

WEST MILFORD TOWNSHIP BOARD OF EDUCATION

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BOARD OF EDUCATION  
MINUTES  
BUDGET/ETHICS/REGULAR MEETING  
JANUARY 31, 2023

DISTRICT GOALS - 2022-2023 SCHOOL YEAR

- *Enhance the District math program through a commitment to rigorous, standards-based instruction, professional development and best practice, and selection of quality materials.*
- *Stabilize District finances and find cost-effective solutions to the compound difficulties of S2 reductions in State Aid and declining enrollment.*
- *Build and foster a culture of mental and physical wellness for student and staff in order to craft a more supportive educational environment.*
- *Increase a sense of unity across all schools in the District.*

Mrs. Claire Lockwood, Board Vice President, called to order the Budget/Ethics/Regular Meeting of the Board of Education at 7:00 p.m., in the Westbrook School Media Center. She asked for a moment of silence for our community members who are struggling, and made mention of fellow Board Member/Trustee, Kate Romeo, whose father passed away recently. Mrs. Lockwood led the flag salute, read the Open Public Meetings Act Statement, and 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 Suburban Trends, the Record, the Messenger, West Milford Town Hall, the County Superintendent's Office, the Board Attorney, Cablevision of Warwick and West Milford TV77; 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
Mrs. Racano	Present	Mrs. Dwyer	Present	Mrs. Lockwood	Present
Mr. Cytowicz	Present	Mr. Guarino	Present	Mrs. Van Dyk	Present
Mr. Lippe	Present	Mrs. O'Brien	Present	Mrs. Romeo	Absent

Minutes for the Budget/Ethics/Regular Meeting of January 31, 2023

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

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. Karen D'Avino	Interim Director of Special Services	Present
Andrew Brown, Esq.	Board of Education Attorney	Present
Emma White	Student Representative	Present

There were approximately 12 members of the attendance.

VI. SUPERINTENDENT'S REPORT - Dr. Alex Anemone

- Dr. Anemone recognized our Athletic Director, Mr. Joseph Trentacosta, as the recipient of the 2023 Bob Hopek Professional Development Award, given by the DAANJ, the Directors of Athletics Association of New Jersey. The DAANJ Board of Trustees noted this award is presented to "an individual that has made significant contributions, and demonstrated excellence in the area of professional development at the local and State level as an instructor or participant in leadership training courses". In the past year, Mr. Trentacosta has received his CAA (Certified Athletic Administrator) from the NIAAA (National Interscholastic Athletic Administrators Association) and serves on the Executive Committees in the Big North Conference, Passaic County, and Super Football Conference. He was also selected to the NJSIAA Advisory Committee. Mr. Trentacosta will be presented with a plaque at the DAANJ annual workshop in March 2023. Dr. Anemone presented him with a Certificate of Recognition.
- Dr. Anemone stated the 2023-2024 Kindergarten registration has opened for September. We have about 130 registrants to date, and we have two (2) concurrent Kindergarten registrations on our website - for 2022-2023, as we are still admitting new students this year, and for the 2023-2024 registration. Dr. Anemone will continue to review Kindergarten enrollment numbers, and hopes that number will climb over 200 students sooner rather than later, so that we can budget for our Kindergarten staff.
- Emma White, Student Representative, provided a report to the Board and the community, as Gabriella Meza was not able to attend the meeting. Emma spoke about the Pep Rally which celebrated the Winter athletes, clubs and activities, and was an overall success. She also spoke about the Heroes and Cool Kids club. Students had their training and will use this training to work with Elementary school students in the future. Coming up is the Lady Gaga Mental Health event which will take place on February 15<sup>th</sup> at the High School, an hour event on teen mental health. The event is brought to the High School by CNBC and Lady Gaga's Born This Way Foundation. Lady Gaga's mother, Cynthia Germanotta, President and Co-Founder of the Born This Way Foundation, along with two teen ambassadors of their 2023 Youth Advisory Board, will be participating in a discussion on the importance of teen mental health, and how to be there for yourself and others.

**VI. SUPERINTENDENT'S REPORT - Dr. Anemone - Continued**

- They will be attending this live virtual event with other school students from Las Vegas, Detroit, and Los Angeles. She also spoke about the Student Council hosting a fundraiser for Alzheimer's disease, which be a Volleyball Tournament. Last year's proceeds went to the Special Olympics. This fundraiser will be held on March 1<sup>st</sup> and the cost of each student participating to raise these funds will be \$15.00 per person. Lastly, the Student Council is also working on future fundraisers, one of which will be a Car Show that will be held in the Spring.

**VII. DIRECTOR OF EDUCATION'S REPORT - Mr. Daniel Novak**

- Mr. Novak spoke about Character Education. He noted that staff gathered prior to the Board meeting to view the presentation board display. He pointed out this is typical of what you would see at Ryder University, which hosts the state School of Character Awards. Mr. Novak wanted to bring that here and give everyone a glimpse of some of the work we have done in Character Education over the years. He acknowledged the staff members who were at the meeting, as they are indicative of the type of process we have had in the District for Character Education. They are: Blake Visconti, Apshawa Resource Center; Coleen Leslie, Apshawa School Secretary; Sarah Warren, Apshawa 5<sup>th</sup> Grade Teacher; Jaclyn Becker, Apshawa 4<sup>th</sup> Grade Teacher; Dr. Dana Swarts, Westbrook Principal; Meghan Donegan, Westbrook Reading Specialist; Patrick O'Donnell, Marshall Hill Principal; Christine Genardi-Fisher, Marshall Hill 5<sup>th</sup> Grade Teacher; Bill Kane, Maple Road Principal; Tricia Graney, Maple Road 5<sup>th</sup> Grade Teacher; Christine Rodek, Apshawa 3<sup>rd</sup> Grade Teacher; Kristi Clave, Maple Road Special Education Teacher; and Joe Trentacosta, Athletic Director and former teacher in the District. He introduced Mrs. Mary Reinhold, Macopin Interim Principal, who not only was passionate about bringing Character Education to our District throughout her career, but has pursued it in retirement. She is excited to come back and continue with this process in West Milford.
- Mrs. Reinhold addressed the Board and the community, and presented on Character Education. She retired in 2016, and at that time it was her mission to become a member of the Character Education team. She believes that the 11 Principles of Character Education belong in the schools, and that it could change the culture and the climate of every school in New Jersey. New Jersey leads the nation in the amount of Schools of Character. This year, 75 schools were named nationally, and New Jersey has 24 of those schools and one District of Character. She joined the New Jersey Alliance for Social, Emotional and Character Development under the leadership of Dr. William Trusheim, who was the Pequannock Superintendent and a leader in Character Education.
- Mrs. Reinhold is the Secretary of the NJASECD, and the Co-Chair of the New Jersey Schools of Character. She stated that West Milford has done their job in being represented. The mission of the alliance is to develop lifelong learners who are responsible citizens prepared to enter the global society, and they truly believe in it.

