

WEST MILFORD TOWNSHIP BOARD OF EDUCATION

46 Highlander Drive
West Milford, NJ 07480
(973) 697-1700
www.wmtps.org

**BOARD OF EDUCATION
MINUTES
REGULAR MEETING
SEPTEMBER 24, 2013**

Mr. David Richards, Board President, called to order the Regular Meeting of the Board of Education on September 24, 2013, at 7:32 p.m. The meeting was held in the Westbrook School Media Center. He led the flag salute, read the Open Public Meetings Act Statement and asked for a moment of silence to remember Robert Hughes, the parent of a Macopin School student, who lost his life in a car accident this past week. 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/Arr. 7:50 p.m.	Mr. Gottlieb	Present	Mrs. Richards	Present
Mr. Conlon	Present	Mrs. Koeppe	Present/Arr. 7:34 p.m.	Mrs. Schultz	Present

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	Present
Mrs. Alice Steinheimer	Director of Special Services	Present
Joseph L. Roselle, Esq.	Board of Education Attorney	Present
Sophia Metcalf	Student Representative	Present

There were approximately 40 members of the public in attendance.

Minutes for the Regular Meeting of September 24, 2013

- X. MOTION BY MR. CONLON, SECONDED BY MRS. SCHULTZ, TO ADOPT THE AGENDA, AS AMENDED. PERSONNEL ITEM #30 WAS PULLED FROM THE AGENDA.

VOICE VOTE:

All in Favor.

MOTION PASSED.

XI. 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.

Dr. William Trusheim, former Superintendent of Schools in Pequannock, spoke about the Random Drug Testing Policy. He spoke about Jesse's Journey and how Pequannock implemented random drug testing for the purpose of being a deterrent rather than detection. He provided details on the process and who has access to the results of the testing. He applauded the Board for taking this step.

Skip McLaughlin, Executive Director of the New Life Recovery Center, has been involved with recovery and testing for 23 years. He spoke about the questions he is asked by parents of students in recovery. What is the school doing about this? Drug choice has changed over the last 27 years. Random drug testing is a tool for the schools to use. We need every tool we can use.

Kerry O'Brien spoke on behalf of the Friends of the Wallisch Homestead, which is comprised of 25 members. He is raising awareness of Sustainable West Milford, preservation fundraising, and Heritage Tourism for Passaic County.

Julia Held, Friends of the Wallisch Homestead, spoke about how quickly deterioration sets in if buildings are not preserved.

John Hefferon, Friends of Wallisch, spoke about the work being done on Saturday to clear the brush on the Wallisch property. Another session is planned in October as a community event.

Kate Romeo read and has some concerns about the Random Drug Policy. She asked the Board to table this policy.

Doris Aaronson, Chair of the West Milford Health Advisory Board, provided Board members with data from CASA. She spoke about the details of the graphs supplied.

Jessie Hackett spoke against random drug testing and doesn't feel that public funds should be used for this purpose.

Lisa Roosa spoke about changes to the special Education program at Apshawa School. There are fewer aides in the classroom. She read a letter that she sent to the board of Education in support of her son's Special Education program at Apshawa.

Jennifer McIntyre spoke against the drug testing policy.

Minutes for the Regular Meeting of September 24, 2013

XI. PETITIONS & REQUESTS - Continued

Scott Campbell appreciates the efforts to bring awareness to the drug problem, but feels there is a better way to accomplish this. He spoke about some of the newer drugs that are not being tested for and funds should be used for textbooks.

Paul D'Urbano commends the Board for trying to address the drug problem. He feels the policy is not benign and could hurt students. Refusal will prevent students from participating in activities.

Lou Signorino asked if the policy will have an "opt out" provision.

At 8:50 p.m., Mr. Conlon made a motion, seconded by Mrs. Schultz, to close Petitions and Requests.

VOICE VOTE: All in Favor. MOTION PASSED.

XII. POLICY - Mr. Matthew Conlon, Chairperson

DISCUSSION: Mr. Foody referenced the many speakers that addressed the Board during Petitions and Requests. The Board has had no discussion until last week. There are many questions and valid concerns from the public. He supports what the Board is trying to do, but doesn't agree with the policy.

