

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

**BOARD OF EDUCATION**  
**MINUTES**  
**WORKSHOP/PRELIMINARY BUDGET HEARING MEETING**  
**MARCH 15, 2016**

Mr. James Foody, called to order the Workshop/Preliminary Budget Hearing Meeting of the Board of Education at 7:35 p.m. on March 15, 2016. He led the flag salute, read the Open Public Meetings Act Statement, and asked for a moment of silence to acknowledge the passing of Nancy Reagan. Mr. Foody reminded everyone in attendance to silence or turn off their cell phones and note the locations of the emergency exits.

**OPEN PUBLIC MEETINGS ACT STATEMENT**

In accordance with the provisions of the Open Public Meetings Act, a public notice of this meeting has been sent to Board Members, all district schools, the Herald News, the Trends, the Record, 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. Copies of the Board Meeting Calendar Resolution were provided to all local media, Town Hall, Township Library, and all district schools.

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

TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE
Mr. Bailey	Present/Arr. 8:15 p.m.	Mrs. Dwyer	Present	Mrs. O'Brien	Present
Mr. Devor	Present	Mr. Foody	Present	Mr. Robbins	Absent
Mr. Drew	Present	Mr. Huber	Present	Mrs. Schultz	Present

ADMINISTRATION	POSITION	ATTENDANCE
Mr. Anthony Riscica	Interim Superintendent of Schools	Present
Ms. Barbara Francisco	Board Secretary/Business Administrator	Present
Mr. Daniel Novak	Director of Education	Present
Dr. Elizabeth McQuaid	Director of Special Services	Present
Joseph Roselle, Esq.	Board of Education Attorney	Present

There were approximate 14 members of the public in attendance.

VI. EXECUTIVE SESSION RESOLUTION

Motion by Mr. Devor, seconded by Mrs. O'Brien, 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 the superintendent search, personnel, negotiations, a HIB 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The executive session minutes will not be released until such time as the privilege or confidentiality is no longer applicable.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 - Mr. Anthony Riscica

- Mr. Riscica reported on the visit from Paul Palek from the NJDOE who spoke to the staff about the scores and evaluation process of teachers and administrators.
- Mr. Riscica spoke about the excellent performance of the students in the High School musical.
- He also spoke about the empty bowls fundraiser that was held last night. There were 12-14 different types of soups available.

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

- Ms. Francisco provided a review of the 2016-2017 Preliminary Budget.

Mr. Riscica and Mr. Novak spoke about the programs included in the 2016-2017 budget.

The Board members were informed that this is just a preliminary budget and changes can be made through the Committee meetings and up until the April work session. The final budget presentation is April 26, 2016.

Mr. Novak reviewed the new courses that will be offered next year.

Ms. Francisco reviewed the roof replacement, auditorium upgrades and other capital projects.

Mr. Riscica closed the presentation by speaking about the arts and the auditorium renovations.

- The following Board of Education Minutes were presented for anticipated action at the Regular Meeting of March 22, 2016:
  - February 2, 2016 Special Meeting
  - February 2, 2016 Executive Session
  - February 3, 2016 Special Meeting
  - February 3, 2016 Executive Session
  - February 11, 2016 Special Meeting

VIII. SPECIAL REPORTS AND CORRESPONDENCE - Ms. Francisco, Board Secretary/  
Business Administrator - Continued

- February 11, 2016 Executive Session
- February 16, 2016 Workshop/Special Action Meeting
- February 16, 2016 Executive Session

IX. LEGAL REPORT

The legal report was provided in Executive Session.

X. PRESIDENT'S REPORT - Mr. James Foody

Mr. Foody congratulated Bebarce El-Tayib on the birth of his son.

Mr. Foody reported that the Highlander Band will be in the St. Patrick's Day parade.

Mr. Foody suggested that the Board members take time to attend a Superintendent's Roundtable meeting.

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 for Special Action 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.

William Cytowicz of Lakeshore Drive congratulated the students and staff involved in the High School musical. He asked that the Board members speak into their microphones. He suggested that the high school students should be required to take courses in financial literacy. He also spoke about chromebooks, Passaic County Community College and the STARS program.

Motion by Mrs. O'Brien, seconded by Mrs. Dwyer, to close Petitions and Requests.

VOICE VOTE:                      All in Favor.                      MOTION PASSED.

