

WEST MILFORD TOWNSHIP BOARD OF EDUCATION

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**BOARD OF EDUCATION
MINUTES
WORKSHOP/REGULAR MEETING
AUGUST 22, 2023**

Mrs. Kate Romeo, Board President, called to order the Workshop/Regular Meeting of the Board of Education at 7:00 p.m., in the Westbrook School All-Purpose Room. She 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. Racano	Present	Mrs. Dwyer	Present	Mrs. Lockwood	Present
Mr. Cytowicz	Absent/Arr. 7:19 p.m.	Mr. Guarino	Absent	Mrs. Van Dyk	Present
Mr. Lippe	Present	Mrs. O'Brien	Absent	Mrs. Romeo	Present

ADMINISTRATION	POSITION	ATTENDANCE
Dr. Lydia Furnari	Interim Superintendent of Schools	Present
Ms. Barbara Francisco	Board Secretary/Business Administrator	Present
Mr. Daniel Novak	Director of Education	Present
Dr. Derek Ressa	Director of Special Services	Present
Andrew Brown, Esq.	Board of Education Attorney	Present

There were approximately 8 members of the public in attendance.

VI. INTERIM SUPERINTENDENT'S REPORT - Dr. Lydia Furnari

- Dr. Furnari provided information on the opening of schools. She stated we have been extremely busy this summer working to prepare for the new school year. Parents and families should have received a letter from her dated August 18th, that described some of the initiatives in which we were engaged in. The Parent Portal opened on August 21st and this is where parents will find important information about their child's class placement, along with other forms to be filled out, including the School Lunch Application and Acceptable Use Policy.
- She thanked Mr. Novak and the team of teachers who engaged in curriculum work, as well as Elementary Math teachers who collaborated to identify the new Eureka Math Squared Series for Grades K-5. She also thanked the staff and administrators who implemented our Summer programs, including the STEM Camp, the Summer Reading program, and the ESY program, which was overseen by Dr. Ressa and his team.
- All of our teachers, administrators, and support staff members did a tremendous amount of work to prepare for the new school year. Whether it was their preparation and professional learning opportunities, preparation for instruction, organizing our school resources, placing students, or preparing our facilities, our schools were active and productive this Summer.
- The transformation of Westbrook School to house Highlander Academy, Highlander Prep, and the Learning Unlimited program took a monumental effort. She thanked Ms. Francisco, Mr. Kelly, and the Operations staff who worked to make physical changes to the building, and to the Summer Operations interns who helped as well. As she stated at the July meeting, she thanked Mrs. Romeo, Mrs. Lockwood, and the entire Board for allowing her to join the West Milford Township Public Schools family. She is truly looking forward to working with them in support of our students as they learn and grow.
- Dr. Furnari introduced the draft District Goals for the 2023-2024 school year. She and the District Administrative team met this month to ensure that the goals truly reflect this year's priorities. These goals, once approved, will become part our school goals and individual administrator and teacher goals. The District goals are also aligned with the District's Strategic Plan, which she will present as updates to the Board at future Board of Education meetings. Each of the draft District goals is written as a SMART goal, meaning that they are Specific, Measurable, Achievable, Relevant and Time-bound. As these are annual goals, the expectation is that they will be achieved and/or have significant progress be made by the end of the 2023-2024 school year. Dr. Furnari read the proposed District Goals to the Board and the community.
- District Goal #1: Continue our initiative to enhance the District Math program in order to provide students with the skills necessary to prepare for future success, as measured by the planning and implementation of a rigorous, standards-based curriculum, supported by the allocation of resources, use of formative assessments, and continued professional development.

VI. INTERIM SUPERINTENDENT'S REPORT - Dr. Furnari - Continued

- District Goal #2: Stabilize District finances in light of the challenges of S2 reductions in State aid and declining enrollment, as measured by the identification of cost-effective solutions, and potential means of revenue generation.
- District Goal #3: Continue to foster a culture that supports the mental and physical well-being of our students and staff, as measured by the identification and implementation of appropriate resources, professional development, and communication about available supports.
- District Goal #4: Increase a sense of unity across all schools in the District, as measured by the implementation of revised communication and branding strategies, and appropriate consistency of program implementation.
- Dr. Furnari asked the members of the Board to please let her know if they have questions about any of the draft goals, or if they would like to discuss their content. It is her intention to place the final version of the District Goals on the September agenda for the Board's approval.

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

- Mr. Novak gave an update on our Summer curriculum work. He spoke about the Eureka Math Squared program, a replacement for our K-5 program. He stated it has been very exciting to take a look at our Math process, hear from our staff members, and engage with some tremendous professional development to move the District forward. Mr. Novak also stated that families will see many changes in Mathematics this year. There will be an in-depth presentation at the September 19th Board meeting for the K-5 program implementation, as well as an explanation on revisions and discussions had over the Summer for Algebra I, Geometry, and Algebra II, as they pertain to our middle and high school students. He also spoke about a number of new courses at the Middle School and the High School/Highlander Academy.
- Mr. Novak attended a meeting of the Highlander Funding Committee, which led to discussion on the potential rebirth of the West Milford Education Foundation. He explained that Dr. Gough and Mrs. Stephenson prepared a presentation for the community that was very positive and engaging, with approximately 20-30 people in attendance. He indicated people signed up for Executive Board positions for the Education Foundation. He provided an opportunity for Mrs. Stephenson to come and speak to the Board about the Education Foundation and the Funding Committee, without having to wait until the second Public Comment portion of the meeting.
- Mrs. Stephenson addressed the Board, indicating Dr. Gough was unable to attend. She stated they are in the process of establishing a Committee for our community and the Board. She spoke about the District suffering from State funding losses and cuts, and expressed that the Committee is trying to turn that into a positive by gaining the community's support, and making a valiant effort. She explained the four (4) different branches of the Committee.

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

- The Educational Foundation's Executive Board: Dr. Gough and herself are Co-Presidents, Lisa Johnson is Vice President, Christina Duffy is Secretary, and Amy Lewis is Treasurer. They hope to do "Dine to Donate" to first establish their 501(3), and would like to do 2-3 fundraisers per year. They will not interfere with PTA/PTO/PTSO functions, as they will work in conjunction with them. She stated it will operate differently, and they hope to take all of the money fundraised and give it back directly to the Board, so that programs can be saved. She gave examples of STEM Camp, as well as possibly refurbishing Chromebooks, so that money can be regenerated into something else.
- She stated that another branch of the Highlander Funding Committee is writing to Legislators about S2. They will start with sending emails to different Senators, create a committee to call Senators, as well as meet with them about passing bills. She indicated some of the Senators in South Jersey have already started to stop S2 reductions.
- The third branch of the Committee is collaborating with grant writing. She referred to Mr. Lippe discussing the Electronic Bus Grant and indicated the Committee has investigated it. She also spoke about investigating other grants that are provided by New Jersey and the Federal government. They would like to work with the Board in helping to write grants, as there is a lot that goes into it, including research. They would like to be a partner with the Board to get this done. She is excited to hear that Mr. Novak has already starting investigating our qualifications for the High Impact Tutoring Grant available for 3rd and 4th grades in New Jersey. They would like to find more grants available and send them to the Board. They would also like to provide the research and whatever else is needed, to get the bigger grants into our school district and into our budget.
- The last branch is the social media branch and she spoke about TikTok. They are hopeful that they can create a committee of parents and children making TikToks to get their message across, and to get into the news in a positive light for West Milford. The next meeting of the Highlander Funding Committee will be held on October 4, 2023, in the High School Cafeteria.

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

Motion by Mrs. Van Dyk, seconded by Mrs. Dwyer, to approve the following Board of Education meeting minutes:

- July 18, 2023 Workshop/Regular Meeting
- July 18, 2023 Executive Session

VOICE VOTE:

All in Favor.

MOTION PASSED.

IX. PRESIDENT'S REPORT - Mrs. Kate Romeo

Mrs. Romeo noted that members of the Board have told her about Highlander Academy and how amazing the new space looks. She thanked Mr. Kelly and all of the Custodial and Maintenance staff for their hard work this Summer.