VII. DIRECTOR OF EDUCATION'S REPORT - Mr. Novak - Continued

- Mrs. Reinhold has had the opportunity to work with many tremendous educators in this volunteer work that wanted to bring the 11 Principles into their school. They believe that character development and preparing our students for the real world are just as important as reading, writing, and arithmetic. So she asked, "What is character?" Character is goodness in action, and we envision a future where honest, trustworthy, respectful people treat others as they want to be treated. She stated that every morning after the Pledge of Allegiance, she tells her students to remember that their character counts every day. She stated further that the promising practice collection presented tonight is over the past several years. She looked at the data from 2016, and we had over 50 promising practices in West Milford. She explained that a promising practice is a unique experience that taught our kids to grow and learn, and care about others. She spoke about the recent "Give a Goat Night" event, which has returned in person since the pandemic. She was pleasantly surprised that with 250 students and teachers competing against each other, how wonderful the students were, and how they showed incredible support for their teachers.
- We have eight (8) New Jersey and National Schools of Character in West Milford, and we are also a District of Character. Every five (5) years we have to re-certify, and our schools have followed that cycle and have been successful each time. There are three (3) administrators and eight (8) staff members who serve on the scoring committee for New Jersey Schools of Character, and our administrative team are also National evaluators. West Milford became a District of Character in 2020, and has to re-certify in 2025. She feels we have work to do, as our students and staff lost so much during the pandemic. Social media is changing the dynamic of relationships, and we have to work hard to teach our students how to interact with each other in a positive way. Young people should be encouraged to form their own moral compass based on timeless principles. Our District has adopted the full value language from K-12 for our core values, "be here, be safe, be honest, set goals, and let go and move on." She indicated that Mr. Novak provided the staff with a book about full value language and one was added, which is "care for self and others." Our students can benefit from adopting this language as their own, and we as educators can make that happen. At Macopin, we are adopting this slogan, "Be That One" for our Kindness Month of February. She concluded with a poem that was shared today during their Character Education lesson.
- Mr. Novak thanked Mrs. Reinhold and thanked the staff that attended. He also thanked the Board members for engaging in conversations with the staff this evening. Mr. Novak announced that Digital Citizenship Night will be held on March 22, 2023. This annual event was a spin-off from our Character Education program, and he spoke about how it came to fruition. During this year's event, we intend to launch a platform called "Smart Social," which is intended to keep that conversation going, with students having the ability to login to that platform and have access to tools that we use in our lessons. Parents will have access to instructional videos as well.

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

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

- December 20, 2022 Workshop/Regular Meeting
- December 20, 2022 Executive Session

**VOICE VOTE:** Mr. Cytowicz, Mr. Lippe, and Mrs. Racano "Abstained" to the December 20, 2022 Workshop/Regular Meeting minutes, and the December 20, 2022 Executive Session Meeting minutes.

All Others in Favor.

MOTION PASSED.

IX. PRESIDENT'S REPORT - Mrs. Kate Romeo

Mrs. Lockwood, Board Vice President, stated there was no report.

X. PUBLIC COMMENT - AGENDA ITEMS (PLEASE SIGN IN)

This portion of the meeting is open to members of the public for the purpose of addressing resolutions on this agenda only. Members of the public who have requested to speak prior to the meeting will be recognized by the chair first. Each speaker will be given five (5) minutes, 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 this public comment period are asked to address topics listed in the agenda. All speakers are asked to sign the register provided and to give their full name, spell their last name, group affiliation, if appropriate, and provide their address. Issues raised by members of the public may or may not be responded to by the Board. All comments will be considered and a response will be forthcoming if and when appropriate.

The Board asks that members of the public be courteous and respectful of the rights of other individuals when speaking. Specifically, comments regarding students and employees of the Board are discouraged, and the Board and the Administration will not respond to them. Students and employees have specific legal rights afforded to them by the laws of New Jersey. The Board is not responsible and is not liable for any comments made by members of the public. Members of the public should consider their comments in light of the legal rights of those affected or identified in their comments. Members of the public are reminded that they are legally responsible and liable for their comments.

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

**VOICE VOTE:**

All in Favor.

MOTION PASSED.

**XI. ETHICS PRESENTATION**

Kathleen Helewa, New Jersey School Boards Association, thanked the Board for inviting her to provide this very important annual presentation, Ethics for School Officials. She provided the Board with information from NJSBA and asked the Board members to sign the Acknowledgment of Receipt, as the Board is required to discuss the Code of Ethics once a year. She also provided the Board with a copy of this presentation.

She spoke about ethics/accountability and that as a school official, you have the honor of serving the interests of the public and in carrying out that duty, how we hold ourselves accountable. She outlined the School Ethics Act, N.J.S.A. 18A:12-21 (1991), and that it is essential that the conduct of members of local board of education and local administrators hold the respect and confident of the people, and how provisions apply to all School Officials.

The School Ethics Commission is the body charged with enforcing the act, N.J.S.A. 18A:12-27(a). She spoke about SEC Jurisdiction, Advisory Opinions (N.J.S.A. 18A:12-31), and Ethic Complaints. Per the SEC, in any given year, the yearly average is 85 Ethics Complaints filed and 35 Advisory Opinions requested. She also explained what penalties are in violation of the act, including reprimand, censure, suspension, and removal.

Ms. Helewa provided examples of what a conflict of interest is (N.J.S.A. 18A:12-24), and to recuse yourself if there is a benefit to you (school official) or your immediate family. A listing of conflicts and other considerations were provided, as well as 2022 Commissioner/SEC Decisions. She then provided relationship definitions, such as immediate family member, dependent child, and a relative. Also discussed was hiring/personnel and that once you are on the Board, the Superintendent cannot recommend for hire to the Board any of your family members.

She continued with Collective Bargaining and if you have a family member who works in the District. She provided an overview on the relationship to the Board member, current member of a statewide public teachers' union, if you can participate in negotiations, and if you can vote to ratify the contract for family members who work in and out-of-district. She also touched on other possible conflicts with regard to collective bargaining, and public advisory opinions released in 2022.

She reviewed the Code of Ethics for School Board Members Only that must be abided by, in detail, and discussed each of their standards. She asked the Board to contact her with any questions they may have regarding the Code of Ethics.

She then presented on volunteering in schools. Serving on the Board does not prevent volunteerism in the schools, but consideration needs to be given to the degree of involvement, and the degree of authority.

She explained Interview Committees and Board member involvement. She also provided 2022 Commissioner/SEC Decisions, and Filing Considerations/SEC Considerations.

An overview of Mandatory Training was given, explaining Governance 1 (New Board Member Orientation), Governance 2 (Finance/Labor), Governance 3 (Student Achievement), and Governance 4 (Legal Update). She then explained Disclosure Statements that need to be completed by new school officials within 30 days, and returning officials by April 30<sup>th</sup>.

XI. ETHICS PRESENTATION - Continued

Social Media was also discussed, as well as a suggested disclaimer for Board members to use if statements are made on social media. She completed the presentation with points to consider, and that the Ethics Commission wishes to make clear that all Board members should always be treated and should always treat other members of the Board with decency, respect, and kindness.

XII. MOTION BY MRS. O'BRIEN, SECONDED BY MRS. DWYER, TO ADOPT THE AGENDA AS PRESENTED.

VOICE VOTE: All in Favor. MOTION PASSED.

XIII. EDUCATION - Mrs. Claire Lockwood, Chairperson

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

1. The recommendation of the Superintendent to approve the adoption of the **DISTRICT NURSING SERVICES PLAN** for the West Milford School District, for the 2022-2023 school year. (Documentation provided electronically.)
2. The recommendation of the Superintendent to approve the following **HIGH SCHOOL OVERNIGHT FIELD TRIPS** for the 2022-2023 school year:

DECA

Purpose of Trip: This is the state level competition for DECA. Students who have placed at the District competition are eligible to compete at the state level. Students who place at the state level are eligible to further compete at the international level. While students are not in competition, they will be attending "Downtown DECA" where they will participate in workshops to develop business skills.

Location:	Atlantic City, New Jersey
Dates of Trip:	February 27 - March 1, 2023
Number of Students:	8
Cost of Trip to Students:	\$482.50
Name of Advisor(s):	Thomas Santoro
Name of Chaperone(s):	Debra Masiello
Number of School Days Missed:	3
Cost to District:	\$584.00(transportation)

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

PERCUSSION BAND

Purpose of Trip: Perform and observe percussion at the national level.

