

WEST MILFORD TOWNSHIP BOARD OF EDUCATION
 46 Highlander Drive
 West Milford, NJ 07480
 (973) 697-1700
www.wmtps.org

BOARD OF EDUCATION
MINUTES
WORKSHOP/SPECIAL ACTION MEETING
SEPTEMBER 17, 2013

Mr. David Richards, Board President, called to order the Workshop/Special Action Meeting of the Board of Education on September 17, 2013, at 7:33 p.m. The meeting was held in the Westbrook School All Purpose Room. He led the flag salute, read the Open Public Meetings Act Statement and asked for a moment of silence to remember the victims of the Naval Yard in Washington, D.C. Mr. Richards reminded everyone in attendance to silence or turn off their cell phones and note the locations of the emergency exits. The Board reserved the right to act on any and all agenda items.

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, Aim West Milford, the Messenger, West Milford Town Hall, the County Superintendent's Office, the Board Attorney, and Cablevision of Warwick; and posted in the Administration Building with a copy in the district's monitoring files. 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. Babbitt	Present	Mr. Foody	Present	Mr. Richards	Present
Mr. Bailey	Present	Mr. Gottlieb	Present	Mrs. Richards	Present
Mr. Conlon	Present	Mrs. Koeppe	Present	Mrs. Schultz	Present/Arr. 7:45 p.m.

ADMINISTRATION	POSITION	ATTENDANCE
Dr. James V. McLaughlin	Superintendent of Schools	Present
Ms. Barbara Francisco	Board Secretary/Business Administrator	Present
Ms. Iris Wechling	Director of Education	Absent
Mrs. Alice Steinheimer	Director of Special Services	Present
Paul Green, Esq.	Board of Education Attorney	Present

There were approximately 125 members of the public in attendance.

VI. EXECUTIVE SESSION RESOLUTION

Motion by Mr. Conlon, seconded by Mrs. Koeppe, to approve the following Resolution:

RESOLVED, that the Board go into Executive Session at 9:00 p.m., for approximately 60 minutes, for the purpose of discussing personnel, negotiations, student matters, the Wallisch property and matters of attorney/client privilege.

The executive session minutes will not be released until such time as the privilege or confidentiality is no longer applicable.

VOICE VOTE: All in Favor. MOTION PASSED.

VII. SUPERINTENDENT'S REPORT - Dr. James V. McLaughlin

- Dr. McLaughlin welcomed everyone to the 2013-2014 school year. He reported on the opening of school and recognized the efforts of the custodial staff, maintenance workers, teachers, support staff, food service workers, bus drivers and administrators for their hard work in preparing the facilities, planning transportation routes, readying the classrooms, developing student schedules, and working so hard to make the students feel welcome.
- Dr. McLaughlin reported that Back-to-School nights have already taken place at Apshawa and Westbrook Schools, and the High School hosted a Meet the Coaches night last week with a speaker for parents, students and coaches. The district will continue to welcome the parent community to view classrooms, discuss the curriculum and become acquainted with their children's teachers. Back-to-School nights for all other schools have also been scheduled. Every effort was made this year to conduct the Back to School nights early in the year and begin our work as a school/family partnership without delay. He suggested a visit to the district's website calendar to reference the dates.
- Dr. McLaughlin reported on Teachscape/Danielson model, the new teacher evaluation system. Every district throughout New Jersey has been required to adopt a new teacher evaluation model. It is estimated that 65% of NJ's schools chose this model, which focuses on four domains: Planning and Preparation, Classroom Environment, Instruction, and Professional Responsibilities. The method also contains training for administrators on how to carry out the evaluations, and is designed to provide meaningful feedback on how teachers can improve and correct any issues identified in the evaluative process. He has been impressed with the positive approach and receptivity of both the teachers and administrators to the new model and believes the model will demonstrate the excellent caliber of teaching that occurs each day in the schools.
- Dr. McLaughlin reported on fall sports and asked for the support the student athletes by attending matches, meets and games.
- Dr. McLaughlin reported on the public hearing designed to promote the safety and well-being of high school students. The Board of Education will hold the first of two required readings of a policy and regulation for voluntary random alcohol and drug testing. This program, already in place in a number of neighboring high schools, would provide a preventive measure and deterrent to the use of substances among students. The

VII. SUPERINTENDENT'S REPORT - Dr. McLaughlin - Continued

policy has been available for several weeks on the district's website and copies are also available this evening. The purpose of the public hearing is to provide a forum for viewpoints among the community regarding this proposed action which, if approved, would be effective November 4, 2013, for all students involved in extracurricular activities and those students with parking privileges on campus.

VIII. PUBLIC HEARING

Mr. Paul Green, Board Attorney, explained that this is a required Public Hearing on the proposed policy for Pupil Random Alcohol and Other Drug Testing. Any specific questions should be directed to the Superintendent. Speakers are limited to five minutes each. (Copies of the policy and regulation were available at the meeting.)

The Board asked for comments or concerns from the members of the public.

