

WEST MILFORD TOWNSHIP BOARD OF EDUCATION
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**BOARD OF EDUCATION
 MINUTES
 WORKSHOP/REGULAR MEETING
 OCTOBER 17, 2017**

Mr. James Foody, Board President, called to order the Workshop/Regular Meeting of the Board of Education at 7:31 p.m., on October 17, 2017, in the Westbrook School Media Center. Mr. Foody led the flag salute, read the Open Public Meetings Act Statement, and asked for a moment of silence for the victims of the California wildfires. Mrs. Fritz asked for a moment of silence for Robbie Wundrack, the husband of a High School employee who passed away in Florida while assisting with Hurricane Irma. Mr. Foody also reminded everyone in attendance to silence or turn off their cell phones and note the location of the emergency exits.

OPEN PUBLIC MEETINGS ACT STATEMENT

In accordance with the provisions of the Open Public Meetings Act, a public notice of this meeting has been sent to Board Members, all district schools, the Herald News, the Trends, the Record, the Messenger, West Milford Town Hall, the County Superintendent's Office, the Board Attorney, and Cablevision of Warwick; and posted in the Administration Building. Copies of the Board Meeting Calendar Resolution were provided to all local media, Town Hall, Township Library, and all district schools.

MS. BARBARA FRANCISCO, BOARD SECRETARY, CALLED THE ROLL:

TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE
Mr. Bailey	Absent/Arr. 8:25 p.m.	Mrs. Dwyer	Present	Mr. Huber	Absent/Arr. 8:12 p.m.
Mr. Cytowicz	Present	Mr. Foody	Present	Mrs. O'Brien	Absent
Mr. Drew	Present	Mrs. Fritz	Present	Mr. Robbins	Absent

ADMINISTRATION	POSITION	ATTENDANCE
Dr. Alex Anemone	Superintendent of Schools	Present
Ms. Barbara Francisco	Board Secretary/Business Administrator	Present
Mr. Daniel Novak	Director of Education	Present
Dr. Elizabeth McQuaid	Director of Special Services	Present
Joseph Roselle, Esq.	Board of Education Attorney	Present
Madison McIntyre	Student Representative	Present

There were approximately 30 members of the public in attendance.

VII. SUPERINTENDENT'S REPORT - Dr. Alex Anemone - Continued

information with parents by mailing the information to their homes and by discussion during Parent/Teacher Conferences in November. He explained as students are tested more frequently in the future, the data will become more reliable.

Mr. Foody asked how many students are we being compared to nationwide. Dr. Anemone said he would look at that information. He explained that thousands of students take this exam and the sample size is very large, thus the data it provides is very reliable.

Dr. Anemone spoke about preparing data reports for the Board and scheduling Supervisors to attend Board meetings. He spoke about Mrs. West's well received presentation in September on ELA and our Testing Report for October. He also discussed Mr. Boronow being tentatively scheduled in November for Fine Visual Performing Arts and Mrs. Gretina scheduled in December for Math (PARC, AP, Star Math) as part of a larger discussion.

Dr. Anemone had two suspensions to report to the Board - one fifth grade student from Westbrook School and one High School student.

Dr. Anemone introduced Madison McIntyre, Student Representative, who reported on athletics: Boys Cross Country won their Conference, with Girls Cross Country taking runner up; Girls Field Hockey won their second County Championship in a row at Wayne Hills; and the Highlander Band took first place at the Yamaha Cup at Met Life Stadium, as well as best percussion, best music, best visual and best overall effect, and took second overall of the bands that performed that day.

She reported on Back to School Night on September 28th having a strong turnout and viewing the newly renovated auditorium for the first time; Hometown Pride week ended with Homecoming at the football game; on October 19th the High School was hosting a Highlander Showcase and Expo that shows elementary, middle school students and parents academic, electives and activities offered at the High School; she also reported AP scores in the History department outpaced the national averages with 12 students earning a perfect score on Miss Mock's AP U.S. History exam; Heroes and Cool Kids program, where sophomores and juniors mentor fifth and sixth graders, is taking off as students receive training; and the High School's first annual Halloween Spooktacular will take place on Saturday, October 28th and is open to the public.

VIII. EDUCATION REPORT - Mr. Daniel Novak

Mr. Novak presented the District's PARCC Results for Spring 2017 Administrations with Mrs. Heidi Godau, Supervisor of Guidance and District Testing Coordinator. Mr. Novak explained this was the third year for the PARCC Assessment and that participation has improved. Mr. Novak spoke about the ELA and Math assessment programs, PARCC performance levels, three-year comparisons and cohort analysis, state improvement/decline comparison data, participation data, and economically disadvantaged data.

Mrs. Godau presented a five-year overview of student participation in College Admission Assessments, showing the number of students participating in PSAT, SAT, AP and ACT testing and scoring comparisons data. She also reported on college and career readiness benchmarks and explained how Guidance supports students for testing and how scores are uploaded into the Naviance program.

VIII. EDUCATION REPORT - Mr. Daniel Novak - Continued

Mrs. Dwyer asked to see information about Language Arts and Literature AP, Math AP, and History AP scores. Mrs. Godau and Dr. Anemone will provide that information at the November Education Committee Meeting. Mrs. Dwyer expressed concerns about the loss of instructional time due to testing. Mrs. Dwyer also asked to see what percentage of our graduating class of 2017 went to 4-year schools, 2-year schools, or technical school. Mrs. Godau responded that 50 percent of our 2017 graduates attend a four-year college and 27 percent are attending a two-year, the remainder was military, career or other and this information is in our school profile.

Mr. Novak went into further explanation with regard to standardized testing, Greatschools.org, and being cognizant of instructional time and testing.

Mr. Cytowicz thanked Mrs. Godau for her presentation. He asked why the AP exams are cost-prohibitive for some students. Mrs. Godau said there are funds built into the testing budget to offset the costs for eligible students.

Mr. Huber asked what percentage of the High School body are AP students. Mrs. Godau will provide the Board with this information.

Mr. Drew spoke about what different colleges look for in a student's testing scores and grades, and the difference of whether a student goes to a local college or elsewhere. Mr. Drew stressed the importance of taking PSAT testing to prepare students for the SAT.

Mr. Novak discussed the High School profile which will be highlighted at the Highlander Showcase and Expo on Thursday, October 19th at the High School. He said it is a reimagining of the 8th Grade orientation where students come to tour the High School. High School students will be very much involved during the event, and parents and younger students will be able to see all of the academic and extracurricular activities and clubs.

Mr. Novak spoke about the banner displayed at tonight's Board meeting for S.A.F.E. Night on November 2, 2017, at Macopin School. Mr. Novak spoke about the positive feedback he has received, advertising that is being done for the event, as well as donations received to raffle off that night.

**IX. SPECIAL REPORTS AND CORRESPONDENCE - Ms. Barbara Francisco, Board Secretary/
Business Administrator**

Motion by Mr. Cytowicz, seconded by Mrs. Dwyer, to approve the following Board of Education meeting minutes:

- September 26, 2017 Workshop/Regular Meeting
- September 26, 2017 Executive Session

VOICE VOTE: Mr. Huber abstained to all.

All Others in Favor.

MOTION PASSED.

X. LEGAL REPORT

The report was provided in Executive Session.

Minutes for the Workshop/Regular Meeting of October 17, 2017

Motion by Mr. Huber, seconded by Mr. Foody, to extend the Board to go into Executive Session until 9:45 p.m.

VOICE VOTE: All in Favor MOTION PASSED.

XI. PRESIDENT'S REPORT - Mr. James Foody

Mr. Foody attended the Friends of Wallisch meeting and provided the Board with his concerns with the organization's executive committee.

