour maximum)
7.	Rodriguez, Janice	ESL Teacher	Professional	\$29.56/hour (30 hour maximum)
8.	Weeks, Laura	ESL Teacher	Professional	\$29.56/hour (30 hour maximum)
9.	Zimmerman, Lindsey	ESL Teacher	Professional	\$29.56/hour (30 hour maximum)

m. Elementary Robotics Intramurals for the 2021-2022 School Year. Approve Robotics Intramural Schedule B appointments, for the purpose of students developing 21st-century skills of collaboration, communication, creativity, critical thinking and problem-solving in accordance with approved applicable policies and procedures. These positions are fully funded through the Ready to Learn Grant. Compensation will be the 2021-2022 Schedule B rate.

	Last Name	First Name	Building/Position	Compensation (Based on 2020-2021 Schedule B Rate)
1.	Green	Kelly	Bushkill Elementary/Intramural Advisor	\$24.46/hour (not to exceed 35 hours)
2.	Mignosi	Lisa	Resica Elementary/Intramural Advisor	\$24.46/hour (not to exceed 35 hours)
3.	Cykosky	Tamara	Middle Smithfield Elementary/Intramural Advisor	\$24.46/hour (not to exceed 35 hours)
4.	Heeter	Patricia	Middle Smithfield Elementary/Intramural Advisor	\$24.46/hour (not to exceed 35 hours)
5.	Randall	Steven	Bushkill Elementary/Intramural Advisor	\$24.46/hour (not to exceed 35 hours)

n. Schedule B Position Appointments - 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. Compensation will be the 2021-2022 Schedule B rate.

2021-2022 School Year

	Last Name	First Name	Position	Building	Compensation (Based on 2020-2021 Schedule B Rate)
1.	Christiansen	Marie	Mentor for Lori Tassinari (effective 9/20/21 - 1/21/22)	Bushkill Elementary	\$625.00 (prorated)
2.	Daning	Robin	Mentor for Matthew Natale (effective 9/21/21)	Smithfield Elementary	\$625.00 (prorated)
3.	DeLuca	Nicole	Mentor for Rosemarie Skolnik	Smithfield Elementary	\$625.00
4.	Koretski	John	Mentor for Jacqueline Degraffenreid (effective 9/20/21)	High School North	\$625.00 (prorated)
5.	Marston-Roses	Dawn	Mentor for Rosie Santos (effective 10/1/21 - 12/22/22)	Middle Smithfield Elementary	\$625.00 (prorated)
6.	Prusik	Julia	Mentor for Stephanie Farber (effective 9/20/21)	East Stroudsburg Elementary	\$625.00 (prorated)
7.	Rogers	Maria	Mentor for Jessica Scott (effective 9/20/21 - 2/28/22)	J. M. Hill Elementary	\$625.00 (prorated)
8.	Parham	Hasana	Intramural Dance Advisor	High School North	\$24.46/hour (48 hour maximum)
9.	Cantor	Lisa	Intramural Rifle Advisor	High School North	\$24.46/hour (24 hour maximum)
10.	Fetheman	Christopher	Intramural Swim Advisor	High School North	\$24.46/hour (24 hour maximum)
11.	Transue	Scott	Intramural Weight Room Advisor (fall)	High School North	\$24.46/hour (50 hour maximum)
12.	Transue	Scott	Intramural Weight Room Advisor (winter)	High School North	\$24.46/hour (123 hour maximum)
13.	Mlodzienski	Lian	National Honor Society Co-Advisor	High School North	\$1,205.00 (prorated)
14.	Cantor	Lisa	Rifle Varsity Assistant Coach	High School North	\$2,220.00
15.	Morales	Venus	Senior Class Co-Advisor	High School North	\$1,478.00 (prorated)
16.	Syfor	Nicole	Senior Class Co-Advisor	High School North	\$1,478.00 (prorated)
17.	VanWinkle	Catherine	Student Council Co-Advisor	High School North	\$1,638.00 (prorated)
18.	Moskovitz	Scott	Basketball-Boys Freshman Coach	High School South	\$4,141.00
19.	Maye	Riley	Basketball-Boys Varsity Assistant Coach	High School South	\$5,134.00 (plus \$250.00 longevity stipend)
20.	Watkins	Willie	Basketball-Boys Varsity Assistant Coach	High School South	\$5,134.00

