

WEST MILFORD TOWNSHIP BOARD OF EDUCATION
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**BOARD OF EDUCATION
 MINUTES
 WORKSHOP/REGULAR MEETING
 NOVEMBER 29, 2022
 (Rescheduled from November 15, 2022)**

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. Lynda Van Dyk, Board President, called to order the Workshop/Regular Meeting of the Board of Education, at 7:00 p.m., in the Westbrook School Media Center. Mrs. Van Dyk asked for a moment of silence, 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. Romeo	Present	Mrs. Dwyer	Present	Mrs. Lockwood	Present
Mrs. Stephenson	Absent	Mr. Guarino	Absent/Arr. 7:23 p.m.	Mr. Stillman	Present
Mr. Conklin	Present	Mrs. O'Brien	Present	Mrs. Van Dyk	Present

Minutes for the Workshop/Regular Meeting of November 29, 2022

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. Elizabeth McQuaid	Director of Special Services	Present
Andrew Brown, Esq.	Board of Education Attorney	Present
Gabriella Meza	Student Representative	Present

There were approximately 45 members of the public in attendance.

VI. SUPERINTENDENT'S REPORT - Dr. Alex Anemone

- Dr. Anemone recognized the Elks Americanism Essay Winner for the 2021-2022 school year, 5th Grade Westbrook School student Raymond Obidzienski, who finished in 3rd place in the State of New Jersey. The theme of the essay was "What Does It Mean to Love Your Country." Dr. Anemone asked him to come to the podium and share his thoughts on his essay with the Board and the community, and congratulated him. Raymond thanked the Board for recognizing and congratulating him on his essay. Dr. Anemone presented Raymond with a Certificate of Recognition on behalf of the Board.
- Gabriella Meza, Student Representative, provided the Board and the community with highlights of recent events at the High School, including the annual Spooktacular, Student Council fundraising, the annual Holiday Door Contest, charitable donations to local food banks and the Giving Tree for children in need. She also spoke about National Career Day held on November 8th and On-Site Decision Day to be held on December 8th. She stated the Winter sports season has begun, and she wished good luck to all of the teams.
- Dr. Anemone provided the Board and community with a presentation on the Restructuring Committee's Final Report on the redistricting of schools. He provided a timeline of the Restructuring Committee, covering its introduction through its final report and Board vote this evening. If passed, there will be continued planning from December 2022, through August 2023, with redistricting beginning in September of 2023 for the 2023-2024 school year. He provided approximate enrollment projections by level, and stated that the Committee was formed to examine one critical question, "Can the District afford to operate 8 schools plus Highlander Academy?" The answer is "No."
- Dr. Anemone then reviewed the S-2 State Aid Cumulative Reductions from 2018-2019 to 2022-2023 and the projected reductions for 2023-2024 and 2024-2025. He also reviewed the District enrollment, how it has declined from 2002 to the present, and is projected to decline in the future. Elementary and secondary enrollments for 2022-2023 were reviewed.

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

- Dr. Anemone concluded with the recommendation of repurposing Westbrook School and relocating Highlander Academy there for the 2023-2024 school year. He also recommended adding a program for Middle School students (County approval is needed). Current Westbrook students would be redistricted into one of our other elementary schools, and some students at other elementary schools will have their placements changed as well. Proposed attendance zones are listed on our district website.
- Dr. Anemone asked Mr. Novak to speak about some opportunities that this recommendation will present. Mr. Novak explained a layered approach to transition events, including continued discussion with parent organizations. Since Westbrook School is centrally located, housing some Child Study Team offices will provide flexibility. With five (5) elementary schools we can ensure there will not be a "single section" grade in any of our schools, giving more opportunities for social activity and each teacher having at least one grade level partner; elementary school enrollment will be 200-300 students per building; principals and teachers will discuss students who will transition from one school to another; and Westbrook School can easily be repurposed if an enrollment increase occurs in the future.
- Dr. Anemone went on to discuss some other opportunities, including more teaching time added to Physical Education, Art, Music, and Media Specialists. He showed each Elementary Schools Pre-K through Grade 5 with their current enrollment, and showed the shift from six (6) schools to five (5), and the projected General Education enrollment for the 2023-2024 school year, by grade and school. Dr. Anemone then touched upon personnel/staffing outcomes, fiscal outcomes and staffing reductions, and the addition of before/after care transportation for students attending Apshawa School.
- Dr. Anemone asked Dr. McQuaid to speak about building usage of Highlander Academy at Westbrook. She discussed the application to the County for the approval of two separate programs (6-8 and 9-12); middle and high school programs in different wings of the building; offering elective classes to High School students who can attend at the High School using the walking path; using Westbrook as a hub for home-instruction services; expanding transition services, school-to-work, and post-secondary plans; expanding space for Elementary Case Managers and Therapists; and expanding space for professional development activities. She also spoke about Special Education 2023-2024 considerations, and explained what Special Education programs will be moved to other locations.
- Dr. Anemone also set forth proposed changes, including increased enrollment at all K-5 schools; students being geocoded on a Township map; emphasis made to keep neighborhoods together, with a few cases not practical; coordinating all changes with Transportation; maintaining space for General Education, Special Education, and specials such as Art and Music; and class sizes being projected to remain small. Dr. Anemone spoke about the next steps, with continued planning from December 2022 through August 2023. He expressed special thanks to all community members who helped in this process, our Board members, administrators, faculty and staff, and parents. He stated that all updates will be shared at future Board meetings and will be posted on the website under "District Restructuring Committee."

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

- Mr. Novak provided the Board and the community with several District updates. He spoke about Parent/Teacher Conferences, and stated there was a tremendous turnout in all of our Elementary buildings with in-person conferences. The High School and Middle School remained with a virtual first option, with the feedback that families appreciated to be able to login and meet with as many teachers as possible, without having to wait in lines. Data from Google Meet shows that we had an increased turnout year-over-year for virtual conferences at Macopin School and the High School. We will continue to review data to see if more conferences are being attended in a virtual format than in-person at Macopin and the High School. The goal is parent involvement, their participation in the conferences, and the benefit of conferences being offered virtually.
- Mr. Novak also highlighted a collaboration with Highlands Family Success Center and the West Milford Municipal Alliance in offering "Hidden in Plain Sight," to be held on November 30, 2022, in the Macopin School Cafeteria. It is a tremendous program that builds a replica of a teenage bedroom and provides awareness to parents for recognizing drug use, drug paraphernalia, and signs of potential abuse. Close to 100 pre-registered guests are planning to attend this program. Our School Counselors will be available that night with information. School aged child care will also be made available for parents, and food will be provided.
- Mr. Novak spoke about the Summer Explorers STEM Camp, the Summer Reading and Literacy Program, and the dates that are on tonight's Board agenda for their consideration. Lastly, prior to the pandemic, the District provided a "Library Bus" from Macopin School and the High school for students aged 12 and up. This service will begin again, and students will be able to be bused to the Township Library. It would serve as an end of route bus stop for those students to meet with a tutor or meet with a peer group to study. The students can be picked up by their parents later. He stated that permission slips were sent out via School Messenger.

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

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

- October 18, 2022 Workshop/Regular Meeting
- October 18, 2022 Executive Session

VOICE VOTE: Mrs. O'Brien "Abstained" to the October 18, 2022 Workshop/Regular Meeting and the October 18, 2022 Executive Session Meeting minutes.

All Others in Favor.

MOTION PASSED.

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

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.

Kelly Werner, 3 Weedon Drive, West Milford. She thanked the Board for allowing her to speak and hopes that her thoughts, concerns, and information will resonate with the Board. She spoke about decisions the Board has to make regarding the school community. She is a former educator and would like to speak tonight as a representative of Highview Estates. There are other families present from Highview Estates. Each have sent the Board emails expressing their concerns and the negative impact that redistricting Highview Estates will cause in their own personal lives and families. She hopes that the Board has reviewed their concerns which includes distance, Transportation efficiency, established relationships built at Maple Road School, neighbors who purchased homes to attend Maple Road, siblings being separated, and the long-term impact of home sales. They are requesting students from Highview Estates remain at Maple Road School and not redistrict their development to Apshawa School. Mrs. Werner stated that currently there are 37 students from Highview Estates that attend Maple Road School. The projected number of students from Highview Estates for the 2023-2024 school year will be 32. Based on her information, it is possible to leave Highview students alone and allow them to continue to attend Maple Road or even closer Westbrook, should the Board chose to keep that open instead.

