

WEST MILFORD TOWNSHIP BOARD OF EDUCATION

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**BOARD OF EDUCATION
MINUTES
PUBLIC BUDGET HEARING/SPECIAL ACTION MEETING
MAY 2, 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. Kate Romeo, Board President, called to order the Workshop/Regular Meeting of the Board of Education at 7:06 p.m., in the Westbrook School Media Center. She asked for a moment of silence and to please keep the Ginder Family and the Gillen Family in your thoughts. She 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	Present

Minutes for the Public Budget Hearing/Special Action Meeting of May 2, 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

There were approximately 70 members of the public in attendance.

VI. SUPERINTENDENT'S REPORT - Dr. Alex Anemone

- Dr. Anemone began the presentation of the Public Hearing on the 2023-2024 Budget to the Board and the community. He thanked the Board of Education trustees, and he spoke about a fiscally responsive budget, which adjusts for escalating costs in contracted transportation, health insurance, and energy. The total budget will increase by 2.50%, and the general fund will increase by 2.58%. We are in year six of the seven-year phase-in of the State funding formula referred to as S-2.
- The presentation continued with curriculum highlights. Dr. Anemone asked Mr. Novak to highlight this. Mr. Novak spoke about High School Dual Enrollment Course offerings, new Aviation and EMT Courses at the High School, Conquer Math training (Year 2) in Algebra I and Geometry, and Technology Upgrades, including Robotics. Additional curriculum highlights included a new Math Program for K-5 funded through the NJDOE Stabilization Grant, English Language Arts program replacement for K-5 and Phonics First, and Knowing Science (K-5) program. He also spoke about the completion of intervention and referral services into the Realtime Student Information System (SIS), full program integration and coordination of District services.
- Dr. Anemone explained budget basics, revenues and expenses, and the fundamental problem being that revenues are declining and expenses are rising. He outlined revenues, explaining the local tax levy is capped by the State at 2% plus allowable adjustments. State Aid is declining each year, and the fund balance is sharply declining. He also explained expenses including salaries, benefits, contracted transportation, and the cost of utilities rising at a greater rate than revenues. He showed the State Aid reductions, cumulative over the last six (6) years, and showed State Aid as a percentage of the budget. He spoke about the New Jersey Legislator's recent approval of Supplemental Stabilization Grants for districts affected by S-2, including West Milford. He explained that we received \$788,110.00 which is a one-time revenue source and should not be used to support on-going costs, inclusive of personnel. He also spoke about health insurance costs and employee benefits contributions, and the local tax levy with a twelve (12) year average of +1.81%. Dr. Anemone outlined general fund expenses, and the tax levy impact showing the average increase of school taxes on the median assessed home being \$235.44 per year, or \$19.62 per month. He spoke about capital projects that are included in the budget at Upper Greenwood Lake School, Macopin School, and the High School. He then discussed the proposed reductions in personnel, clubs, supplies, athletics, and professional development.

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

- Mrs. Dwyer inquired as to administration looking at any potential cuts to the Central Office. Dr. Anemone responded to her inquiry. Ms. Francisco indicated that the responsibilities in the Central Office are based on the compliance we are required to adhere to by the State of New Jersey. Over the last few years, we have reduced staff, and recently two secretarial positions were combined into one. We have a hard time cross training people because we just do not have enough time to complete that, and as additional workload comes from the State of New Jersey we have been adding it to that staff member's responsibilities that is most closely aligned. She stated that to eliminate a position and disburse that work among the remaining staff will be problematic. She spoke about our recent audit and having no findings. She feels it is because the Central Office staff are well trained and work closely with the schools to make sure that they are compliant with the requirements that the auditors will be looking for.

- Mr. Guarino pointed out the presentation showed that in 2008-2009, we received 25% of our budget in State Aid, and now we are down to about 7.5% in State Aid. In another area of the presentation it shows that 80% of our revenues come from the local tax levy, and he asked for an explanation of the other 12.5%. Ms. Francisco explained that we have reserve accounts. For capital projects that we plan, we have a capital reserve account and that is where the bulk of the money is being taken from. We also have a maintenance reserve account and we use part of that money every year to offset our maintenance costs. Maintenance costs are in our General Fund and because we have our own carpenter, electrician and plumber, we do a lot of the repair work rather than going out and hiring companies that required to work for us on prevailing wage. It is a cost savings for the District to have their own skilled people here. Mr. Guarino also asked about the Stabilization Aid Grant money received. Ms. Francisco explained that is a separate fund of money that is not factored into the 2023-2024 budget, and is a totally different account. She explained that the General Fund is similar to a checking account, and the maintenance reserve and capital reserve accounts are similar to savings accounts. You can add to those reserve accounts and build them up for when you need it. If the Supplemental Aid that we received is not used, then it can be appropriated into capital or maintenance reserve accounts or you can put it into the fund balance, so you can use it to support future budgets. She explained that when we applied for it, we had to earmark areas that it would be used for which would be one-time expenses and are not included in the 2023-2024 budget, but would be beneficial to have, such as Transportation equipment that needs to be replaced.