IX. PRESIDENT'S REPORT - Mrs. Romeo - Continued

She also expressed to parents that if there is a problem with a student's schedule to reach out the student's counselor or the Guidance Department. She indicated that Board members cannot assist parents with this, and that they have to contact the child's School Counselor or Case Manager. She also spoke about the Highlander Funding Committee meeting and how exciting it was to see all of the ways the community can be involved. She indicated the presentation done at the Highlander Funding Committee meeting can be requested via email at:

highlanderfundingcommittee@gmail.com.

X. 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. 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.

XI. 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.

XI. PUBLIC COMMENT - AGENDA ITEMS - Continued

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.

Mrs. Courtney Stephenson, 307 Ridge Road, West Milford. She spoke about the Highlander Funding Committee's goal in assisting our school district in the potential reduction of State funding. She also commented on the Class Size policy on the agenda. She feels the numbers are too high, and it allows too many children in our primary grades. She is concerned that students in Grades 4-6 were grouped together, and that our 6th graders are now in the Middle School where class sizes and needs are very different than at the Elementary level. She feels that 4th Graders, especially, should be looked at with great care. The NJSLA scores directly impact our school district ratings, and she feels that this grade should not have a maximum of 28 children. She feels teachers will burn out, and that our students will not receive the quality education we have come to expect in West Milford. She indicated there is a huge influx of students needing Special Education support, and that teachers are unable to provide that support alone. She expressed that teachers are not super heroes, and this policy is expecting them to be.

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

VOICE VOTE: All in Favor. MOTION PASSED.

XII. MOTION BY MR. CYTOWICZ, SECONDED BY MRS. DWYER, TO ADOPT THE AGENDA AS PRESENTED AND AMENDED, AND REMOVING ITEM #2 UNDER PERSONNEL/STUDENT AFFAIRS.

VOICE VOTE: All in Favor. MOTION PASSED.

XIII. EDUCATION - Mrs. Claire Lockwood, Chairperson

Motion by Mrs. Lockwood, seconded by Mr. Cytowicz, to approve the following agenda items #1 through #9:

DISCUSSION: Mrs. Dwyer inquired about item #5, regarding chaperones for the field trip. Dr. Furnari responded to her inquiry.

1. The recommendation of the Interim Superintendent to approve the following **CURRICULUM ADOPTIONS** for the 2023-2024 school year: (Documentation provided electronically.)

XIII. EDUCATION - Mrs. Lockwood, Chairperson - Continued

1. (Continued)

Elementary

Mathematics

Eureka Math Squared, Kindergarten through Grade 5

Middle School

History Social Sciences

Character Education, Grades 6 and 7

Music and Visual Arts

Percussion Ensemble (Unified)

High School - Highlander Academy

English

Journalism and Modern Media

2. The recommendation of the Interim Superintendent to accept funds for the **ELEMENTARY and SECONDARY EDUCATION ACT (ESEA)** Consolidated Formula Subgrant Application **FY 2024**, for the following amounts:

Title I	\$424,451.00
Title IIA	\$ 59,810.00
Title III	\$ 7,357.00
Title III Immigrant	\$ 4,105.00
Title IV	<u>\$ 34,065.00</u>
	\$529,788.00

3. The recommendation of the Interim Superintendent to accept the **INDIVIDUALS WITH DISABILITIES EDUCATION ACT (IDEA) GRANT** in the amount of \$912,114.00 (Basic Grant Award, ages 3-21), and \$40,954.00 (Preschool Grant Award, ages 3-5), for the 2023-2024 school year.

4. The recommendation of the Interim Superintendent to accept funds for the **TRENDS IN INTERNATIONAL MATHEMATICS AND SCIENCE STUDY 2023 (TIMSS)** for Apshawa Elementary School, in the amount of \$800.00.

5. The recommendation of the Interim Superintendent to approve the following **MACOPIN OVERNIGHT FIELD TRIP** for the 2023-2024 school year:

SIXTH GRADE - FAIRVIEW LAKE

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

Location: Newton, New Jersey
Dates of Trip: November 6 - November 8, 2023

XIII. EDUCATION - Mrs. Lockwood, Chairperson - Continued

5. (Continued)

Number of Students:	Approximately 175
Cost of Trip to Students:	\$260.00
Name of Advisor:	Oliver Pruksarnukul
Number of School Days Missed:	3 days

Number of Chaperone(s):	Approximately 20 chaperones plus two Administrators
Cost to District:	\$0.00

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

6. The recommendation of the Interim Superintendent to approve **an amendment to a previously approved resolution (July 2023)** for the following **SCHOOL YEAR SPECIAL EDUCATION OUT-OF-DISTRICT DAY SCHOOL TUITION CONTRACT (includes ESY)**, retroactive from July 1, 2023, through June 30, 2024:

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1 Student #: 63797	\$6,480.00	New Beginnings Fairfield, New Jersey

NOTE: Partial ESY only

7. The recommendation of the Interim Superintendent to approve the following **SCHOOL YEAR SPECIAL EDUCATION OUT-OF-DISTRICT DAY SCHOOL TUITION CONTRACT**, effective September 7, 2023, through June 30, 2024:

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
1 1:1 Aide Student #: 70365	\$62,460.00 \$41,400.00	Windsor Learning Center Wayne, New Jersey

NOTE: This is a change of placement.

8. The recommendation of the Interim Superintendent to approve the following **VOCATIONAL/TECHNICAL PAYABLE CONTRACTS** for the 2023-2024 school year:

<u>Number of Students</u>	<u>Tuition</u>	<u>Placement</u>
105	\$1,140,720.00 (General Ed.)	Passaic County Technical Institute Wayne, New Jersey

9. The recommendation of the Interim 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.)

XIII. EDUCATION - Mrs. Lockwood, Chairperson - Continued

ROLL CALL FOR ITEMS #1 THROUGH #9:

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

The **MOTION PASSED.**

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

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

Motion by Mrs. Van Dyk, seconded by Mr. Cytowicz, to approve the following agenda item #1 and items #3 through #50:

1. The recommendation of the Interim Superintendent to accept the resignation of **ANDREW BODEN**, Custodian, Westbrook School, effective August 31, 2023.

ITEM #2 WAS PULLED AND REMOVED FROM THE AGENDA

3. The recommendation of the Interim Superintendent to approve the appointment of **YUNNA BUKAS**, Mathematics Teacher, High School (PC#90.09.23.AEF), at the annual salary of \$57,800.00 (BA/3), with health benefits, effective September 1, 2023, through June 30, 2024, per Board of Education/WMEA Agreement. (Replaces Holland) Account: 11-140-100-101-10-000
4. The recommendation of the Interim Superintendent to approve the appointment of **JESSICA PAFF**, Speech Language Specialist, Paradise Knoll School (PC#90.05.42.AOO), at the annual salary of \$60,800.00 (MA/1), with health benefits, effective September 1, 2023, through June 30, 2024, per Board of Education/WMEA Agreement. (Replaces D'Antonio) Account: 11-000-216-101-10-10-000
5. The recommendation of the Interim Superintendent to approve the appointment of **LORI KANE**, 0.5 Encore Teacher, Apshawa School (PC#90.01.28.ANN), at the annual salary of \$31,600.00 (MA/5), without health benefits, effective September 1, 2023, through June 30, 2024, per Board of Education/WMEA Agreement. (Replaces Seibert) Account: 11-230-100-101-10-10-000
6. The recommendation of the Interim Superintendent to approve the appointment of **KRISTINE RALICKI**, Kindergarten Teacher, Upper Greenwood Lake School (PC#90.06.02.BWW), at the annual salary of \$60,700.00 (BA/7), with health benefits, effective September 1, 2023, through June 30, 2024, per Board of Education/WMEA Agreement. (Replaces Yost) Account: 11-110-100-101-10-10-000

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

7. The recommendation of the Interim Superintendent to approve the appointment of **DANIELA BLAKESLEY**, Special Class Aide, Maple Road School (PC#60.03.S5.BLX), at the annual salary of \$24,382.00 (Step 1), with health benefits, effective September 1, 2023, through June 30, 2024, per Board of Education/WMTAA Agreement. (Replaces Brown) Account: 11-212-100-106-10-10-000
8. The recommendation of the Interim Superintendent to approve the appointment of **DAGMARA BARKLEY**, Special Class Aide, Marshall Hill School (PC#60.04.S5.CBL), at the annual salary of \$24,382.00 (Step 1), with health benefits, effective September 1, 2023, through June 30, 2024, per Board of Education/WMTAA Agreement. (Replaces McKeown) Account: 11-212-100-106-10-10-000

NOTE: Pending medical clearance.

