

WEST MILFORD TOWNSHIP BOARD OF EDUCATION
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BOARD OF EDUCATION
MINUTES
PUBLIC HEARING/WORKSHOP/REGULAR MEETING
AUGUST 28, 2018

Mrs. Teresa Dwyer, Board Vice President, called to order the Public Hearing/Workshop/Regular Meeting of the Board of Education at 7:00 p.m., in the Westbrook School Media Center. Mrs. Dwyer asked for a moment of silence, led the flag salute, and read the Open Public Meetings Act Statement, and wished the faculty and staff a successful school year. Mrs. Dwyer also reminded everyone in attendance to silence or turn off their cell phones and note the location of the emergency exits

OPEN PUBLIC MEETINGS ACT STATEMENT

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

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

TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE
Mr. Bailey	Absent/Arr. 7:02 P.m.	Mrs. Dwyer	Present	Mr. Huber	Present
Mr. Cytowicz	Present	Mr. Guarino	Present	Mrs. O'Brien	Present
Mr. Drew	Present	Mrs. Fritz	Present	Mrs. Van Dyk	Absent

ADMINISTRATION	POSITION	ATTENDANCE
Dr. Alex Anemone	Superintendent of Schools	Present
Ms. Barbara Francisco	Board Secretary/Business Administrator	Present
Mr. Daniel Novak	Director of Education	Present
Dr. Joyce Beam	Interim Director of Special Services	Present
Matthew Donohue, Esq.	Board of Education Attorney	Present

There were approximate 10 members of the public in attendance.

VI. EXECUTIVE SESSION RESOLUTION

At 7:02 p.m., Mr. Huber made a motion, seconded by Mrs. O'Brien, to go into Executive Session for approximately 30 minutes for the purpose of conducting one (1) HIB parent appeal.

The executive session minutes will not be released until such time as the privilege or confidentiality is no longer applicable.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

The Board returned to the public session at 7:29 p.m.

ROLL CALL UPON RETURN FROM EXECUTIVE SESSION:

TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE
Mr. Bailey	Absent	Mrs. Dwyer	Present	Mr. Huber	Present
Mr. Cytowicz	Present	Mr. Guarino	Present	Mrs. O'Brien	Present
Mr. Drew	Present	Mrs. Fritz	Present	Mrs. Van Dyk	Absent

VII. SUPERINTENDENT'S REPORT - Dr. Alex Anemone

Dr. Anemone welcomed Dr. Joyce Beam, our Interim Director of Special Services.

Dr. Anemone spoke about Fall Sports programs which begins on Friday, August 31st with our first WMHS Football game.

Dr. Anemone gave a presentation on District Goals for 2018-2019. Mr. Novak also made comments on these goals during the presentation to the Board. Board members had questions that were answered by Dr. Anemone and Mr. Novak.

VIII. EDUCATION REPORT - Mr. Daniel Novak

Mr. Novak provided an update on the Summer Committees and their initiatives.

Mr. Novak also spoke the West Milford Library as the Superintendent's designee to the Library Board. He noted the upcoming Book Sale from September 13 through September 16, 2018, being held at the Wallisch property. Our High School Football team has volunteered to move the books from the Presbyterian Church to the Wallisch property. He thanked Mr. Trentacosta, Coach Maslanek, Dr. Joan Oberer, President of the Library Board, and Ricardo Pino, Director of the West Milford Library, for this collaborative effort.

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

Motion by Mrs. O'Brien, seconded by Mrs. Fritz, to approve the following Board of Education meeting minutes:

- June 19, 2018 Workshop/Regular Meeting
- July 24, 2018 Workshop/Regular/Public Budget Hearing Meeting
- July 24, 2018 Executive Session

VOICE VOTE: All in Favor. MOTION PASSED.

X. PRESIDENT'S REPORT - Mrs. Lynda Van Dyk

No report.

Mr. Bailey returned to the public session at 7:50 p.m.

XI. PUBLIC COMMENT - AGENDA ITEMS

Members of the public who have requested to speak prior to the meeting will be first with five (5) minutes for each speaker, for a period of thirty (30) minutes; and then time permitting, other public comment limited to five (5) minutes per speaker will be allowed, until the thirty (30) minute period transpires. All members of the public speaking during Public Comment 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 Public Comment.

Jim Foody, 2 Kushaqua Trail, Hewitt. Mr. Foody spoke about the roof replacement at Maple Road School and district goals.

Tamara Jordan, West Milford. Ms. Jordan spoke about mindfulness and a family member's negative experience.

Motion by Mrs. O'Brien, seconded by Mrs. Fritz, to close Public Comment.

VOICE VOTE: All in Favor. MOTION PASSED.

XII. MOTION BY MR. GUARINO, SECONDED BY MR. HUBER, TO ADOPT THE AGENDA, AS PRESENTED, WITH AMENDMENTS.

VOICE VOTE: All in Favor. MOTION PASSED.

DISCUSSION: Mr. Huber asked Dr. Anemone questions regarding Policy and item #1, which suspends the rules of Bylaw 0131. Dr. Anemone explained that the policies must be approved with language changes in order to allow us to submit the Comprehensive Equity Plan.

Mr. Huber asked Mr. Donohue to explain the rules of this item. Mr. Donohue provided an explanation.

Mr. Drew feels the Bylaws clearly state policies require two readings. Mr. Drew asked Mr. Donohue to explain how approving this resolution would not violate our Bylaws. Mr. Donohue explained there is a provision within the law that permits any public entity to bypass the first reading in an emergent situation. It requires a two-thirds majority vote to do so. He reminded the Board there will be a penalty if these policies are not put in place.

Mr. Guarino stated that his understanding was to approve the policies with language changes with one reading, and all other policies would have a second reading.

Motion by Mr. Huber, seconded by Mrs. O'Brien, to move to **AMEND** under Policy Item #1 to waive first reading to include only Item #2, Item #7, Item #9, Item #10, Item #14, Item #15, Item #17 and Item #19.

DISCUSSION: Mr. Bailey asked Mrs. Dwyer for clarification on this vote and asked Dr. Anemone if he is in agreement, pending any penalties. Mrs. Dwyer and Dr. Anemone both responded to his inquiries.

ROLL CALL:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

The **MOTION PASSED.**

XIII. EDUCATION - Mrs. Teresa Dwyer, Chairperson

Motion by Mr. Drew, seconded by Mrs. O'Brien, to approve the following agenda items #1 through #12:

DISCUSSION: Mr. Huber asked for an explanation of the agreement on item #2. Mr. Novak provided an overview. Mr. Huber asked about item #9. Dr. Anemone provided an explanation.

Mr. Drew had discussion regarding item #4, and commented on future curriculum he believes will benefit students.

1. The recommendation of the Superintendent to accept funds for the **EVERY STUDENT SUCCEEDS ACT (ESSA)** Consolidated Formula Subgrant Application **FY 2019** for the following amounts:

Title I	\$333,300.00
Title IIA	\$ 77,250.00
Title IV	\$ 20,047.00
Total	\$430,597.00

2. The recommendation of the Superintendent to approve the **PRACTICUM/ INTERNSHIP AFFILIATION AGREEMENT** between West Milford Public School District and Caldwell College.
3. The recommendation of the Superintendent to approve the following **OVERNIGHT FIELD TRIPS** for the 2018-2019 school year:

SEVENTH GRADE - FAIRVIEW LAKE

Purpose of trip: The purpose of this trip is to promote team building and cohesion among our new seventh grade students. Our students come from six different neighborhood elementary schools and this experience aids in understanding and cooperation. This is a social and team-building experience that has proven successful in the past. Also, students are able to receive an "outdoor" education.

Location:	Stillwater, New Jersey
Dates of Trip:	November 5 - 7, 2018
Number of Students:	Approximately 220
Cost of Trip to Students:	\$240.00
Name of Advisor:	Oliver Pruksarnukul

XIII. EDUCATION - Mrs. Dwyer, Chairperson - Continued

3. (Continued)

SEVENTH GRADE - FAIRVIEW LAKE (Continued)

Number of School Days Missed: 3
Number of Chaperones: Approximately 22 chaperones plus two administrators

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

EIGHTH GRADE - WASHINGTON, D.C. and PHILADELPHIA, PENNSYLVANIA

Purpose of trip: This trip is a culminating experience that combines United States history topics, which are included in the eighth grade curriculum, current events, and is also an exceptional social experience. This trip also serves as our eighth grade promotional trip and is available for any interested eighth grader who meets our discipline policy and attendance requirements.