VII. PUBLIC COMMENT REGULATIONS

At all regular meetings, two opportunities are provided for citizens to make comments. The public comment period will be scheduled after the President's Report. The second comment period will be scheduled after New Business. During the first opportunity for public comment, citizens are invited to comment on subjects on the agenda items only. During the second opportunity for public comment, citizens may comment on all other general topics. At the discretion of the presiding officer, public comments may be permitted at other times.

Please remember this is a public meeting. Anything you say will be a public record. As a result, pursuant to law, the Board of Education cannot respond to you publicly concerning certain matters, such as those regarding an individual student or personnel.

VII. PUBLIC COMMENT REGULATIONS - Continued

If there is a matter that you wish to remain private concerning personnel or students, please contact the Superintendent's Office. Public comment periods shall also be governed by the following rules:

1. Persons wishing to speak must, upon being recognized, rise, sign in, and state their names and addresses.
2. Each speaker shall be limited to five minutes. The Board Secretary will note the time. A speaker who has not finished in the allotted time will be directed by the presiding officer to summarize quickly and relinquish the floor within 30 seconds (Bylaw 0167).
3. Comments shall be limited to issues. If personal remarks or discourteous statements are made, the presiding officer shall require the speaker to stop.
4. All statements shall be directed to the presiding officer. No participant may address or questions Board members individually.
5. Questions requiring investigation shall be referred by the Board to the Superintendent's Office for consideration and later response. A participant may be asked to submit such questions in written format.

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

All speakers will have five (5) minutes to speak until a period of thirty (30) minutes transpires. Before speaking, please state your name, group affiliation and address for the record. Members of the public who have requested to speak prior to the meeting will be recognized by the chair first. After speaking, all speakers are asked to sign the register provided and give their full name, group affiliation, and their address.

All statements shall be directed to the presiding officer. No participant may address or question Board members individually.

All speakers are expected to have read the statement within the agenda regarding the regulations concerning public comments.

Members of the public are reminded that they are legally responsible and liable for their comments.

Leah Mora, a Junior at West Milford High School. She was one of the students that spoke at the last meeting regarding budget cuts and the Italian program. She thanked the Board for listening to the students and parents that spoke about it. She is excited to be given the opportunity to finish out her Italian curriculum at West Milford High School. She feels it is very encouraging to see that the students can make a difference. She is also saddened to know that many dedicated teachers are losing their jobs due to budget cuts. She hopes that the District finds ways to avoid this in the future. Every cut is an opportunity taken away from the students. She feels these teachers have dedicated their time to the District and into creating a powerful environment for their students. Many of her past elementary school teachers were in the audience and she has so much gratitude for how much they have impacted her life. She also feels the proposal to increase elementary school classes is very concerning. She commented that with this proposal, how can the teachers do their job and the students receive the proper education.

VIII. PUBLIC COMMENT - AGENDA ITEMS - Continued

She hopes the Board reconsiders this proposal and that students continue to have an impact in our District. She will continue to advocate what is best for the students and the teachers.

Dr. Marisa Gough, 34 Center Street, West Milford. She spoke about her concerns for the future of her children's education. She asked the Board to please reconsider all of the cuts that are being proposed due to declining enrollment, efficiency, and the current economy. She understands that insurance costs are rising, and the cost of diesel is rising, but haven't we technically become more efficient now that we are operating one less elementary school. She hopes that our incoming Superintendent will bring fresh ideas and an open mind, and the experience needed to deal with our District's problems. She feels we need grant money and if we continue to make cuts, residents move elsewhere and will send their children to PCTI. She has heard many times before, if there is less student enrollment we will get even less State aid. She spoke about additional aid that we have received from the State through additional COVID funding and stabilization aid, and what Vernon has received. She stated we are 1 out of 160 districts that are benefitting from the school funding bill, but asked why aren't we actually benefitting. She stated that our average Math proficiency score is significantly less than the State average. She feels if the Board continues to cut staff and cut programs, they are taking away our students opportunity to succeed.

Ella Stephenson, a Freshman at West Milford High School. She spoke about the proposed budget cuts and the Business classes at the High School. She spoke about each class and what each one entails. She stated that students need these classes for the real world. She expressed her concerns and her reasons as to why they should not be cut. She spoke about Mrs. Klosz, the Business teacher at the High School. She would hate to see Mrs. Klosz lose her job because she makes learning fun and gets the job done.

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

VOICE VOTE: All in Favor. MOTION PASSED.