Location:	Miamisburg, Ohio
Dates of Trip:	April 19 - April 22, 2023
Number of Students:	40
Cost of Trip to Students:	\$529.66

XIII. EDUCATION - Mrs. Lockwood, Chairperson - Continued

2. (Continued)

PERCUSSION BAND

Name of Advisor(s):	Michael Monacelli
Name of Chaperone(s):	Matthew Leitner Julie Keefe Lindsay Walsh Sam Lauritano Richard D'Andrea Roman Trujillo Susan Kaczor Joan Darnsteadt
Number of School Days Missed:	3
Cost to District:	\$0.00

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

COLOR GUARD

Purpose of Trip: Compete in the WGI Regional to qualify for the NASSP (National Association of Secondary School Principals) approved WGI World Championships in April. This experience would allow the members to meet and interact with groups from the New England area, and achieve a national ranking and early seeding in the line-up at the World Championships. The group will also tour Faneuil Hall, Quincy Market, and historic downtown Boston. A Sunday visit to the Salem Witch Museum will allow the students to get a front row seat at the Salem Witch Trails.

Location:	Boston, Massachusetts
Dates of Trip:	February 17 - February 19, 2023
Number of Students:	14
Cost of Trip to Students:	\$583.57
Name of Advisor(s):	Peter Shaver
Name of Chaperone(s):	Erica McPartland Casey McCoy Joan Darnsteadt
Number of School Days Missed:	1
Cost to District:	\$0.00

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

3. The recommendation of the Superintendent to approve the following field trip destination(s) to be added to the list of Board approved **FIELD TRIP LOCATIONS** for the 2022-2023 school year:
  - Pony Power Therapies, Mahwah, New Jersey
4. The recommendation of the Superintendent to approve the following **SCHOOL YEAR SPECIAL EDUCATION OUT-OF-DISTRICT DAY SCHOOL TUITION CONTRACT**, retroactive from December 5, 2022, through June 30, 2023 (tuition prorated):

**XIII. EDUCATION - Mrs. Lockwood, Chairperson - Continued**

4. (Continued)

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1 Student #: 68766	\$41,797.70	Union County Educational Services Commission Westfield, New Jersey

NOTE: District responsible for the educational component of this bedside placement.

5. The recommendation of the Superintendent to approve the following **SCHOOL YEAR SPECIAL EDUCATION OUT-OF-DISTRICT DAY SCHOOL TUITION CONTRACT**, retroactive from January 3, 2023, through June 30, 2023 (tuition prorated):

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1 Student #: 69041	\$63,958.20	Lakeview Learning Center Wayne, New Jersey

NOTE: This is a change of placement.

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

**ROLL CALL FOR ITEMS #1 THROUGH #6:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mrs. Lockwood	Yes	Mr. Cytowicz	Yes	Mr. Lippe	Yes
Mr. Guarino	Yes	Mrs. Dwyer	Yes	Mrs. O'Brien	Yes
Mrs. Racano	Yes	Mrs. Van Dyk	Yes	Mrs. Romeo	Absent

The **MOTION PASSED.**

**XIV. PERSONNEL/STUDENT AFFAIRS - Mrs. Lynda Van Dyk, Chairperson**

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

Motion by Mrs. Van Dyk, seconded by Mr. Cytowicz, to approve the following agenda items #1 through #33:

**DISCUSSION:** Mrs. Van Dyk spoke about item #32, and thanked Dr. Anemone for looking into and correcting the stipend position.

Mrs. O'Brien inquired about #11. She spoke about Mrs. Gerisch being part of the liaison for the West Milford Municipal Alliance. If she will be out on leave for a little bit of time, Mrs. O'Brien asked if there is someone who will fill in for her at the meetings.

XIV. PERSONNEL/STUDENT AFFAIRS - Mrs. Van Dyk, Chairperson - Continued

**DISCUSSION:** Dr. Anemone stated the District is looking for a substitute for the overall position of Substance Abuse Coordinator. He asked Mrs. O'Brien to send him the meeting dates, so that he could look into someone at the High School that could attend. Mrs. O'Brien indicated that the meetings are monthly, and they are hybrid.

Mrs. Dwyer inquired if there is a vacancy announcement for that position. Dr. Anemone responded that we have posted for a temporary, short-term replacement for six (6) weeks.

Mr. Guarino spoke about item #2, and he congratulated Colleen Milnes on her retirement. She has been at many schools over the course of her years in West Milford, and it is appreciated. He wished her well in her retirement.

1. The recommendation of the Superintendent to accept, with regret, the resignation of **LAURA DeSENA**, English Teacher, High School, effective July 1, 2023, for the purpose of retirement.
2. The recommendation of the Superintendent to accept, with regret, the resignation of **COLLEEN MILNES**, Special Class Aide, Upper Greenwood Lake School, effective July 1, 2023, for the purpose of retirement.
3. The recommendation of the Superintendent to accept, with regret, the resignation of **THOMAS STAPLETON**, Custodian, Westbrook School, effective March 1, 2023, for the purpose of retirement.
- (4.) The recommendation of the Superintendent to accept, with regret, the resignation of **ELIZABETH STANDISH**, Head Cook/Manager, Westbrook School, effective July 1, 2023, for the purpose of retirement.
- (5.) The recommendation of the Superintendent to accept, with regret, the resignation of **MILDRED DeGROAT**, Special Use Vehicle Driver, Transportation, effective February 1, 2023, for the purpose of retirement.
6. The recommendation of the Superintendent to **RESCIND** the appointment of **NATALIE CERTOSIMO**, 0.8 World Language Teacher, Macopin/High School (PC#90.08.46.BNR; 90.09.46.BIP), at the annual salary of \$45,440.00 (BA/2), with health benefits, retroactive from September 1, 2022, through June 30, 2023, per Board of Education/WMEA Agreement. (Replaces Carnavale) Account: 11-130-100-101-10-10-000; 11-140-100-101-10-10-000
7. The recommendation of the Superintendent to approve the appointment of **KIMBERLY HEINER**, Kindergarten Teacher, Upper Greenwood Lake School (PC#90.06.02.BWW), at the annual salary of \$56,800.00 (BA/2) (prorated), with health benefits, effective February 9, 2023, through June 30, 2023, per Board of Education/WMEA Agreement. (Replaces Pasquino) Account: 11-110-100-101-10-10-000
8. The recommendation of the Superintendent to approve the appointment of **APRIL PECORARO**, Special Class Aide, Macopin School (PC#60.08.S5.BVL), at the annual salary of \$24,142.00 (Step 1) (prorated), with health benefits, effective February 1, 2023, through June 30, 2023, per Board of Education/WMTAA Agreement. (Replaces Heinig) Account: 11-213-100-106-10-10-000

XIV. PERSONNEL/STUDENT AFFAIRS - Mrs. Van Dyk, Chairperson - Continued

(9.) The recommendation of the Superintendent to approve the appointment of **STEVEN ALEXANDER**, School Bus/Van Driver, Transportation (PC#25.18.T1.BET), 4 hours/day, at the annual salary of \$15,364.68 (prorated), without health benefits, retroactive from January 27, 2023, through June 30, 2023, per Board of Education/WMBDA Agreement. (Replaces Woronekin) Account: 11-000-270-161-10-10-000

(10.) The recommendation of the Superintendent to approve a leave of absence for **GERI TAYLOR**, Learning Disabilities Teacher Consultant, High School, with pay using sick days, retroactive from January 30, 2023, through April 14, 2023. (Medical)

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

11. The recommendation of the Superintendent to approve a leave of absence for **JANICE GERISCH**, Student Assistance Counselor, High School, with pay using sick days, effective February 1, 2023, through March 14, 2023. (Medical)

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 **SAMANTHA PATIRO**, Special Education Teacher, Upper Greenwood Lake School, with pay using sick days, effective March 20, 2023, through May 26, 2023, then without pay under the Family Medical Leave Act, effective May 29, 2023, through October 27, 2023. (Maternity/Child Rearing)

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

13. The recommendation of the Superintendent to approve an **EXTENSION** to a leave of absence for **CAITLIN HELDER**, Social Worker, Maple Road/Paradise Knoll Schools, without pay, effective April 3, 2023, through May 12, 2023. (Child Rearing)