9. The recommendation of the Interim Superintendent to approve the appointment of **JANICE JUVRUD**, Special Class Aide, High School (PC#60.09.S5.AUY), at the annual salary of \$24,920.00 (Step 2), with health benefits, effective September 1, 2023, through June 30, 2024, per Board of Education/WMTAA Agreement. (Replaces Doran) Account: 11-190-100-106-10-10-00
10. The recommendation of the Interim Superintendent to approve the appointment of **TAMMY NOLTE**, Special Class Aide, Maple Road School (PC#60.03.S5.BLD), at the annual salary of \$26,673.00 (Step 5), with health benefits, effective September 1, 2023, through June 30, 2024, per Board of Education/WMTAA Agreement. (New Position) Account: 11-213-100-106-10-10-000

NOTE: This position will be filled pending IEP Meeting. Pending fingerprint clearance.

11. The recommendation of the Interim Superintendent to approve the appointment of **FRANK FASOLO**, Custodian, Maple Road School (PC#45.03.M3.BBR), at the annual salary of \$49,449.00 (Step 4) (prorated), with health benefits, effective September 1, 2023, through June 30, 2024, with a 180-day probationary period, per Board of Education/WMCMA Agreement. (Replaces U'Glay) Account: #11-000-262-110-10-10-000

NOTE: Pending medical and fingerprint clearance.

12. The recommendation of the Interim Superintendent to approve the appointment of **FREDERICK MAYER**, Custodian, Paradise Knoll School (PC#45.05.M3.BBX), at the annual salary of \$47,879.00 (Step 1) (prorated), with health benefits, effective September 5, 2023, through June 30, 2024, with a 180-day probationary period, per Board of Education/WMCMA Agreement. (Replaces Babcock) Account: #11-000-262-110-10-10-000

NOTE: Pending medical and fingerprint clearance.

13. The recommendation of the Interim Superintendent to approve the appointment of **JOHN DINZIK**, Custodian, High School/Highlander Academy (PC#45.09.M3.BCQ), at the annual salary of \$47,879.00 (Step 1) (prorated), with health benefits, effective September 1, 2023, through June 30, 2024, with a 180-day probationary period, per Board of Education/WMCMA Agreement. Account: #11-000-262-110-10-10-000

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

13. (Continued)

NOTE: Pending medical and fingerprint clearance.

14. The recommendation of the Interim Superintendent to approve the appointment of **TRAVIS HEMMERICH**, Custodian, High School (PC#45.09.M3.BCS), at the annual salary of \$47,879.00 (Step 1) (prorated), with health benefits, effective September 1, 2023, through June 30, 2024, with a 180-day probationary period, per Board of Education/WMCMA Agreement. (Replaces Swalling) Account: #11-000-262-110-10-10-000

NOTE: Pending medical and fingerprint clearance.

15. The recommendation of the Interim Superintendent to approve the appointment of **BEATRIZ NICHEPORUCK**, School Bus/Van Driver, Transportation (PC#25.18.T1.BEO), 4.25 hours/day, at the annual salary of \$16,325.43, without health benefits, effective September 1, 2023, through June 30, 2024, per Board of Education/WMBDA Agreement. (Replaces Falko) Account: 11-000-270-161-10-10-000

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

16. The recommendation of the Interim Superintendent to approve the appointment of **MARY BROWN**, School Bus/Van Driver, Transportation (PC#25.18.T1.BEH), 4.5 hours/day, at the annual salary of \$17,286.18, without health benefits, effective September 1, 2023, through June 30, 2024, per Board of Education/WMBDA Agreement. (Replaces Szymansky) Account: 11-000-270-161-10-10-000

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

17. The recommendation of the Interim Superintendent to approve the appointment of **DANIELLA PRESTON**, Replacement Grade 1 Teacher, Maple Road School (PC#99.03.00.BKR), at the per diem rate of \$250.00, with health benefits, effective October 2, 2023, through March 8, 2024, per Board of Education Agreement. (Replaces Sauer) Account: 11-120-100-101-10-10-103

NOTE: Pending medical and fingerprint clearance.

18. The recommendation of the Interim Superintendent to approve the appointment of **MARIE SOMMERS**, Replacement Special Education Teacher, Upper Greenwood Lake School (PC#99.06.00.BWA), at the per diem rate of \$250.00, without health benefits, effective September 5, 2023, through October 6, 2023, per Board of Education Agreement. (Replaces Patiro) Account: 11-204-100-101-10-10-000

19. The recommendation of the Interim Superintendent to **RESCIND** the appointment of **YVETTE DEAVER**, Building Aide, Marshall Hill School (66.04.S3.AZE), at the annual salary of 13,414.00 (Step 1), without health benefits, effective September 1, 2023, through June 30, 2024, per Board of Education/WMESA Agreement. (Replaces Metzger) Account: 11-000-240-105-10-10-080

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

20. The recommendation of the Interim Superintendent to approve the appointment of **ERIN OSBORNE**, Building Aide, Marshall Hill School (66.04.S3.AZE), at the annual salary of 13,414.00 (Step 1), without health benefits, effective September 1, 2023, through June 30, 2024, per Board of Education/WMESA Agreement. (Replaces Metzger) Account: 11-000-240-105-10-10-080

NOTE: Pending fingerprint clearance.

21. The recommendation of the Interim Superintendent to approve a leave of absence for Employee #3451, with pay using sick days, effective September 5, 2023, through December 22, 2023. (Medical)

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

22. The recommendation of the Interim Superintendent to approve an **EXTENSION** to a leave of absence for Employee #3306, without pay, effective September 7, 2023, through October 31, 2023. (Medical)

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

23. The recommendation of the Interim Superintendent to approve the following additions to the certified personnel list of **SUBSTITUTE TEACHERS/COACHES/NURSES/SPECIAL PROJECTS** for the 2023-2024 school year, effective August 23, 2023, through June 30, 2024:

- CRAIG JORGENSEN** (Teacher)
- DIANE JANSSON** (Teacher)
- DANIELLA PRESTON**** (Teacher)
- BRITTANY ROTUNDA*** (Nurse)

*Pending fingerprint clearance.
**Pending medical and fingerprint clearance.