Mr. Foody moved to table Items #1 and #2.

Mrs. Schultz spoke about her research and the programs in place in our schools, but feels we need to do more.

Mr. Foody spoke about the private schools and their ability to require drug testing.

Dr. McLaughlin thanked everyone for providing input. He clarified some of the points that were made by speakers this evening. This proposed policy is being used by other districts. The district will continue to provide a drug education and awareness program.

Mr. Richards spoke about random drug and alcohol testing in the corporate world and false/positive readings.

Mr. Conlon made a motion, seconded by Mrs. Schultz, to delay Executive Session to 9:30 p.m.

VOICE VOTE: All in Favor. MOTION PASSED.

Mr. Gottlieb spoke about the information that was provided this evening by speakers.

At 9:30 p.m., Mr. Conlon made a motion, seconded by Mrs. Schultz, to delay Executive Session for another 15 minutes.

VOICE VOTE: All in Favor. MOTION PASSED.

XII. POLICY - Mr. Conlon, Chairperson - Continued

Mr. Gottlieb seconded Mr. Foody's motion to withdraw Policy Items #1 and #2 for further discussion.

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 TO TABLE FAILED:** 7 No; 2 Yes

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

1. The recommendation of the Superintendent to approve the Second Reading and Adoption 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 Second Reading and Adoption of a new **REGULATION** entitled, "Pupil Random Alcohol and Other Drug Testing." (Code #5536) (Documentation provided electronically.)
3. The recommendation of the Superintendent to approve the Second Reading and Adoption of a revised **POLICY** entitled, "Organizational Chart." (Code #1110) (Documentation provided electronically.)
4. The recommendation of the Superintendent to approve the Second Reading and Adoption of a revised **REGULATION** entitled, "Grants from Private Sources." (Code #6160) (Documentation provided electronically.)

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

ROLL CALL VOTE ON ITEMS #3 AND #4:

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.

XIII. EDUCATION - Mrs. Marilyn Schultz, Chairperson

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

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

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:

XIII. EDUCATION - Mrs. Schultz, Chairperson - Continued

6. (Continued)

<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 submit **an amendment to a previously adopted resolution (June 2013)**, for following **SUMMER CURRICULUM DEVELOPMENT** for the 2013-2014 school year at the rate of \$33.00 per hour, per Board of Education/WMEA Agreement - Account: 11-140-100-101-10-10-160:

<u>PROJECT NAME/STAFF MEMBER</u>	<u>HOURS</u>	<u>TOTAL</u>
<u>Social Studies - AP Economics</u> AMANDA MOCK (replaces TBD)	20	\$660.00

NOTE: Hourly rate to be adjusted pending the completion of contract negotiations.

8. 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

(9.) The recommendation of the Superintendent to accept the funds for the **2013-2014 TARGET LITERACY GRANT** for Upper Greenwood Lake School in the amount of \$2,000.00.

ROLL CALL VOTE:

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

The **MOTION PASSED**: 8 Yes; 1 Abstention

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

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.)

XIII. EDUCATION - Mrs. Schultz, Chairperson - Continued

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.

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

- (12.) 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.

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.

XIV. 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 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

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

1. (Continued)

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 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

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

1. (Continued)

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.

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.

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

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.

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

- (5.) The recommendation of the Superintendent to approve the following **INSURANCE POLICY** for the 2013-2014 school year:

<u>Insurance Type</u>	<u>Company</u>	<u>Premium Rate</u>
Environmental/ Pollution Liability	American Safety Casualty Ins. Co. (ACE)	\$539.82

NOTE: Additional insurance coverage for Highlander Academy, leased classroom space at Our Lady Queen of Peace.