IX. MOTION BY MRS. O'BRIEN, SECONDED BY MRS. VAN DYK, TO ADOPT THE AGENDA AS PRESENTED, WITH HAND CARRYS.

VOICE VOTE: All in Favor. MOTION PASSED.

PUBLIC HEARING ON THE 2023-2024 SCHOOL YEAR BUDGET

SPECIAL ACTION

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

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

DISCUSSION: Mrs. Dwyer commented that when she was elected seven (7) years ago to the Board, she vowed to build and preserve an academic environment necessary for a successful school district. As she reviews this budget, she is disheartened by the failure of this administration to create such a balanced learning arena for our students.

X. OPERATIONS & FINANCE - Mr. Guarino, Chairperson - Continued

DISCUSSION: Mrs. Dwyer spoke about the decision of restructuring Westbrook School and redistricting our students, and a failure of consideration to class sizes at the High School in the decision to eliminate staff. She feels that allowing elective classes to continue with enrollments of less than twelve (12) students is a problem for her. She stated at least two (2) of these programs can be run as after school clubs, as they have been done in the past. She also feels our Math scores are not competitive with other districts, and our ELA scores are falling. She also spoke about Chromebooks and Media Specialists at Macopin School and the High School, and not reinforcing reading in grades 6-12, something that Media Specialists do in a number of ways. She stated that she will not be supporting this budget.

Mr. Cytowicz expressed he will be voting in favor of this budget that increases the general property tax levy by 4.5%. He stated he is the same Trustee who voted for a zero percent general tax levy increase in the 2017-2018 school year. He did not regret that choice then, just as he will not regret this choice now. To support this budget, he wanted to justify this vote by understanding how we have gotten to this point and what we should do next. He feels this is the most critical juncture in not only our District's future, but our Township's future. He then provided a narrative of how he believes we evolved to this point and talked about state aid reductions, as well as health benefit rate increases and other increases the District had to absorb.

He expressed that with the approval of repurposing Westbrook School in the 2023-2024 school year in this budget, those affects are yet to be felt and he does not think it will be enough of a measure. He also spoke about Hillcrest and he feels the Board will need to seriously discuss the utilization of our schools once again, in order to study the effects of physically closing an additional Elementary school. All of the history that came before this moment, culminates in this moment. He stated we will have a major structural deficit going into the 2024-2025 budget, and we are projected to continue the trend of declining student enrollment. He spoke about all of the positive things that he wants for this District. He feels as history has dictated, the students and taxpayers of West Milford are best served by the stability of a consistent and dedicated Superintendent, whose core focus is our student advocacy, community engagement, and strategic planning. He supports this budget as he believes this moment represents a turning point that will eventually result in a more thorough and efficient school district whose best days are ahead. He asked for his colleagues to support it as well, so we can move forward together.

Mr. Guarino inquired as to how many total staff members there are in the District. Ms. Francisco and Dr. Anemone responded to his inquiry. He also inquired for this coming school year, how much we pay to PCTI for each student that attends there. Ms. Francisco and Dr. Anemone responded to his inquiry. Board members continued discussion on PCTI.

Mr. Guarino also inquired about class sizes. He spoke about Honors classes and AP classes, and that sometimes there may only be 4-5 students in an Honors class and another 4-8 students in an AP class, and feels that some of those classes can be combined. Mrs. Romeo also spoke about the Honors and AP track and stated there have been numerous discussions on this. Dr. Anemone explained there will be fewer teachers, so some courses will have to be combined.

SPECIAL ACTION

X. OPERATIONS & FINANCE - Mr. Guarino, Chairperson - Continued

DISCUSSION: Mrs. Van Dyk commented on Honors and AP classes. She also stated that we are not criticizing PCTI as a school, as it is an excellent educational school. She indicated that we are feeling the impact financially but it is not just a County problem, it is a State problem. Our state wants to regionalize schools, and they are doing it through tax dollars and whether we fight or not, that is their end goal. She and Mrs. O'Brien have sat through meetings at the County level to try to address that, and she indicated the percentage that the County covers for PCTI has not changed in over 15 years. She feels it is an unfair funding act and it will not ever be fair for West Milford. She also feels the taxpayers should start fighting for change.

- 1. **WHEREAS,** the tentative budget was adopted at the Public Meeting of the West Milford Township Board of Education on March 15, 2023, and advertised in accordance with statute for a public hearing to be held on May 2, 2023;

NOW, THEREFORE, BE IT RESOLVED, by the West Milford Township Board of Education, County of Passaic, that the **2023-2024 DISTRICT BUDGET** be approved as follows:

General Fund	\$74,545,415
Special Revenue	\$ 1,174,663
Debt Service	<u>\$ 601,750</u>
TOTAL BUDGET	\$76,321,828

BE IT FURTHER RESOLVED, that the following **GENERAL FUND AND DEBT SERVICE TAX LEVIES** be approved to support the 2023-2024 Final Budget:

General Fund	\$62,383,738
Debt Service	<u>\$ 293,153</u>
TOTAL	\$62,676,891

BE IT FURTHER RESOLVED, that the West Milford Board of Education includes in the final budget the adjustment for increased costs of health benefits in the amount of \$1,478,570. The additional funds will be used to pay for the additional increases in health benefits premiums.