Mr. Foody spoke about Hillcrest and felt that the Joint Meeting with the Township Council went well. The Board will discuss this further during New Business.

Mr. Foody discussed Transportation and noted there were a lot of bus drivers in attendance. He stated there are rumors going around that are not accurate. He said the Board is simply seeking proposals and has not made any decisions.

Mr. Foody also commented that based on Dr. Anemone's report and Mr. Novak and Mrs. Godau's presentation, and he feels we are making steady progress in test scores and other areas. He acknowledged our administration is taking a serious approach and our teachers are doing a great job, as well as the Board focusing on taxes.

XII. PETITIONS & REQUESTS

Petitioners who have requested to speak prior to the meeting will be first with five (5) minutes for each petitioner, for a period of thirty (30) minutes; and then time permitting, other petitions and requests limited to five (5) minutes per petitioner will be allowed, until the thirty (30) minute period transpires. Petitioners speaking during Petitions & Requests are asked to address topics listed in the agenda. All speakers are asked to give their full name, spell their last name, and provide their address. Speakers may not use the names of students during Petitions and Requests.

Ray Guarino, 30 Circle Boulevard, Newfoundland. Mr. Guarino thanked the Board for their volunteerism and expressed his appreciation. He spoke about a policy item on Nepotism and what the addition to the policy was. He stated it is not part of the state requirement to have that wording on this policy. He feels the best qualified person should be hired for a position and adding this language would be dismissive to the process.

Mr. Guarino also spoke about the Conduct of Board Meetings policy up for revision and had a lot of questions regarding language added. He feels this language is very subjective. He also stated that language regarding Board members remaining seated and votes and comments not being recorded unless seated may not be realistic for people with back or other health/medical issues. He also questioned the language regarding attendance, the length of a meeting, and asked if a member has already voted, why wouldn't those votes count?

Tracy Huber, 27 Carriage Lane, West Milford. She spoke about communication and read language from District Goal #2 regarding communication and district parent relationships. Mrs. Huber spoke about the PCTI busing controversy which took place before the school year began as an example of inconsistencies with this District Goal.

XII. PETITIONS & REQUESTS - Continued

Mrs. Huber then spoke about the District Climate Survey completed in November 2016, and the Department of Education review and investigation of HIBs in May of 2017. She stated if Board members have not seen or been informed about this monitoring review, she had copies of the corrective action plan and accompanying letters for each Board member should they want to review them.

Dr. Anemone stated for the Board members edification that all of our district parents, whether their children attend school in-district or out-of-district, receive their bus assignments on the same day, and that will continue in the future.

Motion by Mr. Cytowicz, seconded by Mrs. Fritz, to close Petitions and Requests.

VOICE VOTE: All in Favor MOTION PASSED.

XIII. MOTION BY MR. CYTOWICZ, SECONDED BY MR. HUBER, TO ADOPT THE AGENDA, AS CORRECTED, WITH INCLUSION OF THE HAND CARRYS, AS AMENDED.

VOICE VOTE: All in Favor MOTION PASSED.

XIV. EDUCATION - Mrs. Teresa Dwyer, Chairperson

Motion by Mrs. Dwyer, seconded by Mr. Cytowicz, to approve the following agenda items #1 through #10:

1. The recommendation of the Superintendent to approve the submission of the **NJQSAC STATEMENT OF ASSURANCE** for the 2017-2018 school year. (Documentation provided electronically.)
2. The recommendation of the Superintendent to approve a **9-DAY NO CONTACT PERIOD** (as per Big North Conference Ruling) by coaching personnel for any of their sport offerings on or off campus from Saturday, July 28, 2018 to Sunday, August 5, 2018. (Documentation provided electronically.)
3. The recommendation of the Superintendent to approve the following **HIGH SCHOOL OVERNIGHT FIELD TRIPS** for the 2017-2018 school year:

PALS

Purpose of trip: To train West Milford Peer Leaders in peer mediation, leadership, and team building.

Location:	Johnsonburg, New Jersey
Dates of Trip:	November 13-14, 2017
Number of Students:	40
Cost of Trip to Students:	\$155.00
Name of Advisor:	Suzanne Mentlik
Number of School Days Missed:	1
Number of Chaperones:	4
Cost to District:	\$0

NOTE: All transportation and student fees are included in the total cost of the trip.

XIV. EDUCATION - Mrs. Dwyer, Chairperson - Continued

3. (Continued)

BASEBALL

Purpose of trip: Increase awareness of the world through academic opportunities and improve athletic achievements.

Location:	Disney, Orlando, Florida
Dates of Trip:	March 13-18, 2018
Number of Students:	20-25
Cost of Trip to Students:	\$1,550.00
Name of Advisor:	Joseph Jordan
Number of School Days Missed:	3
Number of Chaperones:	4
Cost to District:	\$588.00 for transportation to and from the airport

NOTE: All student and chaperone fees are included in the total cost of the trip.

SOFTBALL

Purpose of trip: Increase awareness of the world through academic opportunities and improve athletic achievements.

Location:	Disney, Orlando, Florida
Dates of Trip:	March 13-18, 2018
Number of Students:	20
Cost of Trip to Students:	\$1,500.00
Name of Advisor:	Nicole Gwinnett
Number of School Days Missed:	3
Number of Chaperones:	3
Cost to District:	\$588.00 for transportation to and from the airport

NOTE: All student and chaperone fees are included in the total cost of the trip.

4. The recommendation of the Superintendent to approve the addition of the following **FIELD TRIP LOCATIONS** for the 2017-2018 school year:

Funplex, East Hanover, New Jersey
Sparta High School, Sparta, New Jersey
Starlight Farm, Ringwood, New Jersey

5. The recommendation of the Superintendent to approve the following **CURRICULUM ADOPTIONS** for 2017-2018 school year:

ART

AP Art History
Digital Art 1
Digital Art 2

6. The recommendation of the Superintendent to approve the following **SPECIAL EDUCATION TUITION RECEIVABLE CONTRACTS** including **EXTENDED SCHOOL YEAR** for the 2017-2018 school year:

XIV. EDUCATION - Mrs. Dwyer, Chairperson - Continued

6. (Continued)

<u>District Placement</u>	<u>Tuition</u>	<u>Sending District</u>
Resource Center	\$15,578.67	Rockaway, NJ
MD	\$1,796.87 ESY \$796.31 (2:1 aide-ESY) \$26,018.75 Tuition \$23,061.21 (1:1 aide)	Wanaque, NJ
MD	\$1,796.87 ESY \$796.31 (2:1 aide-ESY) \$26,018.75 Tuition \$23,061.21 (1:1 aide)	Pompton Lakes, NJ
MD	\$26,018.75	Bloomingtondale, NJ

7. The recommendation of the Superintendent to approve the following contracts with **OTHER LOCAL EDUCATION AGENCIES** for the 2017-2018 school year:

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
3	\$81,000.00	New Bridges (Bergen County Special
2	\$48,000.00	Services
	(1:1 aides)	Paramus, NJ
3	\$6,750.00 (out-of-county fee)	

Student #'s: 71330, 67651, 63855

Total \$359,250.00

8. The recommendation of the Superintendent to approve the following **VOCATIONAL/TECHNICAL PAYABLE CONTRACTS** for the 2017-2018 school year:

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
5	\$18,829.00	Passaic County Vo-Tech
	(Special Ed.)	Wayne, New Jersey

Total: \$94,145.00

9. The recommendation of the Superintendent to approve the following **SPECIAL EDUCATION OUT-OF-DISTRICT DAY SCHOOL TUITION CONTRACT** for the 2017-2018 school year:

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1	\$54,488.24	New Beginnings Annex Maple Road School

Student #: 68748

XIV. EDUCATION - Mrs. Dwyer, Chairperson - Continued

10. The recommendation of the Superintendent to approve **TRAINING AND TRAVEL RELATED EXPENDITURES** for Instructional and School Support Staff at the mileage rate established by the Board. (Documentation provided electronically.)