XII. MOTION BY MRS. O'BRIEN, SECONDED BY MR. BAILEY, TO ADOPT THE AGENDA, AS AMENDED.

VOICE VOTE:                      All in Favor.                      MOTION PASSED.

**SPECIAL ACTION**

**XIII. BUDGET & FINANCE/TRANSPORTATION/OPERATIONS/CAPITAL IMPROVEMENTS - Mr. Steven Drew, Chairperson - Continued**

Motion by Mr. Drew, seconded by Mrs. O'Brien, to approve the following agenda item:

1. The recommendation of the Superintendent to award a contract to **SINGER EQUIPMENT COMPANY**, Fort Lee, New Jersey, for the purchase of a Convection Steamer and Water Filtration System for Westbrook Elementary School in the amount of \$8,450.00.

**ROLL CALL VOTE:**

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

The **MOTION PASSED** unanimously.

Motion by Mr. Drew, seconded by Mrs. O'Brien, to approve the following resolution:

- (2.) The recommendation of the Superintendent to approve the following resolution:

**BE IT RESOLVED**, by the West Milford Township Board of Education, County of Passaic, that the **2016-2017 DISTRICT PRELIMINARY BUDGET** be approved as follows:

General Fund	\$74,106,435
Special Revenue	\$ 1,342,535
Debt Service	<u>\$ 525,613</u>
TOTAL BUDGET	\$75,974,583

**BE IT FURTHER RESOLVED**, that the following **GENERAL FUND AND DEBT SERVICE TAX LEVIES** be approved to support the 2016-2017 Preliminary Budget:

General Fund	\$54,613,694
Debt Service	<u>\$ 524,720</u>
TOTAL	\$55,138,414

**BE IT FURTHER RESOLVED**, that included in budget line 620, Budgeted Withdrawal from Capital Reserve for Other Capital Projects is \$227,800.

**BE IT FURTHER RESOLVED**, that included in budget line 630, Budgeted Withdrawal from Maintenance Reserve for Budgeted Required Maintenance is \$50,000.

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

(2.)(Continued)

**BE IT FURTHER RESOLVED**, that this Board of Education approved "tentative" budget is being presented for advertising prior to Executive County Superintendent approval. The budget will be approved by the Executive County Superintendent prior to the public hearing.

**BE IT FURTHER RESOLVED**, the budget is in conformity with regulations promulgated by the Department of Education and the Board of Education has submitted supporting documents to the state for maximum professional services.

**BE IT FURTHER RESOLVED**, that the Board authorizes the Business Administrator to make any adjustments to the budget submission to bring it in conformity with state regulations. Adjustments will be reviewed and approved by the Board at the Public Budget Hearing.

Mr. Drew offered a motion, seconded by Mrs. Dwyer, to amend the resolution to reduce the cost of the scope of work for the High School auditorium renovations to \$1,224,060.

**DISCUSSION:** The Board members discussed Mr. Drew's amendment.

**ROLL CALL VOTE:**

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

The **MOTION TO AMEND FAILED**: 4 Yes; 4 No

**ROLL CALL VOTE ON THE MOTION AS PRESENTED:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Huber	Abstained	Mrs. Dwyer	No	Mr. Bailey	Yes
Mr. Robbins	Absent	Mrs. Schultz	Yes	Mr. Drew	Yes
Mrs. O'Brien	Yes	Mr. Devor	Yes	Mr. Foody	No

The **MOTION PASSED**: 5 Yes; 2 No; 1 Abstention

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

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

Motion by Mrs. O'Brien, seconded by Mrs. Schultz, to approve the following agenda items:

1. The recommendation of the Superintendent to approve the appointment of **CELESTE BURKE**, Cafeteria Aide, Apshawa School, (PC#30.01.F4.AZS), based on the annual salary of \$3,620.00 (Step 1) (prorated) two (2) hours per day, without health benefits, effective March 16, 2016, through June 30, 2016, per Board of Education/WMCAA Agreement. (Replaces Ribitzki)  
Account: 11-000-262-107-10-10-000

2. The recommendation of the Superintendent to approve the appointment of **BARBARA HERSH**, Long Term Substitute Special Education Teacher (Resource Center), Marshall Hill School (PC#99.04.00.CBM), at the per diem rate of \$150.00 without health benefits, retroactive from March 10, 2016, through April 1, 2016. (Replaces Santonacita) Account: 11-213-100-101-10-10-103