	Last Name	First Name	Position	Building	Compensation (Based on 2020-2021 Schedule B Rate)
21.	Kelly	Cody	Choral Co-Director	High School South	\$3,690.00 (prorated)
22.	Meola	Rachel	Choral Co-Director	High School South	\$3,690.00 (prorated)
23.	Cole	Zachary	Intramural Homework Co-Advisor (Football)	High School South	\$24.46/hour (20 additional hours)
24.	Turner	Gillian	Junior Class Co-Advisor	High School South	\$1,302.00 (prorated)
25.	Silva	Susanna	Volunteer Dance Advisor	High School South	not applicable
26.	Taylor	Jerome	Basketball-Boys Head Coach	J. T. Lambert Intermediate	\$3,697.00
27.	Tirjan	Lisa	Basketball-Girls Assistant Coach	J. T. Lambert Intermediate	\$2,969.00
28.	DiCola	Michelle	Detention Supervisor	J. T. Lambert Intermediate	\$29.56/hour
29.	Gilmore	Khadijah	Detention Supervisor	J. T. Lambert Intermediate	\$29.56/hour
30.	Varner	Lisa	Detention Supervisor	J. T. Lambert Intermediate	\$29.56/hour
31.	Taylor	Jerome	Intramural Boys Basketball Advisor	J. T. Lambert Intermediate	\$24.46/hour (24 hour maximum)
32.	Tirjan	Lisa	Intramural Girls' Basketball Co-Advisor	J. T. Lambert Intermediate	\$24.46/hour (12 hour maximum)
33.	Zerfoss	Jon	Intramural Girls' Basketball Co-Advisor	J. T. Lambert Intermediate	\$24.46/hour (12 hour maximum)
34.	Gouger III	William	Wrestling Assistant Coach	J. T. Lambert Intermediate	\$3,650.00
35.	Lowris	Joel	Intramural Technology Education STEM Co-Advisor	Lehman Intermediate	\$24.46/hour (48 hour maximum split between advisors)
36.	Sykes	Caleb	Intramural Technology Education STEM Co-Advisor	Lehman Intermediate	\$24.46/hour (48 hour maximum split between advisors)
37.	Hartman	Sandra	Student Council Advisor	Lehman Intermediate	\$1,638.00
38.	Noia	Donna	Intramural Art Advisor	Bushkill Elementary	\$24.46/hour (30 hour maximum)
39.	Tayburn	Cynthia	Intramural Homework Advisor (Substitute)	Bushkill Elementary	\$24.46/hour
40.	Prendergast	Frances	Intramural Ski Advisor	Bushkill Elementary	\$24.46/hour (24 hour maximum)
41.	Drake	Alexis	Intramural Yearbook Co-Advisor	East Stroudsburg Elementary	\$24.46/hour (30 hour maximum)
42.	Mauro	Samantha	Intramural Yearbook Co-Advisor	East Stroudsburg Elementary	\$24.46/hour (30 hour maximum)
43.	Broderick	Christine	Detention Supervisor	J. M. Hill Elementary	\$29.56/hour
44.	Giove	Miriam	Intramural Homework Co-Advisor (1 st semester)	Middle Smithfield Elementary	\$24.46/hour (24 hour maximum)
45.	Giove	Miriam	Intramural Homework Co-Advisor (2 nd semester)	Middle Smithfield Elementary	\$24.46/hour (24 hour maximum)
46.	Nicholas	Monica	Intramural Homework Co-Advisor (1 st semester)	Middle Smithfield Elementary	\$24.46/hour (24 hour maximum)
47.	Nicholas	Monica	Intramural Homework Co-Advisor (2 nd semester)	Middle Smithfield Elementary	\$24.46/hour (24 hour maximum)
48.	Jennings	Jill	Intramural Math Group Co-Advisor (1 st semester)	Middle Smithfield Elementary	\$24.46/hour (24 hour maximum)
49.	Jennings	Jill	Intramural Math Group Co-Advisor (2 nd semester)	Middle Smithfield Elementary	\$24.46/hour (24 hour maximum)
50.	Tobin	Snoann	Intramural Math Group Co-Advisor (1 st semester)	Middle Smithfield Elementary	\$24.46/hour (24 hour maximum)
51.	Tobin	Snoann	Intramural Math Group Co-Advisor (2 nd semester)	Middle Smithfield Elementary	\$24.46/hour (24 hour maximum)
52.	Perkins	Rose	Band Director (Elementary)	Resica Elementary	\$1,757.00 (plus \$250.00 longevity stipend)