ROLL CALL FOR ITEMS #1 THROUGH #10:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mr. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

The **MOTION PASSED** unanimously.

XV. PERSONNEL/STUDENT AFFAIRS, Mrs. Debbie O'Brien, Chairperson

Please Note: All appointees recommended for employment will meet the New Jersey State law requirements for the criminal history review prior to start date.

Motion by Mrs. Fritz, seconded by Mr. Cytowicz, to approve the following agenda items #1 through #24:

1. The recommendation of the Superintendent to accept, with regret, the resignation of **VANINA YACCO**, Cafeteria Worker, Upper Greenwood Lake School, effective January 1, 2018, for the purpose of retirement.
2. The recommendation of the Superintendent to accept the resignation of **DONALD DOUGHERTY**, Assistant Softball Coach, High School, retroactive from September 29, 2017.
3. The recommendation of the Superintendent to approve the **TEMPORARY ASSIGNMENT** of **MARANDA MICCICHE**, Substitute Anti-Bullying Specialist, Marshall Hill/Upper Greenwood Lake Schools, effective October 18, 2017, through December 21, 2017. (Replaces DiBari)
4. The recommendation of the Superintendent to approve a leave of absence for **AMY FRITZ**, Grade 4 Teacher, Apshawa School, with pay using sick days effective January 22, 2018, through March 2, 2018, then without pay under the Family Medical Leave Act effective March 5, 2018, through May 25, 2018. (Maternity/Child Rearing)

NOTE: The employee may return prior to the above date pending medical certification.

5. The recommendation of the Superintendent to approve the following **WEST MILFORD SCHOOL AGED CHILD CARE (SACC) CONTRACTS**, for the 2017-2018 school year retroactive from September 1, 2017, through June 30, 2018 - Account: 52-990-320-101-10-10-403:

<u>Employee</u>	<u>Title</u>	<u>Not to Exceed</u>
ASHLEY MONTANO	Child Care Provider(PM)/ Head Child Care Provider(AM)	\$14,050.00

XV. PERSONNEL/STUDENT AFFAIRS - Mrs. O'Brien, Chairperson - Continued

5. (Continued)

<u>Employee</u>	<u>Title</u>	<u>Not to Exceed</u>
ANTOINETTE RICCIARDI	Head Child Care Provider	\$16,910.00
ELLEN IRIZARRY	Child Care Provider	\$ 7,098.00
MAUREEN PICCOLI	Child Care Provider	\$11,570.00
CLAIRE MILLER	Child Care Provider	\$ 9,105.00
KIMBERLY SMITH	Child Care Provider	\$16,910.00
STACEY LAHEY-SPADACCINI	Child Care Provider	\$17,581.00
JUDITH BARRY	Child Care Provider	\$ 8,190.00
SANDRA MOORE	Child Care Provider	\$ 5,610.00
LORI DAY	Head Child Care Provider	\$24,250.00
JANET EID	Child Care Provider	\$ 7,644.00
DEANNE COWAN	Child Care Provider	\$12,200.00
CHRISTINE TURRE	Head Child Care Provider	\$24,250.00
FRANCES BOUGH	Head Child Care Provider	\$24,250.00
AGNES FATTORUSSO	Child Care Provider	\$18,188.00
ROSABLINA ESTUPINAN	Head Child Care Provider	\$24,250.00
PATRICIA BELLINA	Child Care Provider	\$14,850.00

6. The recommendation of the Superintendent to approve the following **SALARY GUIDE CHANGE** adjustment for certified teaching staff members, retroactive from September 1, 2017, through June 30, 2018, per Board of Education/WMEA Agreement:

<u>Employee</u>	<u>From</u>	<u>To</u>	<u>Salary</u>
AMANDA MOCK	MA/9	MA+30/9	\$69,550.00

7. The recommendation of the Superintendent to approve the addition of following **HOME INSTRUCTORS**, at the hourly rate of \$38.00, for the 2017-2018 school year, per Board of Education/WMEA Agreement - Account: 11-150-100-101-10-10-000:

<u>Employee</u>	<u>Certification</u>
LAUREN REMBRANDT	Special Education
PRANVERA MIRANDA	Special Education/English
ANNE ROQUE	Secondary History

8. The recommendation of the Superintendent to approve the following **AFTER SCHOOL ELEMENTARY MULTISENSORY READING INSTRUCTORS**, for the 2017-2018 school year, at an hourly rate of \$38.00, per Board of Education/WMEA Agreement - Account: 11-150-100-101-10-10-000:

<u>Employee</u>	<u>Hours</u>	<u>Payment</u>
KRISTA YUHAS	60	\$2,280.00
JILL SIMONS	60	\$2,280.00
KARYN REINHOLD	60	\$2,280.00

9. The recommendation of the Superintendent to approve the following **NURSING and CLERICAL SERVICES**, for the 2017-2018 school year, for **STUDENT ACTIVITY ATHLETIC WINTER PHYSICALS (November 2017)**, per Board of Education/WMEA Agreement - Account: 11-402-100-104-10-10-000:

XV. PERSONNEL/STUDENT AFFAIRS - Mrs. O'Brien, Chairperson - Continued

9. (Continued)

<u>Employee</u>	<u>Position</u>	<u>Hours</u>	<u>Hourly Rate</u>
JOANNA REILLY	Nurse	4	\$33.00
AIMEE VIZZI	Clerical	4	\$21.28

BARBARA CORBETT - Nurse (Substitute)

10. The recommendation of the Superintendent to approve the following **STUDENT ACTIVITY ASSIGNMENTS and STIPENDS**, Chaperones for Concerts, Macopin School, for the 2017-2018 school year, at a stipend per event of \$71.00, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

Employee

SUSAN KACZOR (Winter/Spring)	DR. BRIAN McLAUGHLIN (Winter)
MATTHEW GRAMATA (Spring)	MATTHEW PACCIONE (Winter/Spring)
ERICA McPARTLAND (Winter/Spring)	

11. The recommendation of the Superintendent to approve the following **STUDENT ACTIVITY ASSIGNMENTS and STIPENDS** for the 2017-2018 school year, at a stipend per event of \$71.00 for Chaperones and \$150.00 for Accompanists, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

<u>Employee</u>	<u>Position</u>	<u>School</u>
RICHARD ANDERSON	Chaperone	Apshawa
KRISTA BASILE	Chaperone	Apshawa
LAUREN YARMULA	Chaperone (Winter)	Apshawa
KELLEY VISAGGIO	Chaperone (Spring)	Apshawa
TRICIA GRANEY	Chaperone	Maple Road
COLLEEN MINICK	Chaperone	Maple Road
PHYLLIS BLAU	Chaperone (Winter)	Marshall Hill
ALICE SUSKA	Chaperone (Winter)	Marshall Hill
MERJEME DUFFY	Chaperone (Spring)	Marshall Hill
ALEXANDRA HEFFERON	Chaperone (Spring)	Marshall Hill
SAMANTHA CHASTAIN	Chaperone	Paradise Knoll
MELISSA KEIL	Chaperone	Paradise Knoll
CHARLENE PAPPAS	Chaperone (Winter)	Upper Greenwood Lake
LESLIE SPOHN	Chaperone (Winter)	Upper Greenwood Lake
SUSAN MORRIS	Chaperone (Spring)	Upper Greenwood Lake
GINGER TURI	Chaperone (Spring)	Upper Greenwood Lake
GLENN ANTON	Chaperone (Winter)	Westbrook School
COLLEEN MINICK	Chaperone	Westbrook School
DIANE PIZZULO	Chaperone (Spring)	Westbrook School
COURTNEY MATTIE	Accompanist	Marshall Hill
COURTNEY MATTIE	Accompanist	Upper Greenwood Lake
CAROL PRY	Accompanist	Apshawa
CAROL PRY	Accompanist	Maple Road

NOTE: Positions are for Winter and Spring Concerts unless indicated.