Mr. Guarino made a motion, seconded by Mrs. Dwyer, to extend the five (5) minute limit for Mrs. Werner.

Mrs. Werner continued to provide data to the Board. She feels that based on this data, it is clear that Highview is able to remain at Maple Road with the proposed attendance and allotted classrooms used to provide this instruction. She asked the Board to reconsider the redistricting of Highview Estates, and allow them to continue to be a part of Maple Road Elementary School.

X. PUBLIC COMMENT - AGENDA ITEMS - Continued

Dr. Marisa Gough, 34 Center Street, West Milford. She is here to address the Board with regard to the repurposing Westbrook School. She spoke about why Westbrook School is the wrong school to repurpose. She continued to speak about additional reasons why Westbrook should not be the building to repurpose. She also asked the Board to consider expanding the SACC program. She would like to know what the cost will be to repurpose this building, and that it is time to think long term.

Joe Werner, 37 Alvin Road, West Milford. He is a resident of Highview Estates. He spoke about parent concerns, including the SACC program, long drives and transportation for the students, vehicle aides, construction to be conducted on the bridge on Route 23, and how that will affect High Crest Lake and Macopin Road, and bus stops coming into the center of town. He feels these are all factors that need to be considered in this redistricting decision.

James Ingenito, 36 Cahill Cross Road, West Milford. He voiced his concerns about repurposing Westbrook School, how it will affect his family personally, and that he believes it is not the school to close. He suggested possibly closing one of the other schools that needs more renovation and maybe use that school for administrative offices. He would like the Board to think about all of the points that were brought up tonight and reconsider this.

Courtney Weiss-Chromeck, 7 Bordeaux Terrace, West Milford. She had questions regarding the Special Education restructuring. She spoke about moving the Special Education program from Marshall Hill to Paradise Knoll School and what her concerns were. She also spoke about moving the Pre-K Inclusion and Pre-K Disabled classes to Marshall Hill from Maple Road School and what her concerns were regarding that. She asked if Marshall Hill has been brought up to code and the standard that Maple Road School has, since Maple Road's classrooms have all been brought up to date in order to meet QSAC requirements. She asked if the purpose of Highlander Academy had been explained, and the reason why it must be separated from the High School and can't be housed in the same building. She feels it is important to the people of the community to understand that. She spoke about pending annual IEP reviews, and asked if we are assuming that a Special Education position can be cut, assuming the District is going to have fewer children classified. She questioned if students are currently being over classified or will the students be under classified. She asked if the Board is considering what the plan will be when the State of New Jersey changes the model from the achievement discrepancy model, to the pattern of strengths and weaknesses model, over the next four (4) years. She feels this may result in possibly more students found with a specific learning disability.

Wayne Gottlieb, 20 South Richfield Road, Hewitt. He spoke about what was presented this evening from Dr. Anemone and the Restructuring Committee, specifically equity with class sizes and the desire in the restructuring to create classes across the District to 18-20 students or a little more. He thinks the data presented by the Highview parents actually indicates that a number of classes with the students from their neighborhood consolidated with Maple Road would, in fact, be larger than similar classes elsewhere in the District. He feels we need some other Maple Road parents in this room to express their reaction to having classes that are slightly or noticeably larger than elsewhere in the District. He also spoke about thoughts in the community on the District saving money and believing that taxes will go down.

X. PUBLIC COMMENT - AGENDA ITEMS - Continued

Mr. Gottlieb expressed his opinion that taxes will not go down, but will not go up as fast. He also spoke about State Aide cuts, health care costs going up, and contracts going up. He feels that saving the District \$1.1 million is a step in the right direction.

Amy Klypka, 1565 Macopin Road, West Milford. She asked if the Board had figures that could be shared on the cost to repurpose Westbrook School. Ms. Francisco responded to her inquiry.

Josh Cutugno, 65 Vreeland Road, West Milford. He agreed with all of the points made by the parents from Highview Estates, and wanted to make some additional points on redistricting. He spoke about the current state deficit and state aid reductions that have been on-going for several years, and feels this process should have started long ago. He feels the proposed reduction in the budget of \$1.1 million will not make any significant impact on the deficit we are encountering. He encourages the Board to look at much greater reductions and actually close a school in the District, but not Westbrook School. He compared Westbrook School to Maple Road and class sizes, and also spoke about incorporating Highlander Academy into the Macopin Middle School and the High School.

Monica Church, 40 Beach Haven Road, West Milford. She spoke about discussion of closing a school and misconceptions. She stated that she attended a "Meet and Greet" Board of Education Candidate Meeting in 2016, and closing a school was a major topic at that time. She also spoke about the 6th Grade moving to Macopin that took many years to come to fruition. She has seen the District's many accomplishments that have happened throughout the years, and feels that redistricting has been avoided to this point. She feels that now there is more work to be done and the District will get through this.

Motion by Mr. Guarino, seconded by Mrs. Dwyer, to extend Public Comment.

VOICE VOTE:

All in Favor.

MOTION PASSED.

Caitlyn Babcock, 13 Post Place, Newfoundland. She is the SEPAC Chairperson, however she is speaking as a parent of a Special Education student. She spoke about attending IEP meetings each year and having the thought that if they change her son's program and he will have to move to another school. Her son has attended Upper Greenwood Lake and Maple Road Schools and has been on the bus for lengthy periods of time. She feels it is nice that a lot of the students that are redistricting are moving with friends in the neighborhood, as opposed to a special education student having to move to a different school without their friends. She wanted to bring this to light and hopes that parents will think about this.

Joseph Connors, 37 Highview Drive, West Milford. He has grown up in West Milford and lived in the Upper Greenwood Lake section of town and bused to Marshall Hill. He then moved to the far end of Upper Greenwood Lake and typically had one of the longest bus rides of any of the other students. He compared the time he spent on the bus, to being in a larger classroom which is difficult to learn in. He feels it is better to take the long bus ride as opposed to having 24 students in a classroom, and that a class size of 18-20 students is the better option for students. He also feels that prioritizing, equity, and making it the best for everybody should take priority in this situation.

X. PUBLIC COMMENT - AGENDA ITEMS - Continued

Stephanie Berenguer, 274 Lake Shore Drive, Hewitt. She attended the meeting to find out about a HIB result. She received an email and was told it would be discussed at the meeting.

Mrs. Van Dyk advised her that it would be discussed by the Board in Executive Session and then would be voted on after the Board returns to the Public Meeting. Dr. Anemone stated he would then communicate the information to her.

Mrs. Berenguer then stated she wanted to speak on behalf of parents in the audience. She spoke about her kids riding on the bus for lengthy periods of time to get to Macopin School, and stated that they are bullied on the bus and bullied in school constantly. She is here to speak as a parent who cares about her kids.

Sean Fraser, 15 Bisset Drive, West Milford, Highview Estates. He does not feel this is just a busing issue. He was born and raised in West Milford and went to Westbrook School. He has two children who currently attend Maple Road School. They enjoy being there and are doing exceptional academically. His son is in Kindergarten and has anxiety. He has had the discussion with him of possibly moving to a different school. When he purchased his home in Highview, he stated it was never a thought that his children would be changing schools. He and other parents feel their voices have not been heard and they did not have much of an input, even with Restructuring Committee meetings being held. He stated there are two (2) elementary schools within a mile of their neighborhood and feels that Highview should not have been affected. He also spoke about students needed to be bused to daycare locations and the distance involved. He is in law enforcement and works an hour away, and he stated he could move his children out of this school district and be closer to work. His feels that his roots are here and wants to stay, but it makes you wonder why people are leaving West Milford.

Linda Stanton, 45 Alvin Road, West Milford. She is here as a Maple Road mother that has four (4) children that went to Maple Road School, has a grandson who attended Maple Road, and her son purchased a home in Highview across the street from her residence a year and a half ago knowing his children would attend Maple Road School, where he had attended. She feels it just does not make any sense to pick Highview Estates to redistrict and attend another school.