BE IT FURTHER RESOLVED, that included in budget line 620, Budgeted Withdrawal from Capital Reserve for Other Capital Projects is \$856,755, to be used towards Macopin School Cafeteria asbestos floor abatement and replacement, Upper Greenwood Lake School septic field replacement, and Upper Greenwood Lake School window and front door replacement.

BE IT FURTHER RESOLVED, that included in budget line 630, Budgeted Withdrawal from Maintenance Reserve for Budgeted Required Maintenance is \$150,000.

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

SPECIAL ACTION

X. OPERATIONS & FINANCE - Mr. Guarino, Chairperson - Continued

ROLL CALL FOR ITEM #1:

TRUSTEE	VOTE	TRUSTEE	VOTE	TRUSTEE	VOTE
Mr. Guarino	Yes	Mrs. Dwyer	No	Mr. Lippe	Yes
Mrs. Racano	Yes	Mr. Cytowicz	Yes	Mrs. Van Dyk	Yes
Mrs. Lockwood	Yes	Mrs. O'Brien	Yes	Mrs. Romeo	Yes

The **MOTION PASSED.**

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

- The recommendation of the Superintendent to approve the following **ACTIVITY PARTICIPATION FEES (PAY TO PARTICIPATE)**, for the 2023-2024 school year:

<u>School</u>	<u>Individual Fee</u>	<u>Family Cap Fee</u>
Macopin	\$ 75.00	\$150.00
High School	\$100.00	\$200.00

ROLL CALL FOR ITEM #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	Yes

The **MOTION PASSED.**

SPECIAL ACTION

XI. 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 Mrs. O'Brien, to approve the following agenda items #1 through #53:

DISCUSSION: Mrs. Romeo commented on item #24, and spoke about Claudia Ney. She feels that the District will not be the same without her. She thanked Mrs. Ney for being her mentor when she became a teacher. She wished her well in her retirement.

Mrs. Dwyer spoke about Mrs. Ney. Mrs. Dwyer indicated that she taught with her at the High School for many years. She stated she truly is an incredible character and had a great rapport with the students. She thanked her for her years of service and stated that many in the District will miss her.

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

DISCUSSION: Mrs. Van Dyk thanked Claudia for her years of service. She indicated that Mrs. Ney was a person who gave answers. A lot of students learned from her and respected her, and if students had issues, they felt comfortable talking with her. She wished her good luck in her retirement.

Mr. Guarino also spoke about Claudia Ney. He stated that not only is she a great teacher, but she is also a great Mom. She was fantastic to so many students, and she treated one of his sons in a very caring way. He congratulated Claudia and wished her the best in her retirement.

Mrs. Romeo inquired about item #15. She asked about the position being cut. Dr. Anemone responded to her inquiry. She also inquired if a staff member for any open position wanted a lateral move, how would that staff member go about it. Dr. Anemone provided an explanation to the Board.

Mrs. Van Dyk commented to Dr. Anemone about a parent that approached her regarding the Agenda. The parent asked why staff names are on the Agenda for leaves of absence or when they are retiring, but are not on the Agenda for employees that are being reduced in force. This parent and other parents would like to know if it is their child's teacher. The parent stated to her that it looks like the Board is not being transparent and trying to hide something. She hopes that on future Agendas if there are people on for these items, she would like to see their names on the Agenda.

Mrs. Romeo commented that she feels it should be their decision when they receive a letter. Mrs. Van Dyk stated that a lot of staff felt that they did not know they were on the Agenda. She feels the Board is a public body and if we want to be transparent, names should be on the Agenda, unless an employee does not want their name on it.

Board members discussed how reductions in force were done in the past. Mrs. Romeo indicated that other Districts do not put names on their agenda at all, and use employee ID numbers. Mrs. Van Dyk commented further, and Mrs. Romeo indicated this will be discussed in Committee.

Mr. Lippe commented on this and inquired as to how the employee is notified of the reduction in force. Dr. Anemone responded to his inquiry.

Board members and administrators continued to discuss the process of a reduction in force and how they are notified, as well as a RICE notice.