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

14. The recommendation of the Superintendent to approve an **EXTENSION** to the appointment of **BRIANA LISCIANDRELLO**, Replacement Social Worker, Maple Road/Paradise Knoll Schools (PC#99.03.41.CHW; PC#99.05.41.CHX), at the annual salary of \$60,400.00 (MA/1) (prorated), with health benefits, effective April 3, 2023, through May 12, 2023, per Board of Education Agreement. (Replaces Helder) Account: 11-000-218-104-10-10-071

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

(15.) The recommendation of the Superintendent to approve the following additions to the certified personnel list of **SUBSTITUTE TEACHERS/COACHES/NURSES/SPECIAL PROJECTS** for the 2022-2023 school year, effective February 1, 2023, through June 30, 2023:

XIV. PERSONNEL/STUDENT AFFAIRS - Mrs. Van Dyk, Chairperson - Continued

(15.) (Continued)

**FABIOLA LEON\*** (Special Projects)  
**HANNAH DeANGELIS** (Teacher)  
**KATIE DeBELL** (Teacher)  
**MITCHELL SCHECHTER**(Special Projects)  
**PAMELA STRUBLE** (Special Projects)  
**PATRICK KEYZER** (Teacher)  
**VICTORIA MEIER** (Teacher)

\*Pending fingerprint clearance.

(16.) 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 2022-2023 school year, effective February 1, 2023, through June 30, 2023:

**FREDERICK MAYER** (Operations)  
**KAITLYN FENNING** (Special Class Aide)  
**KRISTEN MORRISEY-READING** (Operations)  
**LAUREN RIVERIA** (Building Aide, Secretary)

17. The recommendation of the Superintendent to approve the following **TRANSFER OF ASSIGNMENTS**, for the 2023-2024 school year, effective September 1, 2023, through June 30, 2024:

<u>Employee</u>	<u>From</u>	<u>To</u>
<b>HOLLY STANLEY</b> (PC#90.03.02.BOK) Account: 11-110-100-101-10-10-000	Kindergarten Teacher Westbrook	Kindergarten Teacher Maple Road
<b>ASHLEY BAUMGARTNER</b> (PC#90.06.02.AAK) Account: 11-110-100-101-10-10-000	Kindergarten Teacher Westbrook	Kindergarten Teacher Upper Greenwood Lake
<b>KELLY YOST</b> (PC#90.06.02.BON) Account: 11-110-100-101-10-10-000	Grade 1 Teacher Westbrook	Kindergarten Teacher Upper Greenwood Lake
<b>REGINA CANALI</b> (PC#90.04.04.BLQ) Account: 11-120-100-101-10-10-000	Grade 1 Teacher Westbrook	Grade 1 Teacher Marshall Hill
<b>JODIE COMUNE</b> (PC#90.03.05.CIO) Account: 11-120-100-101-10-10-000	Grade 2 Teacher Westbrook	Grade 2 Teacher Maple Road
<b>STEPHANIE SANACORE</b> (PC#90.04.05.BNX) Account: 11-120-100-101-10-10-000	Grade 2 Teacher Westbrook	Grade 2 Teacher Marshall Hill
<b>JENNIFER CASPERSON</b> (PC#90.04.08.ACH) Account: 11-120-100-101-10-10-000	Grade 3 Teacher Westbrook	Grade 5 Teacher Marshall Hill

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XIV. PERSONNEL/STUDENT AFFAIRS - Mrs. Van Dyk, Chairperson - Continued

17. (Continued)

<u>Employee</u>	<u>From</u>	<u>To</u>
<b>ERIN DAVIE</b> (PC#XX.XX.XX.XXX) Account: 11-120-100-101-10-10-000	Grade 3 Teacher Westbrook	Grade 4 Teacher Aphawa
<b>ALISON PERRY</b> (PC#90.03.07.CIP) Account: 11-120-100-101-10-10-000	Grade 4 Teacher Westbrook	Grade 4 Teacher Maple Road
<b>SUZANNE OESTERLE</b> (PC#90.05.06.BLT) Account: 11-120-100-101-10-10-000	Grade 4 Teacher Westbrook	Grade 3 Teacher Paradise Knoll
<b>TANJA LANE</b> (PC#90.08.14.CFE) Account: 11-130-100-101-10-10-000	Grade 5 Teacher Westbrook	English Teacher Macopin
<b>JENELLE PEINE</b> (PC#90.06.08.ACU) Account: 11-120-100-101-10-10-000	Grade 5 Teacher Westbrook	Grade 5 Teacher Upper Greenwood Lake
<b>LYNN DOHERTY</b> (PC#90.06.40.BXB) Account: 11-213-100-101-10-10-000	Special Education Westbrook	Special Education Upper Greenwood Lake
<b>DIANE PIZZULO</b> (PC#90.09.40.BSY) Account: 11-213-100-101-10-10-000	Special Education Westbrook	Special Education High School
<b>MEGHAN DONEGAN</b> (PC#90.04.27.AKC) Account: 11-424-100-179-10-10-000	Reading Specialist Westbrook	Reading Specialist Marshall Hill
<b>MAUREEN MULLIGAN</b> (PC#90.06.28.CHL) Account: 11-230-100-101-10-10-000	Reading Specialist Marshall Hill	Encore Upper Greenwood Lake
<b>JENNIFER BALOGH</b> (PC#90.05.28.BOU) Account: 11-230-100-101-10-10-000	Encore Westbrook	Encore Paradise Knoll
<b>CHRISTOPHER JONES</b> (PC#90.04.26.CFR) Account: 11-120-100-10-10-000	Physical Education Westbrook	Physical Education Marshall Hill
<b>WENDY BECKER</b> (PC#90.01.41.BOR; #90.08.41.CIQ) Account: 11-000-219-104-10-10-142	Social Worker Westbrook/Aphawa	Social Worker Aphawa/Highlander

XIV. PERSONNEL/STUDENT AFFAIRS - Mrs. Van Dyk, Chairperson - Continued

17. (Continued)

<u>Employee</u>	<u>From</u>	<u>To</u>
<b>DR. DANA SWARTS</b> (PC#15.01.P1.AEN) Account: 11-000-240-103-10-10-150 Effective July 1, 2023	Principal Westbrook	Principal Aphsawa

18. The recommendation of the Superintendent to approve the following staff for **DIGITAL CITIZENSHIP NIGHT** to conduct a **PARENT PRESENTATION**, to be held March 22, 2023, at the hourly rate of \$36.00, not to exceed eight (8) hours, for a payment of \$288.00 to each staff member, per Board of Education/WMEA Agreement - Account: 20-280-200-101-10-50-XXX - ESEA Title IV:

<u>Employee</u>	
<b>JASON BENZ</b>	<b>JULIANNE McCALL-BRAMLEY</b>
<b>MARY BOZENMAYER</b>	<b>LEIGH ANN MISIANO</b>
<b>KELLY COMERFORD</b>	<b>SUSAN NEBIKER</b>
<b>JOSE ESTRADA</b>	<b>DEANA PEZZINO</b>
<b>TRICIA GRANAY</b>	<b>ALISON SCULLY</b>
<b>JOSEPH JORDAN</b>	<b>KELLEY VISAGGIO</b>
<b>NICOLE KLOSZ</b>	<b>MELISSA WELCH</b>

NOTE: Funded through the ESEA Title IV Grant.