Location: Washington, D.C. and Philadelphia, Pennsylvania
Dates of Trip: June 12 - 14, 2019
Number of Students: Approximately 210
Cost of Trip to Students: \$670.00
Name of Advisor: Oliver Pruksarnukul
Number of School Days Missed: 3
Number of Chaperones: Approximately 20 chaperones plus two administrators

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

4. The recommendation of the Superintendent to approve the following **CURRICULUM ADOPTIONS** for 2018-2019 school year:

HIGH SCHOOL

Mathematics
AP Computer Science Principals

Science
Geoscience
Biology B
Biology C
Biology Honors
Chemistry B
Chemistry C
Chemistry Honors
Physics
Physics Honors
Environmental Science

XIII. EDUCATION - Mrs. Dwyer, Chairperson - Continued

4. (Continued)

HIGH SCHOOL

Visual Arts

- 3D Art & Crafts
- Communication Design (2-D Design)
- Illustration
- Painting

World Language

- Italian 1
- Italian 3
- Italian 3C

MIDDLE SCHOOL

English/Language Arts

- Language & Literature 7 (Writer's Workshop Rubicon Alignment)
- Language & Literature 8 (Writer's Workshop Rubicon Alignment)

Mathematics

- Mathematics 7

Science

- Science 7
- Science 8
- Science 8 Honors

Visual Arts

- Theatre Arts

World Language

- Italian 7-1A
- Italian 8-1B

ELEMENTARY SCHOOL

Mathematics

- Mathematics 6

5. The recommendation of the Superintendent to approve the following **REGULAR EDUCATION TUITION RECEIVABLE CONTRACTS** for the 2017-2018 school year retroactive from September 1, 2017 (Tuition Pro-rated):

<u>District Placement</u>	<u>Tuition</u>	<u>Sending District</u>
Grade 1	\$ 3,711.96	Clifton, New Jersey
Grade 5	\$11,887.11	Sussex-Wantage

6. The recommendation of the Superintendent to accept the **INDIVIDUALS WITH DISABILITIES EDUCATION ACT (IDEA) GRANT** in the amount of \$850,230.00 (Basic Grant Award, ages 3-21), and \$37,771.00 (Preschool Grant Award, ages 3-5), for the 2018-2019 school year.

NOTE: All funds to be used for new and existing out-of-district tuitions.

XIII. EDUCATION - Mrs. Dwyer, Chairperson - Continued

7. The recommendation of the Superintendent to approve a **revised placement of a previously approved resolution (July 2018)** for the following **EXTENDED SCHOOL YEAR SPECIAL EDUCATION OUT-OF-DISTRICT DAY SCHOOL TUITION CONTRACT** for summer 2018:

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1 1:1 Aide Student #: 70109	\$10,574.70 \$ 5,940.00	Glenview Academy Fairfield, New Jersey

8. The recommendation of the Superintendent to approve the following contract with **OTHER LOCAL EDUCATION AGENCIES** for the 2018-2019 school year:

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1 Student #: 64286	\$15,766.00	Franklin High School Somerset, New Jersey

NOTE: The district to pay for the educational component of this residential placement.

9. The recommendation of the Superintendent to approve the following **ADDITION to the GENERAL EDUCATION/SPECIAL EDUCATION DISTRICT CONSULTANTS, PHYSICIANS, HOSPITALS/MEDICAL CENTERS, CLINICS, AGENCIES** and listed fees for the 2018-2019 school year:

Hospitals/Medical Centers, Consultants, Clinics and Agencies

Dr. L. Hanes & Associates

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.)
- (11.) The recommendation of the Superintendent to approve an agreement with **HEROES AND COOL KIDS**, Norwood, New Jersey, for instructional training or high school students to mentor middle school students on making important life skills decisions, in an amount not to exceed \$5,000.00, for the 2018-2019 school year.
- (12.) The recommendation of the Superintendent to approve a **LETTER OF AGREEMENT FOR SHARED SERVICES for BCBA (RENEE ROBERTS)** with **NORTHERN REGION EDUCATIONAL SERVICES COMMISSION**, at a rate of \$95.00 per hour for 4.0 days per week, beginning September 2018, through October 2018.

ROLL CALL FOR ITEMS #1 THROUGH #12:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

XIII. EDUCATION - Mrs. Dwyer, Chairperson - Continued

The MOTION PASSED unanimously.

PUBLIC HEARING ON THE SUPERINTENDENT'S RENEGOTIATED 2016-2021 AGREEMENT

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

Motion by Mrs. O'Brien, seconded by Mrs. Fritz, to approve the following agenda item #1:

1. **WHEREAS**, the West Milford Township Board of Education ("Board") and Superintendent Dr. Alex Anemone are parties to a five-year employment contract for the period July 1, 2016 through June 30, 2021; and

WHEREAS, the Board and Dr. Anemone desire to amend said contract to modify certain language and salary provisions; and

WHEREAS, the contract amendment is subject to approval by the Executive County Superintendent and the Board has further satisfied the public notice and hearing requirements, in accordance with N.J.A.C. 6A:23A-3.1;

NOW, THEREFORE BE IT RESOLVED, that the Board hereby amends Dr. Anemone's current employment contract to reflect an annual salary of \$169,581.00 plus a high school salary increment of \$5,000.00 for a total yearly base salary of \$174,581.00, effective for the 2018-2019 school year and for each remaining contract year thereafter, with future salary increases to be determined in accordance with the terms and conditions contained in the contract and attached amendment; and

BE IT FURTHER RESOLVED, that the amendment shall become effective immediately upon receipt of approval from the Executive County Superintendent, retroactive to July 1, 2018, and shall be attached to Dr. Anemone's current contract as an exhibit.

PUBLIC COMMENT

Motion by Mr. Cytowicz, seconded by Mr. Guarino, to close Public Comment.

VOICE VOTE:

All in Favor.

MOTION PASSED.

DISCUSSION: Mr. Drew commented he is happy with the progress being made in the school district. He would like to see the Board informed of matters that happen within the school district at all times moving forward.

Mr. Cytowicz agreed with Mr. Drew's comments. Mr. Donohue reminded the Board that the vote on the motion is regarding the contract.

Mr. Huber asked if it changes the terms of the contract and how do you vote on something without discussing it. Ms. Francisco explained this was discussed when Mrs. Dwyer facilitated the Superintendent's evaluation.

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

ROLL CALL FOR ITEM #1:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	No
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Abstain	Mrs. Van Dyk	Absent

The **MOTION PASSED.**

Motion by Mrs. O'Brien, seconded by Mr. Cytowicz, to approve the following agenda item #2:

DISCUSSION: Mr. Huber had questions regarding item #2. Dr. Anemone provided information to his inquiries and score reporting.

Mrs. Dwyer asked Mr. Novak to provide more information on the Star Math program. Mr. Novak responded to her inquiry.

Mr. Huber made a motion to table Merit Goal 2 until the next meeting. Dr. Anemone explained that merit goals must be submitted to the County office by August 31, 2018. The motion was not seconded.

Mr. Drew commented that the goals are well written and there is accountability.

Mr. Huber discussed Merit Goal 3, and feels it is an overall district goal and should be a goal for each individual school. Mrs. Dwyer asked Dr. Anemone if Merit Goal 3 can be reviewed at the end of the year with a breakdown by school achievement. Dr. Anemone responded to her inquiry.

Mr. Drew also commented on Merit Goal 3, as well as Mr. Cytowicz.

2. **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 for review and approval.

Merit Goal 1

Type: Quantitative

Percentage Attached to Achievement of this Goal: 3.3%

Description: Reading is one of the most important skills taught in our elementary schools and is a primary component of our District goal of continued use of differentiated instruction in the classroom. The Fountas and Pinnell Benchmark Reading Assessment is currently being used to measure growth in reading for all our students in grades K-6. The Fountas and Pinnell Benchmark Reading Assessment rates readers on the scale from "A to Z", with Z being the highest level.

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

2. (Continued)

Merit Goal 1 (continued)

The goal is for 85% of all District elementary students to reach their growth goal on the Fountas and Pinnell Benchmark Reading Assessment for the 2018-2019 school year. This growth will be measured by a pre-test and a post-test administered in the fall and spring for students in grades 1-6 and winter and spring for students in Kindergarten. The growth goal shall be to increase their reading level by at least one letter grade. The Superintendent will meet with the administrative team as well as District Reading Specialists to check lesson plans, monitor comprehension, and develop graphic and/or semantic organizers and other strategies, as appropriate, to sustain progress throughout the school year. Moreover, the District will partner with Teachers' College to continue with our Readers' Workshop training.

Students not completing both the pre-test and post-test shall not be included in the final calculations. Moreover, students who pre-test at level "Z" (the highest level) shall also not be included in the final calculations.

Merit Goal 2

Type: Quantitative

Percentage Attached to Achievement of this Goal: 3.33%

Description: Math is a curriculum area we are looking to focus our efforts on and show continuous improvement across all grades. For years, we relied solely on standardized assessments, including the PARCC, NJASK, GEPA, ESPA, etc. The major problem is this data was not formative and provided no assistance to teachers during the school year. The data was typically returned in August (or later) and was too late to help any teachers. During the 2017-2018 school year, the District began using Renaissance Star Math testing to serve as a formative assessment during the school year. With this license, teachers can administer this assessment up to four times throughout the school year. This formative assessment provides what other standardized assessments cannot. Specifically, Star Math provides our staff with timely data that can be used to drive and modify the instructional process.

The goal is for the average (mean) increase in scale score on the Star Math Assessment to be equal or greater than 50 points. The pre-test will be administered in September/October and the post-test will be the last test administered in the spring. The Superintendent will meet with the administrative team including principals and the District Math Supervisor to develop a plan of action.

Students not taking both the fall pre-test and spring post-test will be excluded from these final calculations.