24. The recommendation of the Interim 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 2023-2024 school year, effective August 23, 2023, through June 30, 2024:

- ANDREW BODEN** (Custodian)
- CRAIG JORGENSEN** (Special Class Aide)
- DIANE JANSSON** (Special Class Aide)
- DEBORAH PINAND** (Vehicle Aide)

25. The recommendation of the Interim Superintendent to approve the following **EMPLOYEE RETIREMENT/SICK DAY PAYMENTS**, for payment August 31, 2023, in accordance with the provisions of the Board of Education negotiated agreement - Account: 11-000-291-290-10-13-000:

<u>Employee/Agreement</u>	<u>Days</u>	<u>Unit Rate</u>	<u>Payment</u>
<u>Unaffiliated Agreement</u>			
KAREN BARRIERO	Capped	\$125.00	\$10,000.00

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

25. (Continued)

<u>Employee/Agreement</u>	<u>Days</u>	<u>Unit Rate</u>	<u>Payment</u>
<u>WMTAA Agreement</u>			
JACQUELINE ADDICE	62.0	\$40.00	\$ 2,480.00
KIM FARNESE	36.5	\$40.00	\$ 1,460.00
COLLEEN MILNES	2.5	\$40.00	\$ 100.00
<u>WMBDA Agreement</u>			
PATRICIA ROBERTS	80.5	\$35.00	\$ 2,817.50

26. The recommendation of the Interim Superintendent to approve the following **TRANSFERS OF ASSIGNMENTS** for the 2023-2024 school year:

<u>Employee</u>	<u>From</u>	<u>To</u>
ANTOINETTE RICCIARDI (PC#60.06.S5.CDF) Account: 11-204-100-106-10-10-000	Special Class Aide Aphsawa	Special Class Aide Upper Greenwood Lake
GEMMA SAUM (PC#60.03.S5.AVU) Account: 11-214-100-106-10-10-000	Special Class Aide Marshall Hill	Special Class Aide Maple Road
NICOLE ARATA (PC#60.03.S5.BPD) Account: 11-214-100-106-10-10-000	Special Class Aide Marshall Hill	Special Class Aide Maple Road
DANIELLE QUIGLEY (PC#60.04.S5.BZU) Account: 11-215-100-106-10-10-000	Special Class Aide Maple Road	Special Class Aide Marshall Hill
AMANDA CACCAVELLA (PC#60.06.S5.BZM) Account: 11-213-100-106-10-10-000	Special Class Aide Maple Road	Special Class Aide Upper Greenwood Lake
LISA LIGUORI (PC#60.05.S5.BJK) Account: 11-214-100-106-10-10-000	Special Class Aide Marshall Hill	Special Class Aide Paradise Knoll
MICHELLE FREIRE (PC#60.05.S5.AUU) Account: 11-214-100-106-10-10-000	Special Class Aide Marshall Hill	Special Class Aide Paradise Knoll
DENISE SHORTER (PC#60.05.S5.BWE) Account: 11-214-100-106-10-10-000	Special Class Aide Marshall Hill	Special Class Aide Paradise Knoll
KELLY SMITH (PC#60.05.S5.BZV) Account: 11-214-100-106-10-10-000	Special Class Aide Marshall Hill	Special Class Aide Paradise Knoll
WHITNEY SMITH-SEIDNER (PC#60.05.S5.AWA) Account: 11-214-100-106-10-10-000	Special Class Aide Marshall Hill	Special Class Aide Paradise Knoll

Minutes for the Workshop/Regular Meeting of August 22, 2023

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

26. (Continued)

<u>Employee</u>	<u>From</u>	<u>To</u>
DORRIE TORP (PC#60.05.S5.CIV) Account: 11-214-100-106-10-10-000	Special Class Aide Marshall Hill	Special Class Aide Paradise Knoll
CATHY HIESTER (PC#60.08.S5.BKL) Account: 11-213-100-106-10-10-000	Special Class Aide Westbrook	Special Class Aide Macopin
LAUREN REMBRANDT (PC#90.09.40.XXX) Account: 11-213-100-101-10-10-000	Special Education High School/ Highlander Academy	Special Education High School
MARIANNE MARIANI (PC#90.03.42.AOO) Account: 11-000-216-101-10-10-000	Speech Language Specialist Paradise Knoll	Speech Language Specialist Maple Road
MICHAEL KOGER (PC#90.01.26.AMO-80%; 90.09.26.ANF-20%) Account: 11-120-100-101-10-10-000; 11-140-100-101-10-10-000	Physical Education Aphawa	Physical Education Aphawa/High School
JILL CULLEN (PC#90.05.26.ANA-80%; 90.09.26.ANC-20%) Account: 11-120-100-101-10-10-000; 11-140-100-101-10-10-000	Physical Education Paradise Knoll/ Highlander Prep	Physical Education Paradise Knoll/ High School
PETER LaBARBIERA (PC#90.08.31.CII-80%; 90.08.26.XXX-20%) Accounts: 11-209-100-101-10-10-000; 11-130-100-101-10-10-105	Special Education Highlander Prep	Special Education/ Physical Education Highlander Prep
LARISSA HEINZINGER (PC#90.09.31.BUV-80%; 90.08.31.ASC-20%) Account: 11-209-100-101-10-10-105	Special Education Highlander Academy	Special Education Highlander Academy/ Highlander Prep

27. The recommendation of the Interim Superintendent to approve the **INCREASE OF ASSIGNMENTS** for the following teachers, to teach a sixth period with the addition of \$10,000.00 to their salaries, with health benefits, effective September 1, 2023, through June 30, 2024, per Board of Education/WMEA Agreement. Accounts: 11-140-100-101-10-10-000; 11-130-100-101-10-10-000:

<u>Employee</u>	<u>Subject</u>	<u>School</u>
DANIELLE GARDNER	Family Consumer Science	High School
SAMANTHA SCHWARTZ	Family Consumer Science	High School
JOSE ESTRADA	Spanish	Highlander Academy
LEONEL ANDRADE	Spanish	High School
SHIRLEY PAULINO	Spanish	Macopin School
STEPHANIE GARCIA	Spanish	Macopin School

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

27. (Continued)

<u>Employee</u>	<u>Subject</u>	<u>School</u>
LEONARD VAN WINGERDEN	Wood Shop	High School
NIKLAS LATRONICA	Wood Shop	High School
ANDRA VLADESCU	Chemistry	High School
TIMOTHY McCLURG	Chemistry	High School
NICOLE PETROSILLO	AP Psychology	High School
ROBERT WILLIAMS	US History	High School

NOTE: Prorated based on staffing needs.

28. The recommendation of the Interim Superintendent to approve the following **WEST MILFORD SCHOOL AGED CHILD CARE (SACC) SALARIES**, for the 2023-2024 school year - Account: 62-990-320-101-10-10-403:

<u>Employee</u>	<u>Title</u>	<u>Annual Salary</u>
ANTOINETTE RICCIARDI	Child Care Provider	\$ 6,580.00
MAUREEN PICCOLI	Head Child Care Provider	\$14,411.00
CLAIRE MILLER	Child Care Provider	\$16,013.00
KIMBERLY SMITH	Child Care Provider	\$20,588.00
STACY LAHEY-SPADACCINI	Head Child Care Provider	\$17,843.00
DEANNE COWAN	Head Child Care Provider	\$19,215.00
CHRISTINE TURRE	Head Child Care Provider	\$21,503.00
FRANCES BOUGH	Head Child Care Provider	\$21,503.00
AGNES FATTORUSSO	Head Child Care Provider	\$21,045.00
ROSALBINA ESTUPINAN	Head Child Care Provider	\$21,503.00
ROBYN HEMPEL	Child Care Provider	\$ 9,608.00
CHARLOTTE ECK	Child Care Provider	\$10,248.00
COURTNEY DOWSON	Child Care Provider	\$14,640.00

29. The recommendation of the Interim Superintendent to approve **an amendment to a previously approved resolution (July 2023)** to the following **SUMMER SECRETARIAL ASSIGNMENT** and payment for **JULY and AUGUST 2023**, at the contracted per diem rate, per Board of Education/WMESA Agreement - Accounts: 11-000-240-105-10-10-700 (Principal's Athletic, & Assistant Principal's Offices), 11-000-218-105-10-10-700 (Guidance Office) & 11-000-219-105-10-10-700 (Special Education Services):

<u>Employee</u>	<u>Assignment</u>	<u>Days</u>	<u>Daily Rate</u>
<u>Elementary School</u>			
RANDI PLATT	Principal's Office/ Upper Greenwood Lake School	5	\$235.79

NOTE: Replaces two (2) days for Julie Gomez.