Dr. Marisa Gough, 34 Center Street, West Milford. She had a follow-up question for the Board and something clarified on Dr. Haber's presentation and demographic numbers. She stated that Dr. Haber spoke about empty rooms in all of the Elementary schools. She has had many residents and teachers reach out to her privately and tell her that those are not empty classrooms, they are just empty rooms. Whether they are Art rooms, Music rooms, or rooms used for some other type of need. She felt that Dr. Anemone's presentation was very helpful, but she would like to know what the capacity is in each of the Elementary schools, and see what the long term plan is if enrollment increases in the future.

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

VOICE VOTE:

All in Favor.

MOTION PASSED.

Minutes for the Workshop/Regular Meeting of November 29, 2022

XI. MOTION BY MRS. DWYER, SECONDED BY MRS. O'BRIEN, TO ADOPT THE AGENDA AS PRESENTED AND AMENDED, INCLUDING HAND CARRY, AND REMOVING ITEM #42 UNDER PERSONNEL/STUDENT AFFAIRS FOR FURTHER DISCUSSION.

VOICE VOTE: All in Favor. MOTION PASSED.

XII. EDUCATION - Mrs. Teresa Dwyer, Chairperson

Motion by Mrs. Dwyer, seconded by Mrs. O'Brien, to approve the following agenda items #1 through #9:

1. The recommendation of the Superintendent to approve the submission of the **CHEMICAL HYGIENE PLAN**, for the 2022-2023 school year. (Documentation provided electronically.)
2. The recommendation of the Superintendent to approve a **SUMMER EXPLORERS STEM CAMP**, to be held at Hands In 4 Youth Camp Vacamas, from June 27, 2023, through July 7, 2023.
3. The recommendation of the Superintendent to approve a **SUMMER READING and LITERACY PROGRAM**, from July 10, 2023, through August 3, 2023.
4. The recommendation of the Superintendent to accept the **PLAY UNIFIED GRANT** for Macopin Middle School, in the amount of \$2,000.00, for the 2022-2023 school year.
5. The recommendation of the Superintendent to accept the **BRAIN INJURY ALLIANCE AWARD** for the High School, in the amount of \$1,000.00, for the 2022-2023 school year.
6. The recommendation of the Superintendent to approve the following **HIGH SCHOOL OVERNIGHT FIELD TRIP** for the 2022-2023 school year:

Varsity Dance Team

Purpose of Trip: National Championship for the Dance Team.

Location: Orlando, Florida
 Dates of Trip: February 9-13, 2023
 Number of Students: 6
 Cost of Trip to Students: \$1,787.00
 Name of Advisor(s): Taryn Clark
 Name of Chaperone(s): Kerri Anderson
 Number of School Days Missed: 3
 Cost to District: \$300.00 (Transportation)

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

7. The recommendation of the Superintendent to approve *an amendment to a previously approved resolution (July 2022)* to the following **SCHOOL YEAR SPECIAL EDUCATION OUT-OF-DISTRICT DAY SCHOOL TUITION CONTRACT (includes ESY)**, retroactive from July 1, 2022, through June 30, 2023:

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1	\$63,363.59	YCS Sawtelle Learning Center
1:1 Aide	\$40,912.41	Montclair, New Jersey
Student #: 71841		

XIII. EDUCATION - Mrs. Dwyer, Chairperson - Continued

7. (Continued)

NOTE: Reduction in aide cost by school.

8. The recommendation of the Superintendent to approve **EXTRA THERAPIES** provided by **BERGEN COUNTY SPECIAL SERVICES**, per student's IEP (ID#72301), not to exceed \$3,000.00, for the 2022-2023 school year.
9. The recommendation of the Superintendent to approve **TRAINING AND TRAVEL RELATED EXPENDITURES** for Instructional and School Support Staff, at the mileage rate established by the Board. (Documentation provided electronically.)

ROLL CALL FOR ITEMS #1 THROUGH #9:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mrs. Dwyer	Yes	Mr. Stillman	Yes	Mr. Conklin	Yes
Mr. Guarino	Yes	Mrs. Lockwood	Yes	Mrs. O'Brien	Yes
Mrs. Stephenson	Absent	Mrs. Romeo	Yes	Mrs. Van Dyk	Yes

The **MOTION PASSED.**

XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Raymond Guarino, 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 Mr. Guarino, seconded by Mrs. O'Brien, to approve the following agenda items #1 through #41, and items #43 through #44:

DISCUSSION: Mrs. Van Dyk spoke about item #1, and congratulated Cathleen Cosgrove on her retirement. She spoke about what a wonderful Art Teacher she is, thanked her for her years of service, and that she will be greatly missed.

Mrs. Romeo spoke about item #26, and thanked and congratulated Tracy Connelly-Jones, School Bus Driver, for her Perfect Attendance Award. She also thanked all of our bus drivers and expressed her appreciation.

Mrs. Romeo also spoke about item #3. She thanked Meaghan Kelly and wished her good luck. She also spoke about item #1, and wished Cathleen Cosgrove all the best in her retirement.

1. The recommendation of the Superintendent to accept, with regret, the resignation of **CATHLEEN COSGROVE**, Art Teacher, Macopin School, effective January 1, 2023, for the purpose of retirement.
2. The recommendation of the Superintendent to accept, with regret, the resignation of **CHERYL SCHIAVO**, Bus Driver, Transportation, effective January 1, 2023, for the purpose of retirement.

XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Guarino, Chairperson - Continued

3. The recommendation of the Superintendent to accept the resignation of **MEAGHAN KELLY**, Board Certified Behavior Analyst, Districtwide, effective January 11, 2023.
4. The recommendation of the Superintendent to accept the resignation of **ASHLEY DISPENZIERS**, Special Education Teacher, Macopin School, effective January 1, 2023.
5. The recommendation of the Superintendent to accept the resignation of **KERRY KUNISCH**, Special Class Aide, Maple Road School, effective January 1, 2023.

NOTE: Employee will be released from 60 days' notice required per contract if a replacement is hired prior to December 23, 2022.

6. The recommendation of the Superintendent to approve the appointment of **LAUREN CONLON**, Speech Language Specialist, Districtwide (PC#90.98.42.CIL), at the annual salary of \$61,000.00 (MA/2) (prorated), with health benefits, effective January 30, 2023, through June 30, 2023, per Board of Education/WMEA Agreement. (Replaces Zimmik) Account: 11-000-216-101-10-10-000
7. The recommendation of the Superintendent to approve the appointment of **DANIELLE VAN ZILE**, Health & Physical Education Teacher, High School (PC#90.09.26.ANF), at the annual salary of \$56,100.00 (BA/1) (prorated), with health benefits, effective December 15, 2022, through June 30, 2023, per Board of Education/WMEA Agreement. (Replaces Rakotci) Account: 11-140-100-101-10-10-000

NOTE: Pending certification.

8. The recommendation of the Superintendent to approve the appointment of **SUSAN ZANGARA**, 0.2 Special Education Teacher, Macopin School (PC#90.08.34.ARR; 90.08.34.BDR), at the annual salary of \$17,900.00 (MA+30/15) (prorated), without health benefits, effective December 5, 2022, through June 30, 2023, per Board of Education/WMEA Agreement. (Replaces Manos) Account: 11-204-100-101-10-10-000

NOTE: This appointment is pursuant to Chapter 408, P.L. for the 2022-2023 school year.