Paul D'Urbano stated that while he understands the spirit behind it, he objects to the policy and feels it violates the rights of an individual. He spoke about the process outlined in the regulation and finds it disturbing that when a child is chosen they are treated like a criminal. They have to empty their pockets and are placed in a special room. Our country was built by people who believe this type of behavior is wrong. You shouldn't force people to be searched.

Mary Claire Lewis spoke about the partnership at drugfree.org, which is formally known as the Partnership of a Drug Free America, is a nonprofit organization that runs campaigns against teenage drug and alcohol abuse. This is the organization that put out the "this is your brain on drugs" commercials years ago. They published a study on their website indicating that there has been no reduction in drug use as a result of random test policies. They found that a positive school atmosphere and student input in policies that affect them provide a feeling of respect and result in less drug abuse. How respected can a student feel when they are subject to a random drug test? In one study, students answered an anonymous questionnaire about plans for using drugs in the future. The same percentage of students in the drug testing schools as in the non-drug testing schools said they planned to use drugs in the future. Random drug testing plans do not have long lasting effect. No one has argued in court that school activities and clubs are more than just a privilege, they are important for college acceptance. She does not agree with the name, "Voluntary Random Drug Testing Program." Threatening punishment to get someone to do something they don't want to do is called "coercion." A person coerced is not acting voluntarily. Please drop the word "voluntary" from this title.

Seeing no further speakers, Mr. Conlon made a motion, seconded by Mrs. Schultz to close the Public Hearing.

VOICE VOTE:

All in Favor.

MOTION PASSED.

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

The following Board of Education meeting minutes were presented for anticipated approval at the September 24, 2013, meeting:

- Workshop/Regular Meeting of August 27, 2013
- Executive Session of August 27, 2013

X. PRESIDENT'S REPORT - Mr. David Richards

There was no report.

XI. MOTION BY MR. CONLON, SECONDED BY MRS. SCHULTZ, TO ADOPT THE AGENDA, AS AMENDED.

Mr. Conlon asked to amend the agenda to include Item #1 under Negotiations taken from the table from the August 27, 2013, as the first item of business under special action.

DISCUSSION: Mr. Gottlieb stated that the motion to accept the salary guides is among the most important things we do, and since it was taken from the table, it was not included in the agenda for tonight's meeting thereby short circuiting the Open Public Meetings Act which is intended to give members of the public an opportunity to be present when crucial business of the school board is conducted.

Mr. Green clarified that the motion was to approve the agenda as proposed to be revised. The Board President has the authority to accept the revision to the agenda, which he has. The motion is now before the Board to approve the agenda as revised. Mr. Green added, to be clear, when the motion comes up before the body, because it is not before the body at this point, if the Board approves the agenda, when the motion to take the item from the table under Negotiations, it is not debatable.

Mr. Foody asked for Mr. Conlon to restate the motion.

Mr. Conlon asked for an amendment to add, as the first item on the agenda, a motion to move Negotiations Item #1 from the August 27, 2013, that was taken from the table.

Mr. Babbitt seconded the motion to amend.

ROLL CALL VOTE:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	No	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	No	Mrs. Schultz	No

The **MOTION PASSED:** 6 Yes; 3 No

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.

Heather VandeWeert spoke about her concerns about both of her daughters' individual cases and the future of the district's Special Education program. She publicly thanked Dr. McLaughlin for his attention to her concerns for her children. She spoke of the lack of communication between parents and the Director of Special Services, and the transfer of her child's aide to another building. She asked the Board to re-evaluate moving the classroom aide from this classroom. She added that too many changes to the Special Education program are being made to quickly. She asked for the Board to oversee the changes being made to the program.

Mr. Richards asked for other members of the public wishing to speak. Seeing none, Mr. Conlon made a motion, seconded by Mr. Foody, to close Petitions and Requests.

VOICE VOTE: All in Favor. MOTION PASSED.

SPECIAL ACTION

XIII. NEGOTIATIONS - Mr. Wayne Gottlieb, Chairperson

Mr. Conlon made a motion to move the following motion, which he read for the record that was presented at the August 27, 2013, meeting. Mr. Foody seconded the motion.

- (1.) The recommendation of the Superintendent to ratify the **SALARY GUIDES** agreed upon between the West Milford Board of Education and the **WEST MILFORD EDUCATION ASSOCIATION (WMEA)** for the period of July 1, 2012, through June 30, 2015, and to authorize the Board President to amend the Collective Bargaining Agreement consistent with the terms therein and in a form satisfactory to board counsel.

DISCUSSION: The Board attorney clarified that this motion is to bring this item back to the body. It is now subject to discussion and a vote.

ROLL CALL VOTE TO BRING IT FROM THE TABLE TO THE BOARD:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	No	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	No	Mrs. Schultz	No

The **MOTION PASSED:** 6 Yes; 3 No

XIII. NEGOTIATIONS - Mr. Gottlieb, Chairperson - Continued

DISCUSSION: Mrs. Schultz spoke about the salary guides. She stated that the Negotiations Committee felt the guides that were presented did not address the bubble steps. The Committee is recommending that the New Jersey School Boards Association be engaged to review and assist with the development of the guides.