30. The recommendation of the Interim Superintendent to approve the **INCREASE OF ASSIGNMENTS** for the following **BUILDING AIDES**, 3.5 hours per day, not to exceed ten (10) days, at their present hourly rate, for the 2023-2024 school year:

ALAINA CAPOZZOLI	JULIE GOMEZ
SUSAN FREY	ERIN OSBORNE

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

31. The recommendation of the Interim Superintendent to approve **PERFECT ATTENDANCE AWARDS** for the following employees in accordance with the provisions of the Board of Education/WMBDA Agreement and Special Use Vehicle Drivers Employment Agreement, for the 2022-2023 school year - Accounts: 11-000-270-161-10-10-000*, 11-000-270-160-10-10-000, 11-000-270-107-10-10-000**:

<u>Employee</u>	<u>Position</u>	<u>Amount</u>
DEBORAH ADAIR**	Vehicle Aide	\$100.00
STEVEN ALEXANDER	School Bus Driver	\$250.00
STEVEN BECKER	School Bus Driver	\$600.00
DIANE BIDWELL*	Special Use Vehicle Driver	\$200.00
ANN CAMPBELL	School Bus Driver	\$250.00
DEBRA CHISARI	School Bus Driver	\$250.00
GAIL GRAF	School Bus Driver	\$600.00
MICHAEL GROSSO	School Bus Driver	\$250.00
RUTH ANN SULLIVAN	School Bus Driver	\$250.00
KRISTA ZWEIL	School Bus Driver	\$250.00

32. The recommendation of the Interim Superintendent to approve the following **SALARY GUIDE CHANGE** adjustments for certified teaching staff members, effective September 1, 2023, through June 30, 2024, per Board of Education/WMEA Agreement;

<u>Employee</u>	<u>From</u>	<u>To</u>	<u>Salary</u>
JENNIFER BALOGH	MA/14	MA+30/15	\$ 90,600.00
CANDICE CARLISLE	MA/7	MA+30/8	\$ 71,400.00
GILLIAN GRAHAME	BA/2	MA/3	\$ 43,400.00
LISA LAVIANO	BA/10	MA/11	\$ 69,500.00
KATHLEEN McCORT	MA+30/13	MA+60/14	\$ 90,800.00
KRISTA PROVOST	MA/15	MA+30/16	\$ 95,200.00
GARY STOLL	BA/19	MA/19	\$101,100.00

33. The recommendation of the Interim Superintendent to approve the following schedule of salaries and benefits credits from **ESEA AND ARP ESSER III FUNDS** for the 2023-2024 school year. Accounts: 20-231-100-101-10-50-000; 20-487-100-101-10-50-000 - ESEA Title I Grant and ARP ESSER III Grant:

<u>Employee</u>	<u>Salaries</u>	<u>Portion by ESEA Grant</u>	<u>Portion by ESSER Grant</u>	<u>School</u>
LORI KANE	\$ 31,600.00	\$ 0.00	\$30,199.25	Apshawa
JAMIE HOLLICK	\$110,500.00	\$20,000.00	\$90,500.00	Maple Road
MAUREEN KELLY	\$ 76,200.00	\$49,000.00	\$27,200.00	Marshall Hill
JENNIFER BALOGH	\$ 90,600.00	\$27,000.00	\$43,000.00	Paradise Knoll
MAUREEN MULLIGAN	\$101,100.00	\$44,000.00	\$21,100.00	Upper Greenwood Lake
TANJA LANE	\$ 89,900.00	\$44,950.00	\$ 0.00	Macopin

NOTE: Additional salaries are funded through local accounts.

34. **BE IT RESOLVED**, that the Board of Education approves **DR. LYDIA FURNARI** as a representative to the Board of Directors of the Northern Region Educational Services Commission, for the 2023-2024 school year.

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

35. The recommendation of the Interim Superintendent to approve the following staff, as facilitators for **FIRST YEAR TEACHER TRAINING**, for the 2023-2024 school year, at the hourly rate of \$37.00, not to exceed three (3) hours, per Board of Education/WMEA Agreement - Account: 11-401-100-101-10-10-000:

RONALD ROWE
MELISSA WELCH

36. The recommendation of the Interim Superintendent to approve the following mentors for **PROVISIONAL TEACHER PROCESS (PTP) TRAINING** at the hourly rate of \$37.00, per Board of Education/WMEA Agreement - Account: 20-270-200-101-10-50-00X - ESEA Title IIA Grant:

<u>Employee</u>	<u>Hours</u>	<u>Total</u>
MELISSA WELCH	4	\$148.00
NICOLE KLOSZ	4	\$148.00
SUSAN KACZOR	4	\$148.00

NOTE: Funded through the ESEA Title IIA Grant

37. The recommendation of the Interim Superintendent to approve the following staff for **MENTOR TRAINING** at the hourly rate of \$37.00, for four (4) hours per staff member, per Board of Education/WMEA Agreement - Account: 20-270-200-101-10-50-00X - ESEA Title IIA Grant:

Employee
AMY FRITZ
KELLY COMERFORD
SHAWN RHINESMITH

NOTE: Funded through ESEA Title IIA Grant.

38. The recommendation of the Interim Superintendent to approve **MELISSA CSENGETO**, Guidance Counselor, High School, for the **2023 FAFSA FOR FAMILIES NIGHT**, at the hourly rate of \$37.00, for two and one half (2.5) hours, per Board of Education/WMEA Agreement. Account: 11-000-218-104-10-10-071

39. The recommendation of the Interim Superintendent to approve the following **HIGH SCHOOL COUNSELORS**, for the **2023 FRESHMAN PARENT NIGHT**, at the hourly rate of \$37.00, for three (3) hours, per Board of Education/WMEA Agreement - Account: 11-000-218-104-10-10-071:

Employee
MELISSA CSENGETO
JANICE GERISCH
DONALD HEANEY
DANA LAMBERT

40. The recommendation of the Interim Superintendent to approve the **ADDITIONS** to **SUMMER CURRICULUM DEVELOPMENT** for the 2023-2024 school year, at the hourly rate of \$39.00, per Board of Education/WMEA Agreement. Accounts: 11-110-100-101-10-10-160 (Grade K); 11-120-100-101-10-10-160 (Grades 1-5); 11-130-100-101-10-10-160 (Grades 6-8); 11-140-100-101-10-10-160 (Grades 9-12) (Documentation provided electronically.)

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

41. The recommendation of the Interim Superintendent to approve an **ADDITIONAL ASSIGNMENT** for **KIMBERLY WALKER**, for **DISTRICT LITERACY COMMITTEE - SUMMER 2023**, at the hourly rate of \$37.00, not to exceed four (4) hours per staff member, per Board of Education/WMEA Agreement - Account: 20-270-200-101-10-50-XXX - ESEA Title IIA Grant.

NOTE: Funded through ESEA Title IIA Grant.

42. The recommendation of the Interim Superintendent to approve *an amendment to a previously approved resolution (March 2023)* for an **ADDITIONAL ASSIGNMENT** for the following staff members, for **KINDERGARTEN SUMMER EXPERIENCE**, at the hourly rate of \$37.00, for two (2) hours during August 2023 - Account: 11-110-100-101-10-10-000:

<u>Employee</u>	<u>School</u>
ALLISON GOODELL	Aphawa
LINDSAY GORNALL	Aphawa
KAREN McCOURT	Aphawa
HOLLY STANLEY	Maple Road
PETRINA VALESE	Maple Road
KELLY YOST	Maple Road
MEGAN HAYES	Maple Road
WHITNEY LAWRENCE	Maple Road
JENNIFER RUTKOWSKI	Maple Road
MELISSA BERGH	Marshall Hill
KELLY ROWLAND	Marshall Hill
DEIRDRE COLLINS	Paradise Knoll
LEIGH ANN MISIANO	Paradise Knoll
KIMBERLY HEINER	Upper Greenwood Lake
KRISTINE RALICKI	Upper Greenwood Lake

43. The recommendation of the Interim Superintendent to approve the following **APSHAWA ELEMENTARY STUDENT ACTIVITY AFTER SCHOOL CLUBS, ADVISORS, and HOURS** for the 2023-2024 school year, at the hourly rate of \$37.00, per Board of Education/WMEA Agreement. Account: 11-401-100-110-10-10-000:

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
RACHAEL PHELPS	Craft Club	5.0	\$185.00
SARAH WARREN	Craft Club	5.0	\$185.00
CHRISTINA RODEK	Incredible Insects!	6.0	\$222.00
MICHELLE DeVOID	Incredible Insects!	6.0	\$222.00
CHRISTINA RODEK	STEM	10.0	\$370.00
ERIN DAVIE	STEM	10.0	\$370.00

NOTE: Funded through the PTA.