9. The recommendation of the Superintendent to approve the appointment of **RYAN JURGENSEN**, Special Education Teacher, Macopin School (PC#90.08.31.CII), at the annual salary of \$63,100.00 (BA/10) (prorated), with health benefits, effective December 1, 2022, through June 30, 2023, per Board of Education/WMEA Agreement. (Replaces Dispenziere) Account: 11-209-100-101-10-10-000
10. The recommendation of the Superintendent to approve the appointment of **MARIE FERRARA**, Special Class Aide, Maple Road School (PC#60.03.S5.AXA), at the annual salary of \$30,501.00 (Step 10) (prorated), with health benefits, effective December 1, 2022, through June 30, 2023, per Board of Education/WMTAA Agreement. (Replaces Walsh) Account: 11-214-100-106-10-10-000

XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Guarino, Chairperson - Continued

11. The recommendation of the Superintendent to approve the appointment of **TIFFANY CAIOLA**, Special Class Aide, Maple Road (PC#60.03.S5.CCC), at the annual salary of \$24,142.00 (Step 1) (prorated), with health benefits, effective December 1, 2022, through June 30, 2023, per Board of Education/WMTAA Agreement. (New Position) Account: 11-214-100-106-10-10-000
12. The recommendation of the Superintendent to approve the appointment of **AMBER LIEBAU**, Replacement English Teacher, Macopin School (PC#99.08.00.CBX), at the per diem rate of \$200.00, with health benefits, effective January 3, 2023, through March 2, 2023, per Board of Education Agreement. (Replaces Ruglio) Account: 11-130-100-101-10-10-103

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

13. The recommendation of the Superintendent to approve the appointment of **GINA EDMOND**, Replacement English Teacher, Macopin School (PC#99.08.00.CIK), at the per diem rate of \$200.00, with health benefits, effective January 3, 2023, through March 2, 2023, per Board of Education Agreement. (Replaces Hefferon) Account: 11-130-100-101-10-10-103
14. The recommendation of the Superintendent to approve the appointment of **MELISSA TAUBER**, Replacement Special Education Teacher, Upper Greenwood Lake School (PC#99.06.00.BPF), at the per diem rate of \$200.00, with health benefits, effective January 9, 2023, through May 12, 2023, per Board of Education Agreement. (Replaces Farah) Account: 11-120-100-101-10-10-103

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

15. The recommendation of the Superintendent to approve a leave of absence for **CATHERINE SEKELSKY**, Special Class Aide, Upper Greenwood Lake School, with pay using sick days, effective December 5, 2022, through December 23, 2022. (Medical)

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

16. The recommendation of the Superintendent to approve an **EXTENSION** to a leave of absence for **DEBRA HACHEY**, Bus Driver, Transportation, without pay under the Family Medical Leave Act, retroactive from November 14, 2022, through December 9, 2022, then without pay, effective December 12, 2022, through January 13, 2023. (Medical)

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

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

XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Guarino, Chairperson - Continued

17. (Continued)

DAKOTA GONDA (Teacher)
DANIELLE VAN ZILE (Teacher)
MELISSA TAUBER (Teacher)
KENNA RIEDER (Nurse)

18. The recommendation of the Superintendent to approve the following additions to the non-certified personnel list of **SUBSTITUTE SECRETARIES/BUILDING AIDES/CAFETERIA AIDES/SPECIAL CLASS AIDES/SACC AIDES/OPERATIONS/SCHOOL BUS/VAN/SPECIAL USE VEHICLE DRIVERS & VEHICLE AIDES** for the 2022-2023 school year, effective November 30, 2022, through June 30, 2023:

LORI KELLEY (Special Class Aide)
WHITNEY LAWRENCE (Special Class Aide)
KELLY PODANY (SACC Aide)
BLAIR ROBERT (Operations)
JASON FREDERICKS (Operations)
STEVEN ALEXANDER (Bus Driver* and Vehicle Aide)
ANTHONY BARRIERO (Vehicle Aide)
MARY BROWN (Vehicle Aide)

*Pending successful completion of road test (CDL).

19. The recommendation of the Superintendent to approve a **TRANSFER OF ASSIGNMENT** for **MICHELLE FREIRE**, from Vehicle Aide, Transportation, to Special Class Aide, Marshall Hill School (PC#60.04.S5.CAB), at the annual salary of \$24,142.00 (Step 1) (prorated), with health benefits, effective January 1, 2023, through June 30, 2023, per Board of Education/WMTAA Agreement. (New Position) Account: 11-214-100-106-10-10-000

20. The recommendation of the Superintendent to approve an **INCREASE OF ASSIGNMENT** for **JENNIFER HALEWICZ**, from 0.5 Special Education Teacher, Maple Road School to 1.0 Special Education Teacher, Maple Road School, at the annual salary of \$60,100.00 (BA/7) (prorated), with health benefits, effective January 3, 2023, through June 30, 2023, per Board of Education/WMEA Agreement. (Replaces Amatruda)

21. The recommendation of the Superintendent to approve an **INCREASE OF ASSIGNMENT** for **KELLY PODANY**, from 0.6 Special Class Aide, High School, to 1.0 Special Class Aide, High School, at the annual salary of \$28,641.00 (Step 8) (prorated), with health benefits, retroactive from November 14, 2022, through June 30, 2023, per Board of Education/WMTAA Agreement.

22. The recommendation of the Superintendent to approve an **EXTENSION** to a **TEMPORARY TRANSFER OF ASSIGNMENT** for **MELISSA LIEBAU**, from Special Class Aide, High School to Replacement Culinary Arts Teacher, High School, at the per diem rate of \$200.00, retroactive from November 2, 2022, through December 8, 2022, with health benefits, per Board of Education Agreement. (Replaces Gardner) Account: 11-140-100-101-10-10-103

XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Guarino, Chairperson - Continued

23. The recommendation of the Superintendent to approve the following **TRANSFER OF ASSIGNMENTS**, for the 2022-2023 school year, effective November 30, 2022, through June 30, 2023:

<u>Employee</u>	<u>From</u>	<u>To</u>
ABBY BEYJOUN (PC#60.09.S5.BZW) (Replaces Liebau and additional IEP needs) Account: 11-212-100-106-10-10-000 Retroactive from November 2, 2022, through June 30, 2023.	Special Class Aide Paradise Knoll	Special Class Aide High School
MATTHEW KEYZER (PC#60.08.S5.CFP) Account: 11-209-100-106-10-10-000	Special Class Aide High School	Special Class Aide Macopin
SHANNAN HASTRUP (PC#60.08.S5.BLL; 60.09.S5.AWL) Account: 11-212-100-106-10-10-000	Special Class Aide Macopin	Special Class Aide Macopin/High School

24. The recommendation of the Superintendent to approve the following **NURSES** for students #70723 and #70065 for **AFTER SCHOOL STUDENT ACTIVITIES** for the 2022-2023 school year, not to exceed 160 hours, per Board of Education/WMEA Agreement - Account: 11-000-213-104-10-10-645:

<u>Nurses</u>	<u>Hourly Rate</u>
BARBARA CORBETT	\$52.36
ILONA DeSANTIS	\$55.14
KYLIE KLIMEK	\$43.50
MARYELISE NORRELL	\$70.71
JOANNA REILLY	\$42.93
JOYCE RILEY	\$78.21
PAMELA TAVARONE-BIESIADA	\$43.50
DAWN TETTAMANTI	\$42.85
CAROL ZUIDEMA	\$49.14

NOTE: A 1:1 nurse is required as per student's IEPs. Nurses will be assigned based on availability.

25. The recommendation of the Superintendent to approve the appointment of the following **SNOW REMOVAL WORKERS**, to provide emergency snow removal from school vehicles, at the hourly rate of \$25.00, for the 2022-2023 school year, as established by the Board of Education - Account: 11-000-270-160-10-10-103:

<u>Employee</u>	
SILENA HASS	BRUCE LEDERMAN
ISRAEL VARGAS-REYES	DARNISS FUCCI

26. The recommendation of the Superintendent to approve a **PERFECT ATTENDANCE AWARD** for **TRACY CONNELLY-JONES**, School Bus Driver, in the amount of \$250.00 in accordance with the provisions of the Board of Education/WMBDA Agreement, for the 2021-2022 school year - Account: 11-000-270-160-10-10-000

XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Guarino, Chairperson - Continued

27. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution (August 2022)**, for an **INCREASE OF ASSIGNMENT** for **KERRY METZGER**, Building Aide, Marshall Hill, 3.5 hours per day, not to exceed seven (7) days, at her present hourly rate, for the 2022-2023 school year.