Mr. Richards spoke of his recollection of the negotiations process.

Mr. Gottlieb stated that he did not have the same recollection and would like to engage NJSBA to assist in the development of the salary guides for review by both parties.

Mr. Gottlieb stated he would be consulting the tape recording of the prior meeting, because that is not his recollection of what has happened. He will have a prepared statement that he will read later on in the meeting.

Mrs. Schultz read from a memorandum written by Andy Brown, the Board's Labor Attorney, regarding the Board's goals for negotiations.

Mr. Conlon spoke of his appreciation and dedication of the Negotiations Committee. He does not see a better settlement for the children, staff and residents of the community coming from further negotiations. There are many positive things that will happen in the 2013-2014 school year.

Mr. Conlon would like to move forward with this item.

Mr. Foody said it took years for the guides to be developed and change takes time.

Mr. Conlon made a motion, seconded by Mrs. Schultz, to approve the **WMEA SALARY GUIDES**.

ROLL CALL VOTE:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	No	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	No	Mrs. Schultz	No

The **MOTION PASSED:** 6 Yes; 3 No

SPECIAL ACTION

XIV. POLICY - Mr. Matthew Conlon, Chairperson

Motion by Mr. Conlon, seconded by Mr. Gottlieb, to approve the following agenda items:

1. The recommendation of the Superintendent to approve the First Reading of a new **POLICY** entitled, "Pupil Random Alcohol and Other Drug Testing." (Code #5536) (Documentation provided electronically.)
2. The recommendation of the Superintendent to approve the First Reading of a new **REGULATION** entitled, "Pupil Random Alcohol and Other Drug Testing." (Code #5536) (Documentation provided electronically.)

SPECIAL ACTION

XIV. POLICY - Mr. Conlon, Chairperson - Continued

3. The recommendation of the Superintendent to approve the Second Reading and Adoption of a revised **REGULATION** entitled, "Management of Life-Threatening Allergies in Schools." (Code #5331) (Documentation provided electronically.)
4. The recommendation of the Superintendent to approve the Second Reading and Adoption of a revised **POLICY** entitled, "Use of Physical Restraint." (Code #5561) (Documentation provided electronically.)
5. The recommendation of the Superintendent to approve the Second Reading and Adoption of a revised **REGULATION** entitled, "Use of Physical Restraint." (Code #5561) (Documentation provided electronically.)
6. The recommendation of the Superintendent to approve the First Reading of a revised **POLICY** entitled, "Organizational Chart." (Code #1110) (Documentation provided electronically.)
7. The recommendation of the Superintendent to approve the First Reading of a revised **REGULATION** entitled, "Grants from Private Sources." (Code #6160) (Documentation provided electronically.)

DISCUSSION: Mr. Foody spoke about the Random Drug Testing Policy. He feels the policy should include everyone. It is not random; it's targeted. He does not support this policy as it stands at this time.

Dr. McLaughlin provided additional information regarding the student population at the High School. The present population is 1,193 and approximately 770 students are involved in extra curricular activities. The purpose of the policy is to provide students with support and the ability to resist peer pressure.

Mr. Conlon supports the policy.

Mrs. Schultz asked about the origin of the drug policy.

Mr. Foody supports the goal, but doesn't feel a student that says, "No" should have a strike against him.

Mr. Conlon spoke to the consequences. He also stated that Committee also received input from staff, parents and members of the public.

Mr. Gottlieb believes the policy will work, but thinks it is an invasion of privacy and is inconsistent with our mission as a school district. He will not support this policy, because he believes it is un-American.

ROLL CALL VOTE ON ITEMS #1 AND #2:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	No	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	No	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED:** 7 Yes; 2 No

SPECIAL ACTION

XIV. POLICY - Mr. Conlon, Chairperson - Continued

ROLL CALL VOTE ON ITEMS #3 THROUGH #7:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED** unanimously.

SPECIAL ACTION

XV. PERSONNEL/STUDENT AFFAIRS - Mr. Wayne Gottlieb, Chairperson

Please Note: All appointees recommended for employment have met the New Jersey State law requirements for the criminal history review. However, due to the time necessary to complete the process prior to the needed start date, some appointees are recommended on an emergent basis under the exception provision of the Board Policy (Code 3125 and 4125). Those appointees are indicated with an asterisk (*). Candidates with (**) have completed the criminal history review through a previous employer.

Motion by Mr. Gottlieb, seconded by Mrs. Schultz, to approve the following agenda item:

1. The recommendation of the Superintendent to approve the appointment of **BARBARA EDWARDS**, 0.56 Special Education Teacher (Multiple Disabilities), Maple Road School (PC#90.03.35.BTO), at the prorated salary of \$26,320.00 (BA/1), without health benefits, effective September 18, 2013, through June 30, 2014, per Board of Education/WMEA Agreement. (Replaces Marino - moving from 1.0 Special Class Aide position) Account: 11-212-100-101-10-10-000

NOTE: Salary may be adjusted pending the completion of contract negotiations.