44. The recommendation of the Interim Superintendent to approve the following **HIGH SCHOOL STUDENT ACTIVITY AFTER SCHOOL CLUBS, ADVISORS, and HOURS** for the 2023-2024 school year, at the hourly rate of \$37.00, per Board of Education/WMEA Agreement - Account: 20-490-100-101-10-50-103 - ARP ESSER III Grant:

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

44. (Continued)

<u>Advisor</u>	<u>Club</u>	<u>Hours</u>	<u>Payment</u>
SYRENA LoRe	Beautification	10	\$370.00
SYRENA LoRe	Wellness	10	\$370.00
KATHLEEN McCORT	Wellness	10	\$370.00
THOMAS SANTORO	Pokemon	10	\$370.00
IAN WHITE	Fishing	20	\$740.00

NOTE: Funded through the ARP ESSER III Grant.

45. The recommendation of the Interim Superintendent to approve **an amendment to a previously approved resolution (June 2023)** to approve the following **HIGH SCHOOL ACTIVITY ASSIGNMENTS and STIPENDS** for the **SUMMER 2023-2024** school year, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

<u>Employee</u>	<u>Position</u>	<u>Stipend</u>
SARAH CHIMILESKI	Summer Band Camp Assistant	\$640.00
SAM LAURITANO	Summer Band Camp Assistant	\$640.00

NOTE: Replaces D'Andrea and Kerpel-Smolinski

46. The recommendation of the Interim Superintendent to approve **an amendment to a previously approved resolution (June 2023)** to approve the following **HIGH SCHOOL ACTIVITY ASSIGNMENTS and STIPENDS** for the **FALL 2023-2024** school year, per Board of Education/WMEA Agreement - Account: 11-401-100-110-10-10-000:

<u>Employee</u>	<u>Position</u>	<u>Stipend</u>
SARAH CHIMILESKI*	Band Assistant	\$4,107.00
KEITH WILLIAMS	Fall Marching Staff	\$1,500.00
SAM LAURITANO	Fall Marching Staff	\$1,500.00
MICHAEL MONACELLI	Fall Sound Technician	\$ 250.00
DWIGHT WEAVER	Choral Director	\$3,039.00
DWIGHT WEAVER	Chamber Director	\$1,870.00

***Replaces D'Andrea**

47. The recommendation of the Interim Superintendent to approve **an amendment to a previously approved resolution (June 2023)** for the following **HIGH SCHOOL STUDENT ACTIVITIES ASSIGNMENTS and STIPENDS for the FALL 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>
CANDICE CARLISLE*	Asst. Field Hockey	A	\$5,338.00
THOMAS SANTORO	Asst. Girls Volleyball	A	\$5,338.00

***Replaces Messler**

48. The recommendation of the Interim Superintendent to approve the **HIGH SCHOOL EVENTS STAFF RATES** for the 2023-2024 school year. Account: 11-402-100-590-09-21-000 (Documentation provided electronically.)

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

49. The recommendation of the Interim Superintendent to approve the following **VOLUNTEER** to the **STUDENT ACTIVITY PROGRAM** for the 2023-2024 school year:

<u>Name</u>	<u>School</u>	<u>Assignment</u>
CHRISTIAN PARR	High School	Marching Band

50. The recommendation of the Interim Superintendent to approve the following **STUDENT(S)/INTERN(S)** for the 2023-2024 school year, at no cost to the district:

<u>Student Teacher</u>	<u>College</u>	<u>Subject/Grade</u>
KATIE WALSH	Ramapo College	Elementary/Kindergarten
PAMELA TAVARONE-BIESIADA	Rowan University	Nurse/Elementary

ROLL CALL FOR ITEM #1 AND ITEMS #3 THROUGH #50:

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	Absent
Mr. Lippe	Yes	Mr. Guarino	Absent	Mrs. Romeo	Yes

*Mrs. Dwyer "Abstained" on item #5.

The **MOTION PASSED**.

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

Motion by Mrs. Racano, seconded by Mr. Cytowicz, to approve the following agenda items #1 through #7:

DISCUSSION: Mrs. Lockwood inquired about item #7. Ms. Francisco responded to her inquiry.

1. The recommendation of the Interim Superintendent to accept a proposal from **SHI INTERNATIONAL CORPORATION**, Somerset, New Jersey, for hardware upgrades to the Districtwide network servers, in the amount of \$23,194.66.
2. The recommendation of the Interim Superintendent to accept a proposal from **UNITED RENTALS**, Plainfield, New Jersey, for the rental of a truck for the Transportation Garage, from November 1, 2023, through April 17, 2024, in the amount of \$25,032.00.
3. **BE IT RESOLVED**, that the Board of Education approves a **MEMBERSHIP** with the **WEST MILFORD LIONS CLUB** for Dr. Lydia Furnari, Interim Superintendent of Schools, in the amount of \$85.00, for the 2023-2024 school year.
4. **BE IT RESOLVED**, that the Board of Education approves a **MEMBERSHIP** with the **NEW JERSEY SUPERINTENDENT'S STUDY COUNCIL (NJSSC)** for Dr. Lydia Furnari, Interim Superintendent of Schools, in the amount of \$750.00, for the 2023-2024 school year.

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

5. **BE IT RESOLVED**, that the Board of Education approves a **MEMBERSHIP** with the **WEST MILFORD ROTARY CLUB** for Dr. Lydia Furnari, Interim Superintendent of Schools, in the amount of \$275.00, for the 2023-2024 school year.
6. The recommendation of the Interim Superintendent to approve the **SUBSTITUTE PAY RATES** for the 2023-2024 school year. (Documentation provided electronically.)
7. The recommendation of the Interim Superintendent to approve **TRAINING AND TRAVEL RELATED EXPENDITURES** for Board Office Staff, at the mileage rate established by the Board. (Documentation provided electronically.)

ROLL CALL FOR ITEMS #1 THROUGH #7:

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

The **MOTION PASSED**.

Motion by Mrs. Racano, seconded by Mr. Cytowicz, to approve the following agenda item #8:

8. The recommendation of the Interim Superintendent to approve the **PAYROLL** of July 31, 2023, and August 15, 2023, in the amount of \$920,745.07. (Documentation provided electronically.)

ROLL CALL FOR ITEM #8:

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

The **MOTION PASSED**.

Motion by Mrs. Racano, seconded by Mr. Cytowicz, to approve the following agenda items #9 through #13:

9. The recommendation of the Interim Superintendent to approve the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **June 30, 2023**:

BE IT RESOLVED, by the Board of Education of the Township of West Milford that the following transfers made on the financial records of the Board affecting the **2022-2023** budget be affirmed and approved. (See folder insert.)

Total transfers in the amount of \$114,613.39

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

10. The recommendation of the Interim Superintendent to approve the following **TRANSFER OF FUNDS RESOLUTION** for the period ending **August 22, 2023**:

BE IT RESOLVED, by the Board of Education of the Township of West Milford that the following transfers made on the financial records of the Board affecting the **2023-2024** budget be affirmed and approved. (See folder insert.)

Total transfers in the amount of \$75,480.00.

11. The recommendation of the Interim Superintendent to approve the **LIST OF BILLS/VENDORS** for the period ending **August 22, 2023**, in the amount of \$4,915,930.30. (Documentation provided electronically.)

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

WHEREAS, the Agenda file of **August 22, 2023** Regular Meeting of the Board contains the **Preliminary** A148 Report of the Secretary and the **Preliminary** A149 Treasurer’s Monthly Report; and

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

\$10,197,327.88 as of June 30, 2023; therefore

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

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

RESOLVED, that the Board certify as of June 30, 2023, after review of the **Preliminary** Secretary’s Monthly (A-148) Report and Treasurer’s Monthly Report (A-149), and upon consultation with the appropriate district officials that, to the best of our knowledge, no major account or fund has been over-expended in accordance with N.J.A.C. 6A:23A-13.3 and 6A:23A-16.10, and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year.