XV. PERSONNEL/STUDENT AFFAIRS - Mrs. O'Brien, Chairperson - Continued

- 12. The recommendation of the Superintendent to approve the appointment of **JON HARTLAGE**, Play Accompanist, High School, at a stipend of \$750.00, for the 2017-2018 school, per Board of Education/WMEA Agreement. Account: 11-401-100-110-10-10-000
- 13. The recommendation of the Superintendent to approve the following **SPECIAL CLASS AIDES**, to attend all **CHORUS/BAND REHEARSALS** and **PERFORMANCES**, at the hourly rate of \$33.00, for the 2017-2018 school year, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

<u>Employees</u>	<u>Hours</u>	<u>Payment</u>
GWENDOYLN GANGI	17	\$561.00
ALEX CAILLIE	17	\$561.00

Student #'s: 67374; 68280; 70899; 70981

- 14. The recommendation of the Superintendent to approve the following **SPECIAL CLASS AIDES**, as Chaperones for **MACOPIN ACTIVITY NIGHTS**, for the school year 2017-2018 (11 events), at a stipend per event of \$71.00, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

Employee

GWENDOYLN GANGI	DIANE DECKER
KATHERINE TELSCHOW	LORI KELLEY
GLADYS WAGNER	MARK NOWACKI
KIM FARNESE	ALEX CAILLIE

Student #'s: 67374; 67235; 70899

- 15. The recommendation of the Superintendent to approve the following staff for **SUBSTANCE AWARENESS and FAMILY EMPOWERMENT (S.A.F.E.) NIGHT** to conduct a **PARENT PRESENTATION**, at the hourly rate of \$33.00, not to exceed five (5) hours, for the payment of \$165.00 to each staff member, per Board of Education/WMEA Agreement - Account 20-280-200-101-10-50-000 - ESEA Title IV:

Employee

JASON BENZ	CHRISTOPHER JONES
DANIEL BROPHY	ANDREA JONES
COLLEEN OROHO-CZULADA	DANA LAMBERT
DONALD DOUGHERTY III	DANIELLA WAGENTI
MERJEME DUFFY	CHRISTOPHER SHENISE
JANICE GERISCH	NINA RZONCA
TRICIA GRANEY	TAYLOR PEVNY
NICOLE GRIMSHAW	SYRENA LoRe
LAURA OAKES	CAITLIN HELDER

NOTE: Funded through the ESEA Title IV Grant.

XV. PERSONNEL/STUDENT AFFAIRS - Mrs. O'Brien, Chairperson - Continued

16. The recommendation of the Superintendent to approve the appointment of the following **SNOW REMOVAL WORKERS**, to provide emergency snow removal from school vehicles, at the hourly rate of \$25.00, for the 2017-2018 school year, as established by the Board of Education - Account: 11-000-270-160-10-10-103:

Employee

KATE BABULA	CANDICE BENDER	DEBORAH UGROVICS
CONNIE BURTON	ANN CAMPBELL	KAREN WILM
THOMAS CELANO	DARNISS FUCCI	
GAIL GRAF	GASPAR TROIA	

17. The recommendation of the Superintendent to approve the following **AFTER SCHOOL STUDENT ACTIVITY CLUBS and ADVISORS**, Marshall Hill School, at the hourly rate of \$33.00, for the 2017-2018 school year, per Board of Education/WMEA Agreement:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
PHYLLIS BLAU	Writing	7	\$231.00
JASON BENZ	Scooter Football	17	\$561.00
COLLEEN BEGLEY	Scooter Football	17	\$561.00

NOTE: Fund through the PTA.

18. The recommendation of the Superintendent to approve the following **STUDENT ACTIVITY CLUBS and ADVISORS**, for the 2017-2018 school year, at the hourly rate of \$33.00, per Board of Education/WMEA Agreement - Account: 20-231-100-101-10-50-XXX - ESEA Title I:

<u>Advisor</u>	<u>School</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
LESLIE FINKE	Macopin	AIM	45	\$1,485.00
MICHELLE LUGERNER	Macopin	AIM	16.5	\$ 544.50
JENNIFER FEAR	Macopin	AIM	61.5	\$2,029.50
SAMANTHA PETTORINI	Apshawa	Sunset Scholars I	6	\$ 198.00
ROSEMARY JANSEN	Apshawa	Sunset Scholars I	6	\$ 198.00
JULIANNE McCALL-BRAMLEY	Apshawa	Sunset Scholars I	6	\$ 198.00
SAMANTHA PETTORINI	Apshawa	Sunset Scholars II	9	\$ 297.00
ROSEMARY JANSEN	Apshawa	Sunset Scholars II	9	\$ 297.00
JULIANNE McCALL-BRAMLEY	Apshawa	Sunset Scholars II	9	\$ 297.00
JACQUELINE SEGAL	(Substitute-Macopin School)			

NOTE: Funded through the ESEA Title I Grant.

19. The recommendation of the Superintendent to approve an **amendment to a previously approved resolution (July 2017)**, for the following **MACOPIN SCHOOL STUDENT ACTIVITY ADVISORS and STIPENDS**, for the 2017-2018 school year, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

<u>Advisor</u>	<u>Club</u>	<u>Stipend</u>
CHERI ORLANDO	Yearbook	\$959.50
CANDICE OLTMANNS	Yearbook	\$959.50

XV. PERSONNEL/STUDENT AFFAIRS - Mrs. O'Brien, Chairperson - Continued

19. (Continued)

NOTE: Previously approved as one position now co-advisors.

20. The recommendation of the Superintendent to approve the following **MACOPIN SCHOOL STUDENT ACTIVITY AFTER SCHOOL CLUBS, ADVISORS and HOURS**, for the 2017-2018 school year, at the hourly rate of \$33.00, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
MARK DiDONATO	Tabletop Games (Spring)	12	\$396.00
ROBERT CALLAMARI	Tabletop Games (Spring)	12	\$396.00
GREGG VETTER*	Volleyball (Spring)	12	\$396.00

*Replaces Infante

21. The recommendation of the Superintendent to approve a payment to **STACEY LUCCARELLI**, Substitute Nurse, Macopin School, in the amount of \$1,600.00, for services rendered on November 6, 2017, through November 8, 2017, for the Fairview Lake trip and June 6, 2018, through June 8, 2018, for the Washington, D.C. trip. Account: 11-130-100-101-10-10-103

NOTE: Funded through the proceeds from the trips at no cost to the district.