28. The recommendation of the Superintendent to **approve an amendment to a previously approved resolution (June 2022)**, for the following **COMPLIANCE OFFICER** for the 2022-2023 school year:

Chemical Hygiene Officer **Brenda Weinmann Ludwig, Interim Supervisor**

NOTE: Replaces Weiss-Magasic

29. The recommendation of the Superintendent to approve **SUPPLEMENTAL INSTRUCTION** for McKinney Vento eligible students, for the 2022-2023 school year, at the hourly rate of \$41.00, per Board of Education/WMEA Agreement - Account 20-496-100-101-10-50-000 - ARP Homeless II Grant:

<u>Employee</u>	<u>Not to Exceed</u>
BRIAN LESLIE	20 hours
CATHERINE BLOMGREN	15 hours
JANEL PATON	15 hours

NOTE: Funded through the ARP Homeless II Grant for Student #'s: 72051, 72052

30. The recommendation of the superintendent to approve the following **STUDENT ACTIVITY ASSIGNMENTS and STIPENDS** for the 2022-2023 school year, at a stipend per event of \$74.00 for Chaperones, and \$158.00 for Accompanists, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

<u>Employee</u>	<u>Position</u>	<u>School</u>
SARAH WARREN	Chaperone	Apschawa
KRISTA DeHAAS	Chaperone	Apschawa
BLAKE VISCONTI	Chaperone	Apschawa
TRICIA GRANEY	Chaperone	Maple Road
KRISTI CLAVE	Chaperone	Maple Road
LAURA HARDEN	Chaperone (Winter)	Maple Road
JENNA SOKOLIK	Chaperone (Spring)	Maple Road
ELAINE ADRAGNA	Chaperone	Marshall Hill
CHRISTINE GENARDI-FISHER	Chaperone (Spring)	Marshall Hill
KIMBERLY HEINER	Chaperone (Winter)	Marshall Hill
COURTNEY MATTIE	Accompanist	Marshall Hill
JULIANNE McCALL-BRAMLEY	Chaperone	Upper Greenwood Lake
JESSICA ZIEGENBALG	Chaperone	Paradise Knoll
CHARLENE PAPPAS	Chaperone (Spring)	Upper Greenwood Lake
BAILEY DOMENICK	Chaperone	Upper Greenwood Lake
HOLLIE MILLER	Chaperone (Winter)	Upper Greenwood Lake
AMANDA MENIER	Chaperone (Spring)	Westbrook School
MEGHAN DONEGAN	Chaperone (Winter)	Westbrook School
JENNA SOKOLIK	Chaperone (Winter)	Westbrook School

XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Guarino, Chairperson - Continued

30. (Continued)

<u>Employee</u>	<u>Position</u>	<u>School</u>
MATTHEW GRAMATA	Chaperone	Macopin
ERICA McPARTLAND	Chaperone	Macopin
MATTHEW PACCIONE	Chaperone	Macopin
BRIAN McLAUGHLIN	Chaperone	Macopin
SUSAN KACZOR	Chaperone	Macopin/High School
HEATHER BURNS	Chaperone	High School

NOTE: Positions are for Winter and Spring Concerts, unless indicated.

31. The recommendation of the Superintendent to approve the following **MARSHALL HILL 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: 20-231-100-101-10-50-XXX:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
MAUREEN KELLY	Eagle Scholars	20	\$720.00
KAETLYN SCARPA	Eagle Scholars	20	\$720.00
ALICE SUSKA	Eagle Scholars	20	\$720.00

NOTE: Funded through the ESEA Title I Grant.

32. The recommendation of the Superintendent to approve the following **PARADISE KNOLL 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:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
KAITLIN SMITH	TREP\$	15	\$540.00
JULIE CHESHIRE	TREP\$	15	\$540.00

NOTE: Funded by the PTA.

33. The recommendation of the Superintendent to approve the following **PARADISE KNOLL 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>
KAREY ELLARD	Creative Cursive & Typing	6	\$216.00
SHANNON RICKER	Creative Cursive & Typing	6	\$216.00
DEIRDRE COLLINS	Kinder Kids	9	\$324.00
LEIGH ANN MISIANO	Kinder Kids	9	\$324.00
KATIE BONFORTE	Mind & Body	9	\$324.00
SHARON JENSEN	Mind & Body	9	\$324.00

NOTE: Funded through the ARP ESSER III Grant.

XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Guarino, Chairperson - Continued

34. The recommendation of the Superintendent to approve the following **WESTBROOK ELEMENTARY 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: 20-490-100-101-10-50-103 - ARP ESSER III Grant:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
LYNN DOHERTY	Fall into Phonics	11	\$396.00

NOTE: Funded through the ARP ESSER III Grant.

35. The recommendation of the Superintendent to approve 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 - Account: 20-490-100-101-10-50-103 - ARP ESSER III Grant:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
JOSEPH JORDAN	TV Science	30	\$1,080.00
TRACEY CHIMILESKI	TV Science	20	\$ 720.00

NOTE: Funded through the ARP ESSER III Grant.

36. 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: 20-490-100-101-10-50-103 - ARP ESSER III Grant:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
SYRENA LoRe	Beautification Club	20	\$720.00

NOTE: Funded through the ARP ESSER III Grant.

37. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution (July 2022)**, for the following **MACOPIN SCHOOL STUDENT ACTIVITY, ADVISOR and STIPEND** for the 2022-2023 school year, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

<u>Advisor</u>	<u>Assignment</u>	<u>Stipend</u>
ALYSSA HAUSMANN	Yearbook Advisor	\$2,037.00

NOTE: Previously approved as Yearbook Co-Advisor.

38. The recommendation of the Superintendent to approve the following **HIGH SCHOOL STUDENT ACTIVITY CLUB and ADVISOR** for the 2022-2023 school year, at no cost to the District.

<u>Advisor</u>	<u>Position</u>
GARY STOLL	The Safe Driving Club

NOTE: Position will be as a volunteer.

XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Guarino, Chairperson - Continued

39. The recommendation of the Superintendent to approve **an amendment to a previously approved resolution (June 2022)**, for the following **HIGH SCHOOL STUDENT ACTIVITY ASSIGNMENT and STIPEND** for the **FALL 2022-2023** school year, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

<u>Advisor</u>	<u>Assignment</u>	<u>Stipend</u>
ERICA McPARTLAND	Indoor Flag Assistant	\$2,196.00

NOTE: Replaces Patricia O'Shea.

40. The recommendation of the Superintendent to approve the following **HIGH SCHOOL STUDENT ACTIVITY, ASSIGNMENTS and STIPENDS** for the **WINTER 2022-2023 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>
ARTHUR JOECKS	Asst. Winter Track	C	\$2,889.50
DANIELLE VAN ZILE	Asst. Winter Track	A	\$1,854.50

41. The recommendation of the Superintendent to approve the following **HIGH SCHOOL STUDENT ACTIVITIES PLAY UNIFIED COACHES**, at the hourly rate of \$36.00, for the 2022-2023 school year, per Board of Education/WMEA Agreement - Account: 20-066-100-101-10-50-000:

<u>Employee</u>	<u>Position</u>	<u>Hours</u>	<u>Payment</u>
CANDICE CARLISLE	Unified Bowling	55	\$1,980.00
KRISTI CLAVE	Unified Bowling	10	\$ 360.00
NICOLE GWINNETT	Unified Basketball	55	\$1,980.00
KRISTI CLAVE	Unified Basketball	10	\$ 360.00
KRISTI CLAVE	Unified Track	55	\$1,980.00

NOTE: Funded through the Play Unified Grant.

ITEM #42 WAS REMOVED FROM THE AGENDA FOR FURTHER DISCUSSION

43. The recommendation of the Superintendent to approve the following **STUDENT/INTERN** for the 2022-2023 school year, at no cost to the District:

<u>Student Teacher</u>	<u>College</u>	<u>Subject/Grade</u>
LOUIS COSTANZA	William Paterson	Music/9-12

- (44.) The recommendation of the Superintendent to approve the following staff for the **HIDDEN IN PLAIN SIGHT PARENT PRESENTATION**, on November 30, 2022, at the hourly rate of \$36.00, not to exceed two (2) hours per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000

<u>Employee</u>
RACHEL FERRIS
JANICE GERISCH
NICOLE PETROSILLO

XIII. PERSONNEL/STUDENT AFFAIRS - Mr. Guarino, Chairperson - Continued

ROLL CALL FOR ITEMS #1 THROUGH #41, AND ITEMS #43 THROUGH #44:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Guarino	Yes	Mrs. Lockwood	Yes	Mrs. Dwyer	Yes
Mrs. O'Brien	Yes	Mrs. Romeo	Yes	Mr. Stillman	Yes
Mrs. Stephenson	Absent	Mr. Conklin	Yes	Mrs. Van Dyk	Yes

The **MOTION PASSED**.