ROLL CALL FOR ITEMS #9 THROUGH #13:

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

The **MOTION PASSED**.

XVI. POLICY – Mr. William Cytowicz, Chairperson

Motion by Mr. Cytowicz, seconded by Mr. Lippe, to **WAIVE** the first reading of the **new POLICY** entitled, "Sick Leave" (Code 1642.01), and the **new REGULATION** entitled, "Sick Leave" (Code 1642.01).

ROLL CALL:

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

The **MOTION PASSED.**

Motion by Mr. Cytowicz, seconded by Mr. Lippe, to approve the following agenda items #1 through #9:

DISCUSSION: Mr. Cytowicz spoke about item #7, Class Sizes. He thinks it is an unfortunate and uncomfortable reality that has to be faced, in order to give our Administration the tools they need to move forward in our fiscal reality. He stated that obviously nobody wants that, and we would like smaller class sizes. However, he feels that the upcoming years will be difficult, and not passing this policy will make it more difficult for our Administration to help us move forward.

Mrs. Dwyer also spoke about item #7. She stated when she read through the policy, she was very concerned about Kindergarten through 3rd Grade, and spoke about what her concerns were.

Mr. Lippe inquired about item #7. He agrees with both points, but as a non-educator, he inquired about studies out there that would tell us what the correct numbers would be. He indicated he will vote "Yes" to this policy, but he feels the Board should gather more information and review this policy again in the near future. He also feels this should be reviewed to determine what the new numbers are.

Mrs. Van Dyk also spoke about item #7. She agreed with Mr. Lippe and does understand that we have to some type of policy. She pointed out that one thing that does remain is that it says "desired" or "guidelines" and the Board can always overrule those desired numbers or guidelines, as it has been through the years. She indicated there has always been a guideline, but not a set-in-stone type of policy, and that we have looked at the makeup of the classes, so that we know what will work in each class scenario. She stated again that the Board has to have some type of policy in place, and feels it is a good idea for us to look at this sometime down the road if we see that this is creating a problem for us educationally. She stated she will support this policy, but does agree with both sides of it as well.

Dr. Furnari expressed that she wants to make sure everyone understands that the frame in this policy is to give us a guideline, as Mrs. Van Dyk referred to. She responded to Mr. Lippe's inquiry stating there are numbers that still exist for Districts of high poverty where they are required in the State of New Jersey to have no more than 21 students in a Kindergarten class, no more than 23 in Grades 1-3, and 24 in Grades 4-5. For all other school districts, we use this as a benchmark but it is not etched in stone.

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

Dr. Furnari stated that right now based on the numbers in our enrollment as of today, there are no classes that reach 28 students at any grade at the elementary level. She indicated that we are in good shape, and that there are some classes in a few cases that are falling below the minimum number that is in this policy, because the enrollment is not there at those grade levels. She stated this policy is intended to give us a guide, but is not intended to indicate that we think 28 students in a class in Kindergarten is a good idea.

1. The recommendation of the Interim Superintendent to approve the second reading of a **new POLICY** entitled, "Sick Leave." (Code 1642.01) (Documentation provided electronically.)
2. The recommendation of the Interim Superintendent to approve the second reading of a **new REGULATION** entitled, "Sick Leave." (Code 1642.01) (Documentation provided electronically.)
3. The recommendation of the Interim Superintendent to **ABOLISH** the **POLICY** entitled, "Sick Leave" (Teaching Staff Members). (Code 3432) (Documentation provided electronically.)

NOTE: Policy and Regulation 1642.01 replaces Policy and Regulation 3432 and 4432, which shall be abolished.

4. The recommendation of the Interim Superintendent to **ABOLISH** the **REGULATION** entitled, "Sick Leave" (Teaching Staff Members). (Code 3432) (Documentation provided electronically.)

NOTE: Policy and Regulation 1642.01 replaces Policy and Regulation 3432 and 4432, which shall be abolished.

5. The recommendation of the Interim Superintendent to **ABOLISH** the **POLICY** entitled, "Sick Leave" (Support Staff Members). (Code 4432) (Documentation provided electronically.)

NOTE: Policy and Regulation 1642.01 replaces Policy and Regulation 3432 and 4432, which shall be abolished.

6. The recommendation of the Interim Superintendent to **ABOLISH** the **REGULATION** entitled, "Sick Leave" (Support Staff Members). (Code 4432) (Documentation provided electronically.)

NOTE: Policy and Regulation 1642.01 replaces Policy and Regulation 3432 and 4432, which shall be abolished.

7. The recommendation of the Interim Superintendent to approve the second reading of a **revised POLICY** entitled, "Class Size." (Code 2312) (Documentation provided electronically.)
8. The recommendation of the Interim Superintendent to approve the first reading of a **new POLICY** entitled, "School Threat Assessment Teams." (Code 2419) (Documentation provided electronically.)
9. The recommendation of the Interim Superintendent to approve the first reading of a **new REGULATION** entitled, "School Threat Assessment Teams." (Code 2419) (Documentation provided electronically.)

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

ROLL CALL FOR ITEMS #1 THROUGH #9:

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

*Mrs. Dwyer "Abstained" on item #7.

The **MOTION PASSED.**

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

Motion by Mrs. Lockwood, seconded by Mr. Cytowicz, to approve the following agenda item #1:

1. **BE IT RESOLVED**, that the West Milford Board of Education approves the employment terms with the Special Use Vehicle Drivers, for the period from July 1, 2023, through June 30, 2026; and

BE IT FURTHER RESOLVED, that the Board President and Board Secretary are authorized to execute the final contract document. (Documentation provided electronically.)

ROLL CALL FOR ITEM #1:

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

The **MOTION PASSED.**

XVIII. COMMITTEE REPORTS/LIAISONS

Parks & Recreation - Mrs. Racano/Mr. Lippe - Mrs. Racano indicated there was no meeting.

Safety - Mrs. Dwyer/Mrs. O'Brien - No meeting.

Superintendent's Roundtable - Mrs. Racano/Mrs. Van Dyk - Mrs. Racano stated the first meeting of the next school year will be held on September 21, 2023.

Passaic County School Boards Association - Mrs. Lockwood stated no meetings were held over the Summer. The next meeting is scheduled for Tuesday, September 26th, from 6:00-8:30 p.m.

New Jersey School Boards Association - Mr. Cytowicz reported that on Saturday, September 23rd, at NJSBA headquarters in Trenton and also virtually, mandated training for Governance I through IV will be offered. He stated that first term Board members, having completed Governance I, are able to take Governance II and III. He feels it is a good opportunity to do this, and recommends it.

XVIII. COMMITTEE REPORTS/LIAISONS - Continued

Mr. Cytowicz stated that Monday, October 23rd through Thursday, October 26th, is the NJSBA Workshop. He recommends that Board members attend, even for one day in person. It is a great opportunity to network with people from around the State and to discuss what we have in common, as well as to complete more training in a short period of time. Another NJSBA item Mr. Cytowicz spoke about is based on our membership dues and paid services. He explained the Board can have our contracts looked at by NJSBA professionals, which is called a "Teacher Contract Wellness Check." Mr. Cytowicz indicated he would send the Board information on this. There is also a "Teacher's Salary Guide Wellness Check," where they give an overview and an opinion on our salary guide. NJSBA also offers salary guide development paid services, if needed. He expressed that because we have newer members on the Board and are going into negotiations, it might be something worth hearing another professional opinion on as to where our contracts are before going into negotiations.

Legislative - Mrs. O'Brien/Mr. Lippe - No report.

Technology Oversight - Mr. Guarino/Mr. Lippe - No report.

Township/Board of Education Joint Committee - Mr. Guarino/Mrs. Romeo/
Mrs. Lockwood/Mr. Cytowicz - No report.