(19.) The recommendation of the Superintendent to approve the following staff for a **CLIMB PARENT PRESENTATION**, to be held March 6, 2023, at the hourly rate of \$36.00, not to exceed two (2) hours, for a payment of \$72.00 to each staff member, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

<u>Employee</u>	
<b>ERIN BRANAGAN</b>	<b>NICOLE HILL</b>
<b>MARILYN LASALANDRA</b>	<b>JANET SCALES</b>
<b>FRANYFE DiCATERINA</b>	<b>STEPHANIE JANITZ</b>
<b>ANNMARIE MONTANTI</b>	<b>JONELLE PETROU</b>
<b>SHERRY SCHWARTZ</b>	

(20.) The recommendation of the Superintendent to approve the following staff for a **HIGHLANDER PREP INFORMATION NIGHT**, to be held February 6, 2023, at the hourly rate of \$36.00, not to exceed two (2) hours, for a payment of \$72.00 to each staff member, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

<u>Employee</u>
<b>PATRICE CAPPELLO</b>
<b>DONNA NORMOYLE</b>
<b>LINDSEY CHRISTENSEN</b>
<b>WENDY BECKER</b>
<b>TAYLOR REED</b>

XIV. PERSONNEL/STUDENT AFFAIRS - Mrs. Van Dyk, Chairperson - Continued

21. The recommendation of the Superintendent to approve the following **ACADEMIC EXCELLENCE COMMITTEE** for the 2022-2023 school year, at the hourly rate of \$36.00, not to exceed ten (10) hours per staff member, to investigate high schools that are successfully rated under various rankings, per Board of Education/WMEA Agreement - Account: 11-140-100-101-10-10-161:

Employee

<b>SAMANTHA BAIETTI</b>	<b>SYRENA LoRe</b>
<b>CHRISTOPHER BOTSOLAS</b>	<b>KATHLEEN McCORT</b>
<b>DENISE FLOOD</b>	<b>JILL NITKINAS</b>
<b>LYDIA LABA</b>	<b>ALISON SCULLY</b>
<b>DANA LAMBERT</b>	<b>MELISSA WELCH</b>

22. The recommendation of the Superintendent to approve the following **MARSHALL HILL ELEMENTARY SCHOOL STUDENT ACTIVITY CLUBS, ADVISORS and HOURS** for the 2022-2023 school year, at the hourly rate of \$36.00, per Board of Education/WMEA Agreement - Account: 20-490-100-101-10-50-103 - ARP ESSER III Grant:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
<b>TARA GUARINO</b>	Board Gamers	5	\$180.00
<b>RACHEL LEHR</b>	Board Gamers	5	\$180.00
<b>ERIN BRANAGAN</b>	Kickstart SEL	9	\$324.00
<b>NICOLE HILL</b>	Kickstart SEL	9	\$324.00

NOTE: Funded through the ARP ESSER III Grant.

23. The recommendation of the Superintendent to approve the following **UPPER GREENWOOD LAKE ELEMENTARY SCHOOL STUDENT ACTIVITY CLUB, ADVISORS and HOURS** for the 2022-2023 school year, at the hourly rate of \$36.00, per Board of Education/WMEA Agreement - Account: 20-490-100-101-10-50-103 - ARP ESSER III Grant:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
<b>BAILEY DOMENICK</b>	Math Matters	6.6	\$237.60
<b>HOLLIE MILLER</b>	Math Matters	6.6	\$237.60
<b>KRISTINE RALICKI</b>	Math Matters	6.6	\$237.60

NOTE: Funded through the ARP ESSER III Grant.

24. The recommendation of the Superintendent to approve the following **WESTBROOK ELEMENTARY SCHOOL STUDENT ACTIVITY CLUB, ADVISORS and HOURS** for the 2022-2023 school year, at the hourly rate of \$36.00, per Board of Education/WMEA Agreement - Account: 20-490-100-101-10-50-103 - ARP ESSER III Grant:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
<b>JODIE COMUNE</b>	Showstoppers	12	\$432.00
<b>JENELLE PEINE</b>	Showstoppers	12	\$432.00

NOTE: Funded through the ARP ESSER III Grant.

XIV. PERSONNEL/STUDENT AFFAIRS - Mrs. Van Dyk, Chairperson - Continued

25. The recommendation of the Superintendent to approve the following **FAMILY MATH NIGHTS, ADVISORS, and HOURS** for the 2022-2023 school year, at the hourly rate of \$36.00, per Board of Education/WMEA Agreement - Account: 20-280-200-101-10-50-XXX - ESEA Title IV Grant:

<u>Employee</u>	<u>School</u>	<u>Hours</u>	<u>Payment</u>
LINDSAY GORNALL	Apshawa	2.5	\$ 90.00
AMBER HARDEN	Apshawa	2.5	\$ 90.00
KAREN McCOURT	Apshawa	2.5	\$ 90.00
BROOKE QUILLIO	Apshawa	2.5	\$ 90.00
CHRISTINA RODEK	Apshawa	2.5	\$ 90.00
JENNIFER SANNAZZARO	Apshawa	2.5	\$ 90.00
KRISTEN SEIBERT	Apshawa	2.5	\$ 90.00
BLAKE VISCONTI	Apshawa	2.5	\$ 90.00
TARA GUARINO	Marshall Hill	2	\$ 72.00
MAUREEN KELLY	Marshall Hill	2	\$ 72.00
RACHEL LEHR	Marshall Hill	2	\$ 72.00
KELLYANN McKEAN	Marshall Hill	2	\$ 72.00
SHAWN RHINESMITH	Marshall Hill	4	\$144.00
KELLY ROWLAND	Marshall Hill	2	\$ 72.00
KAETLYN SCARPA	Marshall Hill	2	\$ 72.00
ALICE SUSKA	Marshall Hill	2	\$ 72.00
WENDY WITTMAN	Marshall Hill	2	\$ 72.00
DEENA ACCARDI	Upper Greenwood Lake	5	\$180.00
KELLY COMERFORD	Upper Greenwood Lake	5	\$180.00
BRITTANY ECONOMOU	Upper Greenwood Lake	5	\$180.00
CHARLENE PAPPAS	Upper Greenwood Lake	5	\$180.00

NOTE: Funded through the ESEA Title IV Grant.

26. The recommendation of the Superintendent to approve the following **FAMILY LITERACY NIGHTS, ADVISORS, and HOURS** for the 2022-2023 school year, at the hourly rate of \$36.00, per Board of Education/WMEA Agreement - Account: 20-231-100-101-10-50-XXX - ESEA Title I Grant:

<u>Employee</u>	<u>School</u>	<u>Hours</u>	<u>Payment</u>
LINDSAY GORNALL	Apshawa	3.5	\$126.00
AMBER HARDEN	Apshawa	3.5	\$126.00
KAREN McCOURT	Apshawa	3.5	\$126.00
AMY METT	Apshawa	3.5	\$126.00
BROOKE QUILLIO	Apshawa	3.5	\$126.00
JENNIFER SANNAZZARO	Apshawa	3.5	\$126.00
KRISTEN SEIBERT	Apshawa	3.5	\$126.00
BLAKE VISCONTI	Apshawa	3.5	\$126.00
DEENA ACCARDI	Upper Greenwood Lake	4	\$144.00
KELLY COMERFORD	Upper Greenwood Lake	4	\$144.00
BAILEY DOMENICK	Upper Greenwood Lake	4	\$144.00
KIMBERLY HEINER	Upper Greenwood Lake	4	\$144.00
CHARLENE PAPPAS	Upper Greenwood Lake	4	\$144.00
DANIELLE POST	Upper Greenwood Lake	4	\$144.00
KRISITNE RALICKI	Upper Greenwood Lake	4	\$144.00
KAETLYN SCARPA	Upper Greenwood Lake	4	\$144.00
KIMBERLY WALKER	Upper Greenwood Lake	4	\$144.00

XIV. PERSONNEL/STUDENT AFFAIRS - Mrs. Van Dyk, Chairperson - Continued

26. (Continued)

NOTE: Funded through the ESEA Title I Grant.

27. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution (October 2022)**, to the following **MACOPIN SCHOOL STUDENT ACTIVITY CLUB, ADVISORS, and HOURS** for the 2022-2023 school year, at the hourly rate of \$36.00, per Board of Education/WMEA Agreement - Accounts: 20-231-100-101-10-50-XXX ESEA Title I Grant:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
<b>MERJEME DUFFY</b>	AIM	81	\$2,916.00
<b>JENNIFER FEAR</b>	AIM	81	\$2,916.00
<b>NANCY KENNY</b>	AIM	81	\$2,916.00
<b>DEBRA MASIELLO</b>	AIM	81	\$2,916.00
<b>MONICA BOHORQUEZ-ZEMSER</b>	AIM	81	\$2,916.00
<b>TRACY NOVAK</b>	AIM	75	\$2,700.00
<b>MICHELLE PALUZZI</b>	AIM	60	\$2,160.00
<b>KRISTA TRIPODI</b>	AIM	36	\$1,296.00
<b>JESSICA BULLOCK</b>	AIM	<b>60</b>	<b>\$2,160.00</b>
<b>DAWN MAGIE</b>	AIM	<b>60</b>	<b>\$2,160.00</b>
<b>ANNE MCGOWAN</b>	AIM	<b>60</b>	<b>\$2,160.00</b>
<b>PEGGY PAULSON</b>	AIM	<b>60</b>	<b>\$2,160.00</b>

NOTE: Funded through the ESEA Title I Grant.

28. The recommendation of the Superintendent to approve the following **HIGH SCHOOL STUDENT ACTIVITY CLUB, ADVISOR, and HOURS** for the 2022-2023 school year, at the hourly rate of \$36.00, per Board of Education/WMEA Agreement - Account: 20-072-100-101-10-50-000 - New York Jets Flag Football Grant:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
<b>MATTHEW KEYZER</b>	Girls Flag Football	129	\$4,644.00

NOTE: Funded through the New York Jets Flag Football Grant.

29. The recommendation of the Superintendent to approve the following **HIGH SCHOOL and MACOPIN MUSIC STIPENDS** for the 2022-2023 school year, per Board of Education Agreement - Account: 11-401-100-110-10-10-000:

<u>Employee</u>	<u>Position</u>	<u>Stipend</u>
<b>MITCHELL SCHECTER</b>	Accompanist	\$3,000.00
<b>PAMELA STRUBLE</b>	Accompanist	\$1,000.00
<b>FABIOLA LEON*</b>	Accompanist	\$1,000.00

\*Pending fingerprint clearance.

**XIV. PERSONNEL/STUDENT AFFAIRS - Mrs. Van Dyk, Chairperson - Continued**

- 30. The recommendation of the Superintendent to approve a **GRANT INCENTIVE PAYMENT** of \$125.00 to **ANDREA JONES**, Health & Physical Education Teacher, Macopin School, and \$125.00 to **CANDICE CARLISLE**, Special Education Teacher, Macopin School, for the **MACOPIN PLAY UNIFIED GRANT**, for the 2022-2023 school year. Account: 11-000-221-102-10-10-143
- 31. The recommendation of the Superintendent to approve the following **MENTOR TEACHER PAYMENTS** for the 2022-2023 school year:

<u>Provisional Teacher</u>	<u>Payment</u>	<u>Mentor Teacher</u>
<b>MATTHEW DABROS</b>	\$201.73	Alison Scully
<b>JOSEFINA RIOS</b>	\$366.73	Vincenza Certosimo

NOTE: This payment is made by the Provisional Teacher to the Mentor Teacher. There is no cost to the District.

- 32. The recommendation of the Superintendent to approve the following **HIGH SCHOOL STUDENT ACTIVITIES ASSIGNMENTS AND STIPENDS** for the **SPRING 2023 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>NICOLE GWINNETT</b>	Head Softball	C+Longevity	\$10,017.00
<b>CANDICE CARLISLE</b>	Asst. Softball	C	\$ 7,371.00
<b>MATTHEW KEYZER</b>	Asst. Softball	A	\$ 5,233.00
<b>KENNETH CANALI</b>	Head Tennis (Boys)	C	\$ 7,042.00
<b>DAVID GEROLD</b>	Asst. Tennis (Boys)	A	\$ 3,310.00
<b>ARTHUR JOECKS</b>	Head Track (Boys)	C+Longevity	\$10,017.00
<b>MICHAEL LAMBERT</b>	Asst. Track (Boys)	C+Longevity	\$ 7,571.00
<b>BRIAN LESLIE</b>	Asst. Track (Boys)	C+Longevity	\$ 7,571.00
<b>SHARON PIECUCH</b>	Head Track (Girls)	C+Longevity	\$10,017.00
<b>CHRISTOPHER JONES</b>	Asst. Track (Girls)	C	\$ 7,371.00
<b>PATRICK KEYZER</b>	Asst. Track (Girls)	A	\$ 5,233.00
<b>TAYLOR PEVNY</b>	Head Baseball	C	\$ 9,817.00
<b>JASON BENZ</b>	Asst. Baseball	A	\$ 5,233.00
<b>JAKE MATHEWS</b>	Asst. Baseball	C	\$ 7,371.00
<b>MCKENZIE MORANDO</b>	Head Boys Golf	A	\$ 5,017.00
<b>JUSTIN RUNNE</b>	Head Girls Golf	A	\$ 5,017.00
<b>GARY STOLL</b>	Head Boys Lacrosse	C+Longevity	\$10,017.00
<b>STEPHEN MASLANEK</b>	Asst. Boys Lacrosse	C+Longevity	\$ 7,571.00
<b>HARRY SHORTWAY</b>	Head Girls Lacrosse	B	\$ 8,600.00
<b>RACHEL FERRIS</b>	Asst. Girls Lacrosse	A	\$ 5,233.00
<b>JASON D'esVERNEY</b>	Head Boys Volleyball	C	\$ 9,817.00

- 33. The recommendation of the Superintendent to approve the following **VOLUNTEER** to the **STUDENT ACTIVITY PROGRAM** for the 2022-2023 school year:

<u>Name</u>	<u>School</u>	<u>Assignment</u>
<b>ZOE STARR</b>	High School	Girls Lacrosse

XIV. PERSONNEL/STUDENT AFFAIRS - Mrs. Van Dyk, Chairperson - Continued

ROLL CALL FOR ITEMS #1 THROUGH #33:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mrs. Van Dyk	Yes	Mrs. Lockwood	Yes	Mrs. Dwyer	Yes
Mrs. O'Brien	Yes	Mr. Cytowicz	Yes	Mrs. Racano	Yes
Mr. Guarino	Yes*	Mr. Lippe	Yes	Mrs. Romeo	Absent

\*Mr. Guarino "Abstained" on item #22 and item #25.

The **MOTION PASSED.**

XV. OPERATIONS & FINANCE - Mr. Raymond Guarino, Chairperson

Motion by Mr. Guarino, seconded by Mr. Cytowicz, to approve the following agenda items #1 through #2:

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

**BE IT RESOLVED**, that the Board of Education, having received written notification of 2022-2023 stabilization aid in the amount of \$1,316,260, and pursuant to N.J.A.C. 6A:23A-13.3(d) that allows a district board of education at any time and without Commissioner approval, to appropriate unbudgeted or under-budgeted State aid for which the approval was granted by the Department in written notification to the district of the additional aid, approves the transfer of \$1,316,260, to the district's General Fund accounts as follows:

11-209-100-610-10-16-105	Supplies-Highlander Academy	\$570,260
11-000-270-514-18-18-000	Transportation-Contracted Services	\$230,000
11-190-100-610-10-12-000	Supplies-Instruction	\$516,000

2. The recommendation of the Superintendent to approve the revised **SALARY GUIDES** for the **WEST MILFORD CAFETERIA AIDES ASSOCIATION (WMCAA)**, retroactive from January 1, 2023. (Documentation provided electronically.)