22. The recommendation of the Superintendent to approve the following **HIGH SCHOOL STUDENT ACTIVITY ASSIGNMENTS and STIPENDS**, for the **2017-2018 ATHLETIC SEASON**, per Board of Education/WMEA Agreement - Account: 11-402-100-110-10-10-000:

<u>Employee</u>	<u>Position</u>	<u>Step</u>	<u>Stipend</u>
CANDICE OLTMANN*	Asst. Softball	A	\$4,931.00
NATHAN NUSSBAUM	Asst. Ice Hockey	A	\$4,931.00

*Replaces Dougherty

23. The recommendation of the Superintendent to approve the following **COLLEGE STUDENT** for the purpose of classroom observation for the 2017-2018 school year, at no cost to the district:

<u>Student</u>	<u>College</u>	<u>School/Course</u>	<u>Timeframe</u>
KELLY POITIER	St. Joseph's University	High School/ Special Education	Fall 2017

24. The recommendation of the Superintendent to approve the following **VOLUNTEERS** to the **STUDENT ACTIVITY PROGRAMS** for the 2017-2018 school year:

<u>Name</u>	<u>School</u>	<u>Assignment</u>
AURILLA CARD	High School	Color Guard
SANDRA NEBEL	Marshall Hill	Media Center/Classroom
CLIFFORD O'REILLY	Macopin/High School	Music Program
CHRISTOPHER ROCKEY	Macopin	Fairview Trip

XV. PERSONNEL/STUDENT AFFAIRS - Mrs. O'Brien, Chairperson - Continued
 24. (Continued)

NOTE: The district will reimburse for clearance process.

ROLL CALL FOR ITEMS #1 THROUGH #24:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mr. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

The MOTION PASSED unanimously.

XVI. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Steven Drew, Chairperson

Motion by Mr. Drew, seconded by Mr. Cytowicz, to approve the following agenda items #1 through #6:

DISCUSSION: Mr. Huber asked about item #3 and what the contract is for. Ms. Francisco explained the specifics of the maintenance contract.

Mr. Foody commented on item #2 and saw that nothing was there for Hillcrest and asked about utility bills. Ms. Francisco explained we have received Orange and Rockland utility bills that we are responsible for. Those bills have been separated from our district electric bills making it easier to track. Mr. Foody discussed an area that was exposed. She will confirm this with Mr. Kelly.

Mr. Drew asked questions about item #1, regarding the number of players on the team and if uniforms and equipment are paid for by the booster club. Dr. Anemone and Ms. Francisco responded to his questions.

1. The recommendation of the Superintendent to approve a Lease Agreement with **ICE VAULT SKATING ARENA**, Wayne, New Jersey, and **WORLD WIDE ATHLETIC RECREATION**, for rental of ice time in the amount of \$34,657.00 for the High School Ice Hockey Team, for the 2017-2018 school year.

NOTE: The Ice Hockey Booster Club reimburses the district for the rental charges.

2. The recommendation of the Superintendent to approve the following Resolution, for approval and submission of a **COMPREHENSIVE MAINTENANCE PLAN:**

WHEREAS, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting required maintenance activities for each of its public school facilities; and

WHEREAS, the required maintenance activities as listed in the attached document for the various school facilities of the West Milford Township School District are consistent with these requirements; and

WHEREAS, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid;

XVI. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS, Mr. Drew, Chairperson - Continued

2. (Continued)

NOW, THEREFORE, BE IT RESOLVED that the West Milford Township School District hereby approves and authorizes the School Business Administrator to submit the Comprehensive Maintenance Plan, including the M-1, for the West Milford Township School District, in compliance with Department of Education requirements. (Documentation provided electronically.)

3. The recommendation of the Superintendent to approve a Maintenance Contract with **JOHNSTON COMMUNICATIONS VOICE & DATA**, Kearny, New Jersey, in the amount of \$14,192.24, for the period October 1, 2017, through September 30, 2018. (Documentation provided electronically.)

4. The recommendation of the Superintendent to approve a proposal from **ABCODE SECURITY**, Newton, New Jersey, for the purchase and installation of cameras for the Maintenance garage, in the amount of \$5,885.00. (Documentation provided electronically.)

5. The recommendation of the Superintendent to approve payments to employee(s) for participation in the **HEALTH BENEFITS INCENTIVE PROGRAM**. Account: 11-000-291-270-10-13-000 (Documentation provided electronically.)

6. The recommendation of the Superintendent to approve **TRAINING AND TRAVEL RELATED EXPENDITURES** for Board Office and Transportation staff at the mileage rate established by the Board. (Documentation provided electronically.)

ROLL CALL FOR ITEM #1 THROUGH #6:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mr. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

The **MOTION PASSED** unanimously.

Motion by Mr. Drew, seconded by Mr. Cytowicz, to approve the following agenda item #7:

DISCUSSION: Mr. Foody asked Ms. Francisco about the feasibility study done for Hillcrest and if the Board fully paid DiCara Rubino for it. Ms. Francisco responded we did not.

7. The recommendation of the Superintendent to approve the **LIST OF BILLS/ VENDORS** for the period ending **October 17, 2017**, in the amount of \$6,861,661.31. (Documentation to be provided electronically.)

XVI. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS, Mr. Drew, Chairperson - Continued

ROLL CALL FOR ITEM #7:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes*
Mr. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

*Mr. Huber voted "Yes" to payroll and utilities and abstained on remainder.

The **MOTION PASSED.**

Motion by Mr. Drew, seconded by Mrs. Dwyer, to approve the following agenda item #8:

DISCUSSION: Mr. Foody asked about the Special Education budget transfer from a private tuition account to a county special services account. Dr. McQuaid explained the transfer was due to student transfers from private school to county special services.

8. The recommendation of the Superintendent to approve the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **October 17, 2017**:

BE IT RESOLVED, by the Board of Education of the Township of West Milford that the following transfers made on the financial records of the Board affecting the **2017-2018** budget be affirmed and approved. (See folder insert.)

Total transfers in the amount of \$224,170.00.

ROLL CALL FOR ITEM #8:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mr. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

The **MOTION PASSED** unanimously.

Motion by Mr. Drew, seconded by Mr. Cytowicz, to approve the following agenda item #9:

9. The recommendation of the Superintendent to approve the following Resolution:

WHEREAS, the Agenda file of **October 17, 2017** Regular Meeting of the Board contains the A148 Report of the Secretary and the A149 Treasurer's Monthly Report; and

XVI. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Drew, Chairperson - Continued

9. (Continued)

WHEREAS, both the A148 and A149 are in agreement with the cash balance in the Governmental Funds of:

\$12,590,890.87 as of August 31, 2017; therefore

BE IT RESOLVED, that the Report of the Secretary and the Treasurer's Monthly Report be accepted. (Documentation provided electronically.)

ROLL CALL FOR ITEM #9:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Abstain
Mr. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

The **MOTION PASSED**.

Motion by Mr. Drew, seconded by Mr. Cytowicz, to approve the following agenda item #10:

10. The recommendation of the Superintendent to approve the following Resolution:

RESOLVED, that the Board certify as of August 31, 2017, after review of the Secretary's Monthly (A-148) Report and Treasurer's Monthly Report (A-149), and upon consultation with the appropriate district officials that, to the best of our knowledge, no major account or fund has been over-expended in accordance with N.J.A.C. 6A:23A-13.3 and 6A:23A-16.10, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

ROLL CALL FOR ITEM #10:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mr. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

The **MOTION PASSED** unanimously.

Motion by Mr. Drew, seconded by Mr. Cytowicz, to approve the following agenda item #11:

11. The recommendation of the Superintendent to approve the following Resolution:

XVI. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Drew, Chairperson - Continued

11. (Continued)

WHEREAS, the Agenda file of **October 17, 2017** Regular Meeting of the Board contains the A148 Report of the Secretary and the A149 Treasurer’s Monthly Report; and

WHEREAS, both the A148 and A149 are in agreement with the cash balance in the Governmental Funds of:

\$11,381,138.61 as of September 30, 2017, and

BE IT RESOLVED, that the Report of the Secretary and the Treasurer’s Monthly Report be accepted. (Documentation provided electronically.)