- (6.) The recommendation of the Superintendent to approve a **JOINT TRANSPORTATION AGREEMENT** with **MORRIS COUNTY EDUCATIONAL SERVICES COMMISSION**, for Special Education Pupil Transportation Services for the 2013-2014 school year, with a cost for Special Education summer transportation of \$15,114.03, a cost for Special Education transportation of \$483,182.00, and an administrative fee of \$25,430.60, for a total cost not to exceed \$530,000.00.
- (7.) The recommendation of the Superintendent to approve a **JOINT TRANSPORTATION AGREEMENT** with **SUSSEX COUNTY REGIONAL COOPERATIVE**, for Non-Public and Special Education Pupil Transportation Services for the 2013-2014 school year, with a cost for Special Education summer transportation of \$3,174.00, a cost for Non-Public transportation of \$16,598.85, and an administrative fee of \$663.95, for a total cost not to exceed \$25,000.00.
8. The recommendation of the Superintendent to approve the **LIST OF BILLS/VENDORS** for the period ending **September 24, 2013**, in the amount of \$1,779,379.01. (Documentation provided electronically.)

ROLL CALL VOTE ON ITEMS #2, AND #4 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.

ROLL CALL VOTE ON ITEM #3:

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

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

ROLL CALL VOTE ON ITEM #8:

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

The **MOTION PASSED:** 7 Yes; 2 Abstentions

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

- The recommendation of the Superintendent to approve the **PAYROLL** of **August 30, 2013**, and **September 13, 2013**, in the amount of \$2,235,106.06. (Documentation provided electronically.)

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	Abstained	Mrs. Koeppe	Yes	Mrs. Schultz	Yes

The **MOTION PASSED:** 8 Yes; 1 Abstention

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

- 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 \$655,244.00.

ROLL CALL VOTE:

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

The **MOTION PASSED:** 8 Yes; 1 No

Minutes for the Regular Meeting of September 24, 2013

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 items #1 through #29 and #31: (Item #30 was pulled.)

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 per 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 accept the resignation of **VIRGINIA PALIOTTA**, Cafeteria Aide, Paradise Knoll School, retroactive from September 16, 2013.
- (5.) The recommendation of the Superintendent to accept the resignation of **MACKENDY FELIX**, Substitute Bus Driver, retroactive from September 13, 2013.
6. The recommendation of the Superintendent to approve the appointment of **MEREDITH DIEHL (**)**, Grade 1 Teacher, Upper Greenwood Lake School (PC#90.06.04.AFE), at the annual salary of \$57,940.00 (MA/5), to be prorated, with health benefits, effective October 1, 2013, through June 30, 2014, per Board of Education/WMEA Agreement. (Replaces Berrian) Account: 11-120-100-101-10-10-000
7. The recommendation of the Superintendent to approve the appointment of **JAIME KETTNER (*)**, Literacy Specialist, Maple Road School (PC#90.03.27.AKB), at the annual salary of \$62,500.00 (MA/9) to be prorated, with health benefits, effective November 25, 2013, or upon release from present employer, through June 30, 2014, per Board of Education/WMEA Agreement. (Replaces Rescigno) Account: 11-424-100-179-10-10-000
8. 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.

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

9. 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.

10. 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.

11. 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.

12. 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)

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

13. 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.

14. 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

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

15. 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 Accounts: 11-000-230-104-10-10-110 (40%) 11-000-251-104-10-10-000 (60%)	\$156,035.00

16. 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

17. 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, 2014:

GALLONE, CARYNLYNN (Nurse)
GEER, JOEL (Teacher)
GILLIS, MEGAN (Teacher)
HENKEL, KATIE (Teacher)
PERRUSIO, ARIELLE (Teacher)
ROIZ, NICHOLAS (Teacher)
WENTZELL, TARA (Teacher)

18. 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, 2014:

TODD-SCHLIEPER, HEATHER (Special Class Aide)
ADDICE, JACQUELINE (SACC)
GIRO, SHARON (SACC)
PICCOLI, MAUREEN (SACC)
WALSH, MARIANNE (Cafeteria Aide)

19. 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.

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

20. 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.

21. The recommendation of the Superintendent to approve **ALICE STEINHEIMER**, Director of Special Services, as the Homeless Liaison for school year 2013-2014.
22. 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.
- (23.) The recommendation of the Superintendent to approve a grant incentive payment of \$250.00 to **JOHANNA ARCHER**, Media Specialist, Upper Greenwood Lake School, for the 2013-2014 Target Literacy Grant.
24. 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.