	Last Name	First Name	Position	Building	Compensation (Based on 2020-2021 Schedule B Rate)
53.	Lehman	Lauren	Choral Director	Resica Elementary	\$1,757.00
54.	Lehman	Lauren	Intramural African Drumming Ensemble Advisor	Resica Elementary	\$24.46/hour (24 hour maximum)
55.	Souffrant	Fabiola	Intramural Student Council Advisor	Resica Elementary	\$24.46/hour (24 hour maximum)
56.	Siptroth	Michelle	Detention Supervisor	Smithfield Elementary	\$29.56/hour
57.	Souffrant	Fabiola	Intramural Broadcast Group Co-Advisor	Smithfield Elementary	\$24.46/hour (24 hour maximum)
58.	Brescancine	Stacey	Intramural Broadcast Group Co-Advisor	Smithfield Elementary	\$24.46/hour (24 hour maximum)
59.	States-DelCane	Denise	Intramural Environmental Group Co-Advisor	Smithfield Elementary	\$24.46/hour (24 hour maximum)
60.	Campbell	Sarah	Intramural Ski Group Co-Advisor	Smithfield Elementary	\$24.46/hour (24 hour maximum)
61.	Heitzman	Vicki	Intramural Ski Group Co-Advisor	Smithfield Elementary	\$24.46/hour (24 hour maximum)

o. Memorandums of Understanding - Approve the following Memorandums of Understanding between East Stroudsburg Area School District and East Stroudsburg Education Association.

1. **Memorandum of Understanding** – External Virtual Teacher (Schedule B) 2021-2022 School Year (Revised).
(See pages 104-105)
2. **Memorandum of Understanding** – Hours of Service for School Nurses Outside of their Contractual Day.
(See page 106)
3. **Memorandum of Understanding** – Hours of Service for School Psychologists Outside of their Contractual Day.
(See page 107)
4. **Memorandum of Understanding** – Hours of Service for Speech and Language Pathologists Outside of their Contractual Day.
(See page 108)
5. **Memorandum of Understanding** - Diagnostician-Temporary Professional Assignment-Teacher on Special Assignment for 2021-2022 through 2023-2024 School Years.
(See page 109)

e. FINANCES

i. 602 – Budget Planning

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the following designations of operating surpluses upon conclusion of the audit but prior to finalization of the 2020-2021 financial statements, in accordance with the recommendation of the Finance Committee. Motion was seconded by Jason Gullstrand.

Motion was made by George Andrew to remove item #3 The transfer of \$10,000,000 to the Capital Reserve from the General Fund for future capital improvements. Motion was seconded by Jason Gullstrand and failed 1-8. George Andrews voted yes. Rebecca Bear, Dr. Damary Bonilla, Larry Dymond, Jason Gullstrand, Debbie Kulick, Wayne Rohner, Richard Schlameuss and Lisa VanWhy voted no.

Original motion passed 8-1. George Andrews voted no.

1. The General Fund Balance commitment of:
 - a. \$18,000,000 for PSERS rate Stabilization
 - b. \$6,000,000 for Future Healthcare costs
2. The General Fund Balance assignment of:
 - a. \$5,000,000 for Future Budget Expenditures
 - b. \$6,000,000 for Future Educational Programs
 - c. \$4,528,817 to be used as revenue to balance the 2021-22 Budget
3. The transfer of \$10,000,000 to the Capital Reserve from the General Fund for future capital improvements.

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

1.

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to authorize the administration to enter into a one-year agreement or agreements for snow plowing services with the lowest responsible provider. The Board will ratify the agreement(s) at its Regular School Board meeting on November 15, 2021. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

2.

ACTION BY THE BOARD:

Motion was made by Dr. Damary Bonilla to approve the following section ii. 610 – Purchases Subject to Bid a. through j., in accordance with the recommendation of the Finance Committee and the Property and Facilities Committee. Motion was seconded by Lisa VanWhy and carried unanimously, 9-0.