ROLL CALL FOR ITEMS #1 THROUGH #2:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Guarino	Yes	Mrs. Dwyer	Yes	Mr. Lippe	Yes
Mrs. Racano	Yes	Mr. Cytowicz	Yes	Mrs. Van Dyk	Yes
Mrs. Lockwood	Yes	Mrs. O'Brien	Yes	Mrs. Romeo	Absent

The **MOTION PASSED.**

Motion by Mr. Guarino, seconded by Mr. Cytowicz, to approve the following agenda item #3:

3. The recommendation of the Superintendent to approve the **PAYROLL** of December 30, 2022, January 13, 2023, and January 31, 2023, in the amount of \$6,291,600.21. (Documentation provided electronically.)

**XV. OPERATIONS & FINANCE – Mr. Guarino, Chairperson – Continued**

3. (Continued)

**ROLL CALL FOR ITEM #3:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Guarino	Abstain	Mrs. Dwyer	Yes	Mr. Lippe	Yes
Mrs. Racano	Yes	Mr. Cytowicz	Yes	Mrs. Van Dyk	Abstain
Mrs. Lockwood	Yes	Mrs. O'Brien	Yes	Mrs. Romeo	Absent

The **MOTION PASSED.**

Motion by Mr. Guarino, seconded by Mr. Cytowicz, to approve the following agenda items #4 through #9:

4. The recommendation of the Superintendent to approve the **LIST OF BILLS/ VENDORS** for the period ending **January 31, 2023**, in the amount of \$4,973,774.35. (Documentation provided electronically.)
5. The recommendation of the Superintendent to approve the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **January 31, 2023**:

**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 **2022-2023** budget be affirmed and approved. (See folder insert.)

Total transfers in the amount of \$789,779.37.

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

**WHEREAS**, the Agenda file of **January 31, 2023** Regular Meeting of the Board contains the A148 Report of the Secretary and the A149 Treasurer’s Monthly Report; and

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

\$13,293,772.15 as of November 30, 2022; therefore

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

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

**RESOLVED**, that the Board certify as of November 30, 2022, 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.

**XV. OPERATIONS & FINANCE - Mr. Guarino, Chairperson - Continued**

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

**WHEREAS**, the Agenda file of **January 31, 2023** Regular Meeting of the Board contains the A148 Report of the Secretary and the A149 Treasurer's Monthly Report; and

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

\$12,648,269.85 as of December 31, 2022; therefore

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

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

**RESOLVED**, that the Board certify as of December 31, 2022, after review of the Secretary's Monthly (A-148) Report and Treasurer's Monthly Report (A-149), and upon consultation with the appropriate district officials that, to the best of our knowledge, no major account or fund has been over-expended in accordance with N.J.A.C. 6A:23A-13.3 and 6A:23A-16.10, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

**ROLL CALL FOR ITEMS #4 THROUGH #9:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Guarino	Yes	Mrs. O'Brien	Yes	Mrs. Van Dyk	Yes
Mr. Cytowicz	Yes	Mrs. Lockwood	Yes	Mrs. Racano	Yes
Mr. Lippe	Yes	Mrs. Dwyer	Yes	Mrs. Romeo	Absent

The **MOTION PASSED**.

**XVI. POLICY - Mr. William Cytowicz, Chairperson**

Motion by Mr. Cytowicz, seconded by Mrs. O'Brien, to approve the following agenda items #1 through #21:

1. The recommendation of the Superintendent to approve the second reading of a **revised POLICY** entitled, "Homework." (Code 2330) (Documentation provided electronically.)
2. The recommendation of the Superintendent to approve the second reading of a **revised POLICY** entitled, "Religious Holidays." (Code 8810) (Documentation provided electronically.)
3. The recommendation of the Superintendent to **ABOLISH** the **POLICY** entitled, "The Road Forward COVID-19 - Health and Safety." (Code 1648.11) (Documentation provided electronically.)
4. The recommendation of the Superintendent to **ABOLISH** the **POLICY** entitled, "School Employee Vaccination Requirements." (Code 1648.13) (Documentation provided electronically.)

**XVI. POLICY - Mr. Cytowicz, Chairperson - Continued**

5. The recommendation of the Superintendent to approve the first reading of a **revised BYLAW** entitled, "Board Officers." (Code 0152) (Documentation provided electronically.)
6. The recommendation of the Superintendent to approve the first reading of a **revised BYLAW** entitled, "Call, Adjournment, and Cancellation." (Code 0161) (Documentation provided electronically.)
7. The recommendation of the Superintendent to approve the first reading of a **revised BYLAW** entitled, "Notice of Board Meetings." (Code 0162) (Documentation provided electronically.)
8. The recommendation of the Superintendent to approve the first reading of a **revised POLICY** entitled, "Bilingual and ESL Education." (Code 2423) (Documentation provided electronically.)
9. The recommendation of the Superintendent to approve the first reading of a **revised REGULATION** entitled, "Bilingual and ESL Education." (Code 2423) (Documentation provided electronically.)
10. The recommendation of the Superintendent to approve the first reading of a **revised POLICY** entitled, "Emergency Virtual or Remote Instruction Program." (Code 2425) (Documentation provided electronically.)
11. The recommendation of the Superintendent to approve the first reading of a **new REGULATION** entitled, "Emergency Virtual or Remote Instruction Program." (Code 2425) (Documentation provided electronically.)
12. The recommendation of the Superintendent to approve the first reading of a **revised POLICY** entitled, "Attendance." (Code 5200) (Documentation provided electronically.)
13. The recommendation of the Superintendent to approve the first reading of a **revised REGULATION** entitled, "Attendance." (Code 5200) (Documentation provided electronically.)
14. The recommendation of the Superintendent to approve the first reading of a **revised POLICY** entitled, "Harassment, Intimidation, or Bullying." (Code 5512) (Documentation provided electronically.)
15. The recommendation of the Superintendent to approve the first reading of a **revised POLICY** entitled, "Student Enrollments." (Code 8140) (Documentation provided electronically.)
16. The recommendation of the Superintendent to approve the first reading of a **revised REGULATION** entitled, "Enrollment Accounting." (Code 8140) (Documentation provided electronically.)
17. The recommendation of the Superintendent to approve the first reading of a **revised POLICY** entitled, "Student Records." (Code 8330) (Documentation provided electronically.)
18. The recommendation of the Superintendent to approve the first reading of a **revised REGULATION** entitled, "Student Records." (Code 8330) (Documentation provided electronically.)

**XVI. POLICY - Mr. Cytowicz, Chairperson - Continued**

- 19. The recommendation of the Superintendent to approve the first reading of a **revised REGULATION** entitled, "Bomb Threats." (Code 8420.2) (Documentation provided electronically.)
- 20. The recommendation of the Superintendent to approve the first reading of a **revised REGULATION** entitled, "Lockdown Procedures." (Code 8420.7) (Documentation provided electronically.)
- 21. The recommendation of the Superintendent to approve the first reading of a **revised REGULATION** entitled, "Active Shooter." (Code 8420.10) (Documentation provided electronically.)

**ROLL CALL FOR ITEMS #1 THROUGH #21:**

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Cytowicz	Yes	Mr. Guarino	Yes	Mrs. Dwyer	Yes
Mr. Lippe	Yes	Mrs. Racano	Yes	Mrs. Lockwood	Yes
Mrs. O'Brien	Yes	Mrs. Van Dyk	Yes	Mrs. Romeo	Absent

The **MOTION PASSED.**

**XVII. COMMITTEE REPORTS/LIAISONS**

Parks & Recreation - Mrs. Racano/Mr. Lippe - Mrs. Racano indicated they had their first Parks & Recreation Committee meeting two weeks ago, and they are doing a lot of work around town, including work at Paradise Knoll School. They expressed how the Board is really partnering with them at Paradise Knoll and that they appreciated it. Parks & Recreation have also just opened up Indoor Soccer for registration, if anyone is interested. There is a very limited number of spaces per age level.