1. **RESOLVED**, that the Board of Education hereby eliminates one (1) District teaching position at Apshawa School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and
BE IT FURTHER RESOLVED, that employee ID#5007 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.
2. **RESOLVED**, that the Board of Education hereby eliminates one (1) District Encore position at Apshawa/Maple Road Schools, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and
BE IT FURTHER RESOLVED, that employee ID#5366 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

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

3. **RESOLVED**, that the Board of Education hereby eliminates one (1) District teaching position at Maple Road School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#4802 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.
4. **RESOLVED**, that the Board of Education hereby eliminates one (1) District Encore position at Marshall Hill/Upper Greenwood Lake Schools, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#5365 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.
5. **RESOLVED**, that the Board of Education hereby eliminates one (1) District Encore position at Paradise Knoll School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#5132 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.
6. **RESOLVED**, that the Board of Education hereby eliminates one (1) District Encore position at Upper Greenwood Lake School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#4658 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.
7. **RESOLVED**, that the Board of Education hereby eliminates one (1) District teaching position at Paradise Knoll School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#5182 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.
8. **RESOLVED**, that the Board of Education hereby eliminates one (1) District teaching position at Upper Greenwood Lake School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#5364 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.
9. **RESOLVED**, that the Board of Education hereby eliminates one (1) District teaching position at Upper Greenwood Lake School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

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

9. (Continued)

BE IT FURTHER RESOLVED, that employee ID#5178 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

10. **RESOLVED**, that the Board of Education hereby eliminates one (1) District special education teaching position at Upper Greenwood Lake School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#5003 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

11. **RESOLVED**, that the Board of Education hereby eliminates one (1) District special education teaching position at Marshall Hill School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#5157 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

12. **RESOLVED**, that the Board of Education hereby eliminates one (1) District child study team position at Macopin School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#5337 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

13. **RESOLVED**, that the Board of Education hereby eliminates one (1) District physical education teaching position at West Milford High School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#5507 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

14. **RESOLVED**, that the Board of Education hereby eliminates one (1) District English teaching position at Macopin School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#4197 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

15. **RESOLVED**, that the Board of Education hereby eliminates one (1) District guidance counselor position at Macopin School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

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

15. (Continued)

BE IT FURTHER RESOLVED, that employee ID#5192 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

16. **RESOLVED**, that the Board of Education hereby eliminates one (1) District media specialist position at Macopin School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#3624 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

17. **RESOLVED**, that the Board of Education hereby eliminates one (1) District media specialist position, Districtwide, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#3808 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

18. **RESOLVED**, that the Board of Education hereby eliminates one (1) District mathematics teaching position at West Milford High School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#4671 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

19. **RESOLVED**, that the Board of Education hereby eliminates one (1) District English teaching position at Macopin School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#5184 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

20. **RESOLVED**, that the Board of Education hereby eliminates one (1) District school nurse position at West Milford High School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#5037 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

21. **RESOLVED**, that the Board of Education hereby eliminates one (1) District fuel technician position at Transportation, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

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

21. (Continued)

BE IT FURTHER RESOLVED, that employee ID#4317 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

22. **RESOLVED**, that the Board of Education hereby eliminates one (1) District cafeteria aide position at Westbrook School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#5271 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

23. **RESOLVED**, that the Board of Education hereby eliminates one (1) District cafeteria aide position at Westbrook School, pursuant to N.J.S.A. 18A:28-9 for reasons of declining enrollment, efficiency and economy; and

BE IT FURTHER RESOLVED, that employee ID#5191 is hereby consequently reduced in force, pursuant to N.J.S.A. 18A:28-9 for the above reasons, effective June 30, 2023.

24. The recommendation of the Superintendent to accept, with regret, the resignation of **CLAUDIA NEY**, Social Studies Teacher, High School, effective July 1, 2023, for the purpose of retirement.

25. The recommendation of the Superintendent to approve **DANIEL NOVAK**, Director of Education, as an alternate representative to the Board of Directors of the Northern Region Educational Services Commission, for the 2023-2024 school year.

26. The recommendation of the Superintendent to approve the appointment of **DR. DEREK RESSA**, Director of Special Services, Districtwide, as **LIAISON TO LAW ENFORCEMENT/HANDLE WITH CARE** for the District, for the 2023-2024 school year.

27. The recommendation of the Superintendent to approve the reappointment of tenured and non-tenured **UNAFFILIATED ADMINISTRATIVE PERSONNEL**, effective July 1, 2023, through June 30, 2024, per Board of Education Agreement. (See folder insert.)

28. The recommendation of the Superintendent to approve the reappointment of tenured and non-tenured **CERTIFICATED ADMINISTRATIVE and SUPERVISORY PERSONNEL**, effective July 1, 2023, through June 30, 2024, per Board of Education/WMPA Agreement. (See folder insert.)

29. The recommendation of the Superintendent to approve the reappointment of tenured and non-tenured **UNAFFILIATED ADMINISTRATIVE PERSONNEL and SUPPORT STAFF**, effective July 1, 2023, through June 30, 2024, per Board of Education Agreement. (See folder insert.)