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

3. The recommendation of the Superintendent to approve the appointment of **LINDSAY HEFFERON**, Long Term Substitute Special Class Aide, Marshall Hill School (PC# 93.04.S7.BWG), at the per diem rate of \$65.00 without health benefits, retroactive from March 14, 2016, through June 30, 2016, per Board of Education/WMTAA Agreement. (Replaces Touw)  
Account: 11-120-100-101-10-10-103

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

4. The recommendation of the Superintendent to approve a leave of absence for **EDWARD MADURA**, Science Teacher, High School, with pay using sick and personal days retroactive from March 4, 2016, through June 14, 2016, then without pay effective June 15, 2016, through June 24, 2016. (Medical)

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

5. The recommendation of the Superintendent to approve a leave of absence for **MICHAEL MILLER**, Custodian, Upper Greenwood Lake School, with pay using sick and vacation days, retroactive from February 10, 2016, through March 8, 2016, then without pay from March 9, 2016, through March 20, 2016. (Medical)

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

6. The recommendation of the Superintendent to approve the following **SALARY GUIDE CHANGE** adjustments for certified teaching staff members, retroactive from September 1, 2015, through June 30, 2016, per Board of Education/WMEA Agreement:

SPECIAL ACTION

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

6. (Continued)

<u>Employee</u>	<u>From</u>	<u>To</u>	<u>Salary</u>
JOSEPH ANDRIULLI	MA/15	MA+30/15	\$85,450.00
JULIANNE McCALL-BRAMLEY	MA/8	MA+30/8	\$67,820.00

7. The recommendation of the Superintendent to approve a **TEMPORARY INCREASE OF ASSIGNMENT** for **PAMELA FENNING**, Guidance Secretary, High School, from 4.5 hours per day to 1.0 Guidance Secretary, High School, at the annual salary of \$51,405.00 (Step 6) (prorated) without health benefits, retroactive from March 7, 2016, through May 20, 2016, per Board of Education/WMEA Agreement. Account: 11-000-218-105-10-10-071

8. The recommendation of the Superintendent to approve the addition of **BRIAN LESLIE** to the **DIGITAL CITIZENSHIP COMMITTEE** to conduct a **PARENT PRESENTATION** for Macopin School, at the hourly rate of \$29.00, not to exceed three (3) hours, for payment of \$87.00, per Board of Education/WMEA Agreement. Account: 20-231-100-101-10-50-103 - NCLB Title I

NOTE: Funded through NCLB Title I Grant.

9. The recommendation of the Superintendent to approve the following **JOB DESCRIPTIONS:**

- Mobile Device Manager + Technician (New)
- Network Support Technician (New)
- Network Systems Engineer (Revised)
- PC Support Technician (New)
- Senior Network Technician (New)
- Supervisor of Technology (New)

(10.) The recommendation of the Superintendent to approve the following **INTERVENTION SPECIALISTS** for Title I Elementary Schools, effective March 2016, through June 2016, at the per diem rate of \$150.00, not to exceed \$7,800.00 per school, for the 2015-2016 school year - Account: 20-231-100-101-10-50-103 - NCLB Title I:

<u>Employee</u>	<u>School</u>
CORIANN GRUNSTRA	Apschawa
KELLY STOCCHETTI	Marshall Hill
EMILY VINDLER	Upper Greenwood Lake

NOTE: Funded through the NCLB Grant

(11.) The recommendation of the Superintendent to approve an **INCREASE OF ASSIGNMENT** for **SUZANNE OESTERLE**, from 0.5 Encore Teacher, Westbrook School to 0.6 Encore Teacher, Westbrook School (PC#90.07.28.ANT), at the annual salary of \$35,352.00 (BA/8)(prorated) without health benefits, retroactive from February 22, 2016, through June 30, 2016, per Board of Education/WMEA Agreement. Account: 11-230-100-101-10-10-000

SPECIAL ACTION

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

ROLL CALL VOTE:

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

The MOTION PASSED unanimously.

SPECIAL ACTION

XV. EDUCATION - Mrs. Teresa Dwyer, Chairperson

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

1. The recommendation of the Superintendent to approve the following adjustments for the **2015-2016 SCHOOL CALENDAR**:

March 28, 2016	Monday	Schools Closed
May 27, 2016	Friday	Schools Closed

Last day of school for the 2015-2016 school year will be Tuesday, June 21, 2016.

Elimination of three (3) days at the end of the school year - June 22-24, 2016, will bring the High School Graduation to Monday, June 20, 2016 and the Macopin School Promotion to Tuesday, June 21, 2016.

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

ROLL CALL VOTE:

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

The MOTION PASSED unanimously.

WORKSHOP/DISCUSSION

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

The following items were presented for anticipated action at the Regular Meeting of March 22, 2016:

1. The recommendation of the Superintendent to approve a service agreement with **THE NATIONAL WEATHER STATION**, Lodi, New Jersey, in the amount of \$1,500.00, effective May 1, 2016, through April 30, 2017.



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

2. The recommendation of the Superintendent to approve the award of a contract for the purchase of four (4) 2017 24-Passenger School Buses, to **H.A. DE HART & SON, INC.**, Thorofare, New Jersey, through membership with **THE EDUCATIONAL SERVICES COMMISSION OF NEW JERSEY**, Cooperative Pricing System Agreement, School Bus Bid #MRESC 15-16/37 (bid term 12/2/15-12/1/16), at a cost of \$56,233.14 per bus, for a total purchase price of \$224,932.56, and to finance said purchase through **MUNICIPAL CAPITAL FINANCE**, Allentown, Pennsylvania, with a five (5) year lease/purchase term. (Documentation provided electronically.)

NOTE: This cooperative pricing system was formerly known as Middlesex Regional Educational Services Commission.

3. The recommendation of the Superintendent to approve the renewal of a **STUDENT TRANSPORTATION CONTRACT** for **IN-DISTRICT COMBINATION ROUTES**, per Bid Code 08-10, taken on July 15, 2008, with **ARTHUR JORDAN TRANSPORTATION, INC.**, Butler, New Jersey, for 22 routes: 11 Macopin/High School; six (6) Apshawa; four (4) Maple Road; and one (1) Westbrook, for the 2016-2017 school year, effective September 1, 2016, through June 30, 2017, at the C.P.I. increase of 0.57%, for a total per diem cost of \$3,677.24, and an annual total cost of \$661,903.47. (Individual routes and costs are attached to the official minutes of this meeting.)
4. The recommendation of the Superintendent to approve a **JOINT TRANSPORTATION AGREEMENT** with **CAMDEN COUNTY EDUCATIONAL SERVICES COMMISSION**, to provide transportation services for the 2016-2017 school year, effective July 1, 2016, through June 30, 2017.
5. The recommendation of the Superintendent to approve a **JOINT TRANSPORTATION AGREEMENT** with **MORRIS COUNTY EDUCATIONAL SERVICES COMMISSION** to provide transportation services for the 2016-2017 school year, effective July 1, 2016, through June 30, 2017.
6. The recommendation of the Superintendent to approve a **JOINT TRANSPORTATION AGREEMENT** with **PASSAIC COUNTY EDUCATIONAL SERVICES COMMISSION** to provide transportation services for the 2016-2017 school year, effective July 1, 2016, through June 30, 2017.
7. The recommendation of the Superintendent to approve a **JOINT TRANSPORTATION AGREEMENT** with **SUSSEX COUNTY REGIONAL COOPERATIVE** to provide transportation services for the 2016-2017 school year, effective July 1, 2016, through June 30, 2017.
8. The recommendation of the Superintendent to approve hourly **FIELD TRIP TRANSPORTATION RATES** for the 2016-2017 school year, \$38.00 in-county, \$42.00 out-of-county and \$46.00 out-of-state (Warwick, New York, will be charged at the out-of-county rate).
9. The recommendation of the Superintendent to approve a **BUS TRANSPORTATION TRIP REQUEST** for transportation to the **2016 NEW JERSEY NATIONAL COLLEGE FAIR** for students/parents on Wednesday, April 20, 2016, at the out-of-county field trip rate of \$41.00 per hour.

WORKSHOP/DISCUSSION

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

9. (Continued)

NOTE: Coordinated by the High School Guidance Department and the WMHS PTSO at no additional cost to the Board.

10. The recommendation of the Superintendent to approve a Memorandum of Agreement between the **TOWNSHIP OF WEST MILFORD** and the **WEST MILFORD BOARD OF EDUCATION** to provide a 54-passenger bus for use in connection with Bubbling Springs Day Camp from June 27, 2016, through August 19, 2016, at a fee of \$10.00 per day, plus fuel and maintenance repair costs.

11. The recommendation of the Superintendent to approve a **TRANSPORTATION SHUTTLE TRIP REQUEST** for **WEST MILFORD LITTLE LEAGUE** to provide shuttle services from the West Milford PAL to Hillcrest Community Center to accommodate extra parking for attendees of the West Milford Little League Opening Night event on April 28, 2016, at the in-county field trip transportation rate of \$37.00 per hour, and any associated overtime cost.

12. The recommendation of the Superintendent to approve payments to the following employee(s) for participation in the **HEALTH BENEFITS INCENTIVE** program - Account: 11-000-291-270-10-13-000:

	<u>December 2015</u>	<u>June 2016</u>
<b>JOHN FITZSIMMONS</b>	\$1,000.00	\$1,000.00

13. The recommendation of the Superintendent to approve a proposal from **A&M REGRIGERATION LLC**, West Milford, New Jersey, for the installation of two wall mounted split system ductless air conditioning systems for the High School Math Computer Lab in an amount not to exceed \$17,895.00.

14. The recommendation of the Superintendent to approve the **LIST OF BILLS/VENDORS** for the period ending **March 22, 2016**, in the amount of \$ TBD . (Documentation to be provided electronically.)

15. The recommendation of the Superintendent to approve the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **March 22, 2016**:

**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 **2015-2016** budget be affirmed and approved. (Document to be provided.)

Total transfers in the amount of \$ TBD .

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

**WHEREAS**, the Agenda file of **March 22, 2016** Regular Meeting of the Board contains the A148 Report of the Secretary and the A149 Treasurer's Monthly Report; and

WORKSHOP/DISCUSSION

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

16. (Continued)

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

\$8,122,195.88 as of January 31, 2016, therefore  
\$ TBD as of February 29, 2016

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

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

**RESOLVED**, that the Board certify as of January 31, 2016, 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

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

The following items were presented for anticipated action at the Regular Meeting of March 22, 2016: (Item #18 was pulled for Special Action. See Special Action Item #10.)

1. The recommendation of the Superintendent to accept the resignation, with regret, of **MELISSA CAVAGNINO**, Special Education Teacher (Resource Center), Macopin School, effective July 1, 2016, for the purpose of retirement.
2. The recommendation of the Superintendent to accept the resignation, with regret, of **WILLIAM GREINER**, Special Class Aide, Macopin School, effective May 1, 2016, for the purpose of retirement.
3. The recommendation of the Superintendent to accept the resignation, with regret, of **KATHLEEN VERES**, School Bus/Van Driver, Transportation and Cafeteria Kitchen Worker, High School, effective July 1, 2016, for the purpose of retirement.
4. The recommendation of the Superintendent to accept the resignation, with regret, of **SUSAN WEAVER**, School Bus/Van Driver, Transportation, effective July 1, 2016, for the purpose of retirement.
5. The recommendation of the Superintendent to approve the appointment of **PETRINA VALESE**, Long Term Substitute Literacy Specialist, Apschawa School (PC#99.01.00.CBN, 99.01.99.CBO), at the annual salary of \$53,920.00 (BA/1) (prorated) with health benefits, effective May 2, 2016, through June 30, 2016. (Replaces Mett) Accounts: 11-230-100-101-10-10-103; 11-424-100-179-10-10-103

WORKSHOP/DISCUSSION

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

5. (Continued)

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

6. The recommendation of the Superintendent to approve the appointment of **KRISTEN ALONSO**, Special Class Aide (Multiple Disabilities), Maple Road School (PC# 60.03.S5.AVS), at the annual salary of \$24,890.00 (Step 5) (prorated) with health benefits, effective April 1, 2016, through June 30, 2016, per Board of Education/WMTAA Agreement. (Replaces Horodnik) Account: 11-190-100-106-10-10-000

7. The recommendation of the Superintendent to approve the appointment of **JACQUELINE FISHER**, 0.6 Special Class Aide (Behavioral Disabilities), Apshawa School (PC#60.01.S5.BWD), at the annual salary of \$13,452.00 (Step 1) (prorated) without health benefits, effective March 23, 2016, through June 30, 2016, per Board of Education/WMTAA Agreement. (New Position) Account: 11-209-100-106-10-10-000

8. The recommendation of the Superintendent to approve the following additions to the certified personnel list of **SUBSTITUTE TEACHERS/ COACHES/NURSES/SPECIAL PROJECTS** for the 2015-2016 school year effective March 23, 2016, through June 30, 2016.

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

9. 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/ OPERATIONS/SCHOOL BUS/VAN/SPECIAL USE VEHICLE DRIVERS** for the 2015-2016 school year, effective March 23, 2016, through June 30, 2016.

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

10. The recommendation of the Superintendent to approve an extension to the **TEMPORARY INCREASE OF ASSIGNMENT** for **CARLY HERSCHMAN**, from 0.6 Social Worker, High School, to 1.0 Social Worker, High School, Maple Road and Upper Greenwood Lake Schools (PC#90.03.33.BMX), at the annual salary of \$57,670.00 (MA/1) (prorated) with health benefits, effective April 1, 2016, through April 30, 2016, per Board of Education/WMEA Agreement. (Replaces Gencarelli) Account: 11-000-219-104-10-10-142

11. The recommendation of the Superintendent to approve a leave of absence for **ANGELA CARNAVALE**, World Language Teacher, Macopin/High School, with pay using sick days effective May 16, 2016, through June 24, 2016, then without pay under the Family Medical Leave Act effective September 1, 2016, through November 25, 2016. (Maternity/Child Rearing)

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

12. The recommendation of the Superintendent to approve a leave of absence for **DEENA ACCARDI**, Grade 3 Teacher, Upper Greenwood Lake School, with pay using sick days effective May 2, 2016, through June 24, 2016, then without pay under the Family Medical Leave Act effective September 1, 2016, through December 31, 2016. (Maternity/Child Rearing)

WORKSHOP/DISCUSSION

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

12. (Continued)

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

13. The recommendation of the Superintendent to approve **LAURA OAKES**, facilitator **FIRST YEAR TEACHER TRAINING** for the 2016-2017 school year at the hourly rate of \$31.00, not to exceed three (3)hours, per Board of Education/WMEA Agreement. Account: 11-401-100-101-10-10-000

14. The recommendation of the Superintendent to approve **LAURA OAKES**, facilitator **NEW TEACHER TRAINING and ORIENTATION ACTIVITIES** for the 2016-2017 school year at the hourly rate of \$31.00, not to exceed ten (10)hours, per Board of Education/WMEA Agreement. Account: 11-401-100-101-10-10-000

15. The recommendation of the Superintendent to approve the following additions to the list of **HOME INSTRUCTORS** at the hourly rate of \$34.00, for the 2015-2016 school year - Account: 11-150-100-101-10-10-000:

**NANCY FINCH  
DAVID GEROLD  
SHIRLEY PAULINO**

**RENATE RAPP  
MARYBETH RAYMAR**

16. The recommendation of the Superintendent to approve the following teachers for the **SUMMER READING and LITERACY PROGRAM** at the contracted hourly rate **TBD** not to exceed 78 hours, per Board of Education/WMEA Agreement - Account: 20-231-100-101-10-50-XXX (NCLB Title I):

<u>Employee</u>	<u>Payment</u>
<b>TBD</b>	<b>TBD</b>

NOTE: Funded through the NCLB Grant

17. The recommendation of the Superintendent to approve **DANIEL NOVAK**, Director of Education, to the following **COMPLIANCE OFFICER** positions for the 2016-2017 school year:

**504 OFFICER  
AFFIRMATIVE ACTION OFFICER  
ANTI-BULLYING SPECIALIST, DISTRICT-WIDE  
DIVISION OF CHILD PROTECTION AND PERMANENCY**

19. The recommendation of the Superintendent to approve the following **COLLEGE STUDENT CLASSROOM OBSERVATION REQUEST** for the 2015-2016 school year at no cost to the district:

<u>Student Teacher</u>	<u>College</u>	<u>School/Hours</u>
<b>MARGARITA TRIANTAFILOU</b>	Montclair State	Maple Road/35

WORKSHOP/DISCUSSION

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

20. The recommendation of the Superintendent to approve the following **MENTOR TEACHER PAYMENT** for the 2015-2016 school year:

<u>Provisional Teacher</u>	<u>Mentor Payment</u>	<u>Mentor Teacher</u>
<b>RENATE RAPP</b>	\$330.00	Evelyn Erli

NOTE: The payment is made by the Provisional Teacher to the Mentor Teacher. There is no cost to the Board.

21. The recommendation of the Superintendent to approve an **ADDITIONAL ASSIGNMENT** for the following staff for **KINDERGARTEN ORIENTATION** at the hourly rate of \$29.00, two (2) hours during August 2016 - Account: 11-110-100-101-10-10-000:

<u>Employee</u>	<u>School</u>
<b>KAREN McCOURT</b>	Apshawa
<b>ALLISON GOODELL</b>	Apshawa
<b>DEBORAH MALATAK</b>	Maple Road
<b>STEPHANIE SCHWARZ</b>	Maple Road
<b>KATHRYN HESS</b>	Marshall Hill
<b>KELLY MONGELLI</b>	Marshall Hill
<b>DEIRDRE COLLINS</b>	Paradise Knoll
<b>LEIGH ANN MISIANO</b>	Paradise Knoll
<b>KAREN FUSCO</b>	Upper Greenwood Lake
<b>TINA IRAGGI</b>	Upper Greenwood Lake
<b>HOPE SCHOER</b>	Westbrook
<b>HOLLY STANLEY</b>	Westbrook

22. The recommendation of the Superintendent to approve the **AFTER SCHOOL STUDENT ACTIVITY LACROSSE CLUB**, Macopin School for Spring 2016 and **MICHELLE LUGERNER**, Advisor, at the hourly rate of \$29.00, per Board of Education/WMEA Agreement. Account: 11-401-100-110-10-10-000

23. The recommendation of the Superintendent to approve the following **HIGH SCHOOL STUDENT ACTIVITY ASSIGNMENTS and STIPENDS** for **SPRING 2016 ATHLETIC SEASON**, per Board of Education/WMEA Agreement - Account: 11-402-100-110-10-10-000:

<u>Employee</u>	<u>Position</u>	<u>Step</u>	<u>Stipend</u>
<b>JOSEPH PETROSI*</b>	.5 Head Golf Coach	A	\$2,294.00
<b>ALYSSA FORGET**</b>	Head Boys Volleyball	A	\$6,951.00

\*Replaces Montgomery .5

\*\*Takes full position (Replaces Pevny .5)

WORKSHOP/DISCUSSION

XVIII. EDUCATION - Mrs. Teresa Dwyer, Chairperson

The following items were presented for anticipated action at the Regular Meeting of March 22, 2016:

**XVIII. EDUCATION - Mrs. Dwyer, Chairperson - Continued**

1. The recommendation of the Superintendent to approve **RONALD ROWE** for **CURRICULUM DEVELOPMENT** for Liberty, Equality and Power for the 2015-2016 school year at the hourly rate of \$34.00, not to exceed 8 hours, per Board of Education/WMEA Agreement. Account: 11-130-100-101-10-10-160
2. The recommendation of the Superintendent to approve **an amendment to a previously approved motion (November 2015)**, for **BUS TRANSPORTATION** for the **SUMMER READING AND LITERACY PROGRAM**, effective July 5, 2016, through August 1, 2016, at the field trip rate of **\$38.00** per hour, not to exceed \$12,000. Account: 20-231-200-590-10-50-00X - NCLB Title I

NOTE: Funded through the NCLB Grant

3. The recommendation of the Superintendent to approve the submission of the **COMPREHENSIVE EQUITY PLAN** for the School Years 2016-2017 through 2018-2019.
4. The recommendation of the Superintendent to approve the addition of **BROOKFIELD SCHOOLS/SUMMIT OAKS PROGRAM @ SUMMIT OAKS HOSPITAL** to the list of **DISTRICT CONSULTANTS, PHYSICIANS, HOSPITALS/MEDICAL CENTERS, CLINICS and AGENCIES** for bedside instruction related services retroactive from February 25, 2016, through June 30, 2016.
5. 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.)

Mrs. O'Brien offered a motion, seconded by Mr. Huber, to delay Executive Session until 9:30 p.m.

**VOICE VOTE: All in Favor. MOTION PASSED.**

Mr. Foody offered a motion, seconded by Mrs. O'Brien, to delay Executive Session until 9:40 p.m.

**VOICE VOTE: All in Favor. MOTION PASSED.**

**XIX. OLD BUSINESS**

Motion by Mrs. O'Brien, seconded by Mr. Devor, to close Old Business.

**VOICE VOTE: All in Favor. MOTION PASSED.**

**XX. NEW BUSINESS**

Mrs. Dwyer asked for new SAT information. There was no information available at this time.

Motion by Mrs. O'Brien, seconded by Mr. Devor, to close New Business.

**VOICE VOTE: All in Favor. MOTION PASSED.**

**XXI. 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.

Motion by Mrs. O'Brien, seconded by Mr. Devor, to close Petitions and Requests.

**VOICE VOTE: All in Favor. MOTION PASSED.**

**XXII. EXECUTIVE SESSION**

At 9:34 p.m., Mrs. O'Brien made a motion, seconded by Mrs. Dwyer, to go into Executive Session for the purpose of discussing the superintendent search, personnel, negotiations and matters of attorney/client privilege.

**VOICE VOTE: All in Favor. MOTION PASSED.**

The Board returned to the open meeting at 10:50 p.m.

**XXIII. PERSONNEL/STUDENT AFFAIRS - Mrs. Debbie O'Brien, Chairperson**

Motion by Mrs. O'Brien, seconded by Mrs. Dwyer, to approve the following agenda item:

- (12.) The recommendation of the Superintendent to approve the following **UNAFFILIATED PERSONNEL CONTRACT** for the 2015-2016 school year, retroactive from July 1, 2015, through June 30, 2016:

<u>Employee</u>	<u>Assignment</u>	<u>Salary</u>
<b>CHARLES MAZZEI</b>	Supervisor of Transportation Account: 11-000-270-160-10-10-000	\$68,979.00

**ROLL CALL VOTE:**

<b>TRUSTEE</b>	<b>VOTE</b>	<b>TRUSTEE</b>	<b>VOTE</b>	<b>TRUSTEE</b>	<b>VOTE</b>
Mrs. O'Brien	Yes	Mrs. Dwyer	Yes	Mr. Bailey	Absent
Mr. Robbins	Absent	Mrs. Schultz	Yes	Mr. Devor	Absent
Mr. Drew	Yes	Mr. Huber	Yes	Mr. Foody	Yes

The **MOTION PASSED** unanimously.



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

Motion by Mrs. O'Brien, seconded by Mrs. Dwyer, to approve the following agenda item:

- (13.) The recommendation of the Superintendent to approve the following **UNAFFILIATED PERSONNEL CONTRACTS** for the 2015-2016 school year, retroactive from July 1, 2015, through June 30, 2016 - Account: 11-000-252-110-10-10-000:

<u>Employee</u>	<u>Assignment</u>	<u>Salary</u>
<b>JONATHAN HAMILTON</b>	Computer Technician	\$ 42,000.00
<b>JOHN HUMMER</b>	Network Systems Engineer	\$111,319.00
<b>WILLIAM NOWICKY</b>	Computer Technician	\$ 44,000.00
<b>DAVID STORER</b>	Information Management Support Technician	\$ 72,266.00

**ROLL CALL VOTE:**

<b>TRUSTEE</b>	<b>VOTE</b>	<b>TRUSTEE</b>	<b>VOTE</b>	<b>TRUSTEE</b>	<b>VOTE</b>
Mrs. O'Brien	Yes	Mrs. Dwyer	Yes	Mr. Bailey	Absent
Mr. Robbins	Absent	Mrs. Schultz	Yes	Mr. Devor	Absent
Mr. Drew	Yes	Mr. Huber	Yes	Mr. Foody	Abstained

The **MOTION PASSED:** 5 Yes: 1 Abstention

**XXIV. EDUCATION - Mrs. Teresa Dwyer, Chairperson**

Motion by Mrs. Dwyer, seconded by Mrs. O'Brien, to approve the following Resolution:

- (3.) 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 **March 15, 2016**; therefore,

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

<u>Incident Report Number</u>	<u>Board Determination</u>
2016/H-9 AP1	Substantiated
2016/H-9 AP2	Unsubstantiated
2016/H-9 AP3	Unsubstantiated

**XXIV. EDUCATION - Mrs. Dwyer, Chairperson - Continued**

**ROLL CALL VOTE:**

<b>TRUSTEE</b>	<b>VOTE</b>	<b>TRUSTEE</b>	<b>VOTE</b>	<b>TRUSTEE</b>	<b>VOTE</b>
Mrs. O'Brien	Yes	Mrs. Dwyer	Yes	Mr. Bailey	Absent
Mr. Robbins	Absent	Mrs. Schultz	Yes	Mr. Devor	Absent
Mr. Drew	Yes	Mr. Huber	Yes	Mr. Foody	Yes

The **MOTION PASSED** unanimously.

**XXV. ADJOURNMENT**

Motion by Mr. Drew, seconded by Mrs. Dwyer, to adjourn the meeting at 10:53 p.m.

**VOICE VOTE: All in Favor. MOTION PASSED.**

Respectfully submitted,

Barbara Francisco  
Board Secretary/Business Administrator