ROLL CALL FOR ITEM #11:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Abstain
Mr. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O’Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

The **MOTION PASSED**.

Motion by Mr. Drew, seconded by Mr. Cytowicz, to approve the following agenda item #12:

12. The recommendation of the Superintendent to approve the following Resolution:

RESOLVED, that the Board certify as of September 30, 2017, after review of the Secretary’s Monthly Report (A-148) and Treasurer’s Monthly Report (A-149), and upon consultation with the appropriate district officials that, to the best of our knowledge, no major account or fund has been over-expended in accordance with N.J.A.C. 6A:23A-13.3 and 6A:23A-16.10, and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year.

ROLL CALL FOR ITEM #12:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mr. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O’Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

The **MOTION PASSED**.

XVI. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Drew, Chairperson - Continued

Mr. Roselle and Mr. Foody advised that Hand Carry item #13 under Budget and Finance/Transportation/Operations/Capital Improvements would be discussed during Executive Session and voted on after Executive Session.

XVII. POLICY - Mr. Glenn Huber, Chairperson

Motion by Mr. Huber, seconded by Mr. Cytowicz, to approve the following agenda items #1 through #17:

DISCUSSION: Mrs. Dwyer asked about item #2, Nepotism and #3, Conduct of Board Meetings. She asked what caused the need for these two changes, who wrote the policies, and was it managed coming out of Committee. Mrs. Dwyer stated she is concerned. Mr. Huber explained that the Nepotism policy was not written by anyone, it was discussed in Committee. Mr. Huber stated there is a nepotism problem throughout the district that is pretty widely recognized, and the language was added to tighten up the policy. He also said that Mr. Roselle was consulted on this. Mrs. Dwyer is concerned that we will lose some very good people. Mr. Huber assured we would not lose anyone already here. Mrs. Dwyer also discussed #3 and feels that if there is a problem with another Board member it should be discussed. She does not see a need for policy on this.

Motion by Mrs. Dwyer, seconded by Mr. Bailey, to table item #2 and #3 under Policy for further discussion.

ROLL CALL: MOTION TO TABLE

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	No
Mr. Dwyer	Yes	Mr. Drew	No	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	No

The **MOTION PASSED**.

Motion by Mr. Huber, seconded by Mr. Cytowicz, to amend a previous motion and approve the following agenda item #1 and items #4 through #17:

1. The recommendation of the Superintendent to approve the second reading of a new **POLICY** entitled, "Board of Education Website Accessibility." (Code 1511) (Documentation provided electronically.)
4. The recommendation of the Superintendent to approve the first reading of a revised **POLICY** entitled, "Services to Non-Public School Students." (Code 2700) (Documentation provided electronically.)
5. The recommendation of the Superintendent to approve the first reading of a revised **POLICY** entitled, "Long-Range Facilities Planning." (Code 7100) (Documentation provided electronically.)
6. The recommendation of the Superintendent to approve the first reading of a revised **REGULATION** entitled, "Long-Range Facilities Planning." (Code 7100) (Documentation provided electronically.)

XVII. POLICY - Mr. Huber, Chairperson - Continued

7. The recommendation of the Superintendent to approve the first reading of a revised **POLICY** entitled, "Educational Adequacy of Capital Projects." (Code 7101) (Documentation provided electronically.)
8. The recommendation of the Superintendent to approve the first reading of a revised **REGULATION** entitled, "Educational Adequacy of Capital Projects." (Code 7101) (Documentation provided electronically.)
9. The recommendation of the Superintendent to approve the first reading of a revised **POLICY** entitled, "Site Selection and Acquisition." (Code 7102) (Documentation provided electronically.)
10. The recommendation of the Superintendent to approve the first reading of a new **REGULATION** entitled, "Site Selection and Acquisition." (Code 7102) (Documentation provided electronically.)
11. The recommendation of the Superintendent to approve the first reading of a revised **POLICY** entitled, "School Closing." (Code 7130) (Documentation provided electronically.)
12. The recommendation of the Superintendent to approve the first reading of a revised **POLICY** entitled, "Disposition of Property." (Code 7300) (Documentation provided electronically.)
13. The recommendation of the Superintendent to **ABOLISH** the **REGULATION** entitled, "Disposition of Instructional Property." (Code 7300.1) (Documentation provided electronically.)
14. The recommendation of the Superintendent to approve the first reading of a revised **REGULATION** entitled, "Disposition of Land." (Code 7300.2) (Documentation provided electronically.)
15. The recommendation of the Superintendent to approve the first reading of a revised **REGULATION** entitled, "Disposition of Personal Property." (Code 7300.3) (Documentation provided electronically.)
16. The recommendation of the Superintendent to approve the first reading of a revised **REGULATION** entitled, "Disposition of Federal Property." (Code 7300.4) (Documentation provided electronically.)
17. The recommendation of the Superintendent to approve the first reading of a new **BYLAW** entitled "Supervisory and Administrative Interview Committee." (Code 0156)

ROLL CALL:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes*	Mr. Huber	Yes
Mr. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

*Mrs. Fritz voted "No" to item #17.

The **MOTION PASSED.**

XVII. POLICY - Mr. Huber, Chairperson - Continued

Motion by Mr. Cytowicz, seconded by Mr. Huber, to reconsider the motion to table item #2 and #3 under Policy for further discussion.

ROLL CALL:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	No	Mrs. Fritz	No	Mr. Huber	Yes
Mr. Dwyer	No	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

The **MOTION PASSED**.

DISCUSSION: Mr. Cytowicz commented on item #3, Conduct of Board Meetings policy, noted to the Board that this is discussed in Robert's Rules and entitled "Refraining from Disturbing the Assembly," which he believes is a problem and cited quotes from this section of Robert's Rules.

Mr. Huber spoke about his concern on item #3 of not enough Board member attendance to be well informed for their votes.

Mrs. Dwyer spoke about item #2, Nepotism, and discussed how she would like to get an opinion from our labor attorney to see if the changes to this policy are legal and/or accurate. Mr. Roselle advised that it would be discussed in Executive Session.

Mrs. Fritz spoke about item #2, Nepotism, and did not understand the rationale for the changes. She understands if it pertains to the Board or Superintendent but feels the additional language goes against what we express of our small town, family-oriented community. She feels it is difficult enough to get teachers, aides and bus drivers to work in our district and this policy change will make it worse. She researched Kinnelon, Wyckoff and Vernon policies on Nepotism, and none of them include language such as this.

Mr. Foody asked administration if the District has a problem getting teachers. Dr. McQuaid responded that there are problems getting teachers in Special Services because of the specialty areas. Ms. Francisco commented there are problems getting Math teachers, Biology teachers, substitute aides and cafeteria aides.

Mr. Bailey asked if the Board will vote on item #2 separately and item #3 separately, or vote on them both at the same time. Mr. Roselle stated they can be voted on at the same time. Mr. Bailey had comments regarding item #2, Nepotism. He did not understand how this change could come through the policy committee, as it is in direct conflict with everything we are supposed to be doing as Board trustees. Mr. Bailey stated he contacted New Jersey School Boards and asked for their opinion on this, and NJSBA advised this policy language is too restrictive.

Mr. Foody commented that Mr. Bailey is on the policy committee but did not attend the meeting where this was discussed. Mr. Bailey acknowledged he did not attend that meeting, but would like an explanation how these changes occurred.

XVII. POLICY - Mr. Huber, Chairperson - Continued

Mr. Huber stated the committee recognized a problem with nepotism within the district where relatives have been hired in favor of other candidates that were not considered. He stated it is an attempt to remedy a problem within the district.