25. 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

- (26.) The recommendation of the Superintendent to approve the following **AFTER SCHOOL CLUBS and ADVISORS**, for the 2013-2014 school year at the contracted hourly rate of \$28.00, per Board of Education/WMEA Agreement:

<u>Advisors</u>	<u>School</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
ALICE SUSKA	Marshall Hill	School Store	18	\$504.00
TARA GUARINO	Marshall Hill	TREP\$	10	\$280.00
PHYLLIS BLAU	Marshall Hill	Literacy	9	\$252.00
MERJEME DUFFY	Marshall Hill	Literacy	9	\$252.00
ALEXANDRA HEFFERON	Marshall Hill	Student Council	18	\$504.00
ELAINE ADRAGNA	Marshall Hill	Field Hockey	8	\$224.00
KELLY MONGELLI	Marshall Hill	Field Hockey	8	\$224.00

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

(26.)(Continued)

<u>Advisors</u>	<u>School</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
MERJEME DUFFY	Marshall Hill	Green Team	12	\$336.00
SHAWN RHINESMITH	Marshall Hill	Green Team	12	\$336.00
COLLEEN MANGAN	Marshall Hill	STEM	6	\$168.00
TBD	Marshall Hill	STEM	6	\$168.00
MARTHA COOK	Paradise Knoll	TREP\$	15	\$420.00
JOYCE TROAST	Paradise Knoll	TREP\$	15	\$420.00
DIANNE BYERS	Paradise Knoll	Student Council	9	\$252.00
SHARON JENSEN	Paradise Knoll	Student Council	4	\$112.00
KATIE BONFORTE	Paradise Knoll	Student Council	5	\$140.00

NOTE: The above clubs are funded through the PTA.

(27.) The recommendation of the Superintendent to approve the following **VOLUNTEERS** to the **STUDENT ACTIVITY PROGRAMS** for the 2013-2014 school year:

<u>Name</u>	<u>School</u>	<u>Assignment</u>
BONNIE ROGERS	Westbrook	Media Center
JENNIFER DeGRAAF	Westbrook	Media Center

NOTE: The district will reimburse for the fingerprint process.

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

READING SPECIALIST

(29.) The recommendation of the Superintendent to approve **an amendment to a previously approved resolution (August, 2013)** for the appointment of the following staff members for the **WEST MILFORD SCHOOL AGED CHILD CARE (SACC)**, effective September 1, 2013, through June 30, 2014 - Account: 52-990-320-101-10-10-403:

<u>Employee</u>	<u>Position</u>	<u>Hourly Rate</u>	<u>Not to Exceed</u>
BELLINA, PATRICIA	Head SACC	\$15.00	\$14,850.00
BOUGH, FRANCES	Head SACC	\$16.32	\$16,646.40
ESTUPINAN, ROSA	Head SACC	\$16.32	\$16,646.40
RICCIARDI, VERONICA	Head SACC	\$16.32	\$12,240.00
SMITH, KIMBERLY	Head SACC	\$16.32	\$16,646.40
BISHOP, BRENDA	Head SACC	\$16.32	\$16,646.40
BARRY, JUDITH	SACC Aide	\$12.13	\$ 3,856.00
DAY, LORI	SACC Aide	\$10.50	\$ 9,291.60
EID, JANET	SACC Aide	\$10.65	\$ 6,453.90
FATTORUSSO, AGNES	SACC Aide	\$10.20	\$ 7,650.00
MONTANO, ASHLEY	SACC Aide	\$10.00	\$10,380.00
MOORE, MEGAN	SACC Aide	\$10.35	\$ 7,942.50
MOORE, SANDRA	SACC Aide	\$11.83	\$ 5,465.46
SICILIANO, DIANE	SACC Aide	\$14.79	\$11,092.50
TURRE, CHRISTINE	SACC Aide	\$12.08	\$ 9,060.00

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

- (31.) **RESOLVED**, that the Board of Education publicly acknowledges the Superintendent for the achievement of the merit goals established for the 2012-2013 school year as outlined on the attachment for Board Members and authorizes submittal of same to the Executive County Superintendent for review and approval:

Merit Goal 1

Type: Quantitative

Percent Attached to Achievement of This Goal: 2.0%

Description: Alternatives to out of school suspension will be developed to address student behavior. Such alternatives will result in reduced time that students are excluded from school.