Safety - Mrs. Dwyer/Mrs. O'Brien - Mrs. Dwyer stated that the meeting was postponed until February 8<sup>th</sup>.

Superintendent's Roundtable - Mrs. Racano/Mrs. Van Dyk - Mrs. Racano stated the next meeting will be on Thursday, February 2<sup>nd</sup>.

Passaic County School Boards Association - Mrs. O'Brien/Mrs. Lockwood - No report. The next meeting will be in March.

New Jersey School Boards Association - Mr. Cytowicz/Mrs. Van Dyk - Mr. Cytowicz spoke about Governance trainings that are mandated as we saw tonight during the Ethics training. He spoke about Governance I, Governance II, and Governance III training sessions, and stated there are live virtual sessions, as well as self-paced online courses. The Board completed their Ethics training this evening.

Legislative - Mrs. O'Brien/Mr. Lippe - Mrs. O'Brien stated that she goes to the NJSBA website to research and provide the Board with monthly updates. She indicated that for some reason this month, she could not find the most current legislative updates, so she did not have a report.

**XVII. COMMITTEE REPORTS/LIAISONS - Continued**

Technology Oversight - Mr. Guarino/Mr. Lippe - Mr. Guarino indicated there was no meeting, but are working with Mr. Winston and Dr. Anemone to fine tune some of the things on the website through communication with Board members and parents. He thanked Tara Racano for being responsive in trying to make some of those changes to get things fixed as quickly as possible. He feels the biggest thing that will happen over the next few months is fine tuning the website. Mr. Novak indicated there was an Ed Tech Educational Technology Committee meeting earlier this week. Mr. Winston presented to the group and then opened up the lines of communication with different points of view from parents, teachers, staff members, guidance, high school and elementary schools.

Township/Board of Education Joint Committee - Mr. Guarino/Mrs. Romeo/Mrs. Lockwood/Mr. Cytowicz - Mr. Guarino indicated that the first meeting is scheduled for mid-February, and that there was no meeting in January.

West Milford Municipal Alliance - Mrs. Dwyer/Mr. Cytowicz/Mrs. Van Dyk - Mrs. Van Dyk spoke about the meeting on Wednesday, January 11<sup>th</sup>. Discussions were held on the youth leadership grant, which is currently in discussion with Mr. Novak, and the application for the Atlantic Health grant which was submitted on January 23<sup>rd</sup>. If approved, this grant will cover the cost of Heroes and Cool Kids for the 2023-2024 school year. There were discussions about fundraising ideas, elections of officers for this year, current membership, upcoming county audit, creating a resource list, and the 2024 county budget. The next meeting will be held on Monday, February 13<sup>th</sup> at 7:00 p.m., in the West Milford Library and on Zoom.

Special Education Parent Advisory Committee (SE PAC) - Mrs. Lockwood/Mrs. O'Brien - No report, as there is nothing on the calendar. Once dates are finalized, we will make them available to the public.

**XVIII. OLD BUSINESS**

Mr. Cytowicz thanked his colleagues for reaching out to him regarding branding. He especially wants to give consideration to the phasing in of any branding of color or anything that needs to structurally change what a school looks like. He totally agrees with that, as there is a lot of emotion that ties to rebranding and anything of that nature. He asked if this could be brought up at a Superintendent's Roundtable, that phasing it in is a great idea and maybe have concrete ideas and steps on where that would lead to next.

Mrs. Lockwood indicated that it has been brought up at Superintendent's Roundtable a lot, especially over the last year. She feels that even before she was on the Board it was brought up. She thinks that Mrs. Romeo asked at the last meeting to potentially bring this to the Education Committee first, and then bring it to Superintendent's Roundtable.

Mrs. Dwyer stated that she received the email from Mr. Cytowicz and she liked what he did in keeping the whole mascot thing in the school, and he only changes the colors. She has so much respect for that because it keeps that school with what they are used to. She thought that was a great idea and thanked Mr. Cytowicz.

**XVIII. OLD BUSINESS - Continued**

Mr. Guarino feels that the phasing in is important, especially because some of the PTAs have put out a lot of money based on the current school colors. He thinks that is why it is important, and feels that might take even more than just this year for some of those schools.

Mrs. O'Brien also spoke about the awareness of changing the branding of our schools. There are organizations in town that are kind of piggybacking on the school colors, like the West Milford Municipal Alliance. When the WMMA designed their brand, they wanted to tie it in with the schools because a lot of the things they do are for our students, and they wanted to keep the continuity. The WMMA branding is the gold and black as well.

Motion by Mr. Cytowicz, seconded by Mr. Lippe, to close Old Business.

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

**XIX. NEW BUSINESS**

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

**WHEREAS**, The New Jersey School Boards Association has declared January 2023 to be School Board Recognition Month, a time when all residents can acknowledge the contributions made by our local school board members; and

**WHEREAS**, The West Milford Board of Education is one of more than 581 local school boards in New Jersey, which sets policies and oversees operations for public school districts; and

**WHEREAS**, The West Milford Board of Education embraces the goal of high-quality education for all New Jersey public school students; and

**WHEREAS**, New Jersey's local school boards help determine the educational goals for approximately 1.4 million children in pre-kindergarten through 12<sup>th</sup> grade; and

**WHEREAS**, New Jersey's 5,000 local school board members, who receive no remuneration for their services, act as advocates for public school students as they work with administrators, teachers and parents for the betterment of public education; and

**WHEREAS**, School boards strive to provide the resources necessary to meet the needs of all students, including those with special needs; and

**WHEREAS**, Boards of education provide accountability to the public; they communicate the needs of the school district to the public; and they convey to school administrators the public's expectations for the schools; and

**WHEREAS**, New Jersey can take pride in its schools, which rank among the nation's best in key achievement indicators such as the National Assessment of Educational Progress scores, and the preparation for college through advanced placement offerings and SAT assessments; Now, therefore, be it

**XIX. NEW BUSINESS - Continued**

**RESOLVED**, That the West Milford Board of Education, does hereby recognize the services of local school board members throughout New Jersey as we join communities statewide in observing January 2023 as **SCHOOL BOARD RECOGNITION MONTH**; and be it further

**RESOLVED**, That the West Milford Board of Education urges all New Jersey citizens to work with their local boards of education and public school staffs toward the advancement of our children's education.

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

Motion by Mrs. Dwyer, seconded by Mr. Cytowicz, to close New Business.

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

**XX. PUBLIC COMMENT - AGENDA OR NON-AGENDA ITEMS (PLEASE SIGN IN)**

This portion of the meeting is open to members of the public having a legitimate interest in the actions of the Board for the purpose of addressing any subject matter pertinent to and/or directly related to the operation of the West Milford Public School District. Members of the public who have requested to speak prior to the meeting will be recognized by the chair first. Each speaker will be given five (5) minutes, 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 sign the register provided and give their full name, spell their last name, group affiliation, if appropriate, and provide their address. Issues raised by members of the public may or may not be responded to by the Board. All comments will be considered and a response will be forthcoming if and when appropriate.

The Board asks that members of the public be courteous and respectful of the rights of other individuals when speaking. Specifically, comments regarding students and employees of the Board are discouraged, and the Board and the Administration will not respond to them. Students and employees have specific legal rights afforded to them by the laws of New Jersey. The Board is not responsible and is not liable for any comments made by members of the public. Members of the public should consider their comments in light of the legal rights of those affected or identified in their comments. Members of the public are reminded that they are legally responsible and liable for their comments.

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

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

**XXI. EXECUTIVE SESSION**

The Board determined there was no need to go into Executive Session.

XXII. ADJOURNMENT

Motion by Mr. Cytowicz, seconded by Mrs. Dwyer, to adjourn the meeting at 8:32 p.m.

VOICE VOTE:

All in Favor.

MOTION PASSED.

Respectfully submitted,

Barbara Francisco  
Board Secretary