West Milford Municipal Alliance - Mrs. Van Dyk/Mrs. Lockwood - Mrs. Van Dyk indicated that the WMMA had a meeting on August 7th, and discussed an event coming up in the near future. The Family Wellness Festival will be held at Macopin School on September 23rd, and she believes we will have a table set up there with our Administrators. Dr. Furnari stated that she and Dr. Ressa are working to coordinate this, and she will provide the Board with additional information as soon as they have it. The next WMMA meeting will be held on October 9th.

Special Education Parent Advisory Committee (SEPAC) - Mrs. Lockwood/
Mrs. O'Brien - Mrs. Lockwood indicated that the first SEPAC meeting has been scheduled for September 26th at 7:00 p.m., at Maple Road School.

XIX. OLD BUSINESS

Mr. Cytowicz spoke about previously sending letters to the Passaic County Commissioners in regards to the Passaic County Technical Institute's funding formula. He stated he does not know much about it, and asked if any of the Board members knows a direction as to the governance of Passaic County and how they would come up with a formula. He has heard that all 21 counties have their own formula, and thought it would be a State model versus a County-by-County model. He requested that if any members know anything more, maybe it can be shared before the next step comes up to attend their meeting.

Mrs. Dwyer indicated that she thinks there is a formula that Passaic County uses where the Commissioners put in the minimal amount, she believes it is 20%, and the District put in 80% of the funding for PCTI. However, she is not sure about this percentage.

XIX. OLD BUSINESS - Continued

Mrs. Van Dyk indicated that last year, they met with other Districts and went over this. The budget that Passaic County has for PCTI has not changed. It has been about \$7 million dollars over multiple years, and it is up to the Passaic County Commissioners, formerly known as Freeholders, to set that funding. She stated their meetings are not very well advertised, and they are usually held in the morning at 9:00 a.m.

Ms. Francisco stated she does not know much about PCTI's operations or their budget, but she does know their tuitions are their revenue source. She confirmed they do receive State funding and knows that when they receive funding, they have also been adjusting their tuitions. She believes it actually went down this year when they finalized their budget, and did not see the increase that has been seen in the past. Ms. Francisco feels they have recognized the fact they have more students now than before, which helps offset some of their costs and lowers their cost per pupil. She also indicated they receive a substantial amount of State aid because the Governor feels strongly about funding technical education. She indicated that unfortunately, a lot of High Schools have had to reduce their vocational education programs because they are costly to maintain. West Milford is one of the few districts that has been able to maintain their wood shop, mechanical drawing, and culinary arts programs, revising curriculums over the years, and we now have a STEM program. She expressed we are trying desperately to keep up with these programs, and that we have so many of the courses that PCTI has been able to offer.

Mrs. Van Dyk stated that during the meetings that were held, she does not remember a formula being put out there. The only thing that was mentioned during those meetings is that the budget for PCTI from the County has not changed in at least fifteen (15) years. She referenced a committee that got together through New Jersey School Boards Association, and she and Mrs. O'Brien attended three (3) meetings.

Mrs. Romeo asked Mrs. Van Dyk and Mrs. Lockwood to reach out via email to the President of the Passaic County School Boards Association and request to send us any information and meeting notes from the past that we can review, so that the Board has factual information that was provided at those meetings. Mrs. Van Dyk indicated that Mrs. O'Brien may have that information, but she will reach out to her contact. Mrs. Romeo also asked that this be put on the agenda for the next Operations & Finance Committee meeting in September.

Mr. Cytowicz inquired on an additional topic. With the Academic Success Committee, Mr. Cytowicz followed up to see if there will be a potential for a second part to it for this school year, to the findings and any quantifiable measures that could come from it.

Mrs. Romeo requested in the Spring that they come to a Committee meeting and it has not happened as of yet, and we now have a new Interim Superintendent. She thanked Mr. Cytowicz for inquiring about this. She requested it be placed on the September or October Education Committee meeting agenda. She explained that in Committee, we would discuss that presentation and then if we saw after Committee they would like another presentation, it would be discussed there.

Mr. Cytowicz feels this started out on good footing. He stated one of the things that NJSBA talks about is The Lighthouse Study, where Boards that focus on education have better educational results. He feels if we can keep this in mind as a Board, in cooperation with the Administration, we can continue on a good stride.

XIX. OLD BUSINESS - Continued

Mrs. Romeo agreed with Mr. Cytowicz, and appreciated that it was brought up. She stated there are some things that should be revisited and needs to be worked on, and that is one of them.

Mrs. Dwyer inquired as to what the plans are to reach out to the Township Council regarding Hillcrest. Ms. Francisco responded to her inquiry and explained that we did send out an RFP for the Feasibility Study and received some proposals. She is in the process of providing Mr. Senande, the Township Administrator, with copies of the proposals that we received, and our Committee will meet to review them and come together to determine how the Board will award the RFP. She indicated that members of the Committee have to come up with a time to meet, as a decision must be made within 60 days.

Mrs. Lockwood thanked Ms. Francisco for volunteering to step in and be our Acting Superintendent, to keep us in compliance with the County. She stated that not only did Ms. Francisco step in and take over during a very busy month, Ms. Francisco also did not want any compensation for her additional duties. Mrs. Lockwood thanked her again.

Motion by Mr. Cytowicz, seconded by Mrs. Racano, to close Old Business.

VOICE VOTE: All in Favor. MOTION PASSED.

XX. NEW BUSINESS

Mr. Cytowicz inquired if the Board can get a schedule of the standardized testing that we will see in this upcoming school year. He feels it would help the Board to see what to expect. Mr. Novak believes he provided the Board with this, but he will resend it. Dr. Furnari clarified that every year the Department of Education requires all school districts to post their testing calendar to the public. She stated that we have this all set and will be able to re-share it with the Board.

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

VOICE VOTE: All in Favor. MOTION PASSED.

XXI. 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.

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

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

Christina Duffy, 25 Warwick Turnpike, Hewitt. She is the mother of a student at Macopin School, and a student at Marshall Hill School. She inquired about the Class Size policy. She asked, "when do you revisit this," and "how do you revisit?" "Are you doing a proactive revisit" or "are you doing a reactive revisit?" She expressed that should the Board be in a position where these policy limits are stretched, "how do you measure efficacy" and "for what period is that measured?" Her total concern is the long-term effect of this. She spoke about her daughter who was screened for dyslexia and what occurred. Her daughter was in a small classroom, and she is concerned about other children who are in bigger classrooms. She asked the Board to please put some criteria in for themselves as they are considering these policies.

Joan Marie Fredericks, 38 West Shore Road, West Milford. She is a retired school bus driver. She had a request for the Board and spoke about working on the Class of 1973 50th Class Reunion. Mrs. Fredericks explained there are six (6) Committee members, including herself, and the Committee would like to get approval from the Board to plant a tree in memory of the 38 classmates that have passed away. They would like to plant a tree at Macopin School, which is where they graduated from, and would also like to put a plaque in their memory. She indicated that the tree would be planted before the reunion, which is planned for October 14, 2023. She stated there are seventy (70) people that will be attending the Class of 1973 Reunion.

Mrs. Romeo was thankful and asked Mrs. Fredericks to email the information to her, Dr. Furnari, and Ms. Francisco.

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

VOICE VOTE: All in Favor. MOTION PASSED.

XXII. EXECUTIVE SESSION

At 8:06 p.m., Mrs. Lockwood made a motion, seconded by Mr. Cytowicz, to go into Executive Session for the purpose of discussing personnel appointments, resignations, current litigation matters, special education matters, negotiations, and matters of attorney/client privilege.

The executive session minutes will not be released until such time as the privilege or confidentiality is no longer applicable. The Board will be in Executive Session for approximately forty (40) minutes. No action will be taken, and the Board will adjourn from Executive Session.

VOICE VOTE: All in Favor. MOTION PASSED.

Respectfully submitted,

**Barbara Francisco
Board Secretary**