Evidence of Completion: Total out of school days of suspensions for 2012-2013 will be reduced by 10% when compared to total out of school days of suspensions for 2011-2012 (Please note that original draft misidentified the preceding year).

Report: This merit goal was successfully completed as evidenced by a 32% decrease in the number of days of out of school suspensions. Totals: 2011-12: 560 days, 2012-13: 379 days

Merit Goal 2

Type: Quantitative

Percent Attached to Achievement of This Goal: 2.0%

Description: Combined totals for students participating in the SAT and ACT test program will increase from the average total of the preceding three years.

Evidence of Completion: This increase will be demonstrated by district participation that equals or exceeds the state participation percentage.

Report: This merit goal was not achieved. ACT and SAT participation was at a four year low and percentages for participation on both tests were beneath the state percentage of participation. This goal will be proposed again for the 2013-2014 school year and activities will be put in place to support its successful completion.

Merit Goal 3

Type: Quantitative

Percent Attached to Achievement of This Goal: 2.5%

Description: District NJASK scores will increase from the previous academic year, demonstrating improved proficiencies in both literacy and mathematics.

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

(31.)(Continued)

Evidence of Completion:

- a) A minimum of two cohorts will show an improvement in 2012-2013 literacy achievement as measured by the NJASK, by exceeding the same cohort level scores from 2011-2012.
- b) A minimum of two cohorts will show an improvement in 2012-2013 mathematics achievement as measured by the NJASK, by exceeding the same cohort level scores from 2011-2012.

Report: This merit goal was achieved. Seven cohorts (student groups that moved from one grade to the next) demonstrated increased scores in literacy achievement. Three cohorts demonstrated increased scores in mathematics. An excel workbook accompanies this report detailing these cohort scores. A similar goal will be proposed to the board for the 2013-2014 school year with an emphasis on math achievement, which requires improvement on a 3rd-11th grade span.

Merit Goal 4

Type: Qualitative

Percent Attached to Achievement of This Goal: 1.5%

Description: Proactive community outreach will occur to celebrate district achievements and inform the West Milford community regarding important school issues and events.

Evidence of Completion: On no less than a monthly basis, articles and internet postings will demonstrate communication initiated by the school district that informs the school community and general public. This evidence will also include successful initiation of a district Facebook or Twitter presence.

Report: This merit goal was achieved. The district established both a Facebook and Twitter presence. As of the date of this report, 919 individuals have "liked" the Facebook page and 94 individuals follow the Twitter account. Two monthly press releases are sent to the press with one monthly release for the secondary grades (7-12) and the other release for elementary grades (PK-6).

Merit Goal 5

Type: Qualitative

Percent Attached to Achievement of This Goal: 1.5%

Description: Recently installed wireless technology capability will be utilized in a productive fashion for both instruction and administration.

Evidence of Completion: Survey results collected from district staff will demonstrate incorporation of wireless technology in both instruction and administrative tasks. Other evidence of increased wireless activity among teachers and administration can also be offered as evidence of this goal's completion.

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

(31.)(Continued)

Report: This merit goal was achieved. A survey was administered to staff as a component of the district's technology plan. Questions 1 and 2 apply to the status of this merit goal. Over a third of the district's teaching staff responded to the survey and 60% indicated that a wireless device was in use in their classroom. Over 40% responded that the wireless device had a positive impact on learning as compared to approximately 10% who did not see a positive impact on learning.

In addition to the survey, there are currently a total of 775 wireless devices on our system which is increasing daily. The average number of wireless devices broadcasting on the wireless system at any one time during the day is approx. 300. The current draw on the wireless system is currently about 50% of the bandwidth allotted for it.

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

*Mr. Conlon abstained on Items #15 and #31.

The **MOTION PASSED.**

The following item was pulled from the agenda. No action was taken.