Mr. Bailey once again asked the question of who authored the language changes on the policy. He felt that changing this policy is showing no faith in the administration to bring the best candidates for any position before the Board, and that the policy is too restrictive and furthermore should not be considered. He stated it is another example of the Board attempting to micro-manage the entire district and it should not be what Board members are here to do.

Mr. Bailey discussed item #3, Conduct of Board Meetings. He feels he is being targeted and acknowledged that he gets up during Board meetings, but that has nothing to do with the effectiveness of being a Board member. He feels that Board meetings should get back on track and be more productive and timely, and not last for 4-5 hours.

Mr. Cytowicz said that he finds it very distracting and unprofessional. Mr. Bailey said he apologizes if Mr. Cytowicz finds this distracting. Mr. Cytowicz also stated that members have to come more prepared to the meetings.

Mrs. Fritz commented that Board members should contact the appropriate people in advance to get those questions answered so the Board can move through the agenda.

Mr. Huber asked Mr. Roselle if it is in violation of the Sunshine Act, because if you do not speak into the microphone it will not be recorded correctly. Mr. Roselle will check but he does not believe so. He spoke about the Nepotism policy and asked the other policy committee members if they think the changes should be withdrawn from it.

Mr. Foody said that it seems that certain members of the Board would like it to be revisited.

Mr. Cytowicz stated he feels that both item #2 and item #3 should be referred back to the Policy Committee.

Mr. Drew asked Mr. Roselle if the legality of the Nepotism policy can still be discussed in Executive Session. Mr. Roselle said they can discuss this.

Mr. Huber asked to move the vote on item #2 until after Executive Session.

Motion by Mr. Huber, seconded by Mr. Cytowicz, to reconsider the motion to table and approve the following agenda item #3:

3. The recommendation of the Superintendent to approve the first reading of a revised **BYLAW** entitled, "Conduct of Board Meetings." (Code 0164) (Documentation provided electronically.)

XVII. POLICY - Mr. Huber, Chairperson - Continued

ROLL CALL FOR ITEM #3:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	No	Mrs. Fritz	No	Mr. Huber	Yes
Mr. Dwyer	No	Mr. Drew	No	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

The **MOTION FAILED**.

Mr. Bailey left meeting at 10:16 p.m.

XVIII. NEGOTIATIONS, Mr. James Foody, Chairperson

Motion by Mr. Foody, seconded by Mr. Drew, to approve the following agenda item #1:

1. The recommendation of the Superintendent to approve a **SIDEBAR AGREEMENT** between the West Milford Board of Education and the West Milford Education Association. (Documentation provided electronically.)

ROLL CALL FOR ITEM #1:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Absent	Mrs. Fritz	Yes	Mr. Huber	Yes
Mr. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

The **MOTION PASSED**.

XIX. SPECIAL COMMITTEES/LIAISON REPORTS

Parks & Recreation - Mr. Cytowicz spoke about the Recreation Committee Meeting being held on October 19, 2017 at 7:30 p.m., in the West Milford Library, and that Board members can send him an email to bring any topic of interest to the committee.

Safety - No report

Superintendent's Roundtable - Mrs. Dwyer spoke about parents being happy about the opening of school and are very excited about the Renaissance Math program. There was discussion of contacting Realtors and creating a brochure together, and Dr. Anemone commented we are working on that. Parents are very concerned about Transportation outsourcing and feel that eventually we will lose our bus drivers and the camaraderie between parents, children, and drivers. The Hall of Excellence was also discussed, which highlights students who have graduated and are receiving accolades. A fundraiser has been organized with The Grasshopper on October 26th giving back 15 percent of all sales.

XIX. SPECIAL COMMITTEES/LIAISON REPORTS - Continued

Passaic County School Boards Association - Mr. Drew attended the meeting at Wayne Hills High School. He spoke about presentations done by students largely revolving around STEM activities. Mr. Drew said that software used in the robotics program was discussed at the meeting and he would like to discuss it with the administration and the Board for possible use in the future.

New Jersey School Boards Association - Mr. Cytowicz spoke about the NJSBA Workshop and the importance of planning an itinerary ahead of time because of how many programs occur in each time slot and you must register for Governance training independently. Mrs. Dwyer also commented that you can upload the conference planner on your phone to sign up for any program.

Legislative - Mr. Drew spoke about how we are basically in a lame duck session with legislature, hard to get anything done. October is officially Dyslexia Month and the NJDOE issued a handbook on this. He spoke about two bills that have passed the assembly related to that. One is related to adding requirements for teacher certifications from Preschool to 3rd grade which would include the ability to diagnose reading disabilities, and the other bill is to create a pilot program with NJDOE to provide technology to elementary and middle school students with dyslexia and related conditions.

Technology Oversight - Mr. Drew

West Milford Education Foundation - Mrs. O'Brien - No report

Township/Board of Education Joint Committee - Mr. Foody - No report

CASA - Mr. Huber stated that there was no CASA meeting and spoke about S.A.F.E. Night that everyone in our community will benefit from. Dr. McQuaid commented that it is an inclusive night, also including our students with special needs.

XX. OLD BUSINESS

Bus to Township Library - Mr. Novak stated that he met with the Library Board and is in the process of creating a permission slip incorporating the library code of conduct clause, as well as the district code of conduct. It will be sent to Mr. Roselle for review and approval. He noted that students aged 12 and older can be dropped off without an adult. The Library will have many programs and host events and clubs for the students. He spoke about the district providing the library with Chrome books that the students can access. Mr. Novak feels this will bring more focus and highlight our town center.

Flags at District Schools - Dr. Anemone spoke about assessment of the lighting of flags throughout the district, and that some lighting needed adjustments and/or repairs.

Auditorium Seating - Mr. Huber commented that some of the seating is smaller sized than others. Ms. Francisco confirmed there are different size seats as needed and the configuration is the same. She said we lost a few seats because of ADA compliance and because of the area in the back used for sound. She said the same company did the prior auditorium. Mrs. Dwyer commented on this and confirmed that the old auditorium had different sizes.

XX. OLD BUSINESS - Continued

2018-2019 District Calendar - Dr. Anemone stated that the calendar was approved last year and explained that Yom Kippur fell on a weekend for the 2017-2018 school year, and for 2018-2019 it falls on a week day and is a District holiday in September of 2018.

Student Recognition - Dr. Anemone brought some letters from the High School. He had a community member tell him that elementary students received positive notes from their classroom teachers. Mr. Drew asked Dr. Anemone if a list can be created on what students have done to recognize their accomplishments. Dr. Anemone commented that the district has a very formidable presence on Twitter and a lot of positive student recognitions are posted there from himself, Mr. Novak, Dr. McQuaid, our Athletic Director, and our Principals.

Mrs. Fritz spoke about Dr. Anemone's monthly blog and how that might be an opportunity to highlight monthly student recognitions. Dr. Anemone stated that his blog will be coming out shortly summarizing the meeting, testing, highlights, and other items discussed at the Board meeting.

Mrs. Dwyer spoke about repairs to the bleachers at McCormack Field and how she has received some complaints about climbing the bleachers. She said that senior citizens, handicapped individuals, and small children are having a difficult time. She feels it may be time to focus on repairing them and adding this to the budget for 2018-2019.

Motion by Mr. Cytowicz, seconded by Mrs. Fritz, to close Old Business.

VOICE VOTE: All in Favor MOTION PASSED.

XXI. NEW BUSINESS

Mr. Foody discussed that during the Special Joint Meeting with the Township Council, the Board and Council agreed that a Request For Interest in the Hillcrest building should be advertised and sent to YMCA's and other non-profit organizations, and would like the Board to move forward with this. Mr. Roselle commented that we would prepare an advertised request for interest of the Hillcrest property and he will work with Ms. Francisco on this.