30. The recommendation of the Superintendent to approve the reappointment of tenured and non-tenured **UNAFFILIATED BOARD OFFICE UNIT PERSONNEL**, effective July 1, 2023, through June 30, 2024, per Board of Education/Unaffiliated Board Office Unit Agreement. (See folder insert.)

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

- 31. The recommendation of the Superintendent to approve the reappointment of tenured and non-tenured **SECRETARIAL and BUILDING AIDE PERSONNEL**, effective July 1, 2023, through June 30, 2024, per Board of Education/WMESA Agreement. (See folder insert.)
- 32. The recommendation of the Superintendent to approve the reappointment of **TENURED CERTIFIED TEACHING PERSONNEL**, effective July 1, 2023, through June 30, 2024, per Board of Education/WMEA Agreement. (See folder insert.)
- 33. The recommendation of the Superintendent to approve the reappointment of **NON-TENURED CERTIFIED TEACHING PERSONNEL**, effective July 1, 2023, through June 30, 2024, per Board of Education/WMEA Agreement. (See folder insert.)
- 34. The recommendation of the Superintendent to approve the reappointment of tenured and non-tenured **SPECIAL EDUCATION CERTIFIED TEACHING PERSONNEL**, effective July 1, 2023, through June 30, 2024, per Board of Education/WMEA Agreement. (See folder insert.)
- 35. The recommendation of the Superintendent to approve the reappointment of **SPECIAL CLASS AIDES**, effective July 1, 2023, through June 30, 2024, per Board of Education/WMTAA Agreement. (See folder insert.)
- 36. The recommendation of the Superintendent to approve the reappointment of **SCHOOL BUS/VAN and SPECIAL USE VEHICLE DRIVERS**, effective July 1, 2023, through June 30, 2024, per Board of Education/WMBDA Agreement. (See folder insert.)
- 37. The recommendation of the Superintendent to approve the reappointment of **VEHICLE AIDES**, Transportation, effective July 1, 2023, through June 30, 2024, per Board of Education/WMBDA Agreement. (See folder insert.)
- 38. The recommendation of the Superintendent to approve the following **SUBSTITUTE SCHOOL BUS/VAN/SPECIAL USE VEHICLE DRIVERS/VEHICLE AIDES** for the 2023-2024 school year, effective July 1, 2023, through June 30, 2024:

School Bus/Van/Special Use Vehicle Drivers

**MICHAEL CORTER
MARK DeRISSIO
DARNISS FUCCI
FRANK JONAS
LAURIE KLIMEK**

**DANIEL MEGLETTI
THOMAS O'BRIEN
CARL SWALLING
BERNADETTE TONE
DEBORAH UGROVICS**

Vehicle Aides

**TRACEY DeKNIGHT
JOANNE OTTENS
APRIL PECORARO**

**JILL SCHULTZ
KATHLEEN VERES**

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

- 39. The recommendation of the Superintendent to approve the reappointment of **CUSTODIAL/MAINTENANCE and TRANSPORTATION MECHANICS PERSONNEL**, effective July 1, 2023, through June 30, 2024, per Board of Education/WMCMA Agreement. (See folder insert.)
- 40. The recommendation of the Superintendent to approve the reappointment of **CAFETERIA KITCHEN WORKERS**, effective July 1, 2023, through June 30, 2024, per Board of Education/WMCWA Agreement. (See folder insert.)
- 41. The recommendation of the Superintendent to approve the reappointment of **CAFETERIA AIDE PERSONNEL**, effective July 1, 2023, through June 30, 2024, per Board of Education/WMCAA Agreement. (See folder insert.)
- 42. The recommendation of the Superintendent to approve the reappointment of **SCHOOL AGED CHILD CARE PROVIDERS (SACC)**, effective July 1, 2023, through June 30, 2024, per Board of Education Agreement. (See folder insert.)
- 43. The recommendation of the Superintendent to approve certified personnel as **SUBSTITUTE TEACHERS/HOME INSTRUCTORS/NURSES/COACHES/SPECIAL PROJECTS**, for the 2023-2024 school year, effective July 1, 2023, through June 30, 2024. (See folder insert.)
- 44. The recommendation of the Superintendent to approve non-certified personnel as **SUBSTITUTE SECRETARIES/BUILDING AIDES/SPECIAL CLASS AIDES/CAFETERIA AIDES/SACC AIDES** for the 2023-2024 school year, effective July 1, 2023, through June 30, 2024. (See folder insert.)
- 45. The recommendation of the Superintendent to approve the following **SUBSTITUTE CUSTODIANS**, for the 2023-2024 school year, effective July 1, 2023, through June 30, 2024, at an hourly rate of \$18.00:

BABCOCK, MADISON

BABCOCK, MEADOW

BAKELAAR, GREGG

BENDER, EDWARD

BLAIR, ROBERT

CASTRONOVA, RICHARD

CAZORLA, JUAN

CLOSSEY, THOMAS

COX, JUSTIN

DAFFIN, GARY

DeGRAAF, JOSHUA

DELGADO-GORE, EMERY

DORRBECKER, PETER

ESTUPINAN, ROSALBINA

FISH, JUSTIN

FREDERICKS, JASON

HARTY, JR., SCOTT

HENZLEY, PATRICK

HYDE, JEFFREY

LATRONICA, FRED

MANNING, ROBERT

MAYER, FREDERICK

McDANIEL, KADE

McQUAID, ARTHUR

MEGLETTI, DANIEL

MORRISEY-READING, KRISTEN

ROCKEY, CHRISTOPHER

SPRAGUE, JAMES

THOMAS, FRANCIS

WELLEMA, ANDREW

YUHAS, JOSEPH

- 46. The recommendation of the Superintendent to approve the following **SUBSTITUTE COURIERS (PT)** Districtwide, for the 2023-2024 school year, effective July 1, 2023, through June 30, 2024, at an hourly rate of \$20.00:

JENNIFER McPHEE

JOSEPH SZYMANSKY

SPECIAL ACTION

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

- 47. The recommendation of the Superintendent to approve the renewal/additions of **VOLUNTEERS** to the **STUDENT ACTIVITY PROGRAMS** for the 2023-2024 school year, effective July 1, 2023, through June 30, 2024. (See folder insert.)
- 48. The recommendation of the Superintendent to approve the following **TRANSFER OF ASSIGNMENT**, for the 2023-2024 school year, effective September 1, 2023, through June 30, 2024:

<u>Employee</u>	<u>From</u>	<u>To</u>
SUSAN FREY (PC#66.03.S3.AZC) Account: 11-000-240-105-10-10-080	Building Aide Westbrook School	Building Aide Maple Road School

- 49. The recommendation of the Superintendent to approve an **ADDITIONAL ASSIGNMENT** for the following staff for **PARADISE KNOLL SCHOOL SUMMER CLIMB ORIENTATION**, at the hourly rate of \$36.00, for two (2) hours during August 2023 - Account: 11-214-100-101-10-10-000:

Employee

ERIN BRANAGAN
MARILYN LASALANDRA

- (50.) The recommendation of the Superintendent to accept the resignation of **MELISSA LIEBAU**, Special Class Aide, High School, effective July 1, 2023.
- (51.) **BE IT RESOLVED**, that upon the recommendation of the Superintendent, the Board of Education **RESCINDS** resolution #38, originally approved at its March 28, 2023 meeting.
- (52.) **BE IT RESOLVED**, that upon the recommendation of the Superintendent, the Board of Education accepts the resignation of employee ID#5410, effective June 30, 2023.
- (53.) **BE IT RESOLVED**, that upon the recommendation of the Superintendent, the Board of Education approves the Settlement Agreement between it and the West Milford Bus Drivers Association, dated April 25, 2023.

ROLL CALL FOR ITEMS #1 THROUGH #53:

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

*Mrs. Van Dyk "Abstained" on item #32.
 **Mr. Guarino voted "No" to items #1 through #23 and "Abstained" on item #32.
 ***Mrs. Dwyer and Mrs. O'Brien voted "No" to items #1 through #23.
 *****Mrs. Romeo "Abstained" on items #31, #32, #43 and #47.

The **MOTION PASSED**.

XII. EDUCATION - Mrs. Lockwood, Chairperson - Continued

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

1. 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 ITEM #1:

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

The **MOTION PASSED.**

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

All speakers will have five (5) minutes to speak until a period of thirty (30) minutes transpires. Before speaking, please state your name, group affiliation and address for the record.

Members of the public who have requested to speak prior to the meeting will be recognized by the chair first. After speaking, all speakers are asked to sign the register provided and give their full name, group affiliation, and their address.

All statements shall be directed to the presiding officer. No participant may address or question Board members individually.

All speakers are expected to have read the statement within the agenda regarding the regulations concerning public comments.

Members of the public are reminded that they are legally responsible and liable for their comments.

Christina Duffy, 25 Warwick Turnpike, Hewitt. Her children attend Marshall Hill School. She read the Agenda and was compelled to come and speak. She spoke about the reduction in force and how upsetting it is to see that 22 positions are being eliminated. She said it is one-third of the total work-force reduction number. As the mother of a child that benefits from Special Education, she is concerned about the impacts this will have on her child and her peers. She spoke about the redistricting numbers at Marshall Hill and how many more students will be attending in September. She also spoke about class sizes increasing and that teachers will be spread too thin. She feels the Board is taking opportunities away from our children and making learning less accessible. The elimination of a special education teacher at Marshall Hill will be a huge loss.