(30.) **RESOLVED**, that the West Milford Board of Education publicly affirms and codifies an agreement with its Superintendent on the merit bonus criteria, goals and action plans set forth on the attachment for Board Members, and authorizes submittal of same to the Executive County Superintendent of Schools for review and approval for the 2013-2014 school year:

Merit Goal 1

Type: Quantitative

Percent Attached to Achievement of This Goal: 1.0 - 3.33% _____%

Description: Secondary achievement scores in the area of mathematics will increase from the previous academic year as evidenced by HSPA, SAT and ACT scores.

Evidence of Completion:

- a) The percentage of students scoring in the proficient or higher level for HSPA mathematics will increase to 85% or higher. (1.0% total merit award)
- b) In addition to (a) above, student scores on either the ACT or SAT in the area of mathematics will exceed the state average (2% total merit award)
- c) In addition to (a) above, ACT and SAT scores in the area of mathematics will exceed the state average (3.33% total merit award)

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

(30.)(Continued)

Merit Goal 2

Type: Quantitative

Percent Attached to Achievement of This Goal: 1.0-3.33% _____%

Description: District NJASK scores will increase from the previous academic year, demonstrating improved proficiencies in both literacy and mathematics.

Evidence of Completion:

- a) A minimum of three cohorts will show an improvement in 2013-2014 literacy achievement as measured by the NJASK, by exceeding the same cohort level scores from 2012-2013. (1% total merit award)
- b) A minimum of three cohorts will show an improvement in 2013-2014 mathematics achievement as measured by the NJASK, by exceeding the same cohort level scores from 2012-2013. (1% total merit award)
- c) A minimum of five cohorts will show an improvement in 2013-2014 literacy achievement as measured by the NJASK, by exceeding the same cohort level scores from 2012-2013. (2% total merit award)
- d) A minimum of five cohorts will show an improvement in 2013-2014 math achievement as measured by the NJASK, by exceeding the same cohort level scores from 2012-2013. (2% total merit award)

Maximum merit achievement for a+c = 2%

Maximum merit achievement for c+d = 3.33%

Merit Goal 3

Type: Quantitative

Percent Attached to Achievement of This Goal: 1.0-3.33% _____%

Description: Combined totals for students participating in the SAT and ACT test program will increase from the total of the preceding year.

Evidence of Completion:

- a) Student participation in the SAT will increase from 2012-2013 by 10%. (Total 1% merit award)
- b) Student participation in the ACT will increase from 2012-2013 by 10%. (Total 1% merit award)
- c) SAT or ACT increases will exceed state participation percentage. (Total 1% merit award)
- d) SAT and ACT increases will exceed state participation percentage. (Total 2% merit award)

Maximum merit achievement for (a), (b), (c) and (d) = 3.33%

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

(30.)(Continued)

Merit Goal 4

Type: Qualitative

Percent Attached to Achievement of This Goal: .5 - 1.5 _____%

Description: Increase students' positive perceptions of mathematics instruction.

Evidence of Completion: Pre and post survey results will show increased positive perceptions of students at the elementary, middle and high school students. Additional evidence of increased positive perceptions of mathematics at the 9-12 grade level may be demonstrated by a higher percentage of students requesting a higher level math courses or math courses in excess of math graduation requirements.

- a) Pre/post survey increases at elementary level. (Total merit award .5%)
- b) Pre/post survey increases at middle school level. (Total merit award .5%)
- c) Pre/post survey increases at HS level or increased course selection as described. (Total merit award .5%)

Maximum merit for (a), (b) and (c) = 1.5%

Merit Goal 5

Type: Qualitative

Percent Attached to Achievement of This Goal: 1 - 2% _____%

Description: Character education programs at the elementary and middle school level will demonstrate success through independent recognition.

Evidence of Completion:

- a) Submission of an elementary school's character education program will result in a formal recognition by the Character Education Partnership (CEP). (Maximum merit award 1%)
- b) Submission of Macopin Middle School's character education program will result in a full recognition as a School of Character awarded by the Character Education Partnership (CEP). (Maximum merit award 1%)

A combination of (a) and (b) would provide a maximum merit award of 2%.