ROLL CALL VOTE:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	Yes	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED** unanimously.

SPECIAL ACTION

XVI. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Gregory Bailey, Chairperson

Motion by Mr. Bailey, seconded by Mr. Conlon, to approve the following agenda item:

- (1.) The recommendation of the Superintendent to enter into an agreement with the New Jersey School Boards Association for **SALARY GUIDE ANALYSIS AND CONSTRUCTION SERVICES** in the amount of \$120.00 per hour, and **AT-THE-TABLE NEGOTIATIONS REPRESENTATION SERVICES** at \$135.00 per hour, plus travel and meal expenses.

DISCUSSION: Mrs. Schultz stated that this resolution is for the current cycle.

Mrs. Richards suggested it be for the next cycle.

Mr. Conlon made a motion to table this item. There was no second.

Dr. McLaughlin clarified the discussion with New Jersey School Boards which resulted in this motion being brought to the Board.

Mr. Conlon made a motion, seconded by Mr. Foody, to table Item #1 above:

ROLL CALL VOTE:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	Yes	Mr. Foody	Yes	Mr. Richards	Yes
Mr. Bailey	Yes	Mr. Gottlieb	No	Mrs. Richards	Yes
Mr. Conlon	Yes	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION TO TABLE PASSED.**

WORKSHOP/DISCUSSION

XVII. EDUCATION - Mrs. Marilyn Schultz, Chairperson

The following items were presented for anticipated action at the Regular Meeting of September 24, 2013:

- 1. The recommendation of the Superintendent to approve the **TEST SECURITY CORRECTIVE ACTION PLAN** requested by New Jersey Department of Education on July 17, 2013.
- 2. The recommendation of the Superintendent to approve the following **CURRICULUM ADOPTIONS** for the 2013-2014 school year:

HIGH SCHOOL

Social Studies

- US History IB
- US History IH
- US History II AP H
- US History IIB

WORKSHOP/DISCUSSION

XVII. EDUCATION - Mrs. Schultz, Chairperson - Continued

2. (Continued)

Art

AP Studio Art: 3-D Design

3. The recommendation of the Superintendent to approve the **CANCELLATION OF A SPECIAL EDUCATION OUT-OF-DISTRICT DAY SCHOOL TUITION CONTRACT** with Lake Drive School, Mountain Lakes, New Jersey, student ID #70167, retroactive from September 1, 2013.

4. The recommendation of the Superintendent to approve an **amendment to a previously adopted resolution (May 21, 2013)**, for the following **SPECIAL EDUCATION OUT-OF-DISTRICT DAY SCHOOL TUITION CONTRACTS** for the 2013-2014 school year (tuition pro-rated):

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
6	\$43,417.80	New Beginnings Annex Macopin Middle School

5. The recommendation of the Superintendent to approve an **amendment to a previously adopted resolution (May 21, 2013)**, for the following **EXTENDED SCHOOL YEAR** contract with **OTHER LOCAL EDUCATION AGENCIES** for summer 2013:

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1	\$4,300.00	Bergen County Special Services Highland School

6. The recommendation of the Superintendent to approve an **amendment to a previously adopted resolution (May 21, 2013)**, for the following contracts with **OTHER LOCAL EDUCATION AGENCIES** for the 2013 - 2014 school year, to include the following:

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1	\$2,048.28 Therapies	Park Lake School Rockaway, New Jersey

7. The recommendation of the Superintendent to approve the following **SPECIAL EDUCATION OUT-OF-DISTRICT DAY SCHOOL TUITION CONTRACT** for the 2013-2014 school year, retroactive from September 17, 2013 (tentative tuition charge):

<u>Student ID</u>	<u>Tuition</u>	<u>Placement</u>
70424	\$49,357.80	New Beginnings Annex Maple Road School

WORKSHOP/DISCUSSION

XVII. EDUCATION - Mrs. Schultz, Chairperson - Continued

8. The recommendation of the Superintendent to accept the **INDIVIDUAL WITH DISABILITIES EDUCATION ACT (IDEA)** grant in the amount of \$874,343 (Basic Grant Award, ages 3-21) and \$36,742 (Preschool Grant Award, ages 3-5) for the 2013-2014 school year.
9. 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.)

WORKSHOP/DISCUSSION

XVIII. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Gregory Bailey, Chairperson

The following items were presented for anticipated approval at the Regular Board of Education meeting of September 24, 2013:

1. The recommendation of the Superintendent to approve the following resolution for the purchase of natural gas services through the **ALLIANCE FOR COMPETITIVE ENERGY SERVICES ("ACES")** Bid Cooperative Pricing System ID#E8801-ACESCPS:

WHEREAS, the Alliance For Competitive Energy Services (hereinafter referred to as "ACES"), an alliance composed of the New Jersey School Boards Association (hereinafter referred to as "NJSBA"), the New Jersey Association of School Administrators, and the New Jersey Association of School Business Officials, will from time to time during the Effective Period as defined below solicit bids from natural gas suppliers for retail natural gas supply services including interstate transportation to the local natural gas distribution utility company (Natural Gas Supply Services) through an energy aggregation program in which NJSBA will act as Lead Agency of the ACES Cooperative Pricing System #E8801-ACESCPS in accordance with the "Public School Contracts Law", N.J.S.A. 18A:18A-1 *et seq.*, and the Electric Discount and Energy Competition Act, N.J.S.A. 48:3-49 *et seq.* ("EDECA") and the regulations promulgated thereunder; and

WHEREAS, the West Milford Board of Education is a Participating Member of the ACES Cooperative Pricing System and is eligible thereby to obtain natural gas services for its own use through one or more contracts to be awarded to natural gas suppliers following said bids for natural gas services pursuant to the aggregation program; and

WHEREAS, the Lead Agency will from time to time during the Effective Period (from date of adoption through May, 2018, hereinafter referred to as "Effective Period") issue one or more Requests for Bids for natural gas services on behalf of the ACES Cooperative Pricing System pursuant to the Public School Contracts Law and EDECA; and

WHEREAS, due to significant volatility and the potential for price increases in the wholesale natural gas market, Participating Members will preauthorize the Lead Agency to award contracts for Natural Gas Supply Service in each service territory to one or more natural gas suppliers that submits bids which are reasonably forecasted to provide

WORKSHOP/DISCUSSION

XVIII. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS -
Mr. Bailey, Chairperson - Continued

1. (Continued)

estimated savings to the Participating Member based upon its previous natural gas usage and utility provided Basic Gas Supply Service rates; and

WHEREAS, the Lead Agency will only award contracts for said Natural Gas Supply Services to natural gas suppliers that submit bids with pricing reasonably estimated to be lower than the utility-provided basic gas supply service; and

WHEREAS, the District agrees to purchase all Natural Gas Supply Services for its own use during the Effective Period through any natural gas supplier(s) awarded a contract, it being understood that the term of any one contract shall be subject to the provisions of Public School Contracts Law; and

WHEREAS, the Lead Agency will notify the Department of Community Affairs' Division of Local Government Services by mail prior to the issuance a Request for Bids for natural gas supply services, with the understanding that if the Division of Local Government Services does not respond within 10 business days, it will be deemed to have approved the issuance of the Request for Bids or the Request for Rebids.

NOW, THEREFORE, BE IT RESOLVED that the District binds itself to the ACES Cooperative Pricing System ##E8801-ACESCPS to purchase all natural gas supply services needed for its own use during the Effective Period from the natural gas supplier or suppliers awarded a contract for natural Gas supply services by the Lead Agency; and, be it

FURTHER RESOLVED that the Lead Agency of the ACES Cooperative Pricing System is hereby authorized to execute a master performance agreement that obligates the district to purchase natural gas at the terms and conditions stated therein with a third-party supplier or suppliers who have been awarded the contract or contracts by the Lead Agency on behalf of the participating members of the ACES Cooperative Pricing System #E8801-ACESCPS (or any CPS number to be assigned in the future), and provided further that all such contracts shall be at prices reasonably forecast and estimated by the Lead Agency to provide savings to the districts relative to the price charged for basic gas supply service by the natural gas public utility that would otherwise provide such service; and, be it

FURTHER RESOLVED that ACES is authorized to continue to bid to obtain natural gas services at any time during the Effective Period on behalf of the ACES Cooperative Pricing System including, for example, a rebid if energy market conditions do not initially lead to a successful bid, on additional dates to be determined by the Lead Agency; and

FURTHER RESOLVED that this Resolution shall take effect immediately upon passage. The authorization provided to the NJSBA pursuant to the Local Public Contracts Laws (N.J.S.A. 40A:11-11(5)), and the Local Public and Public School Contracts Laws Administrative Code (N.J.A.C. 5:34-7.1 et seq.) shall be valid until May, 2018 (the Effective Period) at which time the Cooperative Pricing System will be subject to renewal. Any rescission of this resolution shall not affect any Agreements entered into prior to such rescission or expiration.

WORKSHOP/DISCUSSION

XVIII. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Bailey, Chairperson - Continued

2. The recommendation of the Superintendent to approve a **LICENSE AND HOLD HARMLESS AGREEMENT** with **SKYLANDS OWNERSHIP GROUP, LLC**, Stockholm, New Jersey, for rental of supplemental ice time in the amount of \$410.00 per hour, as necessary, for the High School Ice Hockey Team for the 2013-2014 school year.