XIII. PUBLIC COMMENT - AGENDA OR NON-AGENDA ITEMS - Continued

Kathryn Weiss-Connors, 37 Highview Drive, West Milford. She looked over the teachers who are being reduced in force. She asked the Board how many of them are tenured teachers. She is asking because she is aware there are teachers who have not been offered back their positions when they are opened back up again. That has cost school districts two plus years of salaries that they have to reimburse when a teacher is reduced in force and is not offered their job back. She feels we have to make sure that if we are reducing in force tenured teachers, someone is keeping track of this.

Dr. Marisa Gough, 34 Center Street, West Milford. She thanked Mr. Cytowicz for the information he provided. She has seen some changes growing up and graduating High School in 2006, and she has seen those changes firsthand while she was in college in 2008. She feels this all cannot be blamed on the COVID pandemic. She stated the vacancy rate that we had that started back in 2008 has significantly decreased. She feels that because of COVID, people have moved into this town. She also feels the population is not aging, it is changing. She has seen younger and younger people moving into West Milford. She feels that to blame her generation for not having as many children is simply wrong, or blaming it because there is not any new construction due to the Highlands Act. She feels it is because people are sending their children elsewhere, and based off of her own research, one in four families are sending their children to PCTI. She spoke about the census done right before COVID in 2020, and she is curious to see what the next census will show us.

Dr. Gough then stated that if the Board considered closing another school, she would guarantee if there is some way she could put in a grievance of closing another school in this town, she would. She will gather as many residents as possible and she will bring in a State monitor herself, because she feels they would somehow do a better job. She asked the Board to please not be short sighted about the grant writer. She stated that we have residents that are more than willing to help to meet that goal, and the Board needs to consider something as simple as fundraising. She and others are ready to move forward with a grant writer, even if that means having to fundraise to hire someone from the outside. She asked the Board to please tell her, as a taxpayer, how she can help.

Stephanie Marquard, 486 Lake Shore Drive, Hewitt. She spoke about a couple of her observations. She feels we are a community and the fact that there seems to be so much animosity is horrible. She stated that no one here should be made to feel bad because they want to protect the amazing staff that is here. She feels that if the Board wants this District to be successful, there needs to be a little coming together and she hopes that coming down the road there will be more of that. She spoke about things that could have been looked at, such as positions in the IT Department. She hopes the incoming administration will be willing to take up that offer for help and work with them to benefit our children, our staff, and our community.

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

VOICE VOTE:

All in Favor.

MOTION PASSED.

XIV. EXECUTIVE SESSION

At 8:50 p.m., Mrs. Lockwood made a motion, seconded by Mrs. O'Brien, to go into Executive Session for the purpose of discussing negotiations, HIBs, 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. The Board will be in Executive Session for approximately thirty (30) minutes. Action will be taken.

VOICE VOTE: All in Favor. MOTION PASSED.

The Board returned to the Public Meeting at 9:22 p.m.

ROLL CALL UPON RETURN FROM EXECUTIVE SESSION:

TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE	TRUSTEE	ATTENDANCE
Mrs. Van Dyk	Present	Mrs. Dwyer	Present	Mrs. Lockwood	Present
Mr. Cytowicz	Present	Mrs. O'Brien	Present	Mr. Lippe	Present
Mrs. Racano	Present	Mr. Guarino	Present	Mrs. Romeo	Present

SPECIAL ACTION

XII. EDUCATION - Mrs. Claire Lockwood, Chairperson

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

- 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 **May 2, 2023**; 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-12	Unsubstantiated
2023/M-13	Unsubstantiated

ROLL CALL FOR ITEM #2:

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

The **MOTION PASSED**.

EXECUTIVE SESSION RESOLUTION

At 9:24 p.m., Mrs. O'Brien made a motion, seconded by Mr. Guarino, to go into a second Executive Session for the purpose of discussing personnel matters.

The executive session minutes will not be released until such time as the privilege or confidentiality is no longer applicable. The Board will be in Executive Session for approximately thirty (30) minutes. Action will be taken.

VOICE VOTE: All in Favor. MOTION PASSED.

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

ROLL CALL UPON RETURN FROM EXECUTIVE SESSION:

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

SPECIAL ACTION

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

Motion by Mrs. Lockwood, seconded by Mrs. O'Brien, to approve the following agenda item #3:

- (3.) The recommendation to approve **KATHLEEN HELEWA, EDUCATIONAL CONSULTANTS**, Warren, New Jersey, to conduct a Superintendent Search, in the amount of \$10,000.00, pursuant to the terms of her proposal.

ROLL CALL FOR ITEM #3:

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

The **MOTION PASSED.**

XV. ADJOURNMENT

Motion by Mrs. Dwyer, seconded by Mrs. Racano, to adjourn the meeting at 10:13 p.m.

VOICE VOTE: All in Favor. MOTION PASSED.

Respectfully submitted,

**Barbara Francisco
Board Secretary**