- a. An agreement with Hometown for Event Management and Digital Ticketing Software, in accordance with the recommendation of the Finance Committee.
(See pages 110-118)
- b. The award of the North High School Swim Timing System project to the lowest responsible bidder, to Industrial Service Technology/International Sports Timing, in the amount of \$36,358.00, in accordance with the recommendation of the Finance Committee. Purchase will be funded by the Capital Reserve.
(See pages 119-156)
- c. The Emergency Connectivity Fund agreement with Debra M. Kriete, Esq., at a cost not to exceed \$15,000, in accordance with the recommendation of the Finance Committee,
(See pages 157-159)
- d. The quote from BerkOne for services related to Act 1 Homestead/Farmstead, in the amount of \$3,225.00, in accordance with the recommendation of the Finance Committee.
(See pages 160-173)
- e. The agreement with K12 Systems Inc. for the annual renewal of Sapphire Software, in the amount of \$161,242.00, in accordance with the recommendation of the Finance Committee.
(See pages 174-178)
- f. The agreement with Zonar Systems Inc. for the annual renewal of Software, in the amount of \$51,120.00, in accordance with the recommendation of the Finance Committee.
(See pages 179-183)
- g. The quote from Edmentum for the annual renewal of Reading Eggs, in the amount of \$6,954.80, in accordance with the recommendation of the Finance Committee. Purchase will be funded by ESSERS
(See pages 184-191)
- h. The quote from Reading Wonders for the annual renewal of Special Ed/ESL content, in the amount of \$9,104.01, in accordance with the recommendation of the Finance Committee. Purchase will be funded by ESSERS.
(See pages 192-202)
- i. The quote from Title Crate, for Grant management software, in the amount of \$5,000.00, in accordance with the recommendation of the Finance Committee. Purchase will be funded by Title 1.
(See page 203-207)
- j. The authorization to Bid 2023 Summer Projects, in accordance with the recommendation of the Property and Facilities committee and Finance committee. Projects will be funded by ESSERS.
 - i. HSN/LIS Rooftop HVAC Units Replaced \$4,000,000
 - ii. RES Univents Replacements \$1,500,000
 (See page 208)

iii. **613 – Cooperative Purchasing**

1.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to accept the quote from Deere & Company for the purchase of a John Deere Gator at J. T. Lambert, in the amount of \$10,199.47, in accordance with the recommendation of the Finance Committee. Purchase will be funded by the St. Luke's Athletic Trainer Services Agreement. Motion was seconded by Larry Dymond and carried unanimously, 9-0.

(See pages 209-219)

2.

ACTION BY THE BOARD:

Motion was made by Larry Dymond to accept the quote from Commercial Refrigeration of Harrisburg, Inc. for the purchase of an ice machine at Lehman Athletics, in the amount of \$7,047.00, in accordance with the recommendation of the Finance Committee. Purchase will be funded by the St. Luke's Athletic Trainer Services Agreement. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 220-224)

3.

ACTION BY THE BOARD:

Motion was made by Rebecca Bear to ratify the agreement with Dude Solutions. for the annual renewal of Dude Software, in the amount of \$7,946.56, in accordance with the recommendation of the Finance Committee. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 225-229)

4.

ACTION BY THE BOARD:

Motion was made by Jason Gullstrand to accept the quote from Visual Sound, for Hovercam Document Cameras for Elementary Teachers, in the amount of \$25,112.00, in accordance with the recommendation of the Finance Committee. Purchase will be funded by ESSERS. Motion was seconded by Debbie Kulick and carried unanimously, 9-0.

(See pages 230-234)

5.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the Letter of Commitment with Trane for Bushkill Elementary Summer 2022 HVAC Controls Upgrade, at a cost of \$19,771.00 and subject to Solicitor's review, in accordance with the recommendations of the Property and Facilities Committee and Finance Committee. Purchase will be funded by ESSERS. Motion was seconded by Jason Gullstrand and carried unanimously, 9-0.

(See pages 235-241)

iv. **616 – Payment of Bills**

1.

ACTION BY THE BOARD:

Motion was made by Lisa VanWhy to approve the Payment of Bills and Treasurer’s Report listed in this agenda for the 2021-2022 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 7-2. Larry Dymond and Wayne Rohner voted no.

1. Payment of Bills - (See pages 242-263)
2. Treasurer’s Report - (See page 264-305)

2.