XIV. OPERATIONS & FINANCE - Mr. Jaycen Stillman, Chairperson

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

DISCUSSION: Mrs. Dwyer stated this is a very hard decision to make. She spoke about her concerns and stated she will be voting "No" to this.

Mr. Guarino spoke about Highlander Academy and discussions on not housing the program in the High School or Macopin School. He asked that the administration explain to the community as to why it is not housed in either location. Dr. McQuaid provided a detailed explanation regarding the Highlander Academy program being approved as a separate public school, which is technically a therapeutic program. She spoke about the disabilities of the students who participate in this program. Also discussed were costs involved with keeping this program in-house versus sending students out-of-district. About 25% of students go to the High School for elective classes, but 75% remain at the Academy all day. The middle school program is currently in the Macopin building, and it is not very successful. They do not have the additional space needed for the students to have a quiet area. She explained that the Highlander Academy program is successful because of the design of the program being in a separate location, and allowing students once they are ready to transition into the larger setting. The Academy has been a receivable tuition-based program.

Mrs. Van Dyk inquired about the Stabilization Aid Grant. Ms. Francisco provided an explanation of this opportunity and stated we have not yet received any information on our application. She also spoke about our Extraordinary Aid applications and the success we have had over the last couple of years. Unfortunately, it is not a guarantee each year.

Mrs. Van Dyk also spoke about the number of classrooms in each school. Any elementary school buildings that would be left could probably house double the enrollment, per Dr. Haber's study. She addressed a question of why an outer school was not closed. With the size of our community, transportation and length of time on the bus would increase. Ms. Francisco also provided information on our Transportation Department knowing the most feasible way of transporting our students.

Mr. Guarino asked how the bus route would be scheduled and when the Highview students would be picked up and brought to Apshawa School. Ms. Francisco responded to his inquiry and explained how the bus route for Highview Estates students would most likely be created.

XIV. OPERATIONS & FINANCE - Mr. Stillman, Chairperson - Continued

Ms. Francisco then read a statement from Board Trustee, Cortney Stephenson, who was not able to attend the Board meeting. Mrs. Stephenson wanted to state publicly that she would have voted "No" if she attended the meeting, and is not in agreement with the recommendation of the administration to close Westbrook School. She feels it is not the correct plan and not being implemented properly, and also feels moving Highview students to Apshawa is wrong. She stated she is disappointed with our Board and the administration.

Mr. Guarino discussed the \$1.1 million savings, and Ms. Francisco having to cut additional money. Mr. Guarino also expressed to the community that he appreciates what all the parents have done to come to the Board to discuss this matter, and that this is difficult for the Board. He appreciates all of the people that spoke this evening, and thanked them for all they are doing to fight for their children.

Mrs. O'Brien also spoke about her sincere appreciation for everyone who came to the meeting tonight, as well as emails that were sent, and phone calls that were made. She also appreciates all of the Board members, and feels this is the toughest decision she has ever had to make as a Board member. She stated that as a Board Trustee, we have to look at the whole District and the whole situation, including the financial component. She wants the community to know that she is voting the way she believes will be beneficial to everyone. She hopes that we can all work together for all of our children.

Mrs. Romeo spoke about how this is personal for her, and how it affects multiple people in her immediate family who will now go to a new school. She also stated it will affect family members whose jobs will be different, if they have one in this community. She feels that no matter what the Board does, there is always a personal aspect of it because they live here too, and she could be on either side of this table tonight. She will be voting for what is equitable for the majority of people of West Milford. She would never vote to close a school after Hillcrest closing, but she would vote to repurpose it. She thanked all of the parents for coming to the meeting.

Mrs. Lockwood stated she appreciates everyone that has come to the meeting, and that this has been a tough year for her being a new member on the Board. She has attended Board meetings for many years and knew this was something that was going to be continually discussed. It is about balancing the budget and the loss in state aid, and finding a way to do what is best for the entire District. She feels she has to take the emotion out of it, and she was elected here to do what is best for this whole District and for the taxpayers.

Mrs. Van Dyk stated they have taken everyone's emails into consideration and she is personally going to be impacted by this. She feels she has to do what is best for everyone. Unfortunately, there are going to be some people that will be unhappy, but the Board is doing what we took our oath for. The Board has been put in this position, and she feels we have to do what is in the best interest of students. She would never want to close a school, and she agrees with Mrs. Romeo in voting to repurpose it.

Mr. Stillman agreed with everything said at the meeting, and he feels for the parents and for the children. He also agrees with everything said by the Board members, but he will not be on the Board next year to handle the repercussions of this decision. He stated he will be abstaining on the vote.

XIV. OPERATIONS & FINANCE – Mr. Stillman, Chairperson – Continued

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

WHEREAS, as of October 15, 2022, the District’s resident enrollment is 2995, a decline of 813 students since 2012; and

WHEREAS, as a result of legislation known as S-2, the State of New Jersey has reduced the District’s State Aid allocation from \$15,012,248 in 2018-19 to \$6,765,623 for the 2022-23 academic year; and

WHEREAS, the Board anticipates a further reduction in aid of approximately \$1,200,000 for the 2023-24 academic year; and

WHEREAS, because of the decline in aid and enrollment, on April 26, 2022, the Board contracted with Ross Haber Associates to perform an enrollment projection and building utilization study; and

WHEREAS, at a meeting on August 23, 2022, the Board contracted with Ross Haber Associates to perform a redistricting study; and

WHEREAS, the Board has received and reviewed both studies as well as a related redistricting plan; and

WHEREAS, the studies and redistricting plan have been shared with the West Milford School Community, including parents and staff via Board meetings and through the use of various Restructuring Committees; and

WHEREAS, the Board has solicited comments from the Community and has considered same;

NOW, THEREFORE, BE IT RESOLVED that the Board approves the redistricting recommendations prepared by Dr. Haber and as modified after his presentation to the public, and that the redistricting plan shall be implemented for the 2023-2024 school year; and

BE IT FURTHER RESOLVED that the redistricting plan documents shall be made a part of the minutes of this meeting.

ROLL CALL FOR ITEM #1:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Stillman	Abstain	Mr. Conklin	No	Mrs. Stephenson	Absent
Mrs. Dwyer	No	Mr. Guarino	Yes	Mrs. Romeo	Yes
Mrs. Lockwood	Yes	Mrs. O’Brien	Yes	Mrs. Van Dyk	Yes

The **MOTION PASSED.**

Motion by Mr. Stillman, seconded by Mrs. O’Brien, to approve the following agenda items #2 through #6:

Motion by Mrs. Romeo, seconded by Mr. Guarino, to **TABLE** item #2 and item #5 to be voted on after Executive Session.

VOICE VOTE: All in Favor. MOTION PASSED.

XIV. OPERATIONS & FINANCE - Mr. Stillman, Chairperson - Continued

Motion by Mr. Stillman, seconded by Mr. Conklin, to approve the following agenda items #3, #4, and #6:

ITEM #2 WAS TABLED TO BE VOTED ON AFTER EXECUTIVE SESSION

- 3. The recommendation of the Superintendent to approve an agreement with **DSI MEDICAL SERVICES**, Horsham, Pennsylvania, for Drug Test Collection Supplies/Services, with a one-time set up fee of \$99.00, for the 2022-2023 school year. (Documentation provided electronically.)

NOTE: Required random drug testing for Transportation.

- 4. The recommendation of the Superintendent to approve the completion of **SCHOOL BUS EMERGENCY EVACUATION DRILL REPORTS** for all routes, in accordance with N.J.A.C. 6A:27-11.2: (Documentation provided electronically.)