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

2. (Continued)

Merit Goal 3

Type: Quantitative

Percentage Attached to Achievement of this Goal: 3.33%

Description: Math is a curriculum area we are looking to focus our efforts on and show continuous improvement across all grades. The goal is the increase by five (5) percentage points the total number of students scoring at level four (4) "met expectations" and/or a level five (5) "exceeded expectations" for students in all grades completing the PARCC in math. The baseline year was 2017-2018 and the baseline number is 36.4%. The target number is equal to or greater than 41.4%

ROLL CALL FOR ITEM #2:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes*
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Abstain	Mrs. Van Dyk	Absent

*Mr. Huber voted "No" to Merit Goal 2.

The **MOTION PASSED**.

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 Mr. Cytowicz, to approve the following agenda items #3 through #55:

Motion by Mrs. Dwyer, seconded by Mr. Cytowicz, to **TABLE** item #11 for vote after Executive Session.

ROLL CALL TO TABLE ITEM #11:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

The **MOTION PASSED** to **TABLE** item #11.

DISCUSSION: Mr. Huber asked a question regarding item #26 and home instruction for Math. Dr. Anemone stated it is a replacement and would have to inquire about it. Mr. Huber also inquired about item #51. Dr. Anemone provided an explanation of the name change.

3. The recommendation of the Superintendent to accept, with regret, the resignation of **DAVID SPANGENBURG**, General Maintenance, District-wide, effective October 1, 2018, for the purpose of retirement.

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

4. The recommendation of the Superintendent to accept the resignation of **ROBERTO MENDEZ**, Supervisor of Special Education, Grades PreK-12, District-wide, effective August 31, 2018.
5. The recommendation of the Superintendent to accept the resignation of **ELAINA FRISSELL**, Music Teacher, District-wide, retroactive from July 31, 2018.
6. The recommendation of the Superintendent to accept the resignation of **DAWN BUFARDECI**, 0.5 Building Aide, Westbrook School, effective August 31, 2018.
7. The recommendation of the Superintendent to accept the resignation of **SEAN PALEN**, In-School Suspension/Unassigned Substitute, High School, retroactive from August 14, 2018.
8. The recommendation of the Superintendent to accept the resignation of **MELANIE ATOCH**, Special Class Aide, Upper Greenwood Lake School, retroactive from August 18, 2018.
9. The recommendation of the Superintendent to accept, with regret, the resignation of **THOMAS CELANO**, Bus Driver, Transportation, retroactive from August 14, 2018.
10. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution (April 2018)**, to accept, with regret, the resignation of **VINCENT THURSTON JR.**, Head Custodian, Upper Greenwood Lake School, effective **November 1, 2018**, for the purpose of retirement.
12. The recommendation of the Superintendent to approve the appointment of **KATRINA VINKMAN**, Music Teacher, District-wide (PC#90.01.24.BVB; 90.03.24.BVQ), at the annual salary of \$54,320.00 (BA/1), with health benefits, effective September 1, 2018, through June 30, 2019, per Board of Education/WMEA Agreement. (Replaces Frissell) Account: 11-120-100-101-10-10-000

NOTE: Salary may be adjusted pending the completion of contract negotiations.
13. The recommendation of the Superintendent to approve the appointment of **NIRUSHA SRISHAN**, Mathematics Teacher, High School (PC#90.09.23.AEC), at the annual salary of \$54,320.00 (BA/1), with health benefits, effective September 1, 2018, through June 30, 2019, per Board of Education/WMEA Agreement. (Replaces Drol) Account: 11-140-100-101-10-10-000

NOTE: Salary may be adjusted pending the completion of contract negotiations.
14. The recommendation of the Superintendent to approve the appointment of **RUTH PAEZ**, Special Class Aide, Highlander Academy (PC#60.09.S5.CAD), at the annual salary of \$23,062.00 (Step 1), with health benefits, effective September 1, 2018, through June 30, 2019, per Board of Education/WMTAA Agreement. (Replaces Pavlopoulos) Account: 11-212-100-106-10-10-000

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

14. (Continued)

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

15. The recommendation of the Superintendent to approve the appointment of **NICOLE BRENNAN**, Special Class Aide, Maple Road School (PC#60.03.S5.CCC), at the annual salary of \$23,062.00 (Step 1), with health benefits, effective September 28, 2018, or upon release from present employer, through June 30, 2019, per Board of Education/WMTAA Agreement. (New Position) Account: 11-214-100-106-10-10-000

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

16. The recommendation of the Superintendent to approve the appointment of **LAUREN WATSON**, Special Class Aide, Maple Road School (PC#60.03.S5.AVV), at the annual salary of \$23,062.00 (Step 1), with health benefits, effective September 12, 2018, or upon release from present employer, through June 30, 2019, per Board of Education/WMTAA Agreement. (New Position) Account: 11-214-100-106-10-10-000

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

17. The recommendation of the Superintendent to **RESCIND** the appointment of **ANN MCDONALD**, Cafeteria Aide, Marshall Hill School (PC#30.04.F4.AZX), 2.5 hours per day, at the annual salary of \$4,525.00 (Step 1), without health benefits, effective September 1, 2018, through June 30, 2019, per Board of Education/WMCAA Agreement. (Replaces Flynn)

18. The recommendation of the Superintendent to approve the appointment of **JESSICA FORD**, Cafeteria Aide, Marshall Hill School (PC#30.04.F4.AZX),

18. (Continued)

2.5 hours per day, at the annual salary of \$4,525.00 (Step 1), without health benefits, effective September 1, 2018, through June 30, 2019, per Board of Education/WMCAA Agreement. (Replaces Flynn) Account: 11-000-262-107-10-10-000

19. The recommendation of the Superintendent to approve the appointment of **KELLY ROCKEY**, Cafeteria Aide, Apschawa School (PC#30.01.F4.AZP), 2.5 hours per day, at the annual salary of \$4,525.00 (Step 1), without health benefits, effective September 1, 2018, through June 30, 2019, per Board of Education/WMCAA Agreement. (Replaces DiGiacomo) Account: 11-000-262-107-10-10-000

20. The recommendation of the Superintendent to approve the appointment of **ROBYN HEMPEL**, Cafeteria Aide, Maple Road School (PC#30.03.F4.AZU), 2.5 hours per day, at the annual salary of \$4,525.00 (Step 1), effective September 1, 2018, through June 30, 2019, per Board of Education/WMCAA Agreement. (Replaces Benicasa) Account: 11-000-262-107-10-10-000

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

21. The recommendation of the Superintendent to approve the appointment of **TRACEY DeKNIGHT**, Vehicle Aide, Transportation (PC#25.18.T5.CDU), 4 hours/day, at the hourly rate of \$11.00, without health benefits, effective September 1, 2018, through June 30, 2019, per Board of Education Agreement. (New Position) Account: 11-000-270-161-10-10-000

22. The recommendation of the Superintendent to approve the appointment of **BETSY NOONAN**, School Bus/Van Driver, Transportation (PC#25.18.T1.BFU), 4 hours/day, at the annual salary of \$14,230.08, without health benefits, effective September 1, 2018, through June 30, 2019, per Board of Education/WMBDA Agreement. (Replaces Fucci) Account: 11-000-270-160-10-10-000

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

23. The recommendation of the Superintendent to approve the appointment of **TINA PASQUINO**, Long Term Substitute Kindergarten Teacher, Westbrook School (PC#99.07.00.ABP), at the per diem rate of \$150.00, with health benefits, effective September 4, 2018, through December 21, 2018. (Replaces Schoer) Account: 11-110-100-101-10-10-103

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

24. The recommendation of the Superintendent to approve the appointment of **SABRINA KOROPCHAK**, Long Term Substitute Grade 2 Teacher, Westbrook School (PC#99.07.00.BLH), at the per diem rate of \$150.00, with health benefits, effective September 4, 2018, through November 30, 2018. (Replaces Baumgartner) Account: 11-120-100-101-10-10-103

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

25. The recommendation of the Superintendent to approve the appointment of **CORIANN GRUNSTRA**, Long Term Substitute Grade 5 Teacher, Maple Road School (PC#99.03.00.BKR), at the per diem rate \$150.00, with health benefits, effective September 4, 2018, through November 23, 2018. (Replaces Graney) Account: 11-120-100-101-10-10-103

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

26. The recommendation of the Superintendent to approve the appointment of **KATIE DAVIDOWICZ**, Long Term Substitute Mathematics Teacher, Macopin School (PC#99.08.00.BWK), at the per diem rate of \$150.00, with health benefits, effective September 4, 2018, through October 12, 2018. (Replaces Layton) Account: 11-130-100-101-10-10-103

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

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

27. The recommendation of the Superintendent to approve the appointment of **GABRIELLA CARPUTO**, Long Term Substitute World Language Teacher (Italian), Macopin/High School (PC#99.08.00.BWK; 99.09.00.CCE), at the per diem rate of \$150.00, with health benefits, effective September 4, 2018, through January 7, 2019. (Replaces Carnavale) Accounts: 11-140-100-101-10-10-103 (60%); 11-130-100-101-10-10-103 (40%)

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

28. The recommendation of the Superintendent to approve the following additions to the certified personnel list of **SUBSTITUTE TEACHERS/COACHES/NURSES/SPECIAL PROJECTS** for the 2018-2019 school year, effective September 1, 2018, through June 30, 2019:

KRISTINE RALICKI (Teacher)	ELEANOR HARMAN (Teacher)
ANNA DAWSON (Teacher)	SUSAN FREY (Teacher)
REGAN DALBY (Teacher)	ANNA DAWSON (Teacher)
DANIELLE MASSARO (Teacher)	AMANDA MENIER (Teacher)
BONNIE NUDO (Teacher)	ROSEMARY MESSINEO (Teacher)
JENNIFER O'NEILL (Teacher)	KATHLEEN EDER (Teacher)
CAITLIN METCALFE (Teacher)	ALICIA JOHNSON (Teacher)
BARBARA VERDES (Teacher)	DEBORAH LARUSSO (Teacher)
NICOLETTE YODICE (Teacher)	SHARON MACARI (Teacher)
CATHERINE DOHM (Teacher)	JALE MANZO (Teacher)
JOHN FAUST (Teacher)	MELISSA MARTINIQUE (Teacher)
ELIZABETH FELLMAN (Teacher)	KIMBERLY McCLOSKEY (Teacher)
SHAHAD CASEY (Teacher)	DAWN NOWACKI (Teacher)
HANNAH GORDON (Teacher)	DR. JOAN OBERER (Teacher)
BRETT GRAY (Teacher)	GABRIELLA CARPUTO (Teacher)
ELLEN HAID (Teacher)	KATIE DAVIDOWICZ (Teacher)

29. 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 & VEHICLE AIDES** for the 2018-2019 school year, effective September 1, 2018, through June 30, 2019:

HANNA CARVER (SACC Aide)
SHAHAD CASEY (Building, Cafeteria, Special Class, Vehicle & SACC Aides, Secretary)
KATHLEEN EDER (Building, Cafeteria, Special Class, Vehicle & SACC Aides, Secretary)
JESSICA FORD (Building, Cafeteria, Special Class & SACC Aides, Secretary)
LORI KELLEY (SACC Aide)
MARYANN LINDSTROM (Special Class Aide)
MELISSA MARTINIQUE (Special Class Aide)
DANIELLE MASSARO (Building, Cafeteria, Special Class, Vehicle & SACC Aides, Secretary)
AMANDA MENIER (Building, Cafeteria, Special Class, Vehicle & SACC Aides, Secretary)
BETSY NOONAN (Bus Driver)
PAMELA ROCCISANO (Secretary, Building Aide)

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

29. (Continued)

KELLY ROCKEY (Building, Cafeteria, Special Class & SACC Aides, Secretary)

BRIAN SCOTT* (School Bus/Van/Special Use Vehicle Driver)

CHRISTOPHER SHAW (Custodial)

MARIO STABILE (School Bus/Van/Special Use Vehicle Driver)

CHRISTINE WALSH (Building, Cafeteria, Special Class, Vehicle & SACC Aides, Secretary)

NICOLETTE YODICE (Special Class Aide)

RANDI PLATT (Secretary, Building Aide)

*Pending completion of road test

30. The recommendation of the Superintendent to approve a leave of absence for **COLLEEN BEGLEY**, Grade 4 Teacher, Marshall Hill School, with pay using sick days effective October 11, 2018, through November 27, 2018, then without pay under the Family Medical Leave Act effective November 28, 2018, through January 11, 2019. (Maternity/Child Rearing)

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

31. The recommendation of the Superintendent to approve an extension to a leave of absence for **SANDRA MOORE**, Cafeteria Aide, Macopin School, without pay under the Family Medical Leave Act effective September 6, 2018, through October 19, 2018. (Medical)

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

32. The recommendation of the Superintendent to approve a leave of absence for **JOSEPH MONDELLO**, Assistant Head Custodian, Upper Greenwood Lake School, with pay using sick, vacation, personal and family illness days, retroactive from July 17, 2018, through August 21, 2018, then without pay under the Family Medical Leave Act, retroactive from August 22, 2018, through October 19, 2018. (Medical)

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

33. The recommendation of the Superintendent to approve a leave of absence for **JOAN-MARIE FREDERICKS**, School Bus/Van Driver, Transportation, with pay using sick days effective September 4, 2018, through October 9, 2018 (1/2 day), then without pay under the Family Medical Leave Act, effective October 9, 2018 (1/2 day), through October 31, 2018. (Medical)

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

34. The recommendation of the Superintendent to approve the appointment of the following **SCHOOL AGED CHILD CARE PROVIDERS (SACC)**, without health benefits, for the 2018-2019 school year, effective September 1, 2018 - June 30, 2019, per Board of Education Agreement - Account: 52-990-320-101-10-10-403:

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

34. (Continued)

<u>SACC Personnel</u>	<u>School</u>	<u>Salary</u>
JAIME GIORDANO	Marshall Hill	\$3,019.50
ROBYN HEMPEL	Apshawa	\$8,052.00

35. The recommendation of the Superintendent to approve the following **TRANSFER OF ASSIGNMENTS**, for the following **SCHOOL AGED CHILD CARE PROVIDERS (SACC)**, for the 2018-2019 school year, effective September 1, 2018, through June 30, 2019 - Account: 52-990-320-101-10-10-403:

<u>SACC Personnel</u>	<u>From</u>	<u>To</u>	<u>Salary</u>
MAUREEN PICCOLI	Apshawa	Marshall Hill	\$16,020.00
AGNES FATTORUSSO	UGL	Marshall Hill	\$21,825.00
CLAIRE MILLER*	Apshawa	UGL	\$11,324.00

*Increase of assignment

36. The recommendation of the Superintendent to approve the following **TRANSFER OF ASSIGNMENTS**, for the 2018-2019 school year, effective September 1, 2018, through June 30, 2019:

<u>Employee</u>	<u>From</u>	<u>To</u>
ROBERTO ZUBAN (PC#60.09.S5.AVR) (Replaces Minick) Account: 11-190-100-106-10-10-000	Special Class Aide Highlander Academy	Special Class Aide High School
CASEY MINICK (PC#60.09.S5.AVB) (Replaces Zuban) Account: 11-209-100-106-10-10-105	Special Class Aide High School	Special Class Aide Highlander Academy
WHITNEY SMITH-SEIDNER* (PC#60.04.S5.BWG) Account: 11-213-100-106-10-10-000	Special Class Aide Marshall Hill	Special Class Aide Maple Road
PAMELA KURZ (PC#90.04.40.BYF) (PC#90.07.40.CAP) Account: 11-213-100-101-10-10-000	Special Education Teacher Marshall Hill/Maple Road	Special Education Teacher Marshall Hill/Westbrook
DONNA MUCCIO (PC#90.09.41.ATS) (Replaces Cappello) Account: 11-000-219-104-10-10-142 *Per students IEP	Social Worker Highlander Academy	Social Worker High School

37. The recommendation of the Superintendent to approve an **INCREASE OF ASSIGNMENT** for **JILL NITKINAS**, from 0.8 Mathematics Teacher, High School to 1.0 Mathematics Teacher, High School, at the annual salary of \$75,070.00 (MA/14), with health benefits, effective September 1, 2018, through June 30, 2019, per Board of Education/WMEA Agreement.

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

37. (Continued)

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

38. The recommendation of the Superintendent to approve a **DECREASE OF ASSIGNMENT** for **KARI PORTMAN**, from 0.8 Mathematics Teacher, High School to 0.6 Mathematics Teacher, High School, at the annual salary of \$36,672.00 (MA/4), without health benefits, effective September 1, 2018, through June 30, 2019, per Board of Education/WMEA Agreement.

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

39. The recommendation of the Superintendent to approve an **INCREASE OF ASSIGNMENT** for **NANCY KENNY**, from 0.6 Special Education Teacher (Resource Center), Maple Road to 1.0 Special Education Teacher (Resource Center), Maple Road, at the annual salary of \$55,320.00 (BA/2), with health benefits, effective September 1, 2018, through June 30, 2019, per Board of Education/WMEA Agreement.

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

40. The recommendation of the Superintendent to approve an **INCREASE OF ASSIGNMENT** for the following **BUILDING AIDES**, 3.5 hours per day, not to exceed 10 days, at their present hourly rate, for the 2018-2019 school year:

Employee

CHRISTINE BERTHA
CELESTE BURKE
DANA DOP

RANDI PLATT
KAREN ROMER

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

41. The recommendation of the Superintendent to approve **TINA PASQUINO**, Westbrook School, for an **ADDITIONAL ASSIGNMENT** for **KINDERGARTEN SUMMER EXPERIENCE** at the hourly rate of \$33.00, for two (2) hours during August 2018. Account: 11-110-100-101-10-10-000

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

42. The recommendation of the Superintendent to approve a **STIPEND** for **GLENN KEITH**, Maintenance Mechanic/Carpenter, District-wide, for Black Seal (\$175.00) and CDL License (\$175.00), in the total amount of \$350.00, retroactive from July 1, 2018, per Board of Education/WMCMA Agreement.

43. The recommendation of the Superintendent to approve the following High School students as **AUDIO VISUAL/LIGHTING TECHNICIANS**, for the 2018-2019 school year, at an hourly rate not to exceed \$10.00 - Account: 11-000-262-300-17-17-000:

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

43. (Continued)

NICHOLAS BARTOLI	KELLY BRENNAN
NOAH DURGIN	DANIEL KEARNEY
ELI MANGEAN	ALAN VAN ALSTYNE

44. The recommendation of the Superintendent to approve **PERFECT ATTENDANCE AWARDS**, for the following employees in accordance with the provisions of the Board of Education/WMBDA Agreement and Special Use Vehicle Drivers Employment Agreement, for the 2017-2018 school year - Accounts: 11-000-270-161-10-10-000*, 11-000-270-160-10-10-000:

<u>Employee</u>	<u>Position</u>	<u>Amount</u>
STEVEN BECKER	School Bus Driver	\$375.00
DIANE BIDWELL*	Special Use Vehicle Driver	\$200.00
EDWARD FALKO	School Bus Driver	\$375.00
ANDREW LEVICH	School Bus Driver	\$375.00
KEVIN McEWAN	School Bus Driver	\$375.00
LEON MOSKOWITZ	School Bus Driver	\$375.00
KRISTA ZWEIL	School Bus Driver	\$375.00

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

45. The recommendation of the Superintendent to approve the following **HIGH SCHOOL STUDENT ACTIVITY ADVISORS and HOURS** retroactive from the 2017-2018 school year, at the hourly rate of \$33.00, per Board of Education/WMEA Agreement - Account: 11-401-100-101-10-10-000:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>
ROBERT CALLAMARI	Model UN	16
JOSEPH SMOLINSKI	Model UN	16

NOTE: Replacement for Marzalik and Mock

46. The recommendation of the Superintendent to approve the following **AFTER SCHOOL STUDENT ACTIVITY CLUB and ADVISORS**, Upper Greenwood Lake School, at the hourly rate of \$33.00, retroactive from the 2017-2018 school year, per Board of Education/WMEA Agreement:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
BLAKE VISCONTI	Garden	9	\$297.00
KRISTA YUHAS	Garden	9	\$297.00

NOTE: The above club funded through the PTA.

47. The recommendation of the Superintendent to approve the following **AFTER SCHOOL STUDENT ACTIVITY CLUBS and ADVISORS**, at the hourly rate of \$33.00, for the 2018-2019 school year, per Board of Education/WMEA Agreement:

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

47. (Continued)

<u>Advisor</u>	<u>Club</u>	<u>School</u>	<u>Hours</u>	<u>Payment</u>
JOHANNA ARCHER	Battle of the Books	UGL	6	\$198.00
PAUL CHIESA	Guitar	UGL	24	\$792.00
JONATHAN RUSSO	Guitar	UGL	24	\$792.00
JOHANNA ARCHER	Drama	UGL	6	\$198.00
JOHANNA ARCHER	Tech Meet Team	UGL	4	\$132.00
BLAKE VISCONTI	Tech Meet Team	UGL	4	\$132.00
KELLY COMERFORD	TREP\$	UGL	15	\$495.00
MELISSA BERGH	TREP\$	UGL	15	\$495.00
KELLY COMERFORD	Mindfulness	UGL	11	\$363.00
JANE MERRITT	Mindfulness	UGL	11	\$363.00
HEATHER TERRY-EGLI	Mindfulness	UGL	11	\$363.00
BLAKE VISCONTI	Mindfulness	UGL	11	\$363.00
MELISSA BERGH	Mindfulness	UGL	11	\$363.00
MINDY TURNER	Chess	UGL	10	\$330.00
KIMBERLY WALKER	Chess	UGL	10	\$330.00
BLAKE VISCONTI	Garden	UGL	10	\$330.00
KRISTA YUHAS	Garden	UGL	10	\$330.00
TINA IRAGGI	STEM	UGL	8	\$264.00
HEATHER TERRY-EGLI	STEM	UGL	8	\$264.00
KAREN FUSCO	STEM	UGL	8	\$264.00
JENNIFER MAGNOTTA	Kind Kids	UGL	18	\$594.00
CHARLENE PAPPAS	Kind Kids	UGL	18	\$594.00
MELISSA BERGH	Jumpstart to Success	UGL	10	\$330.00
DANIEL BROPHY	Scooter Football	UGL	16	\$528.00
JAKE MATHEWS	Scooter Football	UGL	16	\$528.00
JANE MERRITT	Study Buddies	UGL	10	\$330.00
KRISTA YUHAS	Study Buddies	UGL	10	\$330.00
KELLY COMERFORD	NEHS*	UGL	18	\$594.00
SUSAN MORRIS	NEHS*	UGL	18	\$594.00
SAMANTHA PETTORINI	Sunset Scholars(Gr.3-6)	Aphawa	10	\$330.00
ROSEMARY JANSEN	Sunset Scholars(Gr.3-6)	Aphawa	10	\$330.00
JULIANNE McCALL- BRAMLEY	Sunset Scholars(Gr.3-6)	Aphawa	10	\$330.00
SAMANTHA PETTORINI	Sunset Scholars(Gr.1-2)	Aphawa	6	\$198.00
ROSEMARY JANSEN	Sunset Scholars(Gr.1-2)	Aphawa	6	\$198.00
JULIANNE McCALL- BRAMLEY	Sunset Scholars(Gr.1-2)	Aphawa	6	\$198.00
MICHELLE DeVOID	Yoga	Aphawa	16	\$528.00
JACLYN BECKER	Yoga	Aphawa	16	\$528.00
SARAH WARREN	Garden	Aphawa	10	\$310.00
KRISTA BASILE	Character	Aphawa	14	\$462.00
LISA LAVIANO	Character	Aphawa	14	\$462.00
MICHAEL KOGER	Intramurals	Aphawa	30	\$990.00
MARLO RAMBOWSKI	Intramurals	Aphawa	30	\$990.00
CATHERINE CLINTON	TREP\$	Aphawa	14	\$462.00
CHRISTINE RODEK	TREP\$	Aphawa	14	\$462.00
SAMANTHA PETTORINI	Student Council	Aphawa	11	\$363.00
MICHELE ROMER	Student Council	Aphawa	11	\$363.00

*National Elementary Honor Society

NOTE: Hourly rate may be adjusted pending the completion of contract negotiations. The above clubs funded through the PTA.

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

- 48. The recommendation of the Superintendent to approve the appointment of **KRISTA PROVOST**, Advisor, for **MACOPIN SCHOOL STUDENT ACTIVITY AFTER SCHOOL HISTORY CLUB**, for the 2018-2019 school year, at the hourly rate of \$33.00, not to exceed 40 hours, per Board of Education/WMEA Agreement. Account: 11-401-100-110-10-10-000

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

- 49. The recommendation of the Superintendent to approve the following **HIGH SCHOOL TEACHERS**, for the West Milford High School Showcase, for Macopin students and their parents, at the hourly rate of \$33.00 for two (2) hours, per Board of Education/WMEA Agreement - Account: 11-140-100-101-10-10-000:

Employee

- | | |
|---------------------------|--------------------------|
| STEPHEN BEATTIE | NICOLE KLOSZ |
| HEATHER BURNS | MICHAEL LAMBERT |
| MELISSA CSENGETO | KATHLEEN McCORT |
| KAREN FLAHERTY | KATHY MENDES |
| CYNTHIA GALLAUGHER | JENNIFER MONEGO |
| STEPHANIE GARCIA | SUSAN NEBIKER |
| JANICE GERISCH | JILL NITKINAS |
| JON GIESLER | NICOLE PETROSILLO |
| MATTHEW GRAMATA | DEANA PEZZINO |
| DOUGLAS HEYBURN | LAUREN REMBRANDT |
| JOSEPH JORDAN | ROBERT WIEDMANN |
| DANIELLE KAISER | DENISE FLOOD |
| CHERYL BOTSOLAS | |

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

- 50. The recommendation of the Superintendent to approve the following as **NJ MATH LEAGUE ADVISORS**, for the 2018-2019 school year, at the hourly rate of \$33.00 per, not to exceed 4.0 hours, Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

Employee

- | | |
|------------------------|------------------------|
| JACKIE BECKER | BRIAN LESLIE |
| DIANA BIVONA | SUSAN MORRIS |
| PHYLLIS BLAU | CHARLENE PAPPAS |
| MELISSA KEIL | JUSTIN RUNNE |
| DEBORAH KRUEGER | ALICE SUSKA |
| TANJA LANE | SARAH WARREN |

- 51. The recommendation of the Superintendent to approve **DANIEL NOVAK**, Director of Education, as an alternate representative to the Board of Directors of the Northern Region Educational Services Commission for the 2018-2019 school year.

- 52. The recommendation of the Superintendent to approve **KEITH LEWANDOSKI**, to **INTERN** with William Kane, Principal, Maple Road School, for the **FALL** semester of the 2018-2019 school year, at no cost to the district.

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

53. The recommendation of the Superintendent to approve the following **STUDENT INTERN**, for the **FALL** semester of the 2018-2019 school year, at no cost to the district:

<u>Student</u>	<u>College</u>	<u>Subject/Grade</u>
DENISE GALLUZZO	Caldwell University	Guidance/High School

54. The recommendation of the Superintendent to approve the following **STUDENT TEACHER/PRACTICUM**, for the **FALL** semester of the 2018-2019 school year, at no cost to the district:

<u>Student</u>	<u>College</u>	<u>Subject/Grade</u>
ANEISHA FLETCHER	William Paterson	Physical Education/Health 9-12

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

SUPERVISOR OF HIGHLANDER ACADEMY (New)

ROLL CALL FOR ITEMS #3 THROUGH #10 AND #12 THROUGH #55:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

The **MOTION PASSED**.

Motion by Mrs. O'Brien, seconded by Mr. Cytowicz, to approve the following agenda items #56 through #64:

- (56.) The recommendation of the Superintendent to accept, with regret, the resignation of **DONNA ZELASKO**, Cafeteria Aide, Maple Road School, retroactive from August 1, 2018, for the purpose of retirement.
- (57.) The recommendation of the Superintendent to approve the appointment of **MEAGHAN BRACCHITTA**, Board Certified Behavioral Analyst, District-wide (PC#91.98.51.CDW), at the annual salary of \$67,500.00 (prorated), with health benefits, effective October 29, 2018 or upon release from present employer, through June 30, 2019, per Board of Education Agreement. (New Position) Account: 11-000-219-104-10-10-142
- (58.) The recommendation of the Superintendent to approve the appointment of **DESIRAE HARDEN**, Social Worker, Highlander Academy (PC#90.09.41.BWI), at the annual salary of \$59,120.00 (MA/2), with health benefits, effective September 1, 2018, through June 30, 2019, per Board of Education/WMEA Agreement. (Replaces Muccio) Account: 11-000-219-104-10-10-142

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

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

- (59.) The recommendation of the Superintendent to approve a leave of absence for **IRIS SCHIESSWOHL**, Cafeteria Aide/Parking Lot Security, High School, without pay effective September 6, 2018, through September 21, 2018. (Medical)
- (60.) The recommendation of the Superintendent to approve a leave of absence for **DANIEL YOUNGBLOOD**, School Bus/Van Driver, Transportation, with pay using sick days effective September 4, 2018, through one half (1/2) day September 26, 2018, then without pay under the Family Medical Leave Act, effective one half (1/2) day September 26, 2018, through November 23, 2018. (Medical)

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

- (61.) The recommendation of the Superintendent to approve **an amendment to a previously approved resolution (July 2018)**, for a leave of absence for **TRICIA GRANNEY**, Grade 5 Teacher, Maple Road School, with pay using sick days effective September 4, 2018, through **October 23, 2018**, then without pay under the Family Medical Leave Act effective **October 24, 2018**, through November 23, 2018. (Maternity/Child Rearing)

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

- (62.) The recommendation of the Superintendent to approve **LAURA OAKES**, facilitator for **FIRST YEAR TEACHER TRAINING**, for the 2018-2019 school year, at the hourly rate of \$33.00, not to exceed three (3) hours, per Board of Education/WMEA Agreement. Account: 11-401-100-101-10-10-000

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

- (63.) The recommendation of the Superintendent to approve **LAURA OAKES**, facilitator for **NEW TEACHER TRAINING and ORIENTATION ACTIVITIES**, for the 2018-2019 school year, at the hourly rate of \$33.00, not to exceed ten (10) hours, per Board of Education/WMEA Agreement. Account: 11-401-100-101-10-10-000

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

- (64.) The recommendation of the Superintendent to approve the following **AFTER SCHOOL STUDENT ACTIVITY CLUBS and ADVISORS**, Westbrook School, at the hourly rate of \$33.00, for the 2018-2019 school year, per Board of Education/WMEA Agreement:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
NANCY GRIDLEY	Inspires	15	\$495.00
SUZANNE OESTERLE	Inspires	15	\$495.00
WENDY BECKER	Cares	15	\$495.00
CHRISTINE ERRICHELLO	Cares	15	\$495.00

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

(64.) (Continued)

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
JENNIFER CASPERSON	Author Study	6	\$198.00
JODIE COMUNE	TREP\$	10.5	\$346.50
MEGHAN DONEGAN	TREP\$	10.5	\$346.50
REGINA CANALI	Math Mania	6.25	\$206.25
KELLY YOST	Math Mania	6.25	\$206.25
REGINA CANALI	Reading Stars	6.25	\$206.25
KELLY YOST	Reading Stars	6.25	\$206.25
LYNN DOHERTY	Kindergarten Fall	4	\$132.00
STEPHANIE NEBIKER	Kindergarten Fall	4	\$132.00

NOTE: Hourly rate may be adjusted pending the completion of contract negotiations. The above clubs funded through the PTA.

ROLL CALL FOR ITEMS #56 THROUGH #64:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

The **MOTION PASSED**.

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

Motion by Mr. Bailey, seconded by Mrs. O'Brien, to approve the following agenda items #1 through #10 and #12 through #16:

Agenda item #11 was **TABLED** and **REMOVED** from the agenda.

DISCUSSION: Mr. Drew asked a question on item #8. Ms. Francisco and Dr. Anemone provided an explanation regarding the agreement.

Mr. Huber asked if parents are reimbursed in other sports. Ms. Francisco and Dr. Anemone addressed his questions.

Mr. Huber also inquired about item #3. Ms. Francisco provided information regarding the lease/purchase financing.

Mr. Drew thanked the Maple Road School PTO for their donations.

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

RESOLVED, that the Board of Education authorizes the advertisement of the following Capital Improvement Project for public re-bid in accordance with Public School Contracts Law, N.J.S.A. 18A:18A-1, et seq.:

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

1. (Continued)

<u>School</u>	<u>NJ DOE Project No.</u>	<u>Project</u>
West Milford High School	5650-040-18-2000	Fieldhouse Replacement

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

RESOLVED, that the Board of Education authorizes the advertisement of the following Capital Improvement Project for public bid in accordance with Public School Contracts Law, N.J.S.A. 18A:18A-1, et seq.:

<u>School</u>	<u>NJ DOE Project No.</u>	<u>Project</u>
West Milford High School	5650-040-19-1000	Grandstand Replacement

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

WHEREAS, the Board of Education is a member of the Educational Services Commission of New Jersey; and

WHEREAS, on behalf of the Board, the ESC advertised for bids for school bus financing and opened said bids in accordance with the specifications therein; and

WHEREAS, in accordance with N.J.S.A. 18A:18A-22 and 18A:18A-36, the Board of Education must either award or reject all bids within sixty (60) days of the opening of the bids, subject to certain exceptions; and

WHEREAS, pursuant to N.J.S.A. 18A:18A-22(c), a Board of Education may reject all bids for a given project when it no longer wishes to utilize the bid and abandons the specific project which has been advertised for bid;

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby determines to abandon the ESC bid and no longer wishes to utilize the bids received by the ESC to proceed with school bus financing under the terms set forth in the specifications, and be it further

RESOLVED, that the Board of Education hereby rejects all bids received by the ESC on the Board's behalf for school bus financing and chooses not to award any of the bids received by the ESC for the financing.

4. The recommendation of the Superintendent to approve a **COORDINATED TRANSPORTATION AGREEMENT** with Youth Consultation Services, Newark, New Jersey, to transport one (1) West Milford student (ID#68127) to YCS George Washington School, Hackensack, New Jersey, retroactive from July 9, 2018, through June 30, 2019, at a per diem cost of \$20.00 per day, for 203 days, for a total cost of \$4,060.00.

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

5. The recommendation of the Superintendent to approve an agreement with **EDUCATOR SOFTWARE SOLUTIONS**, Dayton, Tennessee, for **T-EVAL**, a teacher evaluation system, in an amount not to exceed \$9,600.00, for the 2018-2019 school year.
6. The recommendation of the Superintendent to approve an agreement with **HIGHLANDER PRODUCTIONS, LLC**, as videographer for Board of Education meetings for the 2018-2019 school year, in the amount of \$50.00 per meeting.
7. The recommendation of the Superintendent to approve an agreement with **NEW JERSEY ADVANCE MEDIA, LLC (NJAM)** and **LOCAL LIVE NETWORKS**, for participation in the NJAM High School Sports Live Video Network, including the installation of cameras at McCormack Field and High School gymnasium, retroactive from August 1, 2018, through June 30, 2020, at no cost to the District. (Documentation provided electronically.)
8. The recommendation of the Superintendent to approve a Lease Agreement with **ICE VAULT SKATING ARENA**, Wayne, New Jersey, and **WORLD WIDE ATHLETIC RECREATION**, for rental of ice time in the amount of \$35,695.50 for the High School Ice Hockey Team (Cooperative Ice Hockey Program), for the 2018-2019 school year.

NOTE: The District will be reimbursed fifty (50) percent from the Pequannock Township Board of Education for the rental charges.

9. The recommendation of the Superintendent to approve the following Resolution authorizing the purchase of natural gas supply services for public use on an online auction website:

WHEREAS, West Milford Board of Education has determined to move forward with the EMEX Reverse Auction in order procure natural gas for West Milford Board of Education; and

WHEREAS, the Local Unit Technology Pilot Program and Study Act (P.L. 2001, c. 30) (the "Act") authorizes the purchase of natural gas supply service for public use through the use of an online auction service; and

WHEREAS, West Milford Board of Education will utilize the online auction services of EMEX, LLC, an approved vendor pursuant to the Act, waiver number EMEX LLC-1, located at www.energymarketexchange.com; and

WHEREAS, EMEX, LLC is compensated for all services rendered through the participating supplier that a contract is awarded to; and

WHEREAS, the auction will be conducted pursuant to the Act; and

WHEREAS, if the auction achieves a price of \$0.545/therm or less for a 12 month term, a price of \$0.545/therm or less for an 18 month term, a price of \$0.545/therm or less for a 24 month term; West Milford Board of Education may award a contract to the winning supplier for the selected term.

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

9. (Continued)

NOW THEREFORE BE IT RESOLVED, that the Business Administrator of the West Milford Board of Education be and she hereby is authorized to execute on behalf of the West Milford Board of Education any natural gas contract proffered by the participating supplier that submits the winning bid in the EMEX Reverse Auction if the auction achieves a price of \$0.545/therm or less for a 12 month term, a price of \$0.545/therm or less for an 18 month term, a price of \$0.545/therm or less for a 24 month term; West Milford Board of Education may award a contract to the winning supplier for the selected term.

10. The recommendation of the Superintendent to approve payment to the following employee for participation in the **HEALTH BENEFITS INCENTIVE PROGRAM** - Account: 11-000-291-270-10-13-000:

June 2018

HOLLIE MILLER \$500.00

12. The recommendation of the Superintendent to accept the following **DONATIONS** for payment towards a motivational speaker, Mr. Joe Beckman, at the 3rd Annual First Friday Celebration in September 2018, for Maple Road School:

Maple Road School PTO	\$2,440.00
West Milford Elks Lodge	\$ 500.00
Jimmy The Barber's, LLC	\$ 100.00
Vesuvio's Pizza	\$ 25.00

13. The recommendation of the Superintendent to accept the **DONATION** of two (2) interactive projectors, valued at approximately \$9,800.00, from the Maple Road School PTO, for Maple Road School.

14. **RESOLVED**, that the Board of Education approve a **MEMBERSHIP** with the **WEST MILFORD ROTARY CLUB** for Dr. Alex Anemone, Superintendent of Schools, in the amount of \$220.00, retroactive from July 1, 2018, through June 30, 2019.

15. The recommendation of the Superintendent to approve the **SUBSTITUTE PAY RATES** for the 2018-2019 school year. (Documentation provided electronically.)

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

ROLL CALL FOR ITEMS #1 THROUGH #10 AND #12 THROUGH #16:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Abstain	Mrs. Van Dyk	Absent

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

The **MOTION PASSED.**

Motion by Mr. Bailey, seconded by Mrs. O'Brien, to approve the following agenda item #17:

17. The recommendation of the Superintendent to approve the **LIST OF BILLS/VENDORS** for the period ending **August 28, 2018**, in the amount of \$2,694,438.63. (Documentation to be provided electronically.)

ROLL CALL FOR ITEM #17:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Abstain
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Yes*	Mrs. Van Dyk	Absent

*Mr. Guarino "Abstained" to tuition reimbursement. The **MOTION PASSED.**

Motion by Mr. Bailey, seconded by Mrs. O'Brien, to approve the following agenda item #18:

18. The recommendation of the Superintendent to approve the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **June 30, 2018**:

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

Total transfers in the amount of \$9,291.89.

ROLL CALL FOR ITEM #18:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

The **MOTION PASSED.**

Motion by Mr. Bailey, seconded by Mrs. O'Brien, to approve the following agenda item #19:

19. The recommendation of the Superintendent to approve the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **August 28, 2018**:

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 **2018-2019** budget be affirmed and approved. (See folder insert.)

Total transfers in the amount of \$63,745.74.

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

ROLL CALL FOR ITEM #19:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

The **MOTION PASSED.**

Motion by Mr. Bailey, seconded by Mrs. O'Brien, to approve the following agenda item #20:

20. The recommendation of the Superintendent to approve the **PAYROLL** of July 31, 2018 and August 15, 2018, in the amount of \$993,330.27. (Documentation provided electronically.)

ROLL CALL FOR ITEM #20:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Abstain	Mrs. Van Dyk	Absent

The **MOTION PASSED.**

Motion by Mr. Bailey, seconded by Mrs. O'Brien, to approve the following agenda item #21:

DISCUSSION: Mr. Drew asked if the preliminary report included funds put into capital reserve. Ms. Francisco explained that is an audit adjustment.

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

WHEREAS, the Agenda file of **August 28, 2018** Regular Meeting of the Board contains the **preliminary** A148 Report of the Secretary and the A149 Treasurer's Monthly Report; and

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

\$7,378,055.68 as of June 30, 2018; therefore

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

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

ROLL CALL FOR ITEM #21:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Abstain
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

The **MOTION PASSED.**

Motion by Mr. Bailey, seconded by Mrs. O'Brien, to approve the following agenda item #22:

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

RESOLVED, that the Board certify as of June 30, 2018, after review of the **preliminary** Secretary's Monthly (A-148) Report and Treasurer's Monthly Report (A-149), and upon consultation with the appropriate district officials that, to the best of our knowledge, no major account or fund has been over-expended in accordance with N.J.A.C. 6A:23A-13.3 and 6A:23A-16.10, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

ROLL CALL FOR ITEM #22:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

The **MOTION PASSED.**

XVI. POLICY, Mr. Raymond Guarino, Chairperson

Motion by Mr. Guarino, seconded by Mr. Cytowicz, to approve the following agenda items #1, #2, #7, #9, #10, #14, #15, #17 and #19:

1. **MOVE** the Board of Education suspend the rules of Bylaw 0131 requiring two Board readings to adopt the following Policies and Regulations with one reading, to have them effective for September 1, 2018: (Items #2, #7, #9, #10, #14, #15, #17 and #19)
2. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Comprehensive Equity Plan." (Code 1523) (Documentation provided electronically.)
7. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Curriculum Content." (Code 2200) (Documentation provided electronically.)

XVI. POLICY - Mr. Guarino, Chairperson - Continued

- 9. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Affirmative Action Program for School and Classroom Practices." (Code 2260) (Documentation provided electronically.)
- 10. The recommendation of the Superintendent to approve the revised **REGULATION** entitled "Guidance Counseling." (Code 2411) (Documentation provided electronically.)
- 14. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Academic Standards, Academic Assessments, and Accountability." (Code 2415.01) (Documentation provided electronically.)
- 15. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Health and Physical Education." (Code 2422) (Documentation provided electronically.)
- 17. The recommendation of the Superintendent to approve the revised **REGULATION** entitled "Bilingual and ELL Education." (Code 2423) (Documentation provided electronically.)
- 19. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Standards-Based Instructional Priorities." (Code 2428.1) (Documentation provided electronically.)

ROLL CALL FOR ITEMS #1, #2, #7, #9, #10, #14, #15, #17 AND #19:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

The **MOTION PASSED.**

Motion by Mr. Guarino, seconded by Mrs. O'Brien, to approve the following agenda items #3 through #6, #8, #11 through #13, #16, #18, and #20 through #33, for a **first reading**:

DISCUSSION: Mr. Huber commented on Item #27, and made suggestions on the policy change.

- 3. The recommendation of the Superintendent to approve a new **POLICY** entitled "Disclosure and Review of Applicant's Employment History." (Code 1613) (Documentation provided electronically.)
- 4. The recommendation of the Superintendent to approve a new **REGULATION** entitled "Disclosure and Review of Applicant's Employment History." (Code 1613) (Documentation provided electronically.)
- 5. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Philosophy of Education/District Mission Statement." (Code 2110) (Documentation provided electronically.)

XVI. POLICY - Mr. Guarino, Chairperson - Continued

6. The recommendation of the Superintendent to approve the revised **POLICY** entitled "School District Goals and Objectives." (Code 2132) (Documentation provided electronically.)
8. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Adoption of Courses." (Code 2220) (Documentation provided electronically.)
11. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Home Instruction Due to Health Condition." (Code 2412) (Documentation provided electronically.)
12. The recommendation of the Superintendent to approve the revised **REGULATION** entitled "Home Instruction Due to Health Condition." (Code 2412) (Documentation provided electronically.)
13. The recommendation of the Superintendent to approve the revised **REGULATION** entitled "Title I Services." (Code 2415) (Documentation provided electronically.)
16. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Bilingual and ELL Education." (Code 2423) (Documentation provided electronically.)
18. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Physical Education." (Code 2425) (Documentation provided electronically.)
20. The recommendation of the Superintendent to approve the revised **REGULATION** entitled "Special Education - Location, Identification, and Referral." (Code 2460.1) (Documentation provided electronically.)
21. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Home or Out-of-School Instruction for a General Education Student for Reasons Other Than a Temporary or Chronic Health Condition." (Code 2481) (Documentation provided electronically.)
22. The recommendation of the Superintendent to approve the revised **REGULATION** entitled "Home or Out-of-School Instruction for a General Education Student for Reasons Other Than a Temporary or Chronic Health Condition." (Code 2481) (Documentation provided electronically.)
23. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Grading System." (Code 2624) (Documentation provided electronically.)
24. The recommendation of the Superintendent to approve the revised **REGULATION** entitled "Grading System." (Code 2624) (Documentation provided electronically.)
25. The recommendation of the Superintendent to approve the revised **REGULATION** entitled "Lesson Plans and Plan Books." (Code 3270) (Documentation provided electronically.)

XVI. POLICY - Mr. Guarino, Chairperson - Continued

- 26. The recommendation of the Superintendent to approve the revised **POLICY** entitled "High School Graduation." (Code 5460) (Documentation provided electronically.)
- 27. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Harassment, Intimidation, and Bullying." (Code 5512) (Documentation provided electronically.)
- 28. The recommendation of the Superintendent to **abolish** the **REGULATION** entitled, "Harassment, Intimidation, or Bullying Investigation Procedure." (Code 5512) (Documentation provided electronically.)
- 29. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Dating Violence at School." (Code 5519) (Documentation provided electronically.)
- 30. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Use of Physical Restraint and Seclusion Techniques for Students with Disabilities." (Code 5561) (Documentation provided electronically.)
- 31. The recommendation of the Superintendent to approve the revised **REGULATION** entitled "Use of Physical Restraint and Seclusion Techniques for Students with Disabilities." (Code 5561) (Documentation provided electronically.)
- 32. The recommendation of the Superintendent to approve the revised **REGULATION** entitled "Reserve Accounts." (Code 6740) (Documentation provided electronically.)
- 33. The recommendation of the Superintendent to approve the revised **POLICY** entitled "Opening Exercises/Ceremonies." (Code 8820) (Documentation provided electronically.)

ROLL CALL FOR ITEMS #3 THROUGH #6, #8, #11 THROUGH #13, #16, #18 AND #20 THROUGH #33:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes*
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Yes	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

Mr. Huber voted "No" to Item #27.

The **MOTION PASSED.**

XVII. COMMITTEE REPORTS/LIAISONS

Parks & Recreation - Mr. Guarino - No report.

Safety - Mrs. Van Dyk - No report.

Superintendent's Roundtable - Mrs. Dwyer - Will continue in September.

XVII. COMMITTEE REPORTS/LIAISONS - Continued

Passaic County School Boards Association - Mrs. Van Dyk - Will continue in September.

New Jersey School Boards Association - Mrs. Van Dyk - Will continue in September.

Legislative - Mr. Huber discussed a number of items that the Governor signed into law, and provided an explanation and information on those that pertain to the school district.

Technology Oversight - Mrs. Fritz - No report.

Township/Board of Education Joint Committee - Mr. Cytowicz - No meeting. Mr. Cytowicz discussed the Township's recent meeting and the preliminary efficiency audit that was presented by Matrix Consulting. Mr. Cytowicz also thanked the Administration and the Board for supporting a five-year capital projects list and District policy.

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

CASA - Mr. Huber - No report. Mrs. Fritz commended CASA and all of the programs they run. She spoke about the 7th and 8th Grade Beach Party.

Mr. Huber commented on the phenomenal job the CASA Director has done.

XVIII. OLD BUSINESS

Correspondence to Legislators and Freeholders - State Aid

Dr. Anemone commented on discussion at previous Board meetings and in Committee with regard to setting up a meeting with representatives at the County level first, and perhaps at the State level, to discuss our unique situation and our loss of state aid and the Highlands Act. He stated the meeting has not been arranged as of yet.

Mr. Huber discussed the Board voted to install cameras in the Maintenance shed, and asked if it was done. Ms. Francisco acknowledged that they were installed.

Motion by Mr. Guarino, seconded by Mr. Huber, to close Old Business.

VOICE VOTE: All in Favor. MOTION PASSED.

XIX. NEW BUSINESS

Mr. Bailey spoke about Fall sports and extracurricular activities beginning. He wished the staff and administration the best of luck for the 2018-2019 season.

Dr. Anemone spoke about information he reviewed of how vocational schools in Atlantic County received a large amount of state aid, and decided to reduce their tuition for the surrounding districts.

XIX. NEW BUSINESS - Continued

Dr. Anemone stated there has been discussion of this to be done in Passaic County, and the Board should discuss if they would like to send a letter to Passaic County Technical Institute for the same purpose and copy our legislators. The Board agreed to proceed with the correspondence. Mr. Donohue confirmed that no vote is needed to proceed.

Motion by Mr. Guarino, seconded by Mrs. Fritz, to close New Business.

VOICE VOTE: All in Favor. MOTION PASSED.

Public Comment began at 8:13 p.m.

XX. PUBLIC COMMENT - AGENDA OR NON-AGENDA ITEMS

Members of the public who have requested to speak prior to the meeting will be first with five (5) minutes for each speaker, for a period of thirty (30) minutes; and then time permitting, other public comment limited to five (5) minutes per speaker 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 Public Comment.

Jodi Murphy-Dutches, Ashbrook Lane, West Milford. She has two children who attend schools in the District, and is a mental health professional in the field for 20 years. She spoke about the number of children struggling with mental health illness. She looked further into how teachers are educated in this area in New Jersey's top schools. She handed out information to the Board and also offered her services to the District to provide mental health training.

Jim Foody, 2 Kushaqua Trail, Hewitt. Mr. Foody spoke about the Hillcrest property, the value of the property and the potential hook-up to the MUA. He spoke about doing an appraisal, what the cost would be to hook-up to the MUA, and what the remediation cost is in the building to make an informed decision.

Tara Donohue, Fairlawn Drive, Hewitt. Ms. Donohue spoke about her youngest child not entering West Milford School district, and the reasons why her child will be attending a private school.

Motion by Mr. Cytowicz, seconded by Mr. Guarino, to close Public Comment.

VOICE VOTE: All in Favor. MOTION PASSED.

XXI. EXECUTIVE SESSION

At 9:34 p.m., Mr. Huber made a motion, seconded by Mr. Cytowicz, to go into Executive Session for the purpose of discussing personnel appointments, resignations, current litigation matters, special education matters, negotiations, 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.

Minutes for the Public Hearing/Workshop/Regular Meeting of August 28, 2018

At 10:35 p.m., the Board returned to the public session.

ROLL CALL UPON RETURN FROM EXECUTIVE SESSION:

TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE
Mr. Bailey	Present	Mrs. Dwyer	Present	Mr. Huber	Present
Mr. Cytowicz	Present	Mr. Guarino	Present	Mrs. O'Brien	Absent
Mr. Drew	Present	Mrs. Fritz	Present	Mrs. Van Dyk	Absent

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

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

11. The recommendation of the Superintendent to approve the appointment of **DR. PATRICE CAPPELLO**, Supervisor of Special Services, Grades PreK-12, District-wide (PC#15.09.P4.BLW), at the annual salary of \$121,000.00, plus \$2,850.00 Longevity and \$2,100.00 Doctorate (prorated), with health benefits, effective September 1, 2018, through June 30, 2019, per Board of Education/WMPA Agreement. (Replaces Mendez) Account: 11-000-221-102-10-10-143

NOTE: The agreed upon salary is an initial placement and thus is not subject to the WMPA salary percentage increase during the first year of appointment. This is a transfer from Social Worker, High School.

ROLL CALL FOR ITEM #11:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	No	Mrs. Fritz	No	Mr. Huber	No
Mrs. Dwyer	No	Mr. Drew	No	Mr. Cytowicz	No
Mrs. O'Brien	Absent	Mr. Guarino	No	Mrs. Van Dyk	Absent

The **MOTION FAILED.**

Motion by Mr. Cytowicz, seconded by Mrs. Fritz, to reconsider Item #58 under Personnel/Student Affairs.

DISCUSSION: Mr. Drew asked for clarification regarding the vote. Mr. Donohue provided an explanation to the Board on the vote.

ROLL CALL:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

The **MOTION PASSED.**

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

Motion by Mr. Cytowicz, seconded by Mr. Guarino, to **TABLE** Item #58 under Personnel/Student Affairs.

DISCUSSION: Mr. Donohue provided additional explanation on the motion.

ROLL CALL:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	Yes
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

The **MOTION PASSED.**

XIII. EDUCATION - Mrs. Teresa Dwyer, Chairperson

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

(13.) The recommendation of the Superintendent to approve the following Resolution:

WHEREAS, the Board heard a HIB appeal 2018/M-4, in Executive Session at the August 28, 2018 meeting;

WHEREAS, the Administration had determined that the event rose to a level of harassment, intimidation and bullying, as defined by N.J.S.A. 18A:37-14;

WHEREAS, the Board considered the testimony and evidence of the student and her mother;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education wishes to overturn the previous positive determination of HIB.

ROLL CALL FOR ITEM #13:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Abstain	Mrs. Fritz	Yes	Mr. Huber	Yes
Mrs. Dwyer	Yes	Mr. Drew	Yes	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

The **MOTION PASSED.**

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

Motion by Mr. Bailey, seconded by Mr. Cytowicz, to approve the following agenda item #23:

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

DISCUSSION: Mr. Drew commented this should go out for referendum and to bond the project to receive a reimbursement from the State, given our budgetary restrictions.

Mr. Bailey commented that in consideration of the amount of rain received in the last six months, he feels this project must move forward.

Mr. Guarino discussed that a referendum could have occurred last year or earlier for this project and since it has not, the project should move forward.

(23.) The recommendation of the Superintendent to award a contract to **SAFEWAY CONTRACTING, INC.**, Kenilworth, New Jersey, (lowest bidder) for the Roof Replacement at Maple Road School, for a Base Bid in the amount of \$1,076,000, and an Alternate #1 Bid in the amount of \$180,000, for a total of \$1,256,000, per bids publicly read on August 24, 2018.

ROLL CALL FOR ITEM #23:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Bailey	Yes	Mrs. Fritz	Yes	Mr. Huber	No
Mrs. Dwyer	Yes	Mr. Drew	No	Mr. Cytowicz	Yes
Mrs. O'Brien	Absent	Mr. Guarino	Yes	Mrs. Van Dyk	Absent

The **MOTION PASSED.**

XXII. ADJOURNMENT

Motion by Mr. Drew, seconded by Mrs. Dwyer, to adjourn the meeting at 10:41 p.m.

VOICE VOTE: All in Favor. MOTION PASSED.

Respectfully submitted,

Barbara Francisco
Board Secretary