ACTION BY THE BOARD:

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

- i. Payment of D’Huy Engineering Invoices:
 1. High School North Roof Replacement – Invoice #53602 \$405.00
 2. Resica and Middle Smithfield Water Filtration – Invoice #53603 \$4,610.00
 3. High School North Sanitary Liner Replacement – Invoice #53604 \$598.04
 4. High School South Pool Repairs – Invoice #53605 \$1,457.62
 5. High School North and Lehman Intermediate Window Replacement – Invoice #53606 \$4,320.00
 6. Lehman Intermediate and Bushkill Elementary Flooring Replacement– Invoice #53607 \$6,112.24
 7. J.M. Hill Vestibule Renovation – Invoice #53608 \$643.55
 8. Additional Retainer Tasks – Invoice #53667 \$1,314.50
(See pages 306-314)
- ii. Application for payment:
 1. High School South Pool Repairs and Upgrades – All State Technology – Application #2 \$135,015.00
(See pages 315-316)
 2. J.T. Lambert POD – TRANE – Application #2 \$19,969.00
(See pages 317-318)

v. **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 Dr. Damary Bonilla and carried unanimously, 9-0.

J.T. Lambert Intermediate
JTL Student Council
High School North
EHN Student Government Association (SGA)
High School South
EHS Student Government
EHS DECA
EHS Mini-THON
EHS National Honor Society

2.

ACTION BY THE BOARD:

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

Bushkill Elementary	J. T. Lambert Intermediate
BES Principal/SPA	JTL 7/8 Grade Band/Jazz Band
	JTL After School Activity
East Stroudsburg Elementary	JTL Choir
ESE Musical Theater Club	JTL Digital Media Design
	JTL Principal/SPA/SWPBIS
J. M. Hill Elementary	JTL Memory Book (Yearbook)
JMH K-Kids Club	JTL Teachers Fund (Pepsi Account)
JMH Principal Special Activity	
JMH Sunshine Committee	H.S. North
	EHN Dance Club
Middle Smithfield Elementary	
MSE Diversity Team Club	H.S. South
MSE School-Wide Positive Behavior	EHS Choir/Choraliers
MSE Student Activity	EHS Core Café
MSE Teacher Fund	EHS Girls' Basketball
	EHS Girls' Tennis
Resica Elementary	EHS Reading Olympics
RES Principal Account	EHS Shanti Students' After School Yoga
RES Student Council	EHS Spirit Club
	EHS Wilderness Club
Smithfield Elementary	
SES Principal/Special Activity	
SES SWPBS	

3.

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to close the student activity and special activity funds listed. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

Student Activity

High School North
EHN Class 2021

Special Activities

J. T. Lambert Intermediate
JTL DIY Club
High School North
EHN Environmental Club

(See pages 319-321)

f. **PROPERTY**

i. **702 – Gifts, Scholarships and Donations**

ACTION BY THE BOARD:

Motion was made by Wayne Rohner to approve the request to establish the Robert F. Zellner Memorial Scholarship Fund as presented. Motion was made by Jason Gullstrand and carried unanimously, 9-0.

(See pages 322-324)

ii. **707 – Use of School Facilities**

ACTION BY THE BOARD:

Motion was made by Debbie Kulick to approve the agreement, as presented, with YMCA for before and after school programs at the schools designated. Motion was seconded by Dr. Damary Bonilla and carried unanimously, 9-0.

(See pages 325-328)

g. **OPERATIONS**

i. **818 – Contracted Services**

ACTION BY THE BOARD:

Motion was made by Larry Dymond 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 Dr. Damary Bonilla and carried unanimously, 9-0.

1. **Contracts Totaling Under \$10,000**

	NAME	SERVICE	RATE	PAYMENT FROM	EFFECTIVE DATE
1.	Pocono Environmental Education Center (Kirsten Larick)	Two Seasonal Survivor Presentations at Smithfield Elementary	\$200.00	PEEC Grant	10/28/21
2.	Pocono Transportation (Aaron Sepkowski)	Transportation as needed for sporting events and field trips.	As indicated on the attachment	Transportation	2021-2022 SY – 2023-2024 SY
3.	Prothro, Robert	DJ Services for Homecoming 2021	\$350.00	H.S. North	10/2/21

(See pages 329-336)

ACTION BY THE BOARD:

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

XII. **ADJOURNMENT: 8:25 P.M.**

Respectfully Submitted,

Patricia Rosado
Board Secretary