Note: State Merit Pay Guidelines:

Two "qualitative" goals

Qualitative goals can be compensated up to 2.5% of annual salary

Three "quantitative" goals

Quantitative goals can be compensated up to 3.33% of annual salary

XVI. NEGOTIATIONS

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

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.)

- (2.) The recommendation of the Superintendent to approve the **SPECIAL USE VEHICLE DRIVERS** Employment Terms for the period of July 1, 2011, through June 30, 2014.

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.

XVII. SPECIAL COMMITTEES/LIAISON REPORTS

Parks & Recreation - Mr. Conlon stated that a quorum was not present.

Safety - Mr. Babbitt had no report.

Superintendent's Roundtable - Mrs. Schultz spoke about the district's website. She reported on her conversation with Mr. Gorski about the traffic flow at the High School

Passaic County School Boards Association - Mr. Gottlieb reported that the meeting is Monday.

New Jersey School Boards Association - No report

Legislative - Mr. Gottlieb provided information on the bills under consideration.

Technology Oversight - Mrs. Schultz reviewed the district's website.

West Milford Education Foundation - Mrs. Koeppe stated that the Foundation is looking for volunteers.

Township/Board of Education Joint Committee - The rack was picked up from Cablevision. A meeting is scheduled for tomorrow, September 25.

XVIII. OLD BUSINESS

The Board discussed the Friends of Wallisch and their request for dates to enter the Wallisch Property.

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

VOICE VOTE: All in Favor. MOTION PASSED.

XIX. NEW BUSINESS

Motion by Mr. Conlon, seconded by Mrs. Schultz, to approve the following District Goals and Board Goals for 2013-2014:

District Goals for 2013-2014

1. Prepare for all aspects of the Partnership for Assessment of Readiness for College and Careers (PARCC)
2. Improve student achievement and increase positive attitude in the area of Mathematics
3. Continue to enhance safety and security of all buildings
4. Heighten student engagement in learning through increased pupil attendance

Board Goals for 2013-2014

1. Choose and implement a Strategic Plan for West Milford
2. To become a certified board by NJSBA
3. Improve the Board's infrastructure through better communication.

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.

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 for five (5) minutes.

VOICE VOTE: All in Favor. MOTION PASSED.

XX. 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.

Debbie O'Brien spoke about members of society who are involved in drugs and alcohol abuse. The Board's policy is a beginning.

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

VOICE VOTE: All in Favor. MOTION PASSED.

At 9:45 p.m., Mr. Bailey left the meeting and the Board went into Executive Session.

The Board returned to the public meeting at 10:25 p.m.

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

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

Resolved, upon the recommendation of the Superintendent, that the Board extend the unpaid leave of absence for employee M.G. for the period October 1 through November 22, 2013 or her return date, whichever is sooner, and be it further

Resolved, that in accordance with the resolution approved by the Board at its July 30, 2013 and August 27 meetings, such leave shall be without benefits and be it further

Resolved, that any extension of the employee's unpaid leave beyond November 22, 2013 shall continue to be without benefits, the period of which shall be determined upon presentment of medical documentation from the employee substantiating the requested leave of absence, unless the Board takes appropriate action to reinstate benefits at a later date.

ROLL CALL VOTE:

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

The **MOTION PASSED**: 7 Yes; 1 Abstention

XXII. EDUCATION - Mrs. Marilyn Schultz, Chairperson

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

- (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 **September 24, 2013**; therefore,

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

<u>Incident Report Number</u>	<u>Board Determination</u>
2014/H-1	Unsubstantiated
2014/H-2	Unsubstantiated
2014/H-3	Unsubstantiated
2014/H-4	Substantiated
2014/M-1	Unsubstantiated

ROLL CALL VOTE:

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

The **MOTION PASSED** unanimously.

XXIII. ADJOURNMENT

Motion by Mr. Foody, seconded by Mrs. Schultz, to adjourn the meeting at 10:29 p.m.

VOICE VOTE: All in Favor. MOTION PASSED.

Respectfully submitted,

Barbara Francisco
Board Secretary/Business Administrator

tc