<u>Date</u>	<u>School</u>	<u>Principal/Supervisor</u>
10/17/2022	Aphsawa	Dr. Elissa Scillieri
10/18/2022	Marshall Hill	Patrick O'Donnell
10/18/2022	Paradise Knoll	Jennifer Miller
10/18/2022	Upper Greenwood Lake	Dr. Gregory Matlosz
10/19/2022	Maple Road	William Kane
10/19/2022	High School/Macopin	Matthew Strianse
10/21/2022	Westbrook School	Dr. Dana Swarts
11/17/2022	Highlander Academy	Brenda Weinmann Ludwig

ITEM #5 WAS TABLED TO BE VOTED ON AFTER EXECUTIVE SESSION

- 6. The recommendation of the Superintendent to approve the **DONATION** of a Pottery Wheel for the West Milford High School Art Department, valued at \$1,338.99, from Corinna Bekiers-Sassano, Dieter Bekiers, and William Bekiers, in memory of Rita Bekiers (WMTS Class of 1977).

ROLL CALL FOR ITEMS #3, #4, AND #6:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Conklin	Yes	Mrs. Lockwood	Yes	Mrs. Stephenson	Absent
Mrs. Dwyer	Yes	Mrs. O'Brien	Yes	Mr. Stillman	Yes
Mr. Guarino	Yes	Mrs. Romeo	Yes	Mrs. Van Dyk	Yes

The **MOTION PASSED.**

XIV. OPERATIONS & FINANCE - Mr. Stillman, Chairperson - Continued

Motion by Mr. Stillman, seconded by Mrs. O'Brien, to approve the following agenda item #7:

- 7. The recommendation of the Superintendent to approve the **PAYROLL** of October 31, 2022 and November 15, 2022, in the amount of \$4,165,844.57. (Documentation provided electronically.)

ROLL CALL FOR ITEM #7:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Stillman	Yes	Mrs. Dwyer	Yes	Mr. Conklin	Yes
Mrs. Stephenson	Absent	Mr. Guarino	Abstain	Mrs. Romeo	Abstain
Mrs. Lockwood	Yes	Mrs. O'Brien	Yes	Mrs. Van Dyk	Abstain

The **MOTION PASSED.**

Motion by Mr. Stillman, seconded by Mrs. O'Brien, to approve the following agenda items #8 through #13:

- 8. The recommendation of the Superintendent to approve the **LIST OF BILLS/VENDORS** for the period ending **November 29, 2022**, in the amount of \$3,494,870.32. (Documentation provided electronically.)
- 9. The recommendation of the Superintendent to approve the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **November 29, 2022:**

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 \$78,419.37.

- 10. The recommendation of the Superintendent to approve the following Resolution:

WHEREAS, the Agenda file of **November 29, 2022** 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:

\$15,186,106.79 as of September 30, 2022; therefore

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

- 11. The recommendation of the Superintendent to approve the following Resolution:

XIV. OPERATIONS & FINANCE - Mr. Stillman, Chairperson - Continued

11. (Continued)

RESOLVED, that the Board certify as of September 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.

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

WHEREAS, the Agenda file of **November 29, 2022** 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:

\$14,425,032.03 as of October 31, 2022; therefore

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

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

RESOLVED, that the Board certify as of October 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 #8 THROUGH #13:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Stillman	Yes	Mrs. O'Brien	Yes	Mrs. Romeo	Yes
Mrs. Stephenson	Absent	Mrs. Lockwood	Yes	Mr. Conklin	Yes
Mr. Guarino	Yes	Mrs. Dwyer	Yes	Mrs. Van Dyk	Yes*

*Mrs. Van Dyk "Abstained" on item #8.

The **MOTION PASSED**.

XV. NEGOTIATIONS - Mrs. Debbie O'Brien, Chairperson

Motion by Mrs. O'Brien, seconded by Mr. Stillman, to approve the following agenda items #1 through #2:

1. **BE IT RESOLVED**, that the Board of Education approves the Settlement Agreements resolving grievance numbers 21-22/01 and 21/22-03 filed by the West Milford Bus Drivers Association; and

XV. NEGOTIATIONS - Mrs. O'Brien, Chairperson - Continued

1. (Continued)

BE IT FURTHER RESOLVED, that the Administration is authorized to take the necessary steps to effectuate the terms of said agreements.

2. **BE IT RESOLVED**, that the Board of Education approves the Settlement Agreement between it and the West Milford Education Association, the West Milford Educational Secretaries Association, the West Milford Custodians and Maintenance Association, the West Milford Teacher Assistant Association and the West Milford Bus Drivers Association, resolving the Unfair Labor Practice Charges, Docketed by the Public Employment Relations Commission as CO-2022-144, CO-2022-141, CO-2022-143, CO-2022- 142 and CO-2022-150, respectively; and

BE IT FURTHER RESOLVED, that the Board President is authorized to execute the Settlement Agreement on behalf of the Board and the Administration is authorized to take the necessary steps to effectuate its terms.

ROLL CALL FOR ITEMS #1 THROUGH #2:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mrs. O'Brien	Yes	Mr. Stillman	Yes	Mr. Guarino	Yes
Mrs. Romeo	Yes	Mr. Conklin	Yes	Mrs. Dwyer	Yes
Mrs. Stephenson	Absent	Mrs. Lockwood	Yes	Mrs. Van Dyk	Yes

The **MOTION PASSED**.

XVI. COMMITTEE REPORTS/LIAISONS

Parks & Recreation - Mr. Conklin - No report.

Safety - Mrs. Van Dyk - No report.

Superintendent's Roundtable - Mrs. Lockwood/Mrs. Van Dyk - Mrs. Lockwood was unable to attend the meeting. Mrs. O'Brien attended the meeting held on November 17, 2022. She expressed her deepest gratitude to all of the PTA/PTO/PTSO representatives that were at the meeting, and thanked them for their hard work. Items that were discussed included, second grade numbers at Westbrook School; coordinating events during the school day across the schools, so that parents with kids in multiple schools do not have to choose one over the other; better Principal communication at the Elementary level; the Graduation Parade for 2023; restructuring and a joint meeting with the representatives of the PTA/PTO's and Principals within the next few months; and school choice.

Passaic County School Boards Association - Mrs. Dwyer/Mrs. Van Dyk - Mrs. Dwyer attended the meeting in the beginning of November which addressed the Physical and Health Education standards. The standards were presented by the Assistant Superintendent of Wayne, and the Assistant Superintendent from Lyndhurst, and it was explained that anything seen in parenthesis does not have to be taught. They also spoke about options, and parents can opt out of some of these lessons, which Mr. Novak has provided that opportunity for parents.

XVI. COMMITTEE REPORTS/LIAISONS - Continued

Mrs. O'Brien also provided additional information for reference on the opt-out option, if a teacher feels uncomfortable in teaching some of the curriculum in the District. Mrs. Dwyer stated this option has been in existence since 1980.

New Jersey School Boards Association - Mrs. Dwyer/Mrs. Van Dyk - Mrs. Van Dyk spoke about the NJSBA Workshop held on October 24-26, 2022, in Atlantic City. She felt it was a good workshop, however, the workshops were very crowded because the exhibit floor was not open the first day. Mrs. Van Dyk and Mrs. Dwyer spoke about the various topics that were discussed at the workshop. Dr. Anemone spoke about a workshop held on school rankings and school ratings, and it was agreed that a task force will be created at the High School to look at this in greater detail. The workshop to be held next year in October will be four days.

Legislative - Mrs. O'Brien provided the Board with a legislative update. She reported that on November 21, 2022, the New Jersey Senate had a voting session and approved the following measures: information literacy standards - the bill now awaits action by the Governor; specific learning disability determinations under IDEA - this bill was approved by the Senate and has now moved to the assembly for further consideration; remote counseling sessions - K-12 - this has been approved by the Senate and the bill goes to the assembly for consideration; and the electric school bus fund would provide a supplemental fiscal year 2023 appropriation of \$15 million to the New Jersey Department of Environmental Protection to support year one of a three (3) year electric school bus program.

Technology Oversight - Mr. Guarino - No report.

Township/Board of Education Joint Committee - Mrs. Dwyer/Mrs. Van Dyk/Mr. Guarino - Mrs. Van Dyk asked Ms. Francisco to set up a committee meeting for December 9, 2022.