NOTE: The Ice Hockey Booster Club reimburses the district for the rental charges.
3. The recommendation of the Superintendent to approve an Agreement for Drug Test Collection Supplies/Services with **AAA ONSITE DRUG TESTING** for the 2013-2014 school year for a minimum of 500 tests at \$8.20 per test, plus a \$400.00 administrative fee.
4. The recommendation of the Superintendent to approve a **JOINT TRANSPORTATION SERVICES AGREEMENT** with **PASSAIC COUNTY EDUCATIONAL SERVICES COMMISSION**, to transport three (3) West Milford students to **HO-HO-KUS SCHOOL OF TRADE**, Paterson, New Jersey (Route #7044), for the 2013-2014 school year, retroactive from September 1, 2013, through June 30, 2014, at a route cost of \$17,280.00, plus a 4% administrative fee of \$691.20, for a total cost of \$17,971.20.
5. The recommendation of the Superintendent to approve the **LIST OF BILLS/VENDORS** for the period ending **September 24, 2013**, in the amount of \$ **TBD** . (Documentation provided electronically.)
6. The recommendation of the Superintendent to approve the **PAYROLL** of **August 30, 2013**, and **September 13, 2013**, in the amount of \$ **TBD** . (Documentation provided electronically.)
7. The recommendation of the Superintendent to approve the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **September 24, 2013**:

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 **2013-2014** budget be affirmed and approved. (See folder insert.)

Total transfers in the amount of \$ **TBD** .

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

WHEREAS, the Agenda file of **September 24, 2013**, 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:

\$ **TBD** as of July 31, 2013; therefore

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

WORKSHOP/DISCUSSION

XVIII. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS.CAPITAL IMPROVEMENTS - Mr. Bailey, Chairperson - Continued

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

RESOLVED, that the Board certify as of July 31, 2013, 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.

WORKSHOP/DISCUSSION

XIX. PERSONNEL/STUDENT AFFAIRS - Mr. Wayne Gottlieb, Chairperson

Please Note: All appointees recommended for employment have met the New Jersey State law requirements for the criminal history review. However, due to the time necessary to complete the process prior to the needed start date, some appointees are recommended on an emergent basis under the exception provision of the Board Policy (Code 3125 and 4125). Those appointees are indicated with an asterisk (*). Candidates with (**) have completed the criminal history review through a previous employer.

The following items were presented for anticipated approval at the Regular Board of Education meeting of September 24, 2013:

1. The recommendation of the Superintendent to accept the resignation of **BRYANT WANAMAKER**, 0.6 Special Education Teacher, High School, effective November 3, 2013.

NOTE: Special Education Teacher will be released from 60 days notice required in contract if a replacement is hired before November 3, 2013.

2. The recommendation of the Superintendent to accept the resignation of **NICOLE EMERY**, 0.6 Occupational Therapist, District-wide, retroactive from August 25, 2013.
3. The recommendation of the Superintendent to accept the resignation of **CHRISTINE WALSH**, Cafeteria Aide, High School, retroactive from September 13, 2013.
4. The recommendation of the Superintendent to approve the appointment of **TBD**, Grade 1 Teacher, Upper Greenwood Lake School (PC#90.06.04.AFE), at the annual salary of **TBD** to be prorated, with health benefits, effective **TBD**, through June 30, 2014, per Board of Education/WMEA Agreement. (Replaces Berrian) Account: 11-120-100-101-10-10-000

NOTE: Salary may be adjusted pending completion of contract negotiations.

5. The recommendation of the Superintendent to approve the appointment of **TBD**, Literacy Specialist, Maple Road School (PC#90.03.27.AKB), at the annual salary of **TBD** to be prorated, with health benefits, effective **TBD**, through June 30, 2014, per Board of Education/WMEA Agreement. (Replaces Rescigno) Account: 11-424-100-179-10-10-000

WORKSHOP/DISCUSSION

XIX. PERSONNEL/STUDENT AFFAIRS - Mr. Gottlieb, Chairperson - Continued

5. (Continued)

NOTE: Salary may be adjusted pending completion of contract negotiations.

6. The recommendation of the Superintendent to approve the appointment of **PAMELA ROCCISANO**, 0.5 Special Education Teacher (Resource Center), Paradise Knoll School (PC#90.05.40.BVJ), at the annual salary of \$23,500.00 (BA/1) to be prorated, without health benefits, effective September 25, 2013, through June 30, 2014, per Board of Education/WMEA Agreement. (New Position - moving from Special Class Aide Position) Account: 11-213-100-101-10-10-000

NOTE: Salary may be adjusted pending the completion of negotiations.

7. The recommendation of the Superintendent to approve the appointment of **KELLY McCOURT**, 0.5 Special Education Teacher (Resource Center), Macopin School (PC#90.08.40.BVK), at the annual salary of \$23,500.00 (BA/1) to be prorated and 0.5 Special Class Aide, Macopin School (PC#60.08.S5.BVL), at the annual salary of \$10,755.00 (Step 2) to be prorated, with health benefits, effective September 25, 2013, through June 30, 2014, per Board of Education/WMEA and WMTAA Agreements. (Special Education Teacher - New Position - moving from 1.0 Special Class Aide Position) Accounts: 11-213-100-101-10-10-000; 11-213-100-106-10-10-000

NOTE: Teacher salary may be adjusted pending the completion of negotiations.

8. The recommendation of the Superintendent to approve the appointment of **MARY TURRE(**)**, Cafeteria Aide, Maple Road School (PC#30.03.F4.AZT), at the annual salary of \$4,299.00 (Step 1) to be prorated, without health benefits, effective September 25, 2013, through June 30, 2014, per Board of Education/WMCAA Agreement. (Replaces Petrowski) Account: 11-000-262-107-10-10-000

NOTE: Start date pending fingerprint clearance. Salary may be adjusted pending completion of contract negotiations.