Motion by Mr. Huber, seconded by Mr. Cytowicz, to prepare an advertisement request for interest of the Hillcrest property.

ROLL CALL:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Absent	Mrs. Fritz	Yes	Mr. Huber	Yes
Mr. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

The **MOTION PASSED.**

Mr. Cytowicz said that with the amount of volunteer hours dedicated to film our Board meetings, he asked the Board to discuss approving a stipend for our camera person. He feels it is appropriate to consider the dedicated service of the volunteer by at least providing a stipend for items such as gas and the use of personal equipment. He asked to keep this item on the agenda for Old Business for the next meeting.

XXI. NEW BUSINESS - Continued

Mr. Foody asked if it would be discussed under Budget and Finance or Personnel and Board members commented on it. Mr. Roselle confirmed that it would be discussed under Personnel.

Mr. Cytowicz commented that at the beginning of 2017, the Board had brought up the administration looking into block scheduling and asked if there is any further update on this. Dr. Anemone explained that it is still being studied and will hopefully have a decision on this by the mid-point of the year and if the District moves forward with it, we will have time to plan for 2018-19.

Mr. Drew stated there was some discussion of moving the BOE elections back to the Spring so that the taxpayers can vote on the budget. The legislators removed that option in its entirety, so that the taxpayers cannot vote on the budget. Mr. Drew asked the Board whether or not we want to send something to the legislature if the Board wants the taxpayers to vote on the budget. Mr. Foody stated they did not remove it completely but put a moratorium on districts being able to move it back in two years and Mr. Foody thinks we may be able to move it back in 6-7 months. He stated the new Governor will be making that decision and we should send something to the new legislature in January.

Mr. Foody asked under New Business for the Board to consider the Wallisch property and feels it is time for the two governing bodies to sit down and decide what to do with the property. Mrs. Dwyer asked if the Board discussed putting solar panels there. Mr. Foody responded that would be on the lower end of the property near the wetlands and would not be able to be done until the results of the LGEA come in.

Motion by Mr. Cytowicz, seconded by Mr. Huber, to close New Business.

VOICE VOTE: All in Favor MOTION PASSED.

XXII. PETITIONS & REQUESTS

Petitioners who have requested to speak prior to the meeting will be first with five (5) minutes for each petitioner, for a period of thirty (30) minutes; and then time permitting, other petitions and requests limited to five (5) minutes per petitioner will be allowed, until the thirty (30) minute period transpires. All speakers are asked to give their full name, spell their last name, and provide their address. Speakers may not use the names of students during Petitions and Requests.

Judy Zdanis, 21 Grandview Lane, West Milford. She is a graduate of the High School and her family and grandchildren live in West Milford. She spoke about attending events at the turf field, the distance from the parking lot, and being unable to see the field since there are no handrails to climb the bleachers. She spoke about other schools that have elevated bleachers. She noted that if the Board replaced the bleachers the Band Parents would be able to hold fundraisers. She requested the Board replace the bleachers as they are dangerous, most likely not in compliance with ADA, and embarrassing. She thanked the Board for listening and hopes they discuss and act on her request.

XXII. PETITIONS & REQUESTS - Continued

Laurie Byro, 31 Lebanon Road, Hewitt. Mrs. Byro spoke about living in West Milford since 1959. She understands much of the community and would like to see expenses cut, but not at the expense of bus drivers and aides. She spoke about supporting raises for teachers and feels that bus drivers should remain a main part of the Board of Education. She spoke about support staff being as critical as teachers and asked the Board to honor them and not consider outsourcing Transportation.

Nathan Bedford, Videographer, 457 Lakeside Road, Hewitt. Mr. Bedford thanked Mr. Cytowicz for making the suggestion of a videographer stipend during New Business. He is the Director of Highlander Productions, LLC, as of August of this year, and a volunteer for the West Milford TV Commission now transitioning into a business he started for video production here in Northern New Jersey, serving the Highlands of New Jersey. He also spoke about his ideas to expand broadcasting of events.

Tamara Jordan, West Milford. Ms. Jordan spoke about the subject of nepotism and the pros and cons of hiring family members.

Motion by Mr. Cytowicz, seconded by Mrs. Dwyer, to close Petitions and Requests.

VOICE VOTE: All in Favor MOTION PASSED.

XXIII. EXECUTIVE SESSION

At 11:04 p.m., Mr. Huber made a motion, seconded by Mr. Cytowicz, to go into Executive Session for the purpose of discussing personnel appointments, resignations, current litigation matters, special education matters, negotiations, HIB's, and matters of attorney/client privilege.

VOICE VOTE: All in Favor MOTION PASSED.

Mrs. Fritz left the meeting at 11:35 p.m.

At 11:40 p.m., the Board returned to the public session.

XIV. EDUCATION - Mrs. Teresa Dwyer, Chairperson

Motion by Mrs. Dwyer, seconded by Mr. Cytowicz, to approve the following agenda item #11:

DISCUSSION: Mr. Huber commented that Incident Report Number 2018/E-1 was unsubstantiated based on a lack of evidence.

11. The recommendation of the Superintendent to approve the following Resolution:

WHEREAS, in accordance with the requirements set forth in P.L. 2010, Chapter 122, the West Milford Board of Education has received results of HIB investigative reports on **October 17, 2017**; therefore,

BE IT RESOLVED, that the West Milford Board of Education approves issuance of written decisions affirming, rejecting or modifying the Superintendent's determination in the following HIB investigations:

XIV. EDUCATION - Mrs. Dwyer, Chairperson - Continued

11. (Continued)

<u>Incident Report Number</u>	<u>Board Determination</u>
2018/E-1	Unsubstantiated
2018/E-3	Unsubstantiated
2018/H-4	Substantiated
2018/H-2	Unsubstantiated
2018/H-3	Unsubstantiated
2018/E-6	Substantiated
2018/E-4	Substantiated

ROLL CALL FOR ITEM #11:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Absent	Mrs. Fritz	Absent	Mr. Huber	Yes
Mr. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes*
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

*Mr. Cytowicz voted "No" to Incident Report Number 2018/E-6

The **MOTION PASSED.**

XVI. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Steven Drew, Chairperson

Motion by Mr. Drew, seconded by Mr. Cytowicz, to approve the following agenda item #13:

- (13.) RESOLVED, that the Board approves the settlement in the matter captioned Mid-American Salt LLC v. Morris County Cooperative Pricing Council, et al., Docket No. 2:17-cv-04262, in accordance with the terms and conditions therein; and

BE IT FURTHER RESOLVED, that the Business Administrator and/or Board President is authorized to sign the agreement on behalf of the Board.

ROLL CALL FOR ITEM #13:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Absent	Mrs. Fritz	Absent	Mr. Huber	Yes
Mr. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Robbins	Absent	Mr. Foody	Yes

The **MOTION PASSED.**

XVII. POLICY - Mr. Glenn Huber, Chairperson

Mr. Huber withdrew his motion to reconsider the motion to table and approve agenda item #2, Nepotism. He explained that it will be brought back to the Policy Committee for review.

The following item was **removed**; no action was taken:

2. The recommendation of the Superintendent to approve the first reading of a revised **BYLAW** entitled, "Nepotism." (Code 0142.1) (Documentation provided electronically.)

XXIV. ADJOURNMENT

Motion by Mr. Drew, seconded by Mr. Cytowicz, to adjourn the meeting at 11:43 p.m.

VOICE VOTE: All in Favor MOTION PASSED.

Respectfully submitted,

**Barbara Francisco
Board Secretary**