West Milford Municipal Alliance - Mrs. Stephenson/Mrs. Romeo - Mrs. Romeo indicated that the WMMA is working on a community needs assessment. She also spoke about the "Hidden in Plain Sight" program. She stressed how this program is really an education for parents, and every day substance abuse changes in our society, as there are new things that are on the market all the time. Walking through the event and seeing a child's bedroom set up, you might not know exactly what you are looking at. She encourages parents to attend this program. She also spoke about grants, including the "Heroes and Cool Kids" program. She thanked Mrs. O'Brien and the WMMA for working tirelessly on funds for the program, and really trying to bring programs to our community.

Mrs. O'Brien thanked Mrs. Romeo for her kind words. She stated that being the Coordinator for the West Milford Municipal Alliance has been truly an eye opening experience for her. At the last meeting, WMMA was able to get three (3) students from the "Heroes and Cool Kids" program to be part of the WMMA. These students are involved in sports and extra-curricular activities. The reason she wanted students on the WMMA is to hear about their experiences in the middle school and the High School, and what is going on in their world. She can bring ideas and make recommendations for programs, and would like to consider what students needs are. She indicated these students brought to her attention information on the "Bud Bus" and changes in the marijuana laws, and how it's been such a difficult thing they are dealing with.

XVI. COMMITTEE REPORTS/LIAISONS - Continued

Mrs. O'Brien is working closely with Mr. Novak on the "Hidden in Plain Sight" program, and she thanked the community about their concerns for their kids.

Mrs. Romeo commented that the WMMA has funded a program for middle school students called "We're Not Buying It." She understands from parents and students in the program that it is teaching our Macopin students about the marketing of substances. She feels we have to educate our children on healthy living and making good choices. This was funded through the WMMA, and the paid program center sent their professionals to work with our District educators to bring their program to our students. They sent a letter to our District with a concern about our community, hearing from our students that there are multiple business in our area that have signs that are promoting substances.

Mrs. O'Brien advised the community that the West Milford Municipal Alliance is open to everyone and is free. The meeting is usually held on the second Monday of the month at the West Milford Public Library, and it can also be accessed via Zoom. She is the Coordinator of the WMMA, and works closely with United for Prevention - Passaic County, which helps various programs offered in West Milford.

Special Education Parent Advisory Committee (SEPAC) - Mrs. Lockwood reported that there has not been a SEPAC meeting since the last Board meeting. She spoke with Dr. McQuaid, and stated they will try to set up a meeting before the end of the year, prior to Dr. McQuaid leaving. There is a meeting scheduled for January 11, 2023, however that will be up to the discretion of the new Interim Director of Special Services.

XVII. OLD BUSINESS

Mrs. Romeo spoke about a policy, if it is still in place, that as Board of Education members, we can attend Board meetings virtually. She feels that Mrs. Stephenson could have been here virtually and have been part of this meeting. She feels that because this meeting was moved, it would have been a fair judgment. It is better to be in person, but if there is a circumstance that a Board member cannot, it would be nice to have that option.

Mrs. Van Dyk indicated that it was done for a prior Board member, Mr. Drew, when he was in the hospital. She indicated it can be brought back to Policy to be reviewed. Mrs. Van Dyk attended a meeting virtually when she was away last year, but it was during the COVID pandemic. She was not able to vote and was not able to participate in Executive Session. Mrs. Romeo asked if it can be revisited at the next Policy Committee meeting.

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

VOICE VOTE: All in Favor. MOTION PASSED.

XVIII. NEW BUSINESS

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

VOICE VOTE: All in Favor. MOTION PASSED.

XIX. 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.

Catherine Weiss-Connors, 37 Highview Drive, West Milford. She stated at the last Board meeting, she asked the Board if they were looking into why we have so many administrators that are leaving. She hopes it is being looked at, so that we make sure we do not lose any more. She also spoke about Special Education resignations, and hopes that full-time Special Education teacher assistants are not being replaced with two part-time positions. She thanked the Board as a parent of a Special Education child for keeping consistency in the classroom for our children. She feels it is very important for a Special Education student to not have different teacher assistants coming in and out of the classroom all day. She thanked the Board again for continuing to keep full-time Special Education teacher assistants in the classrooms. She also asked if any parent stakeholders are going to be involved in the hiring of the Interim Director of Special Services, with Dr. McQuaid leaving. She was curious as to how that process was moving along.

Dr. Anemone responded to her inquiry and indicated that interviews will be conducted this week. A formal interview committee has not been set up for the Interim Director. Something more comprehensive will be set up for the full-time replacement.

Motion by Mr. Stillman, seconded by Mrs. Lockwood, to close Public Comment.

VOICE VOTE:

All in Favor.

MOTION PASSED.

XX. EXECUTIVE SESSION

At 9:36 p.m., Mrs. Dwyer made a motion, seconded by Mr. O'Brien, to go into Executive Session for approximately forty-five (45) minutes, for the purpose of discussing personnel appointments, resignations, current litigation matters, special education matters, HIBs, 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.

The Board returned to the Public Meeting at 10:08 p.m.

ROLL CALL UPON RETURN FROM EXECUTIVE SESSION:

TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE
Mrs. Romeo	Present	Mrs. Dwyer	Present	Mrs. Lockwood	Present
Mrs. Stephenson	Absent	Mrs. O'Brien	Present	Mr. Conklin	Present
Mr. Stillman	Present	Mr. Guarino	Present	Mrs. Van Dyk	Present

XIV. OPERATIONS & FINANCE - Mr. Jaycen Stillman, Chairperson

Motion by Mr. Stillman, seconded by Mrs. O'Brien, to approve the following agenda items #2 and #5:

2. Upon the recommendation of the Superintendent, the Board approves an Agreement with the **PASSAIC COUNTY BOARD OF COUNTY COMMISSIONERS**, to sell and convey a permanent bridge and maintenance easement encompassing an area of 738 square feet and a temporary construction easement containing an area of 977 square feet, both located in Block 6401, Lot 6.01, West Milford, New Jersey, to the County for the price of \$500.00.

5. The recommendation of the Superintendent to approve a **PARENTAL TRANSPORTATION CONTRACT** to transport one (1) West Milford student (ID#68358) to **SUSSEX COUNTY COMMUNITY COLLEGE**, Newton, New Jersey, retroactive from October 3, 2022, through June 30, 2023, at a per diem cost of \$48.84 for 109 days, for a total cost of \$5,323.56.

ROLL CALL FOR ITEMS #2 AND #5:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Conklin	Yes	Mrs. Lockwood	Yes	Mrs. Stephenson	Absent
Mrs. Dwyer	Yes	Mrs. O'Brien	Yes	Mr. Stillman	Yes
Mr. Guarino	Yes	Mrs. Romeo	Yes	Mrs. Van Dyk	Yes

The **MOTION PASSED.**

XII. EDUCATION - Mrs. Teresa Dwyer, Chairperson

Motion by Mrs. Dwyer, seconded by Mrs. O'Brien, to approve the following agenda item #10:

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

WHEREAS, in accordance with the requirements set forth in P.L. 2010, Chapter 122, the West Milford Board of Education has received results of HIB investigative reports on **November 29, 2022**; therefore,

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

<u>Incident Report Number</u>	<u>Board Determination</u>
2023/M-1	Substantiated
2023/M-3	Substantiated
2023/H-1	Substantiated
2023/H-2	Unsubstantiated

NOTE: HIB Investigation 2023/M-2 as Unsubstantiated, was TABLED.

ROLL CALL FOR ITEM #10:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mrs. Dwyer	Yes	Mrs. Lockwood	Yes	Mrs. Romeo	Yes
Mrs. Stephenson	Absent	Mrs. O'Brien	Yes	Mr. Conklin	Yes
Mr. Guarino	Yes	Mr. Stillman	Yes	Mrs. Van Dyk	Yes

The **MOTION PASSED.**

XXI. ADJOURNMENT

Motion by Mr. Guarino, seconded by Mr. Stillman, to adjourn the meeting at 10:11 p.m.

VOICE VOTE: All in Favor. MOTION PASSED.

Respectfully submitted,

**Barbara Francisco
Board Secretary**