9. The recommendation of the Superintendent to approve the appointment of **DOREEN PAGE(*)**, Cafeteria Aide, Paradise Knoll School (PC#30.05.F4.BBL), at the annual salary of \$4,299.00 (Step 1) to be prorated, without health benefits, effective September 25, 2013, through June 30, 2014, per Board of Education/WMCAA Agreement. (Replaces Cowan) Account: 11-000-262-107-10-10-000

NOTE: Start date pending fingerprint clearance. Salary may be adjusted pending completion of contract negotiations.

10. The recommendation of the Superintendent to approve an **amendment to a previously approved resolution (August, 2013)**, for a leave of absence under the Family Medical Leave Act, for **MEGHAN MOORE**, SACC Aide, **Paradise Knoll School**, without pay effective September 1, 2013, through November 15, 2013. (Maternity/Child Rearing)

WORKSHOP/DISCUSSION

XIX. PERSONNEL/STUDENT AFFAIRS - Mr. Gottlieb, Chairperson - Continued

10. (Continued)

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

11. The recommendation of the Superintendent to approve the appointment of **MAUREEN PICCOLI**, Long Term Substitute SACC Aide, Paradise Knoll School (PC#56.05.C5.BVI), at the hourly rate of \$10.00, without health benefits, retroactive from September 9, 2013, through November 15, 2013. Account: 52-990-320-101-10-10-403

NOTE: The duration of this position is based on the date of the employee's return to work.

12. The recommendation of the Superintendent to approve the **TRANSFER OF ASSIGNMENT** for **ROSEMARY JANSEN**, from Special Class Aide, Apshawa School, to 0.5 Special Class Aide, Maple Road School (PC#60.03.S5.AVW) and 0.5 Special Class Aide, Maple Road School (Pre-school) (PC#60.0.S5.BOA), at the annual salary of \$33,302.00, with health benefits, effective September 25, 2013, through June 30, 2014, per Board of Education/WMTAA Agreement. (New Position-Pre-school) Account: 11-213-100-106-10-10-000

13. The recommendation of the Superintendent to approve the **TRANSFER OF ASSIGNMENT** of **DEBRA LESKANIC**, from Special Class Aide, Macopin School, to Special Class Aide, Apshawa School (PC#60.01.S5.AUP), effective September 25, 2013, through June 30, 2014. (Replaces McCourt) Account: 11-213-100-106-10-10-000

14. The recommendation of the Superintendent to approve the following **UNAFFILIATED PERSONNEL CONTRACT AND SALARY** for the 2013-2014 school year, retroactive from July 1, 2013, through June 30, 2014:

<u>Employee</u>	<u>Assignment</u>	<u>Salary</u>
BARBARA FRANCISCO	Business Administrator/ Board Secretary	\$156,035.00
	Accounts: 11-000-230-104-10-10-110 (40%)	
	11-000-251-104-10-10-000 (60%)	

15. The recommendation of the Superintendent to approve the following **DOOR ATTENDANTS** for the 2013-2014 school year, at the hourly rate of \$10.00, retroactive from September 1, 2013:

<u>Door Attendant</u>	<u>School</u>
LINA SPREEN	Apshawa
JANE LOMBARDO	Maple Road
COLLEEN MILNES	Marshall Hill
JOYCE TROAST	Paradise Knoll
MARY DOWNING	Upper Greenwood Lake
CATHERINE SEKELSKY	Westbrook

WORKSHOP/DISCUSSION

XIX. PERSONNEL/STUDENT AFFAIRS - Mr. Gottlieb, Chairperson - Continued

- 16. The recommendation of the Superintendent to approve the following additions to the certified personnel list of **SUBSTITUTE TEACHERS/ COACHES/NURSES/SPECIAL PROJECTS** for the 2013-2014 school year effective, September 25, 2013, through June 30, 2013:

NOTE: The names will be added prior to the Regular Meeting.

- 17. The recommendation of the Superintendent to approve the following additions to the non-certified personnel list of **SUBSTITUTE SECRETARIES/BUILDING AIDES/CAFETERIA AIDES/SPECIAL CLASS AIDES/SACC AIDES/OPERATIONS/SCHOOL BUS/VAN/SPECIAL USE VEHICLE DRIVERS** for the 2013-2014 school year, effective, September 25, 2013, through June 30, 2013:

NOTE: The names will be added prior to the Regular Meeting.

- 18. The recommendation of the Superintendent to approve a leave of absence under the Family Medical Leave Act, for **JESSICA COHEN**, Grade 1 Teacher, Paradise Knoll School, without pay effective January 21, 2014, through April 21, 2014. (Maternity/Child Rearing)

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

- 19. The recommendation of the Superintendent to approve a leave of absence under the Family Medical Leave Act, for **DENISE FLOOD**, Science Teacher, High School, without pay effective December 7, 2013, through February 17, 2014. (Maternity/Child Rearing)

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

- 20. The recommendation of the Superintendent to approve **ALICE STEINHEIMER**, Director of Special Services, as the Homeless Liaison for school year 2013-2014.

- 21. The recommendation of the Superintendent to approve **IRIS WECHLING**, Director of Education, as an alternate representative to the Board of Directors of the Passaic County Educational Services Commission.

- 22. The recommendation of the Superintendent to approve the following **NURSING/ATC CERTIFIED and CLERICAL SERVICES** for the 2013-2014 school year for **STUDENT ACTIVITY ATHLETIC WINTER PHYSICALS**, per Board of Education/WMEA Agreement - Account: 11-402-100-104-10-10-000:

<u>Employee</u>	<u>Position</u>	<u>Hours</u>	<u>Hourly Rate</u>
BRENDAN BYRNES	ATC Certified	4	\$33.00
PAMELA FENNING	Clerical	4	\$21.28

NOTE: Hourly rate may be adjusted pending completion of negotiations.

WORKSHOP/DISCUSSION

XIX. PERSONNEL/STUDENT AFFAIRS - Mr. Gottlieb, Chairperson - Continued

- 23. The recommendation of the Superintendent to approve the following **MACOPIN SCHOOL STUDENT ACTIVITY AFTER SCHOOL CLUB AND ADVISOR** for the 2013-2014 school year, at the hourly rate of \$28.00, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>
ABIGAIL ALEXANDER	Tennis	24 (12 Fall, 12 Spring)

NOTE: Replaces Schaap and Drennan - August 27, 2013 Agenda

- 24. The recommendation of the Superintendent to abolish the following **JOB DESCRIPTION:** (Documentation provided electronically.)

READING SPECIALIST

XX. NEGOTIATIONS - Mr. Wayne Gottlieb, Chairperson

The following item was presented for anticipated action at the Regular Board of Education meeting of September 24, 2013:

- 1. The recommendation of the Superintendent to ratify the Memorandum of Agreement between the **WEST MILFORD BUS DRIVERS ASSOCIATION** for the period of July 1, 2011, through June 30, 2014, and to authorize the Board President to execute the final Collective Bargaining Agreement consistent with the terms of the Memorandum of Agreement and in a form satisfactory to board counsel. (Document provided electronically.)

XXI. OLD BUSINESS

Mr. Conlon clarified that the second reading of the policies will be held on September 24, 2013.

Motion by Mr. Conlon, seconded by Mr. Foody, to close Old Business.

VOICE VOTE: All in Favor. MOTION PASSED.

XXII. NEW BUSINESS

Mr. Foody spoke about the rescheduled football game that was held on Friday, September 13. Students were taken out of classes to participate in the game. He doesn't think this should happen.

Mr. Foody made a motion asking the Board to not allow students to be taken out of classes to participate in sports. Mr. Conlon seconded the motion.

Mr. Bailey explained that due to the weather, the game was rescheduled to September 13 which was the observance of Yom Kippur. Many other school districts rescheduled their games to that afternoon.

XXII. NEW BUSINESS - Continued

Dr. McLaughlin responded that extra curricular activities are part of the education of the whole child.

Ms. Francisco clarified that a "Yes" vote would not allow students to be taken from class to participate in activities.

ROLL CALL VOTE:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Babbitt	No	Mr. Foody	Yes	Mr. Richards	No
Mr. Bailey	No	Mr. Gottlieb	Yes	Mrs. Richards	No
Mr. Conlon	No	Mrs. Koeppe	No	Mrs. Schultz	No

The **MOTION FAILED:** 7 No; 2 Yes

Mr. Gottlieb read a prepared statement regarding negotiations and the review of the proposed WMEA Salary Guides. He then tendered his resignation as Chairperson and member of the Negotiations Committee effective immediately.

Motion by Mr. Conlon, seconded by Mrs. Schultz, to close New Business.

VOICE VOTE: All in Favor. MOTION PASSED.

Mr. Conlon made a motion, seconded by Mrs. Schultz, to delay Executive Session until 9:10 p.m.

VOICE VOTE: All in Favor. MOTION PASSED.

XXIII. 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.

Kate Romeo spoke about the Random Drug Testing policy and asked the members of the Board to please vote no. She suggested educating students, staff and parents instead. It's our job to educate them, not scare them.

Mary Claire Lewis spoke about the extra curricular activities and how they may be affected by a student's refusal to take a drug test.

Motion by Mr. Conlon, seconded by Mrs. Schultz, to close Petitions and Requests.

VOICE VOTE: All in Favor. MOTION PASSED.

XXIV. EXECUTIVE SESSION & ADJOURNMENT

At 9:06 p.m., Mr. Conlon made a motion, seconded by Mrs. Schultz, to adjourn into Executive Session for the purpose of discussing personnel, negotiations, student matters, the Wallisch property and matters of attorney/client privilege.

VOICE VOTE:

All in Favor.

MOTION PASSED.

Respectfully submitted,

Barbara Francisco
Board Secretary/